

# **Proceedings**

## **Fifth Convention**

**San Francisco, August 17-21, 1964**

**CALIFORNIA LABOR FEDERATION, AFL-CIO**

*Thos. L. Pitts, Secretary-Treasurer*

**995 MARKET STREET, SAN FRANCISCO**



**EXECUTIVE COUNCIL  
CALIFORNIA LABOR FEDERATION, AFL-CIO**

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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 Fifth Convention

FIRST DAY

Monday, August 17, 1964

## MORNING SESSION

### Opening Ceremonies

The delegates were entertained while awaiting the Call to Order with an excellent program of popular melodies by the San Francisco Municipal Band, under the conductorship of John Afendras.

The Fifth Convention of the California Labor Federation, AFL-CIO, was called to order at 10:10 a.m., in the Civic Auditorium by George W. Johns, Secretary-Treasurer, San Francisco Labor Council, and Convention Committee Chairman.

The meeting opened with the Presentation of the Flag by the Color Guard of the 12th Naval District. The San Francisco Municipal Band under the direction of John Afendras then played the "Star Spangled Banner" with singer June Montague. Chairman Johns then led the Pledge of Allegiance to the Flag.

### Invocation

**The Most Rev. Joseph McGucken**

**Archbishop of San Francisco**

Chairman Johns then presented the Most Reverend Joseph McGucken, Archbishop of San Francisco, who delivered the following invocation:

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

"O God of Holiness and strength, eternal exemplar of justice and fortitude, Who did dignify and honor the cause of labor by sending Thy Son into the world as a laboring man, we call to mind Thy presence as we unite to promote justice for those who build up the framework of national defense, development and prosperity by their labor and skill.

"Give us the vision to see in the results of our honest labor the symbols of moral fiber and spiritual strength which we must develop in our souls. Send forth Thy Spirit into our hearts that while we seek justice for the employed as a matter of right, we may with equal fortitude

determine to do justice to the employer as a matter of duty and at all times subordinate our private interests to the common welfare.

"For these ends we ask Thee to precede our actions with Thy gracious inspiration and to carry them forward by Thy Holy assistance so that all of our words and works may be begun in Thee and through Thee and be brought to a healthy conclusion.

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

Chairman Johns then presented to the Reverend Archbishop a guest badge to the Convention.

### Welcome to Delegates and Guests

**Claude H. Jinkerson**

**President, San Francisco Labor Council**

Chairman Johns then presented the President of the San Francisco Labor Council, Claude H. Jinkerson, who welcomed delegates and guests.

### Introduction of Mayor Shelley

**George W. Johns**

**Secretary-Treasurer, San Francisco Labor Council**

Chairman Johns then introduced the Honorable John F. Shelley in these words:

"For the next address of welcome, the speaker hardly needs an introduction here. He has been a labor representative, both President and Secretary of the San Francisco Labor Council, past President of this Convention; the State Senator from San Francisco, who was largely responsible for the Shelley-Maloney Act; a Congressman from the Fifth Congressional District from San Francisco for many years.

"And now, for the purposes of bringing you a welcome, the Honorable Mayor of the City and County of San Francisco, his Honor, John F. Shelley."

## ADDRESS

### Honorable John F. Shelley

Mayor, City and County of San Francisco

Mayor Shelley spoke as follows:

"I find myself standing here before you this morning in a new capacity to welcome you to San Francisco and welcome you as the Mayor of San Francisco. At many conventions heretofore I have been on the floor fighting for things in which I believed. At three conventions I stood up here and presided.

"My connection with labor has been close over the years from the time I was a kid. That feeling, that fealty, that loyalty and that relationship are still here.

"I do want to welcome you to San Francisco, and I also want to say what some of you may not know but your officers know: I am happy that you are here in this Auditorium!

"You see, last week I was away when I ducked for about six days' vacation. They were on the telephone to me about ten times a day. I should not have told them where I was going. But I certainly got one telephone call, and I was advised that Tom Pitts had gotten a letter that the Auditorium would not be available in which to hold this Convention this morning because the builder, who was doing some remodeling, said he couldn't possibly get his equipment and his crews out. The City Official in charge of setting up the scheduling said: 'Well, it can't be done because it will cost the City more money.'

"Now, I don't know who goofed, whether it was the City Official in charge of scheduling the Auditorium or the contractor who should have it finished by now. But I want to say here now publicly: Somebody's neck is in the noose. But it was worked out and you are here.

"As Claude Jinkerson said, San Francisco is a fitting place for labor to hold its conventions, particularly the California Labor Federation. It started here. The real history of the labor movement was written in this City, and a great deal of the history of the country in which labor has taken part, and many of the benefits that have come to the working people originated in California, by the impetus and the drive and the forward-looking programs of the California labor movement.

#### Automation and Minority Problems

"In these days there are new problems, old problems with new looks on them;

and I know that every one of you will stand up to the challenge and you will meet them. New thinking must be done. In these days of automation; in these days of more mechanical contrivances which result in the elimination of manual skills and blue-collar workers, labor has a lot to think about and a lot to fight for. In these days, in the fight for equality by minority groups, labor not only has a lot to think about but a lot to do.

"I think back to the days in the 30s when after the enactment of the Wagner Act following the election of the late Franklin Delano Roosevelt, labor, which had been in the doldrums, surged up in a drive for organization and improvement.

"What were the incentives of that drive? The same incentives, the same three factors, that have inspired men down through the ages to improve themselves. They are three simple things:

"First, bread and butter on the table for himself and his family. That meant a job.

"Secondly, a roof over his head for himself and his family. And that means a job and the ability to either buy a house or pay rent.

"And third, the chance to improve his condition and his lot in life with education.

"Just as labor fought for those things in the 30s, so are the minority groups fighting for those things today. No matter how one may look at it we have to be factual. The motivation and the impelling force are exactly the same as those which made the labor movement from the 30s to now a great, important factor in our society. And these things must be reckoned with because these are the things that drive men to improve their lot—and no man will be happy until he has improved his lot.

#### Anti-Poverty Program

"The President of the United States was recently successful in having passed by the Congress an Anti-Poverty bill, because there are great pockets of poverty in every big city in the country and in the rural areas. This, too, is a program to which labor must address itself. It is one for which it must have a program and it must be ready, because poverty is what labor has fought for years.

"We in California are faced with an effort to repeal a law which was passed at the last session of the legislature, the Rumford Act, and which not only repeals it but would write into the Consti-

tution of the State of California some of the most bigoted, biased restrictions ever proposed legislatively anywhere. This too is the responsibility of the labor movement, which has stood through its years for fairness and for equality and for opportunity, to resist the efforts of those who want to pass this initiative.

#### **Dange. of Extremism**

"Recently in San Francisco we heard an expression about 'extremism'. Part of my own personal philosophy of life has been that extremism in any form is something to be avoided. Extremism is dangerous. Extremism is irresponsibility. Extremism shows a desire to do only that which one wants done without regard for the rights of others or without regard for the principles involved.

"Without making any reference or any quotes as to who made these remarks (and I know everybody knows who said them), I think labor in the United States and labor in California have a great responsibility to reject this philosophy which was publicly espoused, I am sorry to say, in this City in the last month.

#### **San Francisco Welcomes You**

"I don't have to tell you that in San Francisco, you'll find a warm city, a city which will give you a welcome. We have friendly officials here. If you get lost on the way home from the meeting to your hotel, or from some of the gatherings and parties and caucuses, stop and ask the nearest policeman. He's a friend.

"Most of them probably were trade union members before they put on a uniform themselves. They might even escort you home to your hotel—nowhere else.

"We are proud of our city employees in San Francisco, practically all of whom are organized members of the various trade unions. They will be friendly. They will cooperate with you and help make your stay here a pleasant one.

"The restaurants, the bars, the night-clubs in this city are organized. You will be with friends. Enjoy yourself. Have a successful convention.

"And remember, a little play can maybe increase the amount of work you get done. May God bless you and guide you in doing a good job on behalf of your members. Thank you."

Chairman Johns then presented Mayor Shelley with a Guest Badge of the Convention.

#### **Other Introductions and Greetings**

Chairman Johns introduced the Honorable John F. Ferdon, President and Chairman of the San Francisco Board of Supervisors, and William F. Murray, San Francisco Fire Chief, both of whom welcomed the delegates, and were themselves presented with Guest Badges. Chairman Johns announced that the Honorable Gene McAteer, California State Senator, had sent a telegram of greetings and of regrets that, because of illness, he could not attend the convention.

#### **INTRODUCTION OF PRESIDENT ALBIN J. GRUHN**

**by George W. Johns  
Secretary-Treasurer of  
California Labor Council**

At this time Chairman Johns introduced Albin J. Gruhn, President of the California Labor Federation, with the following remarks:

"I have considered at length the problem of introducing such a well-known, well-liked and well-experienced man as our presiding officer. Perhaps a most brief review of some of the issues that he must face would indicate the need of our cooperation in putting together a unified program of militant, progressive constructive leadership on behalf of the working people of California.

"Recently, we took a poll in San Francisco of delegates, as to the relative importance of today's issues. Let me briefly report to you the most important in their opinion.

#### **Serious Issues Confront Us**

"The list of divisions was headed by: poverty, unemployment and civil rights. Every delegate in this room knows these are existing and serious faults in our state, and that perfunctory answers will not resolve them.

"Next on the list was Medicare; and again, every delegate knows that our failure to at least provide comprehensive medical care to our senior citizens under our Social Security system has demonstrated and labeled us as one of the backward states of the world.

"Next in priority on the list of issues was automation. Here was reflected the fear and confusion of the laborer and the uncertainty and insecurity of the skilled craftsman, as they have become automated and converted into unemployment statistics.

"Next, the finger was pointed at education. And I feel this had some relationship with the fears I just discussed. Its failure to keep up with the times, its traditional catering to special interests, its livid fear of identifying itself with the problems of our people, its habit of withdrawing to ivy-covered towers when its self-interest is threatened, all indicate the necessity of great and responsive changes in education in our increasingly technological society of today.

"Our final issue of most importance did not receive the vote I personally had expected. It was the issue of Birchism. It is my hope that, in this Convention, the problems of extremism, whether from the left or from the right, will be adequately and forcefully exposed as a threat against working people, to the end that every delegate will become a crusader in the months to come against any such extremists.

"So these issues, results of a San Francisco poll, I report to you, Mr. Chairman. These are only part of the challenges our Chairman will have to face.

"Upon arriving at this Convention, I found other issues. Differences in opinion and policy are bound to exist when we have such varied segments of our movement as international caucuses, departmental and trades councils, and the central councils responsive to the local labor movements.

#### **Unified Effort is Needed**

"If we are to maintain and improve organized labor's effectiveness in our economic, legislative and political activity, we must always seek improvements in our organizational structure and participation designed to give us a more unified effort. If we fail to do so, we may well find the self-serving politician or attorney leading us by the nose in the direction of our own disunity.

"Another specific issue may be in reapportionment where seeds of disunity might well be found. Yet we all agree that legislators should be elected by people and not by areas of land. Perhaps this Federation, through conciliation and mediation, can find a formula for establishing the machinery of reapportionment that will meet the problems of our local labor movements.

"So these in part are the issues our Chairman will have to face. Let's all help him and at the end of this week let's give him the credit for being the man who presided over a real unity Convention of

practical and constructive value to the people we represent.

"I give you the President of the California Labor Federation, our Presiding Officer, Brother Albin J. Gruhn!"

### **OPENING BUSINESS SESSION Albin J. Gruhn**

**President of the California Labor Federation, AFL-CIO, Presiding**

President Gruhn addressed the delegates in these words:

"Delegates, at this time I do declare this Fifth Convention of the California Labor Federation, AFL-CIO, in order, to conduct such business as may legally come before it.

"Your Excellency Archbishop McGucken; Mayor Shelley; President John Ferdon, San Francisco Board of Supervisors; Bill Murray, San Francisco Fire Chief; President Jinkerson; Secretary Johns; President Jim Suffridge, Retail Clerks International; Secretary-Treasurer Bob Diefenbach, Hotel, Restaurant Employees International; and other dignitaries on the platform, I extend to you the greetings of the Officers and Delegates of this Convention. Our thanks also go to the local committee who have assisted us in carrying out the many details necessary to prepare for this Convention in the City by the Golden Gate, in the City of St. Francis.

"In this year of 1964, the year of great and far-reaching decisions for the future of our state and nation, it is fitting that we return to the city that was the birthplace of our California Labor Federation, AFL-CIO. It was in this city just about six years ago that we merged the labor movement of this state for the purpose of better carrying out the fundamental objectives and principles to which labor has been so long dedicated.

#### **Our Many Challenges**

"Today we are faced with challenges that will test the fiber of our Federation as never before. Many of these challenges are outlined in detail in the policy statements and resolutions that will be considered and enacted by this Convention. But the actions of this Convention, the things that we say here, the things that we do here, will not have the effectiveness unless each and every one of us carries the message of this Convention's actions to the membership of our respective Unions, their families and to the friends of organized labor in every part

of this State. Then and only then will we get the active cooperation and support of the millions of willing hearts and hands that are needed to help our cause. These are the hearts and hands that helped us defeat Proposition No. 18, the so-called 'Right-to-Work' initiative, in 1958. They helped us retire 'Tricky Dick' from the California political scene in 1962. These are the hearts and the hands that can help us defeat 'Shifty Barry' in 1968—Pardon me. I meant 1964.

### Importance of Presidential Election

"Never in my recollection has organized labor been confronted with a candidate for the Presidency of the United States who has a more anti-labor record, anti-people record, than the 1964 nominee of the Republican Party. He strongly favors right-to-work laws, laws which ban the union shop. His voting record in the Senate, according to organized labor's official COPE box-score, shows 53 wrong votes and zero right votes on issues vital to the welfare of working men and women and the public at large.

"No wonder that he is the darling of the extremists of the radical right, whose ultimate aim is to destroy the free-trade union movement and wipe out all the social legislation enacted since the New Deal Era of Franklin D. Roosevelt.

"There are some who say that 'It can't happen here.' Lest we forget, it did happen over there. The fanatics of the extreme right are working day and night. They have adopted the lie technique of the Nazis and Commies to play upon the prejudices and anxieties of the people. They are going from block to block, from door to door, not once, not twice, but in some instances three times in an effort to sell their bill of goods. They are using the Commie tactic of infiltrating clubs and organizations for the purpose of indoctrination and eventual control. They are poisoning the minds of many people by word of mouth and by use of numerous printed materials. The victims include some members of organized labor and their families who may not be too knowledgeable as to the principles, policies and objectives of the trade union movement.

### We Must Oppose Fanaticism

"We must meet this challenge to our very existence by positive action now. We must counteract the activities of these fanatics by a zeal and dedication of our own that will spread the truth about the labor movement and its economic, legis-

lative and political program from block to block, from door to door throughout this State.

"Organized labor can point with pride at its historical record of continuously striving to move our country, our state, our communities ahead on programs for the economic and social wellbeing of all the people and particularly the underprivileged. Organized labor has been in the forefront of the fight for civil rights, full employment, Medicare for the aged under social security, better housing for the middle- and low-income groups, better education, adequate park and recreation facilities, conservation of our natural resources, and a strong military posture to defend our country and the freedom-loving nations of the world from attack by any would-be aggressor.

"We can ill afford to allow vacuums to develop in these critical areas; vacuums that are spawning grounds for extremists, such as the Birch Society on the right and the Commies and their fellow travelers on the left.

"In these trying times our country sorely needs the continued leadership of a man with the New Deal philosophies of our beloved late President, Franklin D. Roosevelt; of a man with the guts of former President Harry S. Truman, and of a man with the vision of our martyred and beloved President, John F. Kennedy. During the short time that he has served our country as Chief Executive, President Lyndon B. Johnson has shown these qualities of leadership. We must help him to carry on in this great tradition. He has asked for our help. We can help him by electing more liberal legislators to the National Congress. The most immediate thing that we can do and must do is to register every possible voter between now and the closing date of voter registration, which is September 10th.

"In closing my opening remarks to this Convention I would like to leave with you a quote from the speech of our late martyred President John F. Kennedy which was to have been delivered at Austin, Texas, on November 22, 1963—a quote which is so appropriate at this time and a tribute to his memory:

"This country is moving and it must not stop. It cannot stop. For this is a time for courage and a time for challenge. Neither conformity nor complacency will do. Neither the fanatics nor the faint-hearted are needed. So let us not be petty when our cause is so great. Let us not quarrel amongst

ourselves when our nation's future is at stake. Let us stand together with renewed confidence in our cause, united in our heritage of the past and our hopes for the future, and determined that this land that we love shall lead all mankind into new frontiers of peace and abundance.'

"Thank you very much."

### **Arrival of Honorable Edmund G. Brown Governor of California**

President Gruhn then asked the Escort Committee to accompany the Honorable Edmund G. Brown, Governor of California, to the platform.

#### **Escort Committee for Governor Brown**

The Escort Committee members were:

Samuel Otto, Chairman, from the Garment Workers No. 96 in Los Angeles; Manuel Dias, Auto Workers No. 76, in Oakland; Robert L. Ash, Alameda County Central Labor Council; Ralph McMullen, Building and Construction Trades Council, Los Angeles; R. R. Richardson, Central Labor Council, San Diego; S. L. Dellums, Sleeping Car Porters, Oakland; C. R. Bartalini, District Council of Carpenters, San Francisco.

#### **Announcements**

Chairman Gruhn then called on Secretary-Treasurer Pitts for announcements.

#### **Introduction of Governor Brown by President Gruhn**

President Gruhn then presented Governor Brown.

"Delegates, at this time, it is a real privilege for me to have the opportunity to present to you a Governor who was with us in the tough fight of 1958, when we defeated the vicious Right-to-Work proposition No. 18, who has been a friend of labor, and who I know will be with us in our battles against Goldwater and company in the fight between now and the election in November.

"So at this time, it's a privilege for me to present to you the Governor of the State of California, Governor Pat Brown."

#### **ADDRESS**

#### **Honorable Edmund G. Brown Governor of California**

Governor Brown addressed the delegates as follows:

"Thank you very much, Al. Tommy

Pitts, my old treasured friend Neil Haggerty, Members of the Executive Committee, Ladies and Gentlemen:

"You know, as I walked down this aisle on my walking cast that I have here, I hoped that I could get up here and tell you that I felt like a wounded soldier, fighting the battle of labor. But I can only tell you that I did it in the pursuit of my greatest failure, chasing a little white ball around a golf course.

"Some of my good friends have stated it's the first time that I put my foot in a hole rather than in my mouth.

"But whatever it is, I hope I am in good shape for the great privilege that will be accorded me a week from this Wednesday night—to nominate the President of the United States.

"But like always, from the first day that I walked into a labor hall as a candidate for District Attorney in San Francisco, back in 1938, I am thrilled by the reception that I get from the welcoming committee, and in walking down this aisle and having you distinguished citizens of our state stand and give me a greeting.

#### **Federation Serves All the People**

"The California Federation of Labor's record of victories for the working men and women of this state is long and brilliant. Your concern, not only for your own particular trusteeship, but for all the people of this state, is well established. And I am proud to stand before you as a friend of labor.

"I am proud to have shared with you many a good fight. And none of these victories came on a silver platter, whether at the bargaining table or at the polling place. The fight for decent wages, for unions, and job security has been long, and it's been hard. And I'd like to be able to get up before you today and say the battle's over; we have won the war; it's time to relax.

"I would like to tell you that the toughest fights of the labor movement—and of thoughtful, progressive Americans everywhere—are behind us; there are easy days ahead.

#### **We Are Facing Our Greatest Challenge**

"But the fact is that everything the labor movement stands for, from Social Security to civil rights, is under the bitterest attack that I have ever seen in my political career. The gains of a quarter of a century are being challenged by a desperate and dedicated coalition put together by the radical right, and held to-



gether by fear, by Senator Goldwater's own definition.

"Moderation, reason and a careful progress toward greater peace and prosperity for all of us will be called into question, as Americans again prepare to choose a national leader. I think the seriousness of this challenge broke upon us rather suddenly. A few months ago, it was possible to smile occasionally at the Senator's bumbling outrage over the way most of us went about the hard work of preserving the peace and building prosperity.

"When the story went around that in the event of a nuclear attack, his first order would be to get the wagons into a circle, we thought that was very funny. It seemed harmless fun when people said he was the obvious choice for 1864, and when it was rumored that he'd appear on television nightly from 7:00 o'clock until 6:30.

"But I'll say this for Senator Goldwater—and I've never underrated an opponent in my life—he wiped the smiles off our faces in a hurry with his acceptance speech, one of the most dangerous statements ever made by any American, let alone a candidate for the highest office the gift of the people of our country.

"It stopped being funny when he launched the most determined campaign in recent memory to bully and discredit the working press. It stopped being funny when he called our President a faker, and moderation a fraud.

"Senator Goldwater's declaration that, 'Extremism in the pursuit of liberty is no vice,'—in effect what this means is that the end justifies the means—is nothing less than a call-to-arms to every fanatic, from the Communist to the Ku Klux Klan.

"We know, if the Senator doesn't, that every tyrant in history has been swept to power on a wave of extremism. We know, if the Senator doesn't, that in the pursuit of liberty, extremism is not only a vice, it is a fatal vice; and in the search for justice, moderation is not only a virtue, it is the essential virtue.

"The Communists are extremists, and they think they're in pursuit of freedom. The Birchers are extremists, and they think they are in pursuit of freedom. But are either of them giving us liberty? Are either of them giving us virtue?

"So once again, labor and progressive citizens of this state and nation, Republicans and Democrats alike, must gather together themselves to defend the gains of generations.

"We have had it before. We stood together in 1958, and we fought off the attempt to impose the Right to Work in this state. We banded together to enact fair and moderate laws, to prevent bigotry and discrimination in hiring and in the sale and rental of housing. And with your conscientious help, we will do it again this year.

"But let me warn you, the 1964 campaign will be no milk run. All over the nation, men who distrust freedom and justice are whipping up the white citizen's fear of the city streets, and the black man's fear of ambush. Our most important task is to make sure that reason and moderation prevail in this campaign; that the bigots and the fanatics do not choose the ground on which the opposing ideas of the candidates will be tested. And labor can and must extinguish the fires that extremists are trying to set this year.

#### **Labor's Basic Tasks in State Campaign**

"To me, as I stand before you, there are three basic jobs for the labor movement in this campaign in California:

"First, you must do all you can to see that we send Lyndon B. Johnson back to the White House for four more years as President of the United States.

"Second, you must do all that you can to defeat Proposition 14, a measure which would set back human rights in this state one hundred years and more.

"Third, you must do all that you can to elect and re-elect thoughtful, progressive Democrats—and yes, a few, mighty few, progressive Republicans—in the legislature and the Congress of the United States.

"And I hope you'll work particularly hard for a young man that I had the honor to appoint to the Senate of the United States; and I refer to United States Senator Pierre Salinger.

"I am proud of the way that he's plunged into the work of the Senate in the past few days; and I know that during this campaign, he'll have an opportunity to come before you, in your meetings throughout the state, and I think that you will find him one of the most progressive, intelligent men ever sent to the Senate of the United States. And I am confident that, in the only ten days that he's been in the Senate, that he has been voting the way that you think he should vote on all the tough, hard issues of the Senate's history of today.

### **We Have Achieved Gains in Sacramento**

"Now, let's look at some of the gains that we have achieved by working together during the past five and a half years. And let me say this to you: up there in Sacramento, it hasn't been easy. Some of the issues that we have taken have been rough and tough. They have been fought by some of the greatest lobbyists in this great big state.

"And I want you to know that the people you've sent up there, I've been proud to work with; that Tommy Pitts is one of the most intelligent men that I've ever met, in or out of labor.

"We have a Fair Employment Practices Commission, so that a man will be hired according to his skills and not the color of his skin. We have a Consumer Counsel to speak in Sacramento in behalf of the shoppers and consumers of our state. We have a master plan for higher education, under which we are building six new state colleges and three new university campuses.

"And let me tell you this—because sometimes in California, we take it for granted that these schools belong to you and to your children—you know, in some of the eastern states, in the state universities and colleges, that they're turning away residents of their states because they haven't any room to let them in. The great influx of children were not anticipated in these states as they were in California.

"We have great junior colleges, and we are the only state in the Union that guarantees every youngster, who can make the grade, a free education from kindergarten through the graduate schools.

"We have boosted pensions from \$90 to \$101, and increased funds for medical care for persons over 65 who have no other funds.

"Unemployment benefits have been raised from \$40 to \$55, and disability benefits from \$50 to \$70. And I'll have a little bit more to say about that in a few moments.

"A great water plan is under construction, creating billions of dollars worth of new wealth all over the state, with thousands of new jobs, in the farms and in the cities.

"California's economy is the healthiest in all America. Personal income last year exceeded \$52,400,000,000, an all time high for our state. Civilian employment was over 6,441,000; and we know that

a minimum of 97 industries invested nearly \$1,000,000,000 to expand old plants or build new ones, during the immediate past year. This is only a partial survey.

"We are second in manufacturing among all States and only New York is ahead of us in finance and personal income. Our economists tell us that it is only a matter of months before we will be ahead of the State of New York.

### **Employment Has Increased But Unemployment Remains a Problem**

"California's employment growth has far exceeded that of any other State. In the last five years our employment rolls have increased by more than 825,000 and one out of each six new jobs in the nation—one out of six new jobs created in this nation—has been created here in this State. However, I must tell you, too, that we are still absorbing streams of migrants from other States and the post-war baby crop has now grown and entered the labor market; and as a result of both migration and natural growth we are adding approximately 200,000 workers to our labor quota each year.

"Despite our record employment growth we have not managed to absorb all of our workers, and unemployment is still a problem — and a big problem; a problem which at its hard core will challenge the best minds of labor, management and government. And the defense and aerospace industries on which one-third of California's skilled workers depend for manufacturing jobs have shown cutbacks in recent months, and last year the slackening of these jobs in industry meant a new loss of 13,000 jobs in California.

"We are moving as vigorously as we can to take up the slack. I wish that we could get moving on some of the great public works that we must do in this State. For example, right here in the San Francisco Bay Area we should be beginning three new great bridges, but unfortunately we have not been able to get any consensus on where the bridges should go after we begin them; and we cannot do it until we get the means of ingress and egress inside and outside the City of San Francisco. So here are all these jobs blockaded by the inability of the City of San Francisco to move in connection with the freeway problem in our State. I am not blaming anyone, but this is the core of the great public works that are necessary.

"In other places we are moving ahead. In San Diego we are going to build a bridge over the San Diego Bay. Up in

Humboldt County we are beginning plans to study a bridge over there. With our freeways and highways we could move ahead to create more jobs.

"I have also formed a group of leaders in the aerospace and defense industries, to ask them to intensify their research for new products to employ the great skills we have in California.

"We have stepped up our search for programs to deal with the impact of automation; and we are moving forward to increase the efforts of the Economic Development Agency in our State to bring new products to California.

#### **Unemployment Benefits Have Increased**

"Now along these lines, a little bit off the track of new business, I want you to know that I intend in the next legislature to restore unemployment benefit levels to a proper relationship with present weekly wage levels.

"The maximum weekly benefit for unemployment insurance was raised from \$40 to \$55 in 1959, my first year in office. In 1959 the average weekly wage earned in jobs protected by unemployment insurance was \$102.64 a week. So that the maximum benefit represented 54 percent of the average wage.

"Now, five years later, the average weekly wage is \$120. And unemployment benefits must be raised accordingly. I will ask for other improvements in unemployment insurance as well.

"We must take action, too, on the disability insurance program. Benefits are based on a sliding scale, and by next year the maximum will almost certainly be \$80. But the program is now spending about \$30 million a year more than it is taking in; and the 1965 session will have to raise contributions to this fund to keep it solvent.

"I said earlier that the first priority for action in this election year is the reelection of President Johnson. In the months since he took up the torch from President Kennedy, he has shown a capacity for leadership that already marks him as one of the great and effective Presidents of our history.

#### **Civil Rights Issue Outstanding**

"He designed the victory for the most far-reaching civil rights legislation since reconstruction days. He put through a tax cut which will mean one billion extra dollars in the pockets of California's working men and women next year. And last week the Congress endorsed his Eco-

nomic Opportunities Act, the boldest step in a quarter of a century to break the chain of poverty in this country. And Business Writer Sylvia Porter reported only last month that our economy is in the strongest, most solid, prolonged and non-inflationary peacetime upswing in all its history.

"At the same time President Johnson has demonstrated that he can deal with problems overseas with the same courage, the same direct approach that he applies at home.

"Now comes Senator Goldwater, blustering into this picture and saying, 'Let's gamble a little with our peace and prosperity. Let's go to the brink and let's tinker with the economy and see whether you would really get a depression as some people fear.'

"And I say to you, my friends, this nation needs Lyndon Johnson. And Lyndon needs you.

"Here at home, one of the toughest issues that I have ever seen, but one of the most important, is this Proposition 14, which is a ruthless attempt by vigilante committees from beyond our borders to write bigotry into California's Constitution. California's Housing laws are in the California tradition, fair and moderate. The Rumford Act was written after careful study of similar laws in ten other States. In nearly a year of operation, some 93 cases have been processed to completion and all but one has been settled by conciliation or dismissal. But this moderate, tolerant, workable approach to equality in housing is the very thing that the bigots and the extremists in the nation cannot stand. For every case that demonstrates that men of good will can work and live together in peace weakens their message of hate and fear. And that is why they are pouring such large sums of money into California through the real estate lobby to wipe out the fair housing laws and to forbid any new laws from being enacted in the future.

"Let's just understand that this initiative measure will prevent the legislature of the State of California from dealing in any way whatsoever with the most burning domestic issue in the history of our nation. The legislature will not be able to act. It will freeze bigotry into the Constitution of our State. And I ask you for a moment to think what passage of this measure would mean to the Negro at this time of history.

"We promised the Negro equal treat-

ment 100 years ago; and he has waited until recent years to show the dissatisfaction and frustration with the slow, sometimes glacial rate at which true freedom and meaningful opportunity advance. For, however easy it is for those whose rights are secure to preach that his life is freer and his opportunities more abundant than were his father's, remember, my friends, that this is the only time in which the Negro of today is living and his tomorrow is both remote and unborn.

"What, then, should be our reaction to those who, weary, discouraged, impatient, sometimes seek to resolve grievances foolishly — yes, even illegally — in the streets?

"Believing in the rule of law, we must believe that in the law lies the will and the way of redressing all social grievances. This does not mean that the earnest and unmistakable determination of Negroes to exert an effective hand in their own destiny must be, can be or should be reduced to sterile and inactive dissent. You people who are leaders in the labor movement have not reached the stage you have by sterile and inactive dissent. But, on the contrary, let them exert every effective, lawful means of bringing the public conscience face to face with the facts of social life: that there is a racial cancer in our midst and that it is the responsibility of all of us to participate in its removal.

"What I do say is that this can and must be done within the ambit of the rule of law. The people of this State will and must oppose and reject violence and disregard for property and individual rights even when offered in the name of civil rights, just as they will oppose and reject the intolerant thrusts of racial bigotry.

"As Governor I have raised my hand and sworn that I will uphold all the laws of the State of California; and I assure you that where the laws of this State are violated I will respond by enforcing my oath. But I do say to you that in connection with this Proposition 14, you must use the same vigor that you used in the "Right-to-Work" to defeat it. Because it is bad not only for the Negro, but it is bad for you and bad for me.

#### **Battles Are Won or Lost at the Polls**

"Finally, I urge you to throw labor's great strength into the races for the State legislature and the national Congress, for that is where the battles are won and lost.

"Up there in Sacramento I must tell

you that the forces of reaction have been getting stronger; that it is tougher to get some of the bills through than it was when I moved up there with a million-vote plurality over Bill Knowland. The situation is one where we have achieved the easy things, the things that were obvious. Now we are getting down to the things that are really hard. And this is where we are going to have to have your help.

"I thought that many of labor's proposals at the '63 session had merit, but I must say that the legislature has the final say and that it is most responsive to a vigorous and united presentation of need by any group.

"I urge you to do everything you can to give us a larger Democratic majority this year; to agree on what you need; and then come to Sacramento and work for it. To see three or four legislators hold the legislature in idleness while they fool around with three million dollars out of three and a half billion dollars just to make newspaper headlines throughout this State is ridiculous, and it is bad government. And I hope that after you elect these people you will come up there and help your legislators in Sacramento. I saw a group of women when we were fighting for the Consumer Counsel buttonhole the legislators on the issue; and where you are interested in specific legislation you come up there, too. And if the Governor is not working, come to his office and buttonhole him for his support. I have asked for your support. You are entitled to get mine.

"At the State level we must continue to shape programs that lift the standards of living of California's farm workers. This bracero program that terminates at the end of this year is one on which I have been working with growers and labor and everybody else. As I stand before you, that has not as yet been solved.

"At the national level we must provide medical care to the aged as their right, not as a grudging dole.

"We need vast amounts of new housing for low- and middle-income groups. And we must strengthen our public schools as effective educators of the culturally deprived and the dropout.

"I am confident that we will meet these goals. We will reelect President Johnson with your help. We will save fair housing from the bigots' attack with your help. We will continue to advance the

cause of labor and of all Californians with your help.

"And let me close on a very, very practical note. We will do all of these things if you and your Brothers register and vote. We will do none of them if you don't. So let us set to work immediately to assure the same turnout, the same enthusiasm that produced the great victory in 1958. Let us not just produce a victory for President Johnson. Let us produce the largest landslide in our history to show the world and the extremists in our own ranks that our guidelines are still liberty and justice for all!

"Thank you very much."

### **Committee Reports**

Chairman Gruhn, after further announcements by Secretary Pitts, called for committee reports.

The Chairman first called upon the Chairman of the Credentials Committee, James Blackburn, Painters No. 256, Long Beach.

#### **First Report of Credentials Committee**

James H. Blackburn, Chairman, moved the preliminary roll call as printed in the Statements of Policy, Resolutions, Part I. Preliminary Roll of Delegates, be seated as printed—subject to adjustments, deletions and additions, and the motion was duly seconded. The motion carried.

### **Appointment of Committees**

Secretary Pitts then announced that, in accordance with the Constitution, the following committees for the Convention had been appointed:

#### **Credentials Committee**

James H. Blackburn, Chairman, Painters No. 256, Long Beach; Andy Ahern, Garment Cutters No. 45, San Francisco; Gunnar Benonys, Carpenters No. 36, Oakland; G. J. Conway, United Steelworkers No. 3941, Huntington Park; Claude Cox, Amalgamated Clothing Workers No. 55-D, Los Angeles; Virginia L. Davis, Butte County CLC, Oroville; Lowell E. Fowler, Central Labor Council, Bakersfield; Wayne J. Hull, Building and Construction Trades Council, Long Beach; Henry B. Lucas, Electrical Workers No. 1245, San Jose; Manuel Lopez, Hod Carriers No. 585, Ojai; Phyllis Mitchell, Office Employees No. 3, San Francisco; Paul E. O'Bryant, Motion Picture Cinetechnicians

No. 789, Glendale; Pat Sander, Cooks Union No. 228, Oakland; Anthony Scardaci, United Furniture Workers No. 262, San Anselmo; Ed Wilson, Sailors Union of Pacific, San Francisco; and Hartley L. Weingartner, 5-Counties CLC, Redding.

### **Legislation Committee**

Robert S. Ash, Chairman, Alameda Central Labor Council, Oakland; C. R. Bartalini, Bay Counties District Council of Carpenters, San Francisco; Anthony J. Bogdanowicz, Cabinet and Millmen, No. 721, Los Angeles; Robert F. Callahan, Fire Fighters No. 798, San Francisco; Ruth Compagnon, Waitresses No. 639, Los Angeles; Manuel Dias, UAW No. 76, Danville; Harry Finks, Sacramento Central Labor Council, Sacramento; Leona Graves, Retail Department Store Employees No. 1100, San Francisco; Kenneth M. Hower, California State Council of Painters, San Mateo; George W. Johns, San Francisco Labor Council, San Francisco; H. D. Lackey, Building and Construction Trades Council, Bakersfield; Fred L. Martin, Automotive Machinists No. 1305, San Francisco; Samuel Otto, Sportswear and Cotton Garment Workers No. 266, Los Angeles; W. T. O'Rear, Fresno Central Labor Council, Fresno; Charles Robinson, Northern California District Council of Laborers, San Francisco; J. J. Rodriguez, Butchers No. 563, Huntington Park; William F. Stumpf, Steelworkers No. 5450; and James J. Twombly, California State Conference Operating Engineers, San Francisco.

### **Resolutions Committee**

T. A. Small, Bartenders and Culinary Workers No. 340, San Mateo; Joseph Angelo, Steelworkers No. 1440, Oakland; Percy F. Ball, Construction and General Laborers No. 185, Rancho Cordova; J. J. Christian, Los Angeles Building and Construction Trades Council, Los Angeles; C. L. Dellums, Sleeping Car Porters, Oakland; Philip J. Deredi, Building Service Employees, Joint Council No. 2, San Francisco; W. L. Fillippini, Sheet Metal Workers No. 273, Santa Barbara; W. H. Diederichsen, Electrical Workers No. 617, San Mateo; Armon L. Henderson, District Council of Carpenters, San Diego; Charles H. Kennedy, Musicians Local No. 6, San Francisco; Kenneth D. Larson, Fire Fighters Association No. 1014, Lo Mirada; Everett A. Matsen, Butchers No. 364, Petaluma; Mary Olson Moran, Hotel Restaurant, Cafeteria and Motel Employees No. 512, Wilmington; Melvin H. Roots, Plasterers No. 112, Oakland; Edward T.

Shedlock, Utility Workers No. 160-C, Los Angeles; William Sidell, Cabinet Makers No. 721, Los Angeles; and DeWitt Stone, United Auto Workers No. 509, North Long Beach.

### **Constitution Committee**

Max Osslo, Chairman, Butchers No. 229, San Diego; Leonard Cahill, Redwood District Council Lumber and Sawmill Workers, Eureka; M. R. Callahan, State Council Culinary Workers, Long Beach; Fred D. Fletcher, Newspaper Guild No. 52, San Francisco; Donald P. Haggerty, Film Technicians No. 683, Hollywood; Herman Leavitt, Bartenders No. 284, Los Angeles; Ralph A. McMullen, Los Angeles Building and Construction Trades Council, Montebello; Terence O'Sullivan, Building and Construction Trades Council, San Francisco; Burnell Phillips, Central Labor Council, Riverside; Anthony Ramos, State Council of Carpenters, San Francisco; R. R. Richardson, San Diego Central Labor Council, San Diego; Kenneth D. Severit, Federated Fire Fighters of California, Sacramento; Charles J. Smith, Steelworkers No. 2018, Los Angeles; James C. Symes, Union Label Section, San Francisco; Larry Vail, State Council of Retail Clerks, San Francisco; E. H. Vernon, Automotive Machinists No. 1546, Alameda; and Roy Mack, Butchers No. 498, Sacramento.

### **Rules and Order of Business Committee**

Howard Reed, Chairman, Contra Costa

Building and Construction Trades Council, Martinez; Hugh Allen, 5-Counties Central Labor Council, Redding; Russell R. Crowell, Cleaning & Dye House Workers No. 3009, Oakland; N. G. Cordil, State Council Lumber and Sawmill Workers, Los Angeles; Bryan P. Deavers, State Building and Construction Trades Council, San Francisco; George O. Faville, Humboldt County Central Labor Council, Eureka; Henry Hansen, San Joaquin County CLC, Stockton; Alvin L. Holt, Barbers No. 837, Los Angeles; C. T. McDonough, Cooks Union No. 44, San Francisco; James P. McLoughlin, Retail Clerks Association No. 428, San Jose; George Mesure, Butchers No. 115, San Francisco; William Reedy, Electrical Workers, San Francisco; Pat Somerset, State Theatrical Federation, Hollywood; Isidor Stenzor, Ladies Garment Workers No. 84, Los Angeles; James Stevens, Culinary Alliance No. 681, Long Beach; Herbert H. Wilson, United Rubber Workers No. 44, Los Angeles; and Earl Wilson, Central Labor Council, San Bernardino.

### **Convention Approves Committees**

Secretary Pitts then moved the approval of the Convention of the Committees just read. The motion was duly seconded and carried.

### **Noon Recess**

On the Secretary's motion, Chairman Gruhn recessed the Convention at 11:45 a.m. until the hour of 2:00 p.m.

## **AFTERNOON SESSION**

The Convention was called to order by President Gruhn at 2:17 p.m.

### **Committee on Legislation Calls in Sponsors**

Chairman Robert Ash of the Committee on Legislation requested the appearance before his committee at 3 p.m. that afternoon of the sponsors of the following resolutions: Nos. 10, 100, 101, 89, 74, 39, 34, 33, 36, 77, 82, 98; and also the Los Angeles Federation of Labor resolutions on unemployment insurance.

### **Committee on Resolutions Calls in Sponsors**

Chairman Thomas Small of the Committee on Resolutions requested the appearance before his committee at 7:30 that evening of the sponsors of the following resolutions: Nos. 2, 12, 28, 35, 38,

168, 169, 178, 180, 182, 200, 201, 202, 203, 226, 233, 235.

### **Further Report of the Credentials Committee**

#### **James F. Blackburn, Chairman**

President Gruhn then recognized Chairman Blackburn of the Committee on Credentials for a further report.

Chairman Blackburn then read additions and deletions to the preliminary roll of delegates and moved they be accepted. Motion was seconded. The motion carried. (See Roll of Delegates.)

### **Committee on Constitution Invites Delegates to Appear**

Chairman Max Osslo of the Committee on Constitution announced that his com-

mittee would meet the following day after adjournment of the afternoon session and that any delegates wishing to appear before the committee regarding resolutions might do so at that time.

Secretary Pitts then made further announcements.

### **Escort of Lieutenant Governor Anderson**

The Honorable Glenn M. Anderson, Lieutenant Governor of California, was escorted to the platform by the following Escort Committee:

Harry Finks, Chairman, Sacramento Labor Council; Charles Robinson, Northern California District Council of Labor, San Francisco; E. P. O'Malley, Oil, Chemical and Atomic Workers No. 128, Long Beach; John W. Merritt, Culinary Workers and Bartenders No. 814, Santa Monica; Hugh Allen, 5-Counties Central Labor Council, Redding; J. J. Twombly, Operating Engineers, State Conference, San Francisco; Kenneth Larson, Fire Fighters No. 1014, San Francisco.

### **Communications**

Secretary Pitts then read various messages to the Convention, as follows:

"Brother Trade Unionists in Arizona join me in wishing your membership a successful convention and we express our thanks for the services your organization has rendered this state.

"John E. Evans, Secy.-Treas.

"Ariz. State AFL-CIO"

"Fraternal greetings and best wishes for a harmonious and successful convention.

"Joseph P. McCurdy, General President; Catherine C. Peters, General Secretary Treasurer; United Garment Workers of America."

"I am happy to send you greetings from the more than one-quarter million members of the American Federation of Musicians of the United States and Canada. Best wishes for a fruitful and constructive convention.

"Fraternally yours,

"Herman D. Kenin, President."

"We received your invitation in our office today and sincerely appreciate your thoughtfulness in inviting us. However, Waynes Brunner has been

off the job due to an automobile accident for three months and at the present we do not know when he will be working again.

"I have assumed the sole responsibilities of administration of the State Body, and due to our having our Convention in August and also lack of funds, we feel that we are unable to send a representative to your Convention.

"At this time I would like to thank your office for being so prompt in sending the Constitutions we requested.

"I sincerely hope you have a productive Convention and that your political program in California is successful in the election this year.

"Sincerely and fraternally,

"Billie L. Sponseller, President  
"New Mexico State AFL-CIO"

"I appreciated very much your invitation to the Fifth Convention of the California Federation, AFL-CIO, and I wish it were possible for me to be there. I would like to reciprocate in some small measure for the fine work you did at our Convention.

"Unfortunately, the dates for your meeting and ours are exactly the same, so I will be unable to attend this year.

"Please extend our warmest wishes to the officers and delegates for a successful and productive convention and our desire to help in every way we can the advancement of the causes of the labor movement and the betterment of humanity.

"Fraternally,

"H. S. (Hank) Brown, President  
"Texas State AFL-CIO"

"Greetings from ORIT, the Inter-American Regional Organization of Workers, to the officers and delegates of the California Labor Federation, AFL-CIO, on the occasion of your great convention! The 28½ million working men and women throughout the Hemisphere who are affiliated with ORIT through their 52 national confederations — including the AFL-CIO — wish you every success in your endeavors.

"There are many important issues which are to be discussed at this gathering. The decisions taken will affect the future of your organization. But there are few problems facing you as union members and as citizens of the

Inter-American family that are more important than the struggle for a full, abundant life for all, now being waged by your brother and sister trade unionists all over North and South America. They are helped in this struggle by ORIT and its forward-looking affiliates.

"But the direct moral support of the California Labor Federation is also needed if we, the workers, are to attain our goals of Bread, Peace and Freedom. I therefore hope that, in your important deliberations, you will consider not only problems of immediate concern to your membership but also those confronting the entire Inter-American labor movement and the Hemisphere's peoples as a whole.

"Please accept the best wishes of ORIT for a fruitful and successful convention.

"Faternally yours,

"Arturo Jauregui H.

"General Secretary"

### Introduction of

**Honorable Glenn M. Anderson**

**Lieutenant Governor of California**

President Gruhn then presented Lieutenant Governor Anderson in these words: "It is now my pleasure to present to you an old friend of ours—one who has arisen to high office in the state of California; one who in the days way back in the early '40s in the legislature of California as an Assemblyman had a voting record second to none in support of labor's positions in the legislature. He has been a champion of ours and a very dear friend.

"At this time it is a great pleasure for me to present to you the Lieutenant Governor of the State of California, Glenn M. Anderson."

### ADDRESS

**Honorable Glenn M. Anderson**

Lieutenant Governor Anderson spoke as follows:

"My fellow trustee of the California State Colleges, Tommy Pitts; my fellow regent of the University of California, Neil Haggerty; other officials up here on the platform too numerous to mention, all friends; Delegates to the California Labor Federation, AFL-CIO; and ladies and gentlemen.

"I appreciate the opportunity to address this Fifth Convention of the California Labor Federation, even after I met some

Delegates last night who insisted that I see what a 'fifth' looks like—and I have to confess that on that one I am 'taking the fifth.'

"Elephant jokes are very big in Sacramento these days and I was tempted to pass along a few to you today until I recalled what happened here in San Francisco early last month. And nothing, my friends, could top that one—and nothing in the history of California's social insurance field could top the record of the last five years under the present administration. Until then, if any increases were won, eligibility rules were usually tightened up too, on unemployment and disability insurance and workmen's compensation. But under the most favorable political climate ever enjoyed by California's labor movement, maximum weekly benefits shot up \$15 per week in 1959 and other worker gains bore fruit, and since then other improvements have been won.

"To date, however, the administration is well aware that benefits no longer truly reflect a realistic relationship to average weekly wages primarily in job insurance payments. But these year-to-year adjustments cannot dull the luster of a 30-year-old vehicle that has provided a worker, temporarily unemployed through no fault of his own, with maintenance income.

### Accomplishments in Social Insurance

"This year about \$500,000,000 will be distributed in California alone to assist deserving workers until another job opens up; and since 1936 more than \$4.5 billion, that is, unemployment insurance dollars, have helped bolster the economy of California and its communities. And yet the Unemployment Insurance Fund is well in the black and, barring an unforeseen sharp recession, insurance actuaries tell the Department of Employment that the Fund is above any waterline that normal tides of unemployment could erode.

"It is a temptation to take this opportunity to boast about the present administration's accomplishments in social insurance.

"Gentlemen and ladies, California is far in front of the nation. For example, the last legislature balanced the scale of truth by adding penalties for employer false statements in determining a worker's eligibility; and the law is aimed right at their pocketbooks. Since last October, when the law became effective, 566 California employers have paid about \$175,000 for deliberate false statements or conceal-



ing material facts. And the number cited has nearly doubled from the first to the second quarter of this year.

"I am pleased with the pioneering in the state's retraining program under which eligible workers can learn in-demand skills while drawing unemployment insurance benefits. Since its inception in 1961 nearly 8,000 persons have taken advantage of the provision; and of those who graduated, better than sixty percent have been placed in jobs. And remember, under the law these are people who were classified as having surplus or obsolete skills.

#### Many Demands of Future

"Tempted as I am to linger in the golden past, I cannot. The needs of the present weigh heavily. The demands of the foreseeable future are staggering. We need only to look back to profit from the past. If we daydream, the future will escape us. Whistling only pays off for Snow White.

"Many of you receive all sorts of economic and business forecasts, I am sure. Some of you read them all. A friend of mine does and says he draws his own 'confusion.'

"Well, I am not going to try to confuse you. The trends I speak of are based on the best facts known to state government experts; and if they are off, it is on the conservative side. Because California is so big it is possible to have record employment and high unemployment at the same time. While the state absorbs record numbers, pivotal hiring firms lay off experienced workers. It is estimated that migration alone adds, 1,000 new California citizens each day; and we must, of course, add to this the normal population increase of approximately 500 people each day. And taking both factors into consideration, California right now has about 18,000,000 people.

"This rapid growth now in its fourteenth year shows no signs of slacking. The outlook: nearly 22,000,000 in six years and 25,000,000 by 1975. All of this while defense related industrial layoffs stunt overall civilian job growth rate. This rate fell from 3½ percent during fiscal 1963 to 2.7 percent in this past fiscal year. And, for example, if you exclude electronics, aircraft and ordnance, the non-defense manufacturers added some 22,000 workers since June of '63. This rise is cancelled by 23,000 layoffs in defense-related work in same period.

"Well, 'not too bad,' you might be

thinking to yourself. 'A little economic shakeout. Plenty of people still working.'

"Well, stop right there. Because you haven't heard, if you feel that way, the ticking of two manpower bombs. One is automation. Call it 'technology.' Some people call them 'thinking machines.' Machines with paper brains that can assemble and select and guide other machines at a dizzying pace.

"Many of you, I know, have watched these robots shrink the size of your plant group. Detroit reports it is now possible to completely automate the assembly of a car from cold rolled steel to a hot sports model and not a hand touches it. And no industry appears safe from it, and especially those with production lines.

"We estimate that automation is drying up 150,000 jobs in California each year.

#### Youth and the Need of Training

"No less important are our youth—the apples of our collective eye and the second economic bomb. Today in California there are more than two million youth, citizens, between the ages of 14 and 20. About half of them are in the labor force on a full- or part-time basis. But unemployment rates for youth are known to be double those of the labor force as a whole. This June alone, more than 100,000 California high school graduates hit the business streets hoping for full-time work. With special help from the California State Employment Service, 231,000 young people found work this last year. But the reports show that the backlog of young job-seekers keeps growing. Some of this is due to those who are condemned to idleness by race prejudice or lack of education. So despite a widening array of services to youth, more jobs still must be found. I am sure that Governor Brown would rank the employment needs of our youth as the number one problem in our state.

"For these two hard-hitting segments of the labor force there is hope on two fronts. State agencies, industry, labor, communities have undertaken new co-ordinated approaches to try to lure industries to California. And I am pleased with increased manpower development and training act funding and broad eligibility to meet institutional training needs. I expect that a substantial part of future MDTA approaches will involve on-the-job training.

"Currently California has more than 24,000 apprentices in training. Last year 4,000 others completed their training. But

this is only a fraction of the number of skilled craftsmen needed each year by California just to replace journeymen who leave. Admittedly California leads the nation in apprenticeship numbers, but it is not a figure to be proud of. It is shockingly short of what is needed to build our skilled work force of the future.

"What is being done? The Division of Apprenticeship Standards and the Department of Employment traditionally have worked with local joint apprenticeship committees and labor and management to develop apprenticeable jobs, and these efforts are now being intensified. Apprenticeship information centers are being established by the Department of Employment. Here a youth may receive counseling, testing and referrals as well as all the information he needs on the apprenticeable jobs. What these centers need now is more apprenticeship referrals. As Labor Secretary Willard Wirtz said, 'Help the youth or support the adults.'

"And now I, like the face on a playing card, have looked two ways at once during this talk—backward and forward. But there is only one way, the right way, for this labor Convention and us Californians to face. And that's toward the future.

"I have highlighted some of the employment problems California faces—fantastic migratory growth, an overwhelming youth force, automation, and a manufacturing economy hobbled by defense cut-backs. Most states must cope with only one or two of these problems.

#### **Programs to Solve Many of Problems**

"I know that you are aware of the programs underway to solve them: new industry; retraining; and the President's Anti-Poverty legislation, to reach even more of those frustrated at the hiring gates. All of the machinery of a great nation, federal, state and industrial, has meshed to dissolve the core of prolonged idleness in our labor force.

"I urge you to take another look at apprenticeships and assist, as you can, in your hometown, to help our youth learn the values of a job.

"There, but for twenty years or so, go you and I. Thank you very much."

#### **Introduction of**

#### **James A. Suffridge**

#### **President of Retail Clerks International Association**

In these words President Gruhn introduced James A. Suffridge:

"It's a real pleasure for me to introduce our next speaker. In fact, way back in the early '40s, he was one of my nominators when I ran for Vice President of this Federation. I had the opportunity to associate with him when he was a business representative of the Retail Clerks Local No. 870 in Oakland, California.

"At that time, I was assisting the Local Union in my own hometown in organization and contract negotiations. He, through his efforts, integrity and hard work, rose to the high position of President of the Retail Clerks International Association. He is a member of the Executive Council of the American Federation of Labor and the Congress of Industrial Organizations, a Vice President of the AFL-CIO. In fact, he is a Delegate to this Convention from Retail Clerks Local 870. He's here today representing the President of the AFL-CIO, President George Meany, who asked Vice President Suffridge to come to our Convention, back home to the Bay Area, and to present the message in behalf of President Meany.

"At this time, it's a pleasure to present to you Jim Suffridge."

#### **James A. Suffridge**

#### **Address**

"I am proud to be here today as Vice President of the AFL-CIO, representing a great man, President George Meany of the American Federation of Labor.

"I am proud, too, because I consider this to be my home State, even though my residence is in Virginia, and my International's office is in Washington, D.C.

"But you know—and here I sympathize with Pierre Salinger—anyone who has a legitimate reason to be a Californian is crazy to give it up. So, I come before you as a Californian—even though I am not running for the United States Senate.

"I am here today to represent the AFL; to represent President Meany, and to talk for a while on the question of politics.

"In one sense, I am going to exceed my authority.

"You know, by tradition, we have a completely non-partisan position in the AFL-CIO. As far as the candidates for President and Vice President are concerned, the decision on the endorsement is made by the General Board. The General Board is made up of the Executive Council and the various heads of the

Departments of the AFL-CIO, in addition to the principal officer of each of the National or International Unions.

"The General Board will meet this year in Washington on September the 1st, and until then, until the Board, after due deliberations, decides upon an endorsement, the AFL-CIO does not have any position at all with respect to the Presidential race.

"This is where I am going to go a little beyond my role as spokesman for the AFL-CIO. But I don't think anyone will mind, so far as Delegates to this Convention are concerned. But let's be sensible. You and I as individuals do have a position.

"Maybe not formally, and by endorsements in favor of anyone, as yet; but we certainly are against someone at this time.

"The recent meeting of the AFL-CIO Executive Council, recently held in Chicago, left no doubt about that. The Council devoted its very close attention to the results of the other Convention held here in this city a month ago. It looked upon the work of that Convention, and found it bad.

#### **American Labor and the Republican Platform**

"Let me start with the Republican Party's platform. The platform represents the principles and objectives of the Party. It describes what policies the federal government will pursue if the Republicans win the election.

"I say to you that the Republican platform of 1964 is a revolutionary departure from the position that that Party has taken since World War II. It is a regressive platform; it is, in fact, a reactionary platform.

"As the AFL-CIO Executive Council stated in Chicago, and I quote:

'For the American labor movement, the Republican platform merits not mere rejection but outright disdain.'

"The Council was not referring only to the three issues that were in focus, the focus of the Party's internal battle. It dealt with these three issues—extremism, civil rights, the control of atomic weapons—in separate statements, which I will discuss with you in a few moments.

"Certainly, these three issues are of the utmost importance. But they are not the whole platform. The rest is just as bad.

#### **Unemployment Still Greatest Economic Problem**

"Take the question of full employment. I am sure that every delegate in this hall is fully aware that unemployment remains the No. 1 economic problem facing our nation today.

"It is true that the jobless rate dropped, in July, to 4.9. It was the first time the rate fell below 5 percent since February, 1960, when it was also 4.9 percent. And it was only the second month that it has been below 5 percent since October, 1957—almost seven years ago.

"Certainly, the improvements of the last month are welcome, but it's nothing to get excited about. It still left more than three million eight hundred thousand workers without jobs—not to mention the under-employed. And the basic problems of automation and a growing labor force are still with us.

"Therefore, the AFL-CIO proposals—and exactly the same proposals are presented to the Platform Committees of both Parties—remain as necessary as ever. You are familiar with these proposals. They call for a massive investment of federal funds to meet the nation's social needs; and they call for a wide range of specific measures to do away with sweatshop wages, to relieve the plight of the aged and the jobless, to cut the statutory workweek, and even more.

"What did the Republicans say to all this? Let me quote from their platform:

'We Republicans shall rely on the individual's rights and capacities to advance his own economic well-being.'

"Now, there's really a full employment program for you. Start an apple stand! And there's even more.

"The way to take care of the young people, the platform says, is to relax the child labor provisions of the Wage-Hour Law, so more teenagers can be hired at less than the federal minimum wage.

"Isn't this a forward-looking idea? Let's have child labor, and we won't have any more unemployed youth.

#### **Republicans and Hospital Insurance**

"The aged don't fare any better. Instead of old age hospital insurance, under social security, the Republicans suggest tax credits against the cost of private insurance. Tax credits, for people that don't pay taxes, because their incomes are too low.

"But let's be fair. The Republicans offer another alternative: They are willing

to expand the federal-state charities system of medical handouts for elderly citizens who have exhausted their savings, sold their assets, drained the resources of their loved ones, and can finally, in effect, take the pauper's oath.

"This is how the Republican platform would implement the principle of earned retirement—retirement in dignity and independence — for those who are hit by catastrophic illness. We do not want to force the retired workers to become beggars because they get sick. This is what happens in too many cases today. It needs to be eliminated and not perpetuated.

"So much for the young and the old. The in-between don't fare any better.

#### **Republican Party and Labor Unions**

"The Republican platform is opposed to higher penalty pay for overtime. It suggests — without actually saying so — that unions ought to be covered by the anti-trust laws.

"And I might mention that if anti-trust laws ever are made to apply to labor unions, you would not be in a position to meet in this hall today, to discuss your mutual problems. No two local unions could meet to discuss their strike problems or negotiation problems.

#### **Platform on Consumer Protection**

"And I might say they go even further than that. The platform also has a real program for consumers. It proposes that consumers be—and I quote—"Returned to the driver's seat." How should this be done? Why, it should be done by curbing the protective efforts of the Federal Trade Commission, the Food and Drug Commission, the Federal Communications Commission, and the White House itself.

"In short, the Republican platform proposes that the American people should have the free right to be cheated, be poisoned, be duped, without any government interference whatsoever.

"The platform, however, is not as bad as that on every point; because on a great many points, it says nothing at all. Those are the better passages.

"Now, let me turn to the three issues that attracted the attention of the nation.

#### **Civil Rights, Atomic Control, Extremism**

"On civil rights — and surely, in this State, there is no need to discuss the merits of the case — the Republican platform refuses to endorse the federal law and refuses to pledge full and vigorous enforcement.

"By that action, the Republican Convention repudiated the statesmanship of its own Party's leadership and most of its membership in Congress; and it certainly repudiated the basic principles of American Democracy and the national consensus that supports these principles.

"On control of atomic weapons, the Republican platform suggests that they should be, to some degree at least, in the hands of tactical military officers. This suggestion is incredible.

"We in the labor movement respect and admire the leaders of the nation's armed forces. We do not question their motives. We do not doubt that they would—and do — exercise their best judgment, according to the problems that face them at any given moment.

"But the problems of the tactical commanders are limited by the nature of their duties; and the scope of their decisions should not include triggering an atomic war. The Party that is willing to take that risk is not fit to govern in America. The responsibility for pressing the button of total destruction should remain in the steady hands of our Commander-in-Chief, our President.

"And then, there is extremism, the issue on which the Party platform was silent, and on which the Party nominee was very vocal.

"From what has been said over the last month, you would think that extremism was something like a strong preference dealing with the candidate's marital relationship—or at least, that's what he stated on our TV.

"But instead of trying to use my own words, I want to read to you what the AFL-CIO Executive Council said. It is a brief statement, and an eloquent one. After noting the projection of the issue into the current campaign, it continues as follows:

"During and since the Republican Convention the impression has been fostered by some that the merits of "extremism" are somehow debatable; that the word itself may even be a synonym for patriotism, or for valor on the field of battle.

"This is the most obvious nonsense. In the language of American politics, "extremism" can only mean the radical elements of both the far left and the far right—the Communist Party on the one hand, and such groups as the Ku Klux Klan and the John Birch Society on the other. We reject them all.

'Extremism means the destruction of the democratic process, of the orderly course of law, even of the hallowed right of discussion and dissent.

'Extremism means the night-rider who shoots down the man whose ideas he fears. Extremism is typified by the howling mob which denies to a speaker his right to be heard. Extremism means the self-righteous citizens who censor textbooks or demand the dismissal of teachers because they disagree with them.

'Extremism, in short, is that force which seeks to inhibit or deny the free interchange of ideas, or which seeks to substitute violence for the judicial and legislative process.

'Extremism is not Americanism; it is totalitarianism. Extremism is not valor; it is cowardice. Extremism does not serve justice; it promotes anarchy.

'As history has made clear in nation after nation, extremism means the death of the labor movement and the death of liberty itself. Extremism has no place in America. Hate groups have no proper role in our political life.'

"So much for that. Let me remind you of a few facts about the Republican nominees.

"General Goldwater, the ham operator from Arizona, has voted wrong on every major issue that has come before the Senate since he took his seat in 1953.

"He has not only voted wrong, according to the standards of the trade union movement, but he has voted wrong, most of the time, on major issues with respect to his own Party's position, as expressed by a majority of his Republican colleagues in Congress.

"I won't take your time to run down the list of more than 50 votes, but his COPE score as stated earlier today is 53 to zero.

"But, for example: He has voted against wage-hour improvements every time;

"He has voted against hospital insurance for the aged;

"He has voted against all manpower retraining, vocational training, and youth employment proposals;

"He has voted against the area redevelopment program on every occasion;

"He voted against the Nuclear Test-Ban Treaty;

"And he voted against the Civil Rights Act.

"I say these are the votes of a man who simply does not recognize the realities of life in America, or the role of America in the world.

#### **Congressman Miller's Record**

"As for his running-mate, Congressman Miller—and who ever heard of Congressman Miller?—probably the most significant votes he cast in Congress—at least, the most revealing ones—were in 1961 and 1963. You will remember that in those years, as now, the Chairman of the House Rules Committee was a reactionary Virginia Democrat, Howard Smith.

"Until 1961, it was Smith, not the leadership—or even the majority membership of the House—who decided what measures would come to a vote.

"But in 1961, the Democratic leadership in the House, spurred on by President Kennedy, finally attacked the power of the Rules Committee. Led by the late Speaker, Sam Rayburn, these forces expanded the size of the Committee and at least diluted the power of its chairman.

"Because reactionary Democrats were sure to vote against the change, Republican votes were essential to bring it about. Those votes were obtained; the change was approved. But Congressman Miller of New York voted No. And he voted No again two years later, when a new Congress faced the same issue.

"And I might state that when he ran for Congress the last time, he didn't carry the county that he resides in.

"In light of that stand, it is hardly necessary to say that he has also voted against virtually every social measure of whatever kind over the last 14 years. When he voted for Smith—for a built-in death sentence for progressive legislation—he voted against everything that the labor movement stands for.

"So I will not waste your time by describing his separate votes. I can only say that he is a worthy companion for the head of the ticket. And that ticket—Goldwater and Miller—represents the same kind of Party balance as the platform itself: It's balanced, all right—all Right!

"It would balance our country on the brink of social, economic and military disaster.

#### **Goldwater and Miller Not Representative Republicans**

"These men do not represent the Republican Party as it has been during most

of its existence. They certainly do not represent the Party of Abraham Lincoln. And not matter what they may say in the campaign, they do not even represent the Party of Dwight Eisenhower.

"I say this with feeling—and if I sound bitter, it is because I have been for many years a registered Republican. I have felt—and I will defend that position—that liberals have a place in both of the great Parties in America.

"Here in California, for many years, we had the example of Earl Warren, who has now, as Chief Justice, become a shining example for the nation.

"We have today the example of Senator Kuchel.

"And on the other side of the country, you will find men like Javits of New York, and Senator Case from across the river in New Jersey, and many others as well.

"But now, the Republican Party has turned away from them. The Republican Party has turned its back on the long tradition of both Parties, that each represents not the polarization of one narrow view, but a broad accommodation of many views.

"And because the Republican Party has taken that course, it has broken faith with its own majority and with the American people. And if I may be personal about it, the Party has broken faith with me, and with millions that shared my hopes.

"That is why I, as a registered Republican, did not even wait for the AFL-CIO Executive Council to meet. As soon as possible after the Republican Convention, I went to the White House and gave President Johnson my pledge that I was with him all the way.

#### **Unity and Hard Work Required to Win Election**

"And so are you. I am sure of that. But let's be very well aware that the election isn't over. We have a real job ahead of us, that will require unity and hard work by every trade union organization in the nation.

"We must win this election, and we must win it by such a margin that our own people, and the people throughout the world, will have no doubt where a majority of Americans stand.

"I call your attention to the fact that in the 1948 Presidential election, if less than one voter in each precinct in the States of California and Ohio had switched to Dewey, the election for Presi-

dent would have been thrown into the House of Representatives.

"This is just one example of the power of each individual's vote.

"Here's another example: See what you think of this. In the 1960 Presidential election, it would have taken a switch of less than one vote per precinct in the States of Illinois and New Jersey to have tossed that election into the House of Representatives.

"As we visit here today, almost 40 million Americans are not registered to vote, out of the approximately 114 million Americans otherwise eligible.

"And as a little aside, just by way of comparison, it is interesting to note that in the entire world, there are only twelve countries that have a population greater than the 40 million unregistered people we have in this country.

"There are 129 countries in this world that have less than the 40 million population in their entire countries. And it gives us an idea of the tremendous job we have to do and of the problem that's facing us.

"It is also shocking to recall that at the last Presidential election, over 36 percent of the eligible voters failed to go to the polls to vote.

"This is a very shocking situation; and I believe that in California we are not fully aware of the problems that we have in many States throughout the Union. In many States, in many metropolitan areas, a citizen that wants to register to vote must drive all the way downtown—in many cases, many miles through traffic—to the courthouse or to some central place to register.

"The fact of it is that you can buy a gun in a lot of the States a lot easier than you can register.

"So, on behalf of the AFL-CIO, I ask you to go to work; to see to it that every citizen casts his vote in November.

"In all earnestness, I give you my own conviction, that the future of the nation and the world is at stake at this time. Every vote counts, and every American must be counted.

"California, as we all proudly know, has a lot of electoral college votes. Let's see to it that they are counted on the side of progress, people and peace.

"And to me, that means counted for LBJ, which means "Labor Backs Johnson."

"Thank you very much."

## Announcements

At this time Secretary Pitts made additional announcements.

The business of the Convention was then briefly interrupted for picture taking.

### Presentation of C. J. Haggerty

**President, Building and  
Construction Trades Department,  
AFL-CIO**

President Gruhn introduced C. J. (Neil) Haggerty, as follows:

"Delegates, the next speaker that I am going to introduce to you it was my pleasure to serve with on the Executive Council for twenty years prior to his ascending to the position that he now holds. He became the President of the California State Federation of Labor in 1936 and became the Chief Executive Officer of the State Federation of Labor, its Executive Secretary-Treasurer, in 1943. He was our Executive Officer during the period of merger when we established the California Labor Federation, AFL-CIO, and served as our Executive Officer up until March of 1960, at which time he was called upon to assume a higher office in our nation as President of the Building and Construction Trades Department of the AFL-CIO.

"During the years he served the labor movement of California, which he did with great credit to this trade union movement, this Federation grew from a much smaller organization than it is today to one of the largest Federations in the United States.

"It is a real pleasure for me today to have the privilege of presenting to you one of our own: C. J. 'Neil' Haggerty, President of the Building and Construction Trades Department of the National AFL-CIO."

### C. J. Haggerty

#### Address

President Haggerty addressed the Convention as follows:

"Mr. President, Mr. Secretary, Officers, Delegates and Guests in attendance at this Convention:

"I want to express my appreciation for your warm reception as it makes my visit back to California that much more heartening and pleasant. As President Suffridge said to you, it is always nice

to get an assignment back into California, where we both came from and where we worked for many, many years.

"I am going to attempt, if I possibly can do it, to avoid repetition; but I must discuss some of those items which have been discussed with you at least lightly this morning and this afternoon.

"The text of the address which I have to deliver this afternoon is completely covered by the splendid address delivered to you by President Suffridge. In other words, it is the old story of 'stealing your thunder.' We came from the same city, the same area; we have the same message. Because I think basically every International Officer, from President Meany on down, is concerned—and extremely so—with the present situation confronting us politically on the national level.

"This delegation represents to me, as it has always in the past, a sophisticated, knowledgeable delegation, representing about 1,400,000 members throughout the State. Multiply that by the figures that we are given on the basis of three to a family, and it is a potent, a live knowledgeable organization. Its representatives here today are completely aware of that. The message they receive from the various speakers and from your own program, which will be, I am sure, contained in the policy statements, as it has been in the past, and also by the actions of resolutions which will be decided upon by this body in an intelligible, knowledgeable way, will not fall upon deaf ears.

"The past experience of this Federation, which I had the pleasure to serve for so long, certainly is positive proof of what can be done when we decide to do it. We have been able over the years to unify the forces of labor in this State whenever a threat was headed our way. I am sure that that is the same today. I am sure that you are more acquainted with the actual facts, the problems confronting us economically and politically, and you are here for the purpose of developing ways and means of solving those problems and deciding on your future policy.

"Unfortunately (and I say that with some sadness), the Republican Party chose this great State to perform its hideous deeds about a month ago. That has been discussed with you by the Governor, the Lieutenant Governor and by President Jim Suffridge. I am sure that you are aware of all those dangers. And when I say to you that those of us who work on the national level are concerned, I mean exactly that.

### We Must Avoid Self-Complacence

"Many of you who know me (and there are many here with whom I worked and whom it was my honor to serve) know that I am not a pessimist. I like to look on the bright side of things and not the dubious, dark side. So when I say to you that I am concerned, as others are, I mean exactly that.

"Too much propaganda do we hear, and self-complacently expressed by our people throughout the country, that Goldwater won't carry one state in this country. That you and I cannot afford to buy under any set of circumstances. Knowing Mr. Goldwater, having had the displeasure of appearing before committees upon which he served as a member, I am thoroughly acquainted with his philosophy, with his hopes and desires and ambitions. And President Suffridge told you that he is against social security, he is against Medicare, he is against everything that is good for the masses of people in this country, but he is in favor of the sale of T.V.A. That's the record.

"If some of you had the opportunity, or the displeasure if you will, of appearing before a committee upon which he served, and listened to his questions and the snarling manner in which he placed them you would understand his deep feeling and his real interest.

"With all respect to the present modifications and attempt to explain away his early statements made here in such a ruthless manner in this great City, the fact remains that his basic philosophy cannot change. He has had it too long.

"I am concerned that our people don't accept that. I am concerned that they don't realize just how bad this can be.

"We have made great progress in this country because of movements of this character here in Convention assembled today; movements of laboring people from the ranks of labor. Ninety-nine percent came out of their respective trades, crafts and callings. They know the need. And when they came to Sacramento, when they come now, they came and they come with express and specific knowledge of the subject matter with which they are dealing.

### Example of Goldwater Tactics

"Let me give you one example of my experience with Mr. Goldwater. When I first left this great State to go to Washington it was my job to appear before the Senate Committee on labor and education and the Subcommittee at that time

Chaired by our previous President, John F. Kennedy, on which Mr. Goldwater served. I was there to testify on behalf of a piece of legislation.

"Mr. Goldwater as a Committee member noted that there was not a quorum present to discuss and hear witnesses, both pro and con. Every action he took was designed to deny witnesses the right to be heard on a piece of legislation important to millions of workers throughout this country. And he stood outside the door of the Committee room, refusing to enter because if he did, he made a quorum, the Committee was in session and witnesses would be heard.

"On two separate days he did that very thing. He remained outside the door like a picket, picketing the door, without being legitimate, without a banner. And the third day, Senator Morse was in the Chair of the Subcommittee; and Senator Goldwater again started to picket outside the ante room door.

"Senator Morse apparently had made some understanding with some other Senators, because Senator Clark came in and took a seat at the Subcommittee table. Immediately Senator Goldwater protested. Not in the room. Had he stepped one foot inside the room, his protests were of no avail because he would then have made what is better than a quorum. He remained outside the doors and challenged Senator Morse's right to call the Committee into session.

"And Senator Morse said: 'I anticipated your maneuver, Senator. I have checked with the Parliamentarian of the United States Senate, and I am advised that any member of the Full Committee can sit as a member of the Subcommittee.'

"'The Committee is in session.

"'Mr. Haggerty, proceed.'

"That is the type of man who wants to be President—a man who would deny your God-given right, your American right to appear before your elected representatives and present your testimony either pro or con upon legislation.

"On the other hand we have as a candidate in opposition our present President, who is available and reachable. My own experience since he has been President indicates that. On several occasions I had the opportunity and the privilege of talking to the President about our legislative program affecting the department I represent. In every instance he displayed complete sympathy and support. With the result that because of his support, because of the support of our



people back home, many of whom are in this audience here today, we were able to pass a piece of legislation known as the Davis-Bacon Fringe Benefit Act, by a vote of 357 to 50 in the House. A very unusual vote to be carried that way. And then in the Senate, with his support again, the same bill was passed by a voice vote; and we heard no 'Noes' because Senator Goldwater and his colleague, the 'Great Liberal,' Senator Tower, were both absent. They had made their record of opposition known in the report of the Committee. They had tried to hold the bill up for about three weeks and succeeded for two weeks.

### Unified Effort Essential

"If you have those experiences personally, you then can see what I am talking about at the present time. So it is dangerous for those of us in any State in the Union to take this coming campaign lightly. I have seen what this State can do. On three separate occasions we were able to unify the support of our people, two of them on 'Right-to-Work' measures, 1954 and 1958. You will recall that. And you will recall that we carried that fight within the movement of this Federation, of the labor movement as such at that time, without taking a nickel from any outside source. We said, 'This is our fight. We intend to carry this fight to conclusion and defeat this measure. We did exactly that because we unified the forces of labor and, by doing so, brought to our support and our aid many outside groups which were thoughtful, understandable and knowledgeable. Because we did convince them this was a bad measure, we got great support from those outside of labor because we first showed that labor itself is unified.

"I think that that is most important. Divided in a house you cannot succeed. United in a house, there isn't anything within reason that cannot be accomplished. And we had that success on two occasions.

"I might point out to you that we have had, unfortunately, attempts made on more than one occasion to divide our house by the injection of politicians outside of labor into the labor functions. I shall give you one example that I know of personally.

"Many of you, I am sure, came all the way along with me from 1936 in this organization of the labor movement as such on a State level; and you will recall that in 1938 we had a Convention

across the Bay in Oakland, Alameda County. During that Convention we had addresses, as was common then and as is still being carried on by your present officers, by high officers of the State government. The Governor of California addressed our Convention as the opening speaker on the opening day. That Governor came, and he had injected himself into the internal functions of the State Federation of Labor. He was supporting a candidate against an incumbent in this Federation.

"In his address to the Convention he said in essence that 'You have two candidates for an important office of this Federation. One is a labor politician. One is a labor statesman. To me, a labor statesman is one who plays politics for labor; a labor politician is one who plays labor for politics.'

"He proceeded to develop that theme in supporting a candidate for high office in this body, at that time the old State Federation of Labor.

"I could look out as presiding officer and see a very mad convention; and I was then obliged as presiding officer to chastise a Governor of this great State, a friendly Governor, one whom we had helped to elect, but who had the temerity to inject himself into the internal functions and affairs of the State Federation.

"I mention to you that at that time we had the so-called 'Hot Cargo' measure. We had to defeat the measure in the State. Later on it was defeated by the Supreme Court, as we anticipated. But basically the need is so great that we must remain a solid unit for labor as such. And the old expression is that whatever benefits labor benefits the entire area and the nation. And that has been true time after time.

### Our Obligation to Those We Represent

"So my plea today is to have you heed the warnings issued by these eminent gentlemen who address this body from Washington and from California; who know what they are talking about; who live in that world, and we are obliged to take part in the world whether we like it or not. We are a victim of things we did not create, but which we must suppress when injurious to the people for whom we speak. And we speak for, I always contend, the producers of the wealth of this State and Nation. And when we are able to be heard, we are able to present our position distinctly and knowledgeably. And we have that right to be

heard and heeded. And we will be heard and heeded.

"We are talking about the four million people who listen to the intelligent statements of organized labor; and when we speak in that vein after united action in Convention of this character, then our voice is heard, understood. And many times we win on that basis.

"So my plea to you, without talking too long about this matter, would be to remember the obligation that we have as Delegates. We represent small organizations and large organizations. Sometimes the smallest can be the most potent. And I recall having had that experience on numerous occasions. Sometimes the largest can be very helpful.

"So I sincerely trust that when this Convention is completed and you return to your homes, your offices, your daily tasks in the trade union movement, you will do your best locally to have every member and his family registered and see that they get intelligent information. You will gain from it, if you don't already know, when it is imparted to these people. And I am sure that when the election rolls along, we will have gone all the way with LBJ!"

### Introduction of

#### Robert L. Diefenbach

**General Secretary-Treasurer, Hotel and Restaurant Employees and Bartenders International Union of North America**

Chairman Gruhn next introduced Robert L. Diefenbach.

"Delegates, we have an additional pleasure this afternoon: a representative of high office of one of the International Unions of the AFL-CIO who is visiting in San Francisco. In fact, last night he participated in a testimonial dinner in behalf of one of the great, long-time labor leaders who originated in the San Francisco Bay Area: Secretary Emeritus, Jack Weinberger, of the Hotel and Restaurant Employees and Bartenders International Union.

"There is a further point that I might stress to you. Talking to Bob Diefenbach, he told me that this is the first time that he has had the opportunity since he assumed the high position he holds with his International to address a State labor convention. So we are going to give him his opportunity.

"At this time it's a pleasure to introduce to you Bob Diefenbach, General Secretary-

Treasurer of the Hotel and Restaurant Employees and Bartenders International Union."

#### Robert L. Diefenbach

#### Address

"President Gruhn, Secretary-Treasurer Pitts, my very dear friends on the platform here, Neil Haggerty and President Suffridge, Delegates and Guests to this Convention.

"I know that you here at this great Convention have a full agenda and a busy week ahead of you. I will make my message a very brief one.

"I bring, first of all, the greetings of our General President, Ed S. Miller, my colleagues on our General Executive Board, one of whom incidentally is well known among you because he is a San Franciscan of long standing, our Vice President, C. T. McDonough, who is here on the podium, as well as the close to a half million members of the Hotel and Restaurant Employees and Bartenders International Union.

"Our International Union has special reason to take pride in its record in California. Almost a full quarter, nearly 25 percent, of our entire membership is in this State, in more than 60 Locals, all 150,000 of them, and they are affiliated with this great Federation of Labor which is meeting here this week. And I don't mind telling you that we are both pleased and proud that one of our own members, your distinguished Secretary-Treasurer Tommy Pitts, is a member of Local 686 down in Long Beach. And just to keep the record straight, I should add that the Secretary of the Alaska State Federation body, which I suppose is the smallest, and the Secretary of the Massachusetts State Council are also members in good standing of the world's largest Culinary Union.

"And one thing about you Californians that we do not forget: we know very well that our strength here is in large measure due to the fact that over the years we have had strong, alert and aggressive leadership all over this State, up here in the Bay Area, in the valleys to the north and south, and in the thriving communities stretching down to the border and teeming Southern California. But we know that as good as they are, they would not have been able to accomplish the growth, the wage levels, the conditions of work, the fringe benefits which make them the envy of people in our industry, had they not been operating in a climate

created by the entire California labor movement over the past 50 years.

"Before I conclude I would like to say this: anything that I would say here in this Convention assembled would be repetitious if I were to speak about national politics. But I would like to take a rap at this fellow Goldwater for the treatment that he gave us down in San Diego just about a year ago when I can look over here and see this table of Delegates, the Operating Engineers and our Culinary Unions, in San Diego, picketing a place down there called The Sea Wolf, where he had the guts (he couldn't try to walk through our picket lines, but he thought that he was going to be real smart) to get a boat, and with it he went around the back way; and by the time he got around the back way there were more doggone pickets waiting for him than he ever saw in his life, plus the photographers. And we got pictures of it, and during the campaign we are going to give him a little advertisement in our 'Catering Industry Employee,' our official journal, of a guy that can go through our picket lines.

"My General President, my General Executive Board and I in this national campaign are going to wage the same type of campaign we waged back in 1948. We are going to have every bartender and we are going to have every waitress and we are going to have every cook and dishwasher and bellman in this United States spread the good word about this picket-line walker, the same as we did in 1948, when you could go in any bar or restaurant, and the bartender and the waitress could intelligently carry on a conversation with you about what they thought about the Democratic candidate, Harry S. Truman. And we feel we took a little part in it. It might have been just a little part, but the way elections go today, the way they went not quite four years ago, it is just that little part that you need. And our International is going to do everything it possibly can to stop this fellow Goldwater dead still in his tracks. You can bet on that!

"Now I would like to take the opportunity of thanking your two Officers, President Gruhn and Secretary-Treasurer Pitts, for their kind and gracious invitation to have me come up here and say a few words to you and permit me the use of this rostrum.

"I thank you and I hope I see you very soon."

## **Escort and Introduction of Harry Dennis**

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

Harry Dennis, Commander, The American Legion, Department of California, was escorted to the platform at this by the following committee: C. J. Hyans, Chairman, Bill Posters No. 32, Los Angeles; Henry Clemens, Typographical No. 174, Los Angeles; Burnell Phillips, Riverside Central Labor Council; Murray Pollack, Screen Extras Guild, Hollywood; M. R. Callahan, Bartenders, Long Beach; and Fred Weeks, Plumbers, Burbank.

He was introduced by President Gruhn:

"Delegates, it has become a tradition in the State of California for this great organization, The American Legion, and the California Labor Federation to exchange speakers at their respective Conventions. The membership of The American Legion and the members of organized labor have many things in common. In fact, many of our members are members of The American Legion; and we have worked diligently with The American Legion in their programs to promote Americanism, to combat subversive forces whether they be from the left or the right.

"Therefore at this time it is a pleasure for me to introduce to you the Commander of The American Legion, Department of California, Harry Dennis."

## **Harry Dennis**

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

### **Address**

Commander Dennis then delivered the following address:

"Looking over the delegates assembled here, I can see a goodly number of members of The American Legion. So I feel right at home.

"One thing I would like to say at this time: Listening to the speakers before me, I will not be able to gain any popularity in trying to outspoke them. The only way that I feel that I can gain popularity is to make my speech shorter. So that is what I intend to do this afternoon.

"In looking over the agenda, I see that you have another four hard days ahead of you; and I am most sure, like The American Legion, that as soon as you conclude here you will go immediately back

to your hotel rooms, have your evening meal and go directly to bed.

"I remember back in high school about 30 years ago reading in history about a group of men banded together to better the cause of their conditions. And that was as far back as the Revolutionary War. I believe that the first strike was called in 1741. The Bakers of New York protested the way that the City controlled the bread prices and they refused to work. Naturally, the City brought action against them for combining, but it was never passed. So they did start with their strike at that time. But in the early days the Local Unions really took a beating. At that time the workers were treated worse than the foxhounds that the people used in pursuing the fox—their national pastime.

#### **Appreciation of Labor's Efforts for Benefit of All**

"The AFL-CIO can take great pride in their part in keeping in balance the economy of our nation. We of The American Legion would like to thank the Veterans' Committee, the Chairman, Curt Hyans, for the work that you are doing for the disabled Veterans and for the betterment of working conditions throughout not only the state of California but the United States as well.

"We would like also at this time to thank the CIO for their actions that they took after World War II in expelling from their ranks those Locals that were infiltrated with Communists and Communist sympathizers. Those are the things that we not only as Legionnaires but as the organized workers must do. But we must see that the government of the people of the United States takes direct action in keeping the Communists and Communist sympathizers out of our ranks. Because God only knows what would happen to our country if they should get a foothold. And that they would like to do.

"We would like to thank the AFL-CIO for their action in the support of hiring the handicapped. You are truly showing the spirit of true Americanism by giving others the opportunity to help themselves. Again for this work I want to thank you.

"Most of us in The American Legion can remember back in 1921 when so many of the men of World War I came home and were released, there were such great numbers of people thrown back into civilian life that our country was plunged into a sharp economic depression. Millions of men lost their jobs. The American Legion at that time turned itself into

a nationwide employment service with over 11,000 branch offices across the nation. More than one million men were placed in jobs through The American Legion employment centers. And that was the beginning of our employment service that we have now across the nation.

"Also during those same years, in the early 20s, more than one thousand Posts of The American Legion across the nation received certificates of honor from the National Education Association for keeping local schools running in spite of the reduced budget that they had at that time. The American Legion then was responsible for and is now carrying on the American Education Week.

"We of The American Legion also would like to tell you just a couple of the programs that we would like you delegates to work with us on. I as State Commander of The American Legion have gone on record in asking every citizen in the State of California to work on our American Flag program. I am asking every American Legionnaire to secure a flag of our Country and to display it over your homes and in front of your homes on all appropriate days.

"I shall not ask here how many of you delegates have flags, but back in November when I was campaigning for the office of Commander of the State of California it was brought to my attention how few flags were flying. At that time, as you know, the assassination of our great president, we had a thirty-day mourning period; and it was appalling to see how few flags were flying in front of our homes.

"I vowed at that time that I would do everything possible to get as many flags flying in front of the homes of the citizens of the state of California as possible. It has been a program, and it will be a program of the American Legion; and wherever I go, I will ask the people in attendance to secure a flag if they do not have one, and to fly it in front of our homes.

"That flag that you see [indicating] represents our freedom, a freedom that people in every nation are envious of; a freedom that is so great that some nations would do anything in their power to destroy it—even by going to war if they felt that we were not strong enough to defend ourselves.

"And that's another thing that I would like to give thanks to the AFL-CIO for, in programs, in seeing that this nation of ours remains strong. As we have a

free country here, the people in other nations will always be at unrest. So, let's rededicate ourselves to freedom by owning and flying the flag of the United States.

"Another program that is not just a program of the American Legion, but is a program of every person in the state of California that I would like to see worked on this year, is our community service program. Let's help our own communities to be the best community in the state, by giving unselfishly of our time to make that community the best.

"When we get back to our homes, let's take another look and see what the AFL-CIO can do to make that community the best community in the state, and to make our state the showplace of America.

"Thank you, and God bless you."

### **Report of Committee on Rules and Order of Business**

Chairman Howard Reed of the Committee on Rules and Order of Business reported for the Committee, as follows:

**"1. Roberts Rules of Order.** The Convention shall be governed by Roberts Rules of Order on all matters not provided for 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 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;**

**"Eight—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 rise 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 only to 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."

Committee Chairman Reed then moved the adoption of the Committee's report; the motion was duly seconded, and carried.

Committee Chairman Reed then read the names of the Committee members.

Chairman Reed and President Gruhn then thanked the committee.

### Announcements

There followed further announcements by Secretary Pitts.

### Late Resolutions

Secretary Pitts then took up the matter of late resolutions, as follows:

"In accord with the Constitution and meeting the deadlines on resolutions we have closed down. And I must report to you, though, the following resolutions that arrived after the deadline.

"From San Diego County and Municipal Employees No. 127, a resolution; dated received, August 4th.

Central Labor Council of Santa Clara County, August 4th.

Los Angeles County Employees No. 434, BSEIU, August 4th.

UAW, 887, August 4th.

American Federation of Teachers, August 4th.

International Association of Machinists No. 706, August 4th.

Cab drivers of Greater San Diego and vicinity, No. 3025, August 4th.

Central Labor Council of San Joaquin County, August 5.

International Association of Machinists, Richmond, No. 824, August 6.

Cupertino School District Classified Employees, No. 848, August 7.

Marin County Labor Council, August 7.

Moving Picture Machine Operators, No. 262, August 10—I think this one has since been withdrawn.

Sonoma County Central Labor Council, August 14.

Central Labor Council of Orange County, August 14th.

Eureka Municipal Employees, No. 54;

Central Labor Council of Contra Costa County, August 16.

"A total of some twenty-eight resolutions. Some of these organizations had several resolutions—five, three, four, three, and so forth.

"Resolutions that are presented before the final day of cut-off have been accepted and placed in the proceedings, and those which have come from state organizations that are timely, you will find in tomorrow's copy of the proceedings, as you have it before you here, in the early hours of the Convention. But these resolutions are not timely, within

the arrival schedule required under the Constitution; and therefore I move, Mr. Chairman, that all of these resolutions be filed that are outside the bounds of the normal timely schedules."

The motion was duly seconded and carried.

### **Adjournment**

The Secretary then moved that the Convention recess, to be convened at 9:30 a.m. on Tuesday.

The motion being seconded and passed, the Convention adjourned.

## SECOND DAY

Tuesday, August 18, 1964

## MORNING SESSION

The Convention was called to order by President Gruhn at 9:45 a.m.

The Chairman then presented for the purpose of delivering the Invocation the Reverend Canon Robert S. Hoggard, Vice Dean and Canon Chancellor of Grace Cathedral of San Francisco.

## INVOCATION

**The Rev. Canon Robert S. Hoggard**

**Vice Dean and Canon Chancellor  
of Grace Cathedral of San Francisco**

Reverend Hoggard then presented the following invocation:

"Let us pray. O God, our heavenly Father, who declarest Thy glories and showest us Thy handiwork in the heavens and in the earth, we unite our hearts to offer Thee our thanks for all Thy mercies, for our being and our reason, for all other endowments and faculties of soul and body; for our health, friends, food and raiment, and all comforts and conveniences of life.

"We bless Thee for Thy patience with us, notwithstanding our many and great provocations, and particularly we praise Thee for the mercies and benefits of this day. We humbly beseech Thee that we who comprise this nation may always prove ourselves as people mindful of Thy mercies and glad to do Thy work.

"Bless our land with honorable industry, sound learning and pure manners. Save us from violence, discord and confusion. Defend our liberties and fashion into one united people the multitudes brought hither, out of many kindreds and tongues.

"Endow with the spirit of wisdom those to whom in Thy name we entrust the authority of government, that there may be justice and peace at home, and that through obedience to Thy law we may show forth Thy blessings among the nations of the world.

"We beseech Thee to bless all those who give service to their fellow men. Endow them with wisdom, patience and service, to strengthen the weak and raise up those who fall. Deliver us, we beseech Thee, in our several callings from the service of Mammon and that we may do

the work that Thou has given us to do in truth, duty and righteousness, with simpleness of heart to the benefit of all of our fellow men.

"Direct us in all our ways. Defend us from all dangers and adversities. Be graciously pleased to take us and all who are dear to us under Thy Fatherly care and protection.

"These things and whatsoever else Thou bestowest upon us that is necessary and convenient to us we humbly beg, through Jesus Christ our Lord and Master. Amen."

## Re-referral of Resolution

At this time Chairman Bob Ash of the Committee on Legislation moved that Resolution No. 117 be re-referred from the Committee on Legislation to the Committee on Resolutions, since it did not call for legislation. Motion was seconded and carried.

**Escort for  
Commander Allen J. Martin**

**Veterans of Foreign Wars, Department  
of California**

Secretary Pitts announced that the Chairman had appointed the following committee to escort Commander Allen J. Martin of the Veterans of Foreign Wars, Department of California, to the platform for purposes of an address to the convention: Phil Covey, chairman, UAW No. 887; Kenneth Larson, Firefighters No. 1014; and Wayne Hull, Long Beach Building Trades Council.

At President Gruhn's request, the committee escorted Commander Martin of the Veterans of Foreign Wars, Department of California, to the platform.

**Passing of William J. Conboy**

At this time, Secretary Pitts spoke as follows:

"There are many Delegates, I am sure, in this hall who will remember one of the long-time leaders of the labor movement in this city of San Francisco, one whose experience dates back to the days of Michael Casey, John McLaughlin, John O'Connell, people of that kind who were the stalwarts of this movement in the



City of San Francisco many, many years ago.

"Unfortunately, on the day of August 16th, one of these great men passed from among us. The name is William J. Conboy, and I know that many of you, like me, knew Bill for a great many years.

"This evening, the Rosary for Bill will be held at the Chapel of H. F. Suhr, 2919 Mission—that's near 25th Street. The time is 8:00 o'clock. So, if any of you have the time or the opportunity and the desire, I'm sure you will be present to remember one of our old, long-time trade unionists of San Francisco."

#### **Further Announcements**

There were further short announcements by Secretary Pitts, including the following:

"I have been asked to announce that there is a petition being circulated in some places—this is a petition to the United Nations' Human Rights Organization, which is protesting Soviet anti-Semitism. This, of course, has the endorsement of many of our people, and is deserving of the consideration and attention of all the Delegates in this auditorium."

#### **Allen J. Martin**

**Commander, Veterans of Foreign Wars,  
Department of California**

#### **Address**

President Gruhn next presented Commander Allen J. Martin, Commander of the Veterans of Foreign Wars, Department of California, who then addressed the delegates.

"Mr. President, delegates and members of the California Labor Federation, AFL-CIO, I bring you greetings of the Veterans of Foreign Wars of the Department of California. I should like to speak to you briefly today, on the legislative goals and plans of the organization I represent. During the 1964-65 year, we plan a careful consideration of public issues at all levels of government and a study of their impact on the veteran, his children and the general citizenship and a determination to do something about it. In general, the institutions of our democracy need improvements but not drastic change.

"As we served our country in time of war, we seek to serve our country now by a study and presentation of the problems and facts of needed legislation.

"The paramount goals of the organized

veterans were set long ago by the wise founders of our organization and need no change.

"We expect to exert our power to accomplish the betterment and defense of our country and to guard and promote the rights of the individual and to enlarge and promote his opportunities; to see that those who have borne the battle and have come back from the wars less fortunate than ourselves are cared for and see that there is education for the children of deceased and permanently disabled veterans who have paid the price in defense of our country.

"Our efforts should always be to be nonpartisan and to be biased only in the interest of our country and our less fortunate comrades.

#### **Goals for Betterment of All Citizens**

"Our political actions should not only be directed toward the welfare of veterans but also should be directed toward betterment of all members of the community and toward defense of our way of life.

"We must all work together but we must never confuse unity of purpose, aims and goals, with agreement of opinion. Vigorous controversy and the thorough examination of the dissent of other minds are necessary if truth and reason are to prevail.

"Compromise, consensus and agreement are important features of the American Style of Politics, which only means that the veterans' organizations must not expect victories over-night, but with constant pressure and presentation of our propositions we are sure of eventual victory, if we do not let small discouragements block our effort for long.

"According to the Communists, there are no minor issues in the world today—there are only minor skirmishes in the great war to take over the world for communism. Therefore, to prevent world victory by communism, we must not let them win the skirmishes.

"We counsel moderation and careful consideration of every problem, knowing that right pushed too far and too fast, becomes wrong.

"Technological progress and change should be promoted and encouraged, for only thus will we have a better and more efficient world, but always persons who are pushed aside by the various automations should be protected, re-educated and their re-employment provided for.

"Many of those replaced will be veterans.

#### National Defense Needs

"Weapons of cataclysmic power have come into existence. We must keep a preponderance of these weapons under the control of our country, the only country which can be depended upon to keep the peace.

"No other group of people in the world are more for peace than the soldier, for none pays in war a greater price. However, soldiers and veterans know that there are values worth the price of war. And they know that there is always the danger of war's being thrust upon us and that preparedness is the answer to national existence.

"We will endeavor to make our weight felt for National Defense. The Army, Navy and Air Force are prohibited from active political action to secure the necessary changes. We can be of service in being a mouthpiece for those who know but cannot speak, who are members of the military establishment. Maintenance of the strength of the military forces includes improved non-nuclear and conventional war potential, as military experts believe there may be many small wars. We need a new non-destructible ocean level canal to supplement the Panama Canal. We should stimulate the Federal government to make a thorough study of this proposition.

"The greatest force for peace is for the United States Military to be always prepared with a 'lightning thrust' and a capacity for sustained effort. Our military posture must always be impressive and ready.

"We believe in the necessity of a place where complaints of subversion can be made. We urge full support of the House Committee on Un-American Activities and we urge an adequate budget to carry on its work with efficiency.

"We should urge both political parties to include as part of their platforms the continuance of the National Cemetery System.

"Since Abraham Lincoln's famed address at the National Cemetery at Gettysburg, there have been National Cemeteries provided for the burial of our heroes and veterans. There is now a movement to discontinue the system. We should fight this in every way possible.

"We should effectively oppose the American Medical Association's determination to end Veterans' hospitals.

"We should help the Civil Service in the National Office in their fight to prevent the removal of veterans' preference in the Federal Government and to fight any such proposal on state, or local levels.

"We should let every California legislator know that we are aware of his duties, his problems and his performance; commend him when he is right and give guidance whenever it is to our interest, and let him know that he is watched.

#### Political Efforts in California

"We must take vigorous action to protect the use of the Yountville installation, and to carefully watch and advise President Johnson in his announced intention to close 'unneeded' veterans' hospitals' and see that 'needed' veterans' hospitals in California are not put on his list of units to close down.

"We must take action to prevent the misdirection of Cal-Vet Funds.

"An effectual Civil Defense program, including incentive shelter proposals, should be pushed by our organization in the State of California.

"Last year our Veterans of Foreign Wars and their Auxiliaries sponsored more than 600,000 community service projects, and in California the VFW sponsored and carried out more than 57,000 community service projects in our 58 counties. Our first duty as a veterans' organization has been, is, and always will be to take care of the veteran disabled in war-time, and the widow and the orphan of the war veteran.

"Along this line, I would like to commend the North American Aviation Local No. 887 of the United Auto Workers Union in Los Angeles for the tremendous amount of time and money donated to the welfare and morale of nearly 300 veterans at the Camarillo State Hospital.

"More than two-thirds of our membership belong to labor unions. They, like all of the other workers, have benefited from the great gains in wages, hours and conditions of employment in the past 25 years. Many workers due to disabilities incurred in war service are unable to keep up the pace or are forced to retire as permanently disabled, either partially or totally, in their early years. These men are entitled to compensation for their proved disabilities. The Veterans of Foreign Wars in California makes available to all veterans a claim service without charge. If an appeal is necessary, the claim is processed all the way to Wash-

ington, D.C., without any charge to the veteran.

"Attempts are continually being made to cut out the veterans' property tax exemption. If this is done, you will have added to your tax bill about \$80 a year. Your house payments will go up \$6 or \$7 per month. Needless to say, we are working on that right now, and will vigorously oppose the elimination of the veterans' tax exemption.

"These things that were made available for your members and mine, didn't just happen. We in the veterans' organizations like you in the labor movement, now enjoy the fruits of the labors of men who really had to cut the brush and make the path. We intend to carry on the battle which is never won—it is a continuing struggle with an occasional Armistice. We welcome your support. We have many of the same objectives.

"Thank you for the privilege of speaking to you wonderful people today. And in your Convention, if you have any small problems at all, I just hope that they are very, very small.

"Thank you for the privilege and the opportunity to speak before you today."

### Introduction of Foreign Visitors

The Chairman next called on the Secretary, who presented and welcomed several Japanese visitors from various Japanese trade union and labor organizations.

### Walter Dunbar

**Director, Department of Corrections,  
State of California**

President Gruhn presented to the delegates the Director of the Department of Corrections of the State of California, Walter Dunbar, who spoke briefly.

### Remarks

"Mr. Gruhn, ladies and gentlemen, just a word of appreciation and solicitation—appreciation to you for your participation in our prison and parole work for many, many years, as members of our Trade Advisory Committees and Parole Advisory Committees.

"For our common goal of public protection is realized by control and correction. We have a big, tough work-load together now: over 26,000 inside twelve major institutions and camps, and 12,000 who have been to the institutions and are

now trying to make it on parole in our communities.

"Yes, crime control is an expensive and important business. Thus, I solicit your continued support as members of our groups, the Trade Advisory Committees, as we work through our State Correctional Program; and, as so ably demonstrated by your leaders and members. For example, Mr. Bartalini and Mr. Christian are members of our Correctional Industries Commission. Jack Bell of your membership—and who is with me here [indicating]—is a member of our Adult Authority, the Parole Board.

"Mr. Gruhn has served on our Camp Committee; Bryan Deavers on our Construction Committee.

"During the legislative sessions I have the benefit of frequent contact with Tom Pitts and his staff. The communications are excellent. We don't always agree, but do not become disagreeable. We feel comfortable in all our relations with the Federation.

"We salute you and solicit your continued support. Thank you."

### Thomas Maloney

**Ex-Assemblyman and Ex-Senator**

### Remarks

President Gruhn then introduced Thomas Maloney, who made the following remarks:

"Mr. Chairman, ladies and gentlemen, invited guests, and delegates to the Convention:

"It's nice to be here. I have been at these Conventions—I won't tell you how many years; you know how old I am. But may I extend to you my congratulations for carrying on the work that you have done all through the years, in which I not only have been a visitor at the Convention, but also a Delegate, serving 32 years in the State Legislature.

"I want to take this opportunity, however, to congratulate Al Gruhn, Tommy Pitts, Don, and Charley Scully for the great job they are doing for you at Sacramento.

"Ladies and gentlemen, you don't know the work that happens in Sacramento, the tough job that it is up there, until you go up and sit down in one of these Committees, in which I happened to be a member, and—fourteen years presiding over and 32 years a member of the Senate and the Assembly. You just don't know

what happens until you go up and sit down in these Committees, and you see these good men and women at work.

"I congratulate you on the success you have made; because when I first went to Sacramento I worked as a stevedore on the waterfront of San Francisco for fifty cents an hour; no conditions, no fringes, no great apprentice law, disability law, unemployment insurance law.

"And may I say that all of those laws, I think I am the initiating legislator who helped to put them into effect. Congratulations. Good luck and may God bless you in all of your deliberations here today and the balance of the week. Thanks ever so much."

President Gruhn then added:

"Tommy wouldn't blow his own horn, but all of you in this trade union movement of California have heard about the Shelley-Maloney Act, the Apprenticeship Act of California. This is one of the co-authors. And of the Disability Bill also."

### **Al Barkan**

**Director, Committee on Political Education, AFL-CIO**

#### **Address**

President Gruhn introduced to the Convention Al Barkan, AFL-CIO Director of COPE, who then addressed the delegates.

"President Gruhn, Secretary-Treasurer Pitts, leaders of labor:

"I've come some 3,000 miles to tell you leaders of labor something you already know. I have come to tell you your labor movement faces a political crisis of the first magnitude. I've come 3,000 miles to tell you, in spite of the polls, which indicate and point to victory, I come to tell you we are in a political struggle that can go either way.

"We are up against a fanatical, dedicated, well-organized, richly financed opposition; an opposition that will stop at nothing to achieve their ends; an opposition that is so bold they make no secret what they have in store for you and the people you represent.

#### **Goldwater on Labor Issues**

"Let's start with the standard-bearer. He makes no effort to hide his labor program. It's best summed up in a recent editorial in the AFL-CIO News, which quotes George Meany, our President, speaking to a press conference in Chicago the week before last, in which he says of Senator Goldwater, 'I think he

feels the country would be better off if we didn't have trade unions.'

"Why does President Meany make so sweeping an allegation? Now, I know Senator Goldwater is fond of saying that he's constantly misrepresented; he's misquoted; and he's busy explaining over and over and over again what he's stating.

"The AFL-CIO News takes Goldwater's exact words on labor issues. And I wish, for the next minute, that you would pay close attention; because this is the Senator Goldwater record on labor.

"On trade unions, he has said: 'There is no question but that the trade unions have been scoring bulls-eyes for 30 years, taking away freedom which belongs to you and me and our children.'

"On collective bargaining: 'It is a weakening of individual personality and self-reliance.'

"Listen to this next one, you leaders of labor that had to fight in '58 against an infamous open-shop, so-called right-to-work referendum. Here is Senator Goldwater on the matter of right-to-work: 'I strongly favor enactment of state right-to-work laws which forbid contracts that make union membership a condition of employment.'

"Upon unions and anti-trust laws: 'Unions should come under the anti-trust actions. And I certainly do not feel that the public interest—a popular phrase with the New Frontier—is served by the possession of monopolistic power. And I am convinced these must be limited.'

"Upon industry-wide bargaining—you leaders from the building trades, you leaders from the industrial unions, where you have established patterns of area-wide, company-wide, industry-wide bargaining, let's hear what Senator Goldwater says:

"The evil to be eliminated is the power of unions to enforce industry-wide bargaining.'

#### **Republican Platform on Labor**

"As if that weren't enough, the standard-bearer telling you and me, in letters a mile high—so even the blind can see!—the platform of the Republican party adopted a few miles from here, at the Cow Palace, is very short and sweet on the subject of labor.

"Contrasted with the GOP labor plank in 1960, which is quite extensive and, I must say, quite generous and favorable to labor, the planks in the 1964 platform on labor are short and limited. In very short, quick language they tell the labor

movement that they are for a complete reorganization of the National Labor Relations Board to assure impartial protection of the rights of public employees and employers and ending the defiance of Congress by the present Board.

"Now, this is what they mean by that: President Kennedy appointed Chairman McCullough, and for the first time since 1952 we are getting at least a fair shake in the administration of the Taft-Hartley Act and Landrum-Griffin by a fair-minded Board headed up by Chairman McCullough, who used to be Administrative Assistant to that great liberal from Illinois, Senator Paul Douglas. And here is the Republican platform that says they want to reorganize, they want to investigate Frank McCullough and this Board.

"In another plank they call for constant opposition to any form of unregulated monopoly, whether business or labor.

"This is straight out of the book of the Chamber of Commerce and the NAM that talks about putting labor under anti-trust; that we are a monopoly and that we should be put under anti-trust regulation.

"Listen to this: They call for incentives for employers to hire teen-agers, including broadening of temporary exemptions under the minimum wage law.

"Not a word about increasing the minimum wage! Not a word about extending its coverage! But they talk about broadening the exemptions including the employment of teen-agers.

"And finally, to a State like California where the labor movement has fought the exploitation of farm labor, they call for the adoption and implementation of a fair and adequate program providing necessary supplemental farm labor for producing and harvesting agricultural commodities. A very fancy paragraph calling for the continued importation of braceros and the undermining of decent wages on farms!

### **Religious and Racial Bigotry**

"So here we have it, men and women of labor. We have the Standard-Bearer of the Party and the platform of the party telling us in no uncertain words what they are cooking up for us. In addition to this we are going to face a dirty campaign. In 1960 they used religious bigotry to try and confuse and confound the American electorate to achieve their end.

"We were told that if John F. Kennedy was elected, the Pope would move

from Rome to Washington, public schools would be closed and all the parochial schools would be open. And I am sorry to say [and now I quote the University of Michigan Survey] that Kennedy would have gotten five million more votes if it were not for religious bigotry.

"Well, the Pope is still in Rome and the public schools are still open, and so they can't use religious bigotry. And they are going to try racial bigotry. And I am sorry to say that some of our own people have fallen for this disgraceful line.

"A Wallace coming up from Alabama goes into Wisconsin, goes into Indiana and goes into my home State of Maryland; and in spite of the fact that there was outspoken opposition from every major church; in spite of the fact that every major newspaper in those three States was in opposition to Wallace, and in spite of the fact that the labor movement in those three States was opposed to him, he drew some thirty to forty percent of the votes. And he has already announced that he is going to be campaigning for Senator Goldwater all over the country. He is already scheduled for a meeting in Baltimore, Maryland, in mid-September.

"And so they are going to pound and pound to try to make racial bigotry pay off.

### **Smear Tactics of Opposition**

"In addition to racial bigotry, I am afraid some of the tactics that were used in Arizona, particularly in the 1958 campaign when COPE was supporting Governor MacFarland against Senator Goldwater, are going to be used in this campaign. Your own Al Green was the COPE Area Director whose region covered Arizona. Al Green, under orders from Jim McDevitt, was in Arizona helping the labor movement in that campaign. Al Green's room at the hotel was broken into. He suspected his phone was being tapped. He suspected that he was being followed.

"About two weeks before the election the Arizona Republic, the leading anti-union newspaper of that State, came forth with an eight-column, front-page headline "EX CONVICT LEADS COPE IN ARIZONA"; and they had a picture of Al Green sideways and forwards with a number.

"What was the 'great crime' of Al Green that made him an ex-convict? Some eighteen years before this event in '58, Al Green got into a picket-line scrap and he got 30 days. That's all that Al Green had on his record. And yet it called for

an eight-column streamer with the headline "EX CON LEADS COPE."

"Well, they must have scared a lot of people in Arizona. Goldwater went on to win.

"After the election we got reports that a Dallas detective agency was hired to do a job on COPE and Al Green. They sent eleven men, according to our information, into Arizona and they did this dirty job on Al Green.

"Well, lo and behold (and I bring this up because it has a bearing), there is a book out entitled "How To Win Elections," and it is offered by a man by the name of Shadegg, who was the campaign manager for Goldwater in 1958. And on Page 88 of that book (and I want to read it to you) he boasts about the tactics that they used to win the election for Senator Goldwater. And he says this (and listen!):

'In a senatorial contest some years ago, industrial interests combined with oil money from Texas to finance a super-duper espionage effort in defeating a candidate who enjoyed the all-out support of organized labor . . .'

"He is talking about Governor MacFarland, who was running against Senator Goldwater.

' . . . an out-of-state detective agency operated by a former F.B.I. agent was hired to produce evidence that out-of-state labor men and money were being used to defeat an incumbent Senator. . . .'

"He doesn't name him, but it is Senator Goldwater.

' . . . a crew of operators moved into the State. Some of them checked into the hotel where the labor agent was living. . . .'

"Al Green, who is on the platform here.

' . . . they even managed to take a room next door. Everyone who came to see the labor agent was identified. When the agent left his room he was followed and photographed. In some mysterious fashion these sleuths came into possession of a list of telephone calls made by the labor man. They rented the top floor of a downtown office building and a cameraman with a telephoto lens photographed every politician who entered the labor man's hotel.

"Such elaborate operations are not always necessary or desirable and they are extremely expensive.'

"Get this:

'The treasurer of this campaign estimated the cost of this one research effort at \$37,500. The operation must have been a particularly nerve-racking one for the manager of that campaign.'

"He is talking as if it was somebody else. It's himself, Shadegg, who was writing this, but he makes it appear as if he is talking about some other manager.

'The presence of out-of-state spies, if disclosed and documented by the opposition, would have been extremely harmful to his candidate. The spies weren't discovered and the shocking disclosures made possible as a result of their efforts helped the candidate to win the resounding victory.'

"This is Goldwater's campaign manager in Arizona in '58. He boasts how it won victory there.

#### Communist Tactics Used by Extremists

"He goes on. And listen to this, coming from a group that talks about the evil of communism and how we have got to go on to victory against the Communists. Here we have this same Shadegg. And by the way, we don't recommend you go out and spend the \$5.00 that I had to spend for this book. I read it on Sunday. It spoiled my whole day reading it. But we are going to get some leaflets out on this and with the exact quotes and the pages and the documentation.

"But here it is on Page 106. He is talking about the cell group (and I quote):

'Mao Tse-tung, the Communist Revolutionary General, has written a valuable book on the tactics of infiltration. In it he says, "Give me just two or three men in a village and I will take the village." In the Goldwater campaigns of 1952 and 1958 and in all other campaigns where I have served as a consultant, I have followed the advice of Mao Tse-tung.'

"Then he goes on, page after page, describing how they used infiltrators in the labor movement in the opposition campaign to achieve their end. And I say to you, you can bet with the certainty of the rising of tomorrow's sun they are going to use these Communist tactics here in California and elsewhere.

#### Support of COPE Essential

"So it is going to be a dirty campaign. We are up against well-organized fanatics. They are going to work, like the Communists, 24 hours a day. And I know you leaders of labor in California boast of the

conditions you have won for your members—and rightly so. You boast that the highest wages earned in the country are earned under your contracts. And you have got reason to boast. But I don't know how good your contracts are; I don't care how fat your treasuries are, you are not going to lick this opposition in any other way than through COPE. You can't win this battle through the collective-bargaining table. You can't win this fight through picket lines. The only way that you are going to lick this opposition and win this battle is in the ballot box.

"That being the case, I ask you, some twelve weeks before the election, Why is it that many Local Unions here and elsewhere don't have functioning COPE Committees?

"Why is it that the crime of silence is being committed every day in countless California and other local unions? What do I mean by the crime of silence?

"In Hitler's Germany, many people, many Germans knew in their heart of hearts that Hitler and Hitlerism represented evil. But, for one reason or another, they kept silent.

"As a result of that silence, the curse of Hitlerism took over in Germany, and millions and millions of men, women and children, born in the image of Almighty God, died—because of that crime of silence committed by so many Germans.

"And I say to you, in the labor movement, when we are fighting a life or death struggle, when our enemies say to us, 'If we win, we are going to give you national right-to-work law; we are going to put you under anti-trust; we are going to limit collective bargaining to individual units,' I say to you, it is a trade union crime for a labor leader to keep quiet about this threat.

"And you know, there are local union meetings taking place, here in California, now, twelve weeks before the election, where not a single word is said to the members about this threat, this crisis that we face.

"And so I come to California to ask you leaders to sense the urgency that George Meany feels when he tells the Executive Council in Chicago that nothing, absolutely nothing is more important to the labor movement than the outcome of this election.

"And so I ask you: drop everything. Drop organization—yes, contract negotiation, unsettled grievances, arbitrations, whatever it is. I say, in George Meany's

words, that they are not as important as the outcome of this election.

### **COPE Educational Campaign**

"What do we want you to do? First of all, we in national COPE will drown you—beginning with Labor Day, we are going to drown you with millions of pieces of literature that will explain the issues.

"We, of course, want to make sure that those leaflets are in the hands of every member. But we also say to you that that's not going to be enough to do the number one job of education of our members.

"We want you to accept the responsibility for educating your members. It's not Tommy Pitts' job; it's not Al Gruhn's job; it's not the job of the central bodies or national COPE. It's primarily your job.

"Your membership has confidence in you. They wouldn't have elected you to the high offices you hold. If you'd tell them in your own words, through letters, through your local union newspaper, through shop steward meetings, through plant gate meetings, noonday meetings, if you'd tell them what a national right-to-work law will mean to them, to their paycheck, what it will mean to their jobs, to the collective bargaining strength of the union; if you will tell them in your own words what putting labor under anti-trust and limiting collective bargaining means to individual units, if you do that, it will mean much more than us in national COPE or the state or local central bodies telling them the same thing.

### **Support COPE Financially**

"So, we are asking you to undertake the job of educating your members in this next twelve weeks. That's not enough. Everywhere I go, we are asked to help financially COPE-endorsed candidates. And I tell you now, we are short; we are short hundreds of thousands of dollars in what we have been asked to contribute to COPE-endorsed candidates, those whom we'd want to support, if we had the money.

"The crying shame, brothers and sisters, is that the money's there to be gotten for the asking. We have got to reelect all of our friends in Congress; and if we want to repeal 14-B of the Taft-Hartley, I say to you: We need, in addition to the re-election of our old friends, we need at last thirty new Congressmen and three or four friendly new Senators.

"We need to help these candidates. We need to help Gale McGee in Wyoming; we

have got to help Frank Norris in Utah; we have got to help Quentin Burdick in North Dakota; we have got to help Tom Gill in Hawaii; we have got to help Montoya in New Mexico.

"And the only way we can help is if you people go to your members and ask them for the bucks for COPE. You'd be amazed how they will respond—especially if you do the education job and explain to them what's involved.

"If you haven't had your COPE collection, please, as soon as you get back to your local union, establish the machinery to go to each individual member and ask him to contribute the buck for COPE. A single, solitary, lousy buck; that's all we're asking for.

#### REGISTER and VOTE

"Of course, the old business of registration. You know, you folks in California ought to really be ashamed of yourselves when it comes to registration. Do you know that you have got the easiest registration regulations in the country?

"In some states, Americans are being shot for trying to get registered. In other states — like the state of Virginia — Negroes are handed blank sheets of paper and they have got to write out questions; they have got to fill out the answers. If they misspell a word, they're out.

"I just came from Chicago. I met with Bill Lee in the offices of the Central Body. In the city of Chicago, except for one day in October, if you want to register, you have got to go down to the City Hall, from 9:00 'til 4:00 during the week, in order to register.

"And you here in California, with your deputy registrar system, I am constantly amazed when I look at the figure and I find, in the Los Angeles area, over a million people over 21—and I'm sure many of them are our own members—are not registered.

"Maybe it's because it's made too easy. But we have got to address ourselves to the registration problem.

"You can rest assured that our opposition will make sure that every supporter of Senator Goldwater is not alone registered, but brought out to vote.

"So, we have got to do the education job, the COPE dollar drive, the registration job; we have got to do the get-out-the-vote job. And brothers and sisters, I repeat again, you leaders of labor, you are not going to do business as usual; you are not going to have grievances; you are

not going to arbitrate; you are not going to organize the unorganized in the next twelve weeks, and then do this COPE job that I outlined.

"You'd be kidding yourselves; and you are certainly not going to kid us. We know better. The job will not be done unless you go all out; drop everything else; put COPE on the top of the agenda.

"This is my plea, Tommy, to the leadership of California. The election can very well turn on how this state goes. And you have got an awesome responsibility.

"I close by relating a little story that illustrates what I mean about going all out.

"This preacher in this small town in Texas suffered from declining church attendance, and he heard about a beautiful soprano. He figured if he invited her into church for a midweek recital, it would fill the church, and he'd be able to make a plea to the fallen to come back to the fold.

"Sure enough, she filled the church; and she was giving this song recital, and she was singing from a low balcony. And in the middle of an aria, she bent over too far, and she fell off the balcony and got hung up in a low chandelier, with her dress every which way.

"A couple of young bucks in the congregation saw what had happened, and they ran over to the chandelier to help her.

"The preacher ran to the pulpit and he shouted, 'Hold it! Hold it! Hold it! The first man that looks at that young lady in her embarrassment is going to be struck blind.'

"Jim and Joe came to a sudden halt when they heard the preacher say this, and Jim turned to Joe and said, 'Joe, you heard what the preacher said about being struck blind if we look. What are you going to do?'

"And Joe said, 'I think I'll risk one eye.'

"This COPE job is not going to be done with one eye. We need your two eyes, we need your two arms, we need your two hands. COPE needs your head. COPE needs your heart. Give that to us, and we'll give you victory in November."

#### Escort for Hon. John F. Henning Under Secretary of Labor

Secretary Pitts announced the Chairman's Committee to receive and bring



to the platform the Honorable John F. Henning, Under Secretary of Labor; Pat Somerset, Chairman, Screen Actors Guild; Max Osslo, Butchers; Herb Wilson, Rubberworkers; M. R. Callahan, Bartenders; Wilbur Fillippini, Building Trades, Santa Barbara; Morris Weisberger, Sailors; Fred Fletcher, Newspaper Guild.

### **Illness of Joe Cambiano**

The Secretary gave this further notice:

"I have another sort of sad announcement to make to you. I have been requested by some of the representatives of the Carpenters Union to bring to the attention of our delegates here that we are missing one who has been at every Convention of the Federation as a delegate since 1919. Since 1919, the Federation Conventions in the state of California have had as their Delegate the great, wonderful old fellow, Joe Cambiano.

"Joe Cambiano, for the first time, is missing a Convention; and, for your information, he is ill at the present time in the Mills Memorial Hospital in San Mateo. So, some of you may wish to know and may wish to communicate with Joe. And we certainly, from this end of this Convention, regret seriously and greatly that our good old long-time friend and Delegate, Joe Cambiano, is unable to be with us."

### **Ernest B. Webb**

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

#### **Address**

President Gruhn introduced Ernest B. Webb, Director of the Department of Industrial Relations, State of California, who then spoke as follows:

"President Al, Secretary Tommy, members of your Executive Council, other distinguished guests on the platform, my brother and sister trade unionists:

"It is always a pleasure to attend the conventions of the California Labor Federation. To be invited to address its delegates is a privilege.

"As a long-time member of the Painters Union, I am no stranger to your deliberations; and as Director of the State Department of Industrial Relations, I am daily aware of your accomplishments.

"Your leadership, your commitment to the responsible and effective use of labor's strength in behalf of social progress, is recognized across the nation. You

are here this week to chart the way that leadership will be exercised in meeting the problems of the future. The events of our time, the need to eliminate the last pockets of poverty and injustice that still scar our land leave no doubt that history intends to sorely test that leadership—and your record shows you can meet the test.

### **Impressive Statistics of Growth**

"As citizens of the largest state in the union, we are becoming acutely aware that the statistics of prosperity and growth can be misleading.

"California's work force has reached an all-time high of 7,087,000.

"As a result of collective bargaining agreements, union wage scales will go up this year for more than one million and a half California workers.

"More than three out of four California workers under union contract are now covered by negotiated pension plans supplementing federal old age benefits.

"Union membership has reached an all-time high of 1,776,000.

"Man days lost last year as a result of labor disputes dropped to just half the number lost during 1962, which represent one-eighth of 1% of all time worked.

"During the last six years, under the able leadership of Governor Brown, we have seen an expansion of social legislation affecting wage earners unequaled by any other administration since that of Hiram Johnson. In the last legislative session alone, with your support, the Department of Industrial Relations was strengthened in every area of responsibility — Labor Law, Industrial Welfare, Safety, Housing, Fair Employment Practices, Apprenticeship, Labor Statistics and Research, Conciliation.

"This is all good news, the sunny side of the street; but, like a lot of news, it doesn't tell the whole story.

### **Serious Problems Remain**

"Unemployment hovers steadily at about six percent.

"Automation and technological change daily rob the economy of thousands of needed jobs. And while job opportunities continue to shrink on a relative basis, the number of youngsters entering the labor market for the first time continues to increase.

"During this decade, a third of a million California youngsters will be seeking their first jobs, their heads still ringing

with the promises held out by education. If in terms of jobs—in terms of opportunities for training and self-sufficiency—we can keep that promise no better than at present, we have the makings of a social upheaval.

"The future is complex. It will take all our guts — all our intelligence — all our humanity to meet it.

"Perhaps that is why some nowadays seem to take such comfort in looking to the past. The philosophy espoused by the extremist sometimes reminds me of a line from an old folk song:

"I know where I come from, but I don't know where I'm going."

"The past, it's said, is prologue. The wise man sifts it for guidance, but he avoids having love affairs with it, unless, like the painter who steps back to admire his work, he wants to fall off the scaffold.

"We can afford no steps backward.

"California's workers lead the nation in wages and benefits—the hard won achievement of a strong, aggressive and united labor movement. Every single citizen has benefited from labor's struggles. But not all have benefited equally.

"Large segments of our population—the elderly, farm workers, minorities—daily face poverty, inadequate housing, poor or non-existent health care.

"We need not look to Appalachia or the shack towns of South America for misery. We can find it in our own front yard.

"Look to our central valley. It has two well known products. Great wealth. And great poverty.

"It exports the wealth. The poverty and misery, in the form of thousands of farm workers who must raise families on incomes of less than two thousand dollars a year—who must struggle to bring up children in waterless, toiletless shacks—are ignored.

"Look to our crowded skid rows. Where those who would go backward find dereliction, you will find the misery of the once productive worker cast aside with an inadequate pension and no health care and left to spend his last days in a one room walkup firetrap.

"End Social Security?

"The landscape is littered with those who have simple answers to problems such as these.

"And I'm sorry to say California has more than its share of these proponents of the social parable.

### California's Civil Rights Issue

"After more than a hundred years of slow progress in ending racial discrimination, they are now trying to tell us that the solution to the problem is to make discrimination legal.

"Every delegate here can take pride in the strong position taken by the California Labor Federation leadership in opposing the efforts of the California Real Estate Association to repeal the Rumford Fair Housing Law. Through a constitutional amendment, they seek to forever tie the hands of this state and her people from dealing effectively and fairly with the problem of discrimination in housing.

"You have shown that you are not going to be panicked by scare campaigns based on phoney issues and misinformation.

"The dignity of the individual is basic to our philosophy. We are committed to equal opportunity in housing, in employment, in education and in apprenticeship. We have moved on our own initiative to solve these problems. We are as proud of our accomplishments as we are aware of our shortcomings. As long as we maintain that commitment to human dignity—as long as we continue to move forward to correct our shortcomings—we need not fear those enemies who would distort our position to seek some advantage to themselves.

"It has been clearly pointed out that passage of this law would strike a damaging blow to the construction industry in California by cutting off the flow of federal funds so vital to its health and growth.

"The 'absolute discretion' in property transaction called for by this proposition not only would violate urban renewal requirements but could cost California the housing and jobs in the federal college dormitory program and the proposed program for FHA support to new towns.

"The proponents of this measure have done a great deal of talking about 'property rights'. The Rumford Act erodes no property rights. What they really mean is the 'right' to discriminate against a man because of his color—a 'right' that has never existed, any more than any employer has ever had the so-called right to discriminate against a man for paying union dues.

"There has also been a great deal of irresponsible talk about 'property values'.

"The fact of the matter is that the Rumford Act by preventing the exploi-

tation of race in property transactions protects your property against price fluctuations caused by such exploitation.

"The proposed amendment would do just the opposite.

"By legalizing racial discrimination and encouraging the continuation of ghetto housing patterns, the proposed amendment would be a powerful weapon in the hand of any unethical real estate operator who seeks to profit from racial fear and ignorance by using it to create neighborhood turnover.

"The Rumford Act has worked and it has worked well.

"Fifty-six percent of the cases decided during the first seven months of its operation involved discrimination and were resolved amicably through conciliation.

"All but one of the remaining cases were dismissed because there was not sufficient evidence of discrimination.

"No property rights have been eroded. But a basic human right has been effectively and fairly protected. These are rights labor has long defended.

### Importance of 1964 Elections

"There has been a great deal of talk lately about the so-called 'white backlash'. It is expected to play a large part in the presidential campaign, with the Senator from Arizona being the recipient of whatever blessings it may bring in terms of disgruntled votes.

"Just last week a national newspaper suggested that labor leaders are worried that their members too will be affected.

"I don't believe that any union member is going to vote for a presidential candidate who in sixty times at bat on key issues affecting labor voted with us only once, against us fifty-seven times, and failed to show twice.

"I don't believe any union member wants to see this nation take a step backward. Back to what? Back to before the Wagner Act? Back to the time when the demand for union representation, fair wages and working conditions meant bloodshed, paid strike breakers and goons?

"No, I don't believe the union members of this great land will vote for that. Nor do I believe the working men of California will elect a senator who differs from Mr. Goldwater only in his ability to dance.

"There is only one danger, and that is

that we fail to take the threat posed by this extremism seriously.

"This election is the most critical in labor's history.

"The election of President Johnson, the election of Pierre Salinger, the election of progressive state legislators, the sound defeat of Proposition 14—all are vital to labor's future.

"We must work, and we must work hard—harder than ever before.

"Six years ago, a man named William Knowland ran for governor of this state on the promise of destroying organized labor. We beat him, and we beat him bad.

"They are back again. The lines are different but—make no mistake—the tune is the same.

"If we are to keep what we have fought to win . . . if the nation is to maintain her leadership of the free world . . . if we are to win the peace . . . if we are to win the battle for dignity for all men . . . then we must beat them again.

"Thank you."

### Announcements

There were additional announcements at this time.

### Dollars for COPE

The chair then recognized Delegate Swan (Secretary, Retail Meat Cutters Local 421, Los Angeles).

"I rise to ask you to request someone at every table to pass through all of their delegates and present at least one dollar from each member or delegate here to the California Labor Federation in the interest of COPE in the coming battle and serious election confronting us."

President Gruhn then recognized Secretary Pitts, who spoke as follows:

"I am in hearty agreement with what is being presented by Brother Swan, but I would like to acquaint him with the fact that there is a program being developed. There is going to be a great, huge picture out in the lobby; and we are going to do a little purchasing, and we are going to cover up this big sheet of art work. It will be here at 2:30 in the afternoon.

"So if you can just withhold this action to see what else is developing, the Chair and particularly myself will deeply appreciate it."

Thereupon Delegate Swan withdrew his request.

### **Dr. Max Rafferty**

**Superintendent of Public Instruction  
State of California**

#### **Address**

President Gruhn now introduced Dr. Max Rafferty, Superintendent of Public Instruction of the State of California, who gave the following address.

"I have got to start out with a confession. I am ashamed of myself.

"Every time I get talked into preparing a mimeographed text I get into trouble. Normally I speak pretty much off the cuff. But Tom contacted me the other day and said that he had to have some of this for the Convention files. And so I wrote it out—and sure enough, I am in a mess!

"You see, I started out by saying 'I'm delighted to see so many union men here today.' And now I look around here and see, what I guess I should have expected to see but didn't, all these good-looking gals. And I didn't expect you ladies. It makes the affair more pleasant, but it makes my speech a little bit, shall we say, awkward.

"So if you don't mind, I am going to change it around to include the fair sex here, whom I should have expected and I didn't. And I hope that you won't think that I am neglecting them.

"You know, during the last couple of years, as the Governor has pointed out, I've talked to literally every other kind of an audience than this, from optometrists to Optimists, from Campbell Soup executives to women's improvement clubs, from farm bureaus to electric leagues. I've bent the ears of the CTA, the NAACP, the DAR, the WCTU, and a bewildering variety of other initials swarming in a profusion unknown since the early days of the New Deal. And now it's the AFL-CIO. Fortunately, I'm a graduate of UCLA and USC. So you can see that I am equipped by training to cope with initials of almost any quantity.

"But until this moment, organized labor has eluded me. You fellows are confoundedly gun-shy and hard to catch up with, at least by an educator. In fact, to judge by your roster of past convention speakers, you've avoided us schoolmen like the plague.

"I can't blame you for this, I suppose. We school administrators particularly have the reputation of being pretty dull speakers. In fact, just a couple of years ago, the mere announcement that a school

superintendent was coming to talk to you today about education would have been enough to empty a hall like this in about 37 seconds. You could have held the meeting in a broom closet, with room left over for the brooms.

#### **More General Recognition of Importance of Education**

"Not any more. School news, which once was buried on Page 32 of our newspapers, usually near the obituary column somewhere, is now front-page stuff, and with scare headlines at that. Radio and television echo to the great debate currently raging about the purposes of education. Our major national magazines and periodicals bristle with articles by educators about education, where not so long ago such stories were considered a sure kiss of death for circulation.

"All this is good, you know. My profession has traditionally thrived on public interest and attention. It has drooped and withered always when confronted with public apathy and indifference. It is particularly good that the California Labor Federation has seen fit to invite the State Superintendent to meet with its membership and to discuss with them the educational problems of the nation's greatest public school system. For no other segment of our society has a greater stake in education than does labor.

"Normally, you know, we educators and you labor representatives rarely get together. We seem to move in different spheres somehow. As a result, we tend to see each other in a sort of funhouse mirror effect. To many laboring men, educators appear as lovable but woolly-minded boobs, standing in our ivory towers with our shoestrings untied and our heads in the clouds, hopelessly impractical, and certainly not to be trusted with much more than lunch money. To quite a few schoolmen, on the other hand, organized labor comes fully equipped with horns and a tail, breathing forth accusations that school administrators represent management, and demanding the immediate installation within our profession of strikes, boycotts and collective bargaining.

"Well, thanks to my job but one, I got cured of this impression quite a few years ago. I served, you see, for six years as School Superintendent in the strongest union city in the State. Almost all the kids I educated were sons and daughters of union members. The President of the School Board which employed me was

the Chairman of the Union Grievance Committee. It was the only chartered city in California which voted twice in a row for Adlai Stevenson and ended up going heavily for Kennedy in the last Presidential election. There were so few of us Republicans in town that when I spotted one on the street, I would go up to him and say, 'Dr. Livingstone, I presume?'

### California Revolution in Education

"Yet the educational revolution which is now sweeping the State began almost ten years ago in that almost unanimously Democratic union town. This revolution is called Education in Depth and, in a nutshell, proposes to throw out Progressive Education, with its stress on 'life adjustment' and 'togetherness' and 'ingroupness' as the main goals of California schools, and to substitute instead a philosophy which says that the schools exist primarily to teach organized, disciplined and systematic subject matter to all the children of all the people. If the future holds anything at all, it certainly holds the implication that almost every man is going to have to be either a technician or a scholar, or in some cases both.

"The kind of educational philosophy which has held sway in our State and widely throughout the nation for the past two decades and more is simply not going to be adequate to do the job which has to be done. And if it doesn't get done, it will be the working men and women of California who will be the greatest losers. It is you who have the greatest stake in this revolution now going on, and it is you who ought to be pushing it the hardest.

"If a California public school is not teaching its kids to read properly, and if its graduates go out into the world unable to spell and finding it necessary to multiply six times nine by counting up on their fingers, who is the great and tragic loser?

"Labor!

"The children of management, if worst comes to worst, can nearly always be sent to private schools. Rarely can the working man afford this luxury. It is the worker who is bound most closely to the public schools. This will be especially true for your children, for whom the future holds ever-increasing stress on literacy and scientific competence and technical know-how.

"Now, don't misunderstand me. Lots of our schools have been teaching their fundamentals thoroughly and well

through the years. But if they have, it was not because of the official educational philosophy of the State of California during those years. That philosophy held that there were no absolutes, no eternal truths, no lasting values of any kind whatever. The child, it was claimed, must learn to 'adjust' constantly to an environment of kaleidoscopic change. Learning for the sake of learning was out; the happy, easy, comfortable 'acceptance' of the child by his 'peer group' was in.

"It is this way of thinking about Education which produced the reaction I got from so many employers as I stumped the State during the 1962 election. After almost every one of my talks, some crusty old businessman would elbow his way through the crowd, buttonhole me, blow a cloud of cigar smoke in my face, and growl: 'I don't know a darn thing about Education, Doc, but I do know that I'm sick and tired of having to spend my time and hard-earned money each year teaching recent high school graduates that the letter "G" comes before the letter "H", so that I can make filing clerks out of them.'

"They weren't kidding!

"It's this way of thinking about Education which the people of California voted overwhelmingly against in 1962.

"It's this way of thinking which in the past two years has been replaced in your State Department of Education over in Sacramento by a philosophy which now recommends the teaching of reading down in the lower grades through phonics methods instead of the so-called 'look-say' system—which now pushes subject matter, A-B-C-D-F graded report cards; which now stresses healthy competition for excellence instead of a constant striving for 'togetherness'; and which now is trying to make both hard work and homework, if not popular, at least acceptable, in our schools.

"Here's one concrete result of the new way of educational thinking on a State level here in California:

### First State-Developed Course in Economics

"In my hand I hold a copy of the first state-developed course in economics ever to be developed in California. It's designed to teach high school students the facts of life about business and labor in this country—things like resource allocations, price indices, the gross national product, and so on. One important unit of this course deals with labor unions, their

structure and their purpose, their activities and their future.

"Many individuals worked on this, including a group of brainy professors of economics over at San Francisco State and at least one of your own people, Mr. Ben Scott, in addition to experts from my office. But what I am trying to point out here is the kind of change which our new philosophy of Education in Depth is bringing about not only to the schools of California but also in the lives of every child in this great State.

"Each high school has a copy of this economics course. If your children and grandchildren are not getting instruction in this fundamental field of human knowledge, it's not because I haven't recommended it and made the course available to every one of them. We hope that every high school in this State will be teaching economics within the next couple of years like mad. The alternative will be to continue as we have been doing for a generation now—turning out thousands and thousands of young people from our schools each year who might just as well have been raised in a vacuum bottle for all they know about how they as individuals or we as a nation got here, economically speaking.

#### **Tax Base for School Financing**

"These are a few things, then, which we educators can do for labor. But they are dependent in turn upon our being given enough money to get the job done. The recent history of California, insofar as financing public education is concerned, is a pretty spooky one. All the states but ours, or nearly all but ours, have been tending strongly toward increased state support of the schools, and less local support. The reasons are obvious. The old real property tax, traditionally the prop and mainstay of the schools, is simply not adequate to support them any more. In addition, it doesn't represent the real wealth of a given community as it once did.

"I used to work in a school district where only 10 percent of the inhabitants paid local school taxes, and they were mostly older folks who owned the small lima bean and walnut ranches, and who hadn't had any kids in schools for 20 years.

"The people who were sending their children to school and getting the benefit out of them were the very ones who owned no land. They had Cadillacs in their rented garages, some of them, and

color TV in their rented homes, but they owned no land and thus contributed virtually nothing directly to the support of local education.

"It's for this reason that the other states have been moving in the direction of equal partnership between the state on the one hand and the local school district on the other in the area of school finance. The state has an incomparably broader tax base and a more considerable variety of tax sources than does the local district. Only in California have we been bucking this nationwide trend and throwing more and more of a load upon the badly overburdened shoulders of the local real property owner, while the state has proceeded gradually to get out of the business of financing education altogether. It's like going back to the days of the mustache cup and '23 Skidoo.'

"The recent passage of Assembly Bill 145, with the help of organized labor, served to check — if only temporarily — this fourteen-year-old policy of erosion and drift. But it is the future which is all-important. Labor is going to have to back enthusiastically and effectively the efforts which will be made to reorganize and refurbish our whole system of school finance and taxation.

"California is wealthy enough to support its schools as they should be supported, but it is not wealthy enough—no state is wealthy enough—to continue indefinitely this amalgam of Alice-in-Wonderland and 'pass-the-buck' which for quite a few years now has been masquerading as state support of public education in the greatest commonwealth of the Federal Union.

"And there, of course, we are talking about things labor can do and things that labor does. For instance, the magnificent annual scholarship program, sponsored by your Federation, which gives thousands of dollars in college scholarships each year to deserving young people from the high schools, both public and private, of this state. Nowhere can you spend your money better than this.

"You've heard a lot about the need for money today, from other speakers for other causes; but nowhere can you plow money in and get a richer return than from our youngsters.

"Statistics show that a few years ago, there were only about half the gifted children in this country who ever got to college and this is a waste of natural resources on a scale unparalleled in human history, and which we would not tolerate

for a day, if it were occurring in such areas as forestry, for example.

### **Labor's Cooperation in Vocational Training**

"Well, we have spoken briefly today of ways in which education can help labor, and vice versa. But there is one area where both need to work together especially, because the problem is too big for either one of them to solve separately. This is the area of vocational training in the public high schools.

"Prior to World War II, industry and labor used to work closely with many of our high schools in providing pre-apprenticeship training. The so-called 'Shop' courses had real meaning then for the boys who enrolled in them. They led directly to jobs and eventual union membership. They were not dumping grounds then for behavior problems, nor refuges for kids who had never been able to learn to read and write. The Shop instructor was respected and admired. He held in a very real sense the keys to the future of the youngsters he worked with. Morale in his classes was high, because there was something definite, something important to look forward to.

"Following the War, for many reasons, industry and labor withdrew from this cooperative program. As a result, the vocational courses for boys tended more and more to operate in a sort of vacuum, divorced from their former highly practical contact with the realities of the workaday world. The kids could see little reason to excel in their work; after all, they would just have to do it all over again when they got out of school and into regular apprentice training. Too many Shop classes began to become what we call in our profession 'busy work.' Too many of them began to be places where boys were sent who couldn't get along anywhere else.

"This is **not** the purpose of vocational education. Its purpose is to prepare young people to lead successful lives as skilled workers, assets to the state and nation of which they are citizens. There are no more important areas of education than this. Surely it would be well worth industry's and labor's time to enter once again into their old role of partnership with the schools in adding to our reservoir of technically-trained manpower.

"During the year ahead, my office will continue to build up vocational education in our schools. We are reminding the California public that it was blue-collar

labor which transformed this nation from a raw and savage wilderness into an industrial giant, the wonder and the envy of the human race.

"Already we have in my department reorganized and revamped our publications bureau to enable our apprenticeship material to be handled more speedily and more expertly.

"I take this opportunity today to invite your great organization to send representatives to a winter conference sponsored by my office. Object: to restore meaning and morale to our vocational program—meaning and morale which are so badly needed.

"Just last year about this time, I attended a meeting of state superintendents held in the East Room of the White House. The late President Kennedy spoke to us for almost an hour about the tragic problem posed by the increasing number of high school dropouts. The vast majority of these young people leave school before graduation simply because education — even vocational education — has ceased to have any meaning for them. The result you all know—unemployment and frustration for an alarming number of young Americans.

"I need answers to the questions raised by these conditions, and I need these answers from you. After all, you are the ones out on the firing line. And after all, too, these are your children and grandchildren. The next time the President of the United States calls me into conference on this knotty, complex problem, I want to have some solutions to suggest to him.

"What changes should be made in our vocational education set-up? I solicit your ideas and your criticisms and your suggestions. In fact, I cannot do without them—and neither can the youngsters. But California schools need more even than this from organized labor.

### **Labor's Civic and Moral Support Needed**

"The problems of education are the problems of society. It is profoundly true that the schools act as mirrors to the civilization which constructs and supports them. It behooves all of us, then, to wrestle with education's problems. Just as war has been said to be too important to be left only to the generals, so also is education too vital, too significant to be left entirely to us educators.

"Take off your jackets, you men of

labor. Roll up your sleeves. Get into your schools and see what makes them tick. Run for school board positions. Accept appointment to citizens' committees for better education. Organize campaigns for needed improvements in your neighborhood schools. Support with your voices and your votes those who are trying in the face of many odds to make the changes and improvements which are so badly needed, and which absolutely must be made without delay if our schools are to meet the challenge of the second half of the twentieth century.

"Ladies and gentlemen, in the last thirty months, I have visited every corner and almost every county of the greatest state in the nation. I have logged more than three hundred thousand airline miles alone. I have heard the people of both parties speak as no other state official has heard them, and I know what they want in the way of education for their children.

"I began this talk by saying that we are in the middle of a great tumult and upsurge in California education, and it is true. We must learn to think in different ways, to react in different ways. The old ways are no longer adequate, if indeed they ever were. A new spirit of unrest walks abroad in the land, questioning and challenging, upsetting established concepts and creating new ones. The problem now is how to channel this force into constructive paths—to keep the best of what is old without permitting it to interfere with the process of change and flux which is producing today in California the new education—Education in Depth, with all its hope and promise for the years which lie ahead.

"With the help of men and women like yourselves, as evidenced by the interest and goodwill which you have shown by inviting me here to speak with you today about your children and grandchildren, education cannot fail to fill once again her historic role as the guide and mentor of the people of California."

### **Secretary Pitts Responds to Dr. Rafferty**

President Gruhn then recognized Secretary Pitts who spoke as follows:

"Indeed, Dr. Rafferty, we do appreciate the fact that you took time from your busy schedule to come to our Convention. I am concerned that, earlier, you said something about labor having avoided educators.

"Now, I would suggest to you that you review the proceedings of the California Labor Federation and the California State Federation of Labor for the past many Conventions of it, to which we have invited, and to which we have had addresses from people like President Kerr of the greatest university that we know, the University of California; Glenn Seaborg, Chancellor of the University of California; Glenn Dumke, Chancellor of the California State Colleges; Louis Heilbron, President of the State Board of Education; and traditionally, down through the years, with the stake that labor has in the field of education, we have consistently and steadily invited the Superintendent of Public Instruction to our Convention.

"I am sure the labor movement, recognizing what its needs are, and what we must do with respect to the field of education will continue this long established policy.

"There is no desire, no object, no intent, and nothing done to avoid educators. We want the educators to talk to us."

### **Constitution Committee Invites Delegates**

Chairman Osslo of the Constitution Committee announced that, because of a conflict, the committee would meet at 10:30 Wednesday morning in the Presidio Room (instead of the time previously announced), and that anyone wishing to appear before the Constitution Committee on any matters would be welcome to appear at that time.

### **Recess**

President Gruhn then recessed the Convention until 2:00 p.m.



## AFTERNOON SESSION

The Convention was called to order by President Gruhn at 2:20 p.m.

### **Report of Resolutions Committee** **Thomas H. Small, Chairman**

The Chair recognized Chairman Small, of the Committee on Resolutions, for a report.

Chairman Small reported for the committee as follows:

#### **Policy Statement I**

##### **Full Employment and the Economy, Section (a)**

The paradox of America's technological progress over the past decade lies in the fact that record production and profit levels have been matched by more than a 100 percent increase in unemployment. Unprecedented affluence for some is offset by a hard core 35 million people living below the poverty level normally defined as an annual income of less than \$3000 for a family of four.

Automation and technological change threaten to augment these conditions greatly, leaving additional millions of broken lives in their wake unless imaginative federal programs are initiated to pioneer in the socio-economic aspects of these processes. President Johnson's proposed National Commission on Automation should be empowered to interpret projected changes so that the nation can begin developing rational solutions.

The need for four million new jobs annually merely to prevent an aggravated rate of unemployment indicates the immensity of this task. The primary tools the federal government can bring to bear in President Johnson's war on poverty are bold fiscal and monetary policies to stimulate private and public demand in line with pressing social and individual needs and to fully utilize our skilled and unskilled manpower.

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Policy Statement I, (b)**

Too much of California's economic and physical growth pattern has been determined by speculative and quick dollar

considerations. Unless adequate planning and creative initiative are forthcoming, its heavy defense and aerospace involvement leaves it a potent contender for the nation's leading depressed area in the event of cutbacks in such expenditures, shifts in federal procurement policy, or increased competition for such contracts from other states.

California needs an economic growth rate capable of offsetting its above average unemployment rate, the continuing sharp rise in its labor force, and technological displacement of existing workers. Although the bulk of this stimulus must necessarily come from federal action, the state itself can assist greatly by comprehensive planning, facilitating industrial diversification, and by encouraging the diversion of federal defense reductions toward meeting our sadly neglected social needs, particularly where skilled and unskilled labor can be utilized to the maximum degree. We must also gear job training programs to the needs of industries California will seek to attract in building a more balanced economy, and to equipping workers with skills aimed at maximizing long-term, rather than short-range, employment opportunity.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 218**—"State Manpower Commission."

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Escort for the**

##### **Honorable John F. Henning, Under Secretary of Labor**

The Honorable John F. Henning, Under Secretary of Labor, was escorted to the platform.

##### **Telegram from the President of the United States**

President Gruhn called on Secretary Pitts, who read the following telegram addressed to the Secretary:

"California Labor Federation, AFL-CIO,

Del Webb's TowneHouse Motel Hotel, San Francisco.

"The California Labor Federation has been a major factor in making California a progressive state. You have shown a sound combination of intelligence and determination on behalf of the welfare of your membership.

"You have helped select a congressional delegation which has recently supplied the margin by which legislative victories have been won.

"We can take pride in the record of achievement of Congress since President Kennedy and I took our oaths three and one-half years ago. With your support we raised the minimum wage and lowered taxes. We increased our military strength and reduced government waste. We supported civil rights and opposed crime.

"We lessened war tensions abroad and launched a war on poverty at home. We stimulated trade with every nation and cut down the outflow of gold.

"We gave new help to vocational and college education and new hindrances to delinquency. We attacked traffic jams in congested cities and set aside a wilderness reserve in wide open spaces. We helped business create more jobs and encouraged the jobless to take training.

"We are still battling for Medicare for the seniors and better education for the youngsters. That great society in which we have conquered ignorance, violence, poverty and disease can be ours if we work for it. I want to work with you.

"Lyndon B. Johnson"

### **Introduction of the Honorable John F. Henning, Under Secretary of Labor, by President Gruhn**

President Gruhn then made the following presentation:

"Delegates, the next introduction I make of one of our speakers is a real thrill to me. If you will recall the previous Convention, I made the comment that this particular man was going to go a long ways. I have known him for a great number of years, when he served as Director of Research for the old California State Federation of Labor, and Assistant to Secretary-Treasurer Neil Haggerty. He is a member of the Office Workers Union here in San Francisco.

"I will never forget the time when I went back to Washington with him on a conference for children and youth. We were both working on the same commit-

tee. We went over into some of the problems that affected them. Between the two of us we had fifteen kids. So we were considered to have at least some information or at least to be in a position to make some suggestions on some of the problems.

"He was taken from the labor movement in which he did a great service in his work in support of the trade union movement, in his position with the Federation. He was called by Governor Brown to take over the important post of Director of the Department of Industrial Relations. We all know what an outstanding job he did in behalf of the people of the State of California and the real, knowledgeable actions that we received from the Director due to the good background he had in the day-to-day problems of the trade union movement.

"Then he was called to an even higher post by the late President John F. Kennedy, to the position of Under Secretary of Labor. And everything we hear throughout the country of his dedication to that job and the manner in which he is carrying out that work has been a real credit to California, a real credit to the labor movement from which he came and a real credit to this Federation.

"I know all of you are as happy as I am to know that it has been possible for him to come back to California and visit with us today and address us as Under Secretary of Labor of the United States of America."

### **Honorable John F. Henning Under Secretary of Labor Address**

Under Secretary Henning then addressed the Convention:

"Mr. Chairman Al, Tommy Pitts, Members of the Executive Council, Guests and Delegates:

"First it is a great honor to be with you here. It has been my pleasure to have gone about the country and attended many labor conventions and assemblies. But I am happy to say now, as we have always been happy to say throughout the years, that this organization, thanks to you and thanks to the leadership of Tommy Pitts and Al Gruhn, is one of the great trade union assemblies of the nation.

### **Message from Hon. Willard Wirtz U.S. Secretary of Labor**

"As you might suspect, I am here to

say some nice things about Barry Goldwater. But before I begin, I have a wire I'd like to read. It's from Secretary W. Willard Wirtz to this Convention. The Secretary's wire reads:

'It gives me pleasure to send my warm greetings to the delegates of the Convention of the California Labor Federation AFL-CIO. President Johnson has called on Americans to build a society in which all citizens may share to the fullest of their ability.

'Our economy is producing at a rapid pace. The gross national product stands at a record 618.5 billion dollars, and over 72 million workers are employed. The unemployment rate is the lowest in many years.

'The average American today enjoys \$139 more after tax income annually than a year ago, or the equivalent of \$556 for a family of four. (I have a family of seven.)

'For most of us these are times of prosperity unparalleled in human history. But, as your members are keenly aware, too many others are victims of poverty, racial discrimination and automation. These victims are not sharing in our national abundance. If this nation is to continue to prosper, we must meet these domestic challenges.

'I urge your continued support of this Administration's program.

'Willard Wirtz, Secretary of Labor'.

"Once again, it's a matter of great personal pleasure to be with you. This afternoon, I am leaving here. There will be 100,000 people at the airport at the time of my leaving—they won't be there to see me off, however; they will be there to welcome the Beatles.

"I am going from here down to the State of Texas, which I used to say was the second greatest State in the Union. As you know, it's the greatest State in the Union.

"But I am going down to Texas for the State AFL-CIO Convention which is being held there.

"It recalls a story told about Senator Saltonstall, some years ago, meeting with Senator Lyndon Johnson and Senator Robert Kerr.

"Senator Kerr said to him, 'Senator Saltonstall, if you ever get out in the West, be sure to come to Oklahoma.' He said, 'I have got 10,000 head of cattle, 15,000 acres. They call it the Broken Circle Ranch.'

"Lyndon Johnson was standing by, and he said, 'Senator, if you get into Texas, don't fail to look me up. I have got a smaller place. 5,000 head of cattle, 5,000 acres. They call it the LBJ Ranch.'

"Senator Saltonstall says, 'Gentlemen, if you come up into New England, don't fail to see me. I have no cattle. I only have fifteen acres, but they call it downtown Boston.'

"I appreciated the escort bringing me here. It's easy to have your head turned by the honor of things like this. It recalls a story I heard recently about Kenneth Galbraith, who I understand actually is a modest man, but, as the story is told, he's a brilliant man; and he's very much aware of the fact.

"So, one of his friends, to jog him a bit, last Christmas, on December the 25th, sent Galbraith a Happy Birthday Card.

"So Galbraith looked at it, and he knew it was December the 25th, and he wrote back—he sent the card back to the man, and he put the note on it.

"He said, 'This was sent by error to me. It should have been sent to my son.'

### **Republican Party Abandons Any Liberal Tradition**

"But seriously, delegates, it's a great pleasure to be here and again to be with this great organization. San Francisco, as we know, was the focus of national news last month. And at this particular time, we meet in a sensitive climate. We meet in the year of a Presidential election.

"But more profoundly, perhaps, we meet at a point of history at which the Republican Party of this nation, the national institution, has abandoned whatever was left of the legacy and the memory of Abraham Lincoln, and has chosen, rather, the doctrines of Barry Goldwater and the Birch Society, doctrines founded on division, hatred, and fear.

"But more importantly perhaps to this institution—if we may say 'more importantly,' because all of these threats are of equal danger — the Republican Party broke with whatever residue there was of the liberal tradition; and by espousing Goldwater, declared war on the American trade union movement.

"Now, there will be many here who would say, 'But there is nothing new about this. The ghost of Abraham Lincoln has been knocking on the door of the Republican Party for almost a hundred years, and was never granted admittance.'

"It is true. I can understand this spirit,

because it could be argued that, 'Where was the legacy of Lincoln in the eight years of Dwight Eisenhower?' Here is a man who never once expressed his philosophy or his convictions on the most momentous Supreme Court decision issued since the Dred Scott case.

"He never once committed himself to the philosophy of the Supreme Court decision on school desegregation of 1954; and yet he pretended to be the moral leader of America.

"And certainly, it could be said there was nothing of the Lincoln legacy available in the years of Harding or of Coolidge or Hoover. And we can't—or, we should not forget the heartless philosophy that distinguished these administrations.

"In fact, it could be argued by thoughtful Republicans that the last time their Party saw Abraham Lincoln was in the Administration of Teddy Roosevelt, in the days of Bull Moose Republicanism.

"So it could be said, then, that this is nothing new. But there was a formality, and there was deadly character to the action of the Republican Party in this city in July when they read Abraham Lincoln out of the Party. They read him out with a ritual.

"And the liturgy of that ritual was chanted by a howling mob—by a mob which, in this city of liberal traditions, shouted down a Nelson Rockefeller.

"So there is a difference between the historic reactionary tendencies that have always been so strong in the Party of Hoover, and in the Party of Eisenhower. There is a distinction between those tendencies and the formal commitment to embrace the intellectual barbarism and the suggested racism of Barry Goldwater and the John Birchers.

"Now, I know that we will all agree that the Gompers philosophy must always live: that the American labor movement is not partisan, in that it must not attach itself in any unqualified manner to an external political organization; yet this does not mean that there are no differences between the Parties.

"It can be said that there are liberal Republicans in the House of Representatives, in the United States Senate; and this is true.

"There are some. It could be argued that there are some liberal Republican Governors, although on that score I am reminded of a question that was asked of President Eisenhower: 'What great decisions has Nixon made?' and he said:

'If you will give me a week, I will think of some.'

"Well, we might think about a week or so and we might come up with the name of a liberal Republican Governor.

"But the challenging question is this: Where were the liberal Republicans in the Cow Palace in San Francisco? Where were they? What is their place? What is their influence? What is their position in the Goldwater party?

"We saw one of them in a moment of glory before the nation, Nelson Rockefeller, challenging all of the dangerous totalitarian tendencies of the party. But today he is barking with the others for Goldwater for President.

"And so the terrible truth is that the Republican liberals are not only a minority in the national Congress, but they are a minority within their own party, and the labor movement cannot look to such institutions for hope, for progress.

#### **Democratic Party Best Hope for Labor**

"And so I maintain that philosophically one might say today that the Democratic party, with its own internal problems, is yet the party that is best committed and best designed to serve the interests of the American working people. Certainly at this hour in history there is no challenge in this.

"The Goldwater administration would impose a feudalistic society upon the people of this nation. But they won't succeed. The Goldwater program has specific designs on the trade-union movement.

"I saw Al Green here as I came in; and I remember that he was active in the campaigns against Goldwater in Arizona for COPE. Goldwater came to power on the promise to break the economic bargaining strength of the trade-union movement. That is how he rose to national prominence. And he would, if in power, impose the compulsory open-shop upon American trade unionism. He would destroy industry-wide bargaining.

"Aside from the ethical aspects of that question; aside from the right of trade unionism ever since the time of Gompers to follow the design of the corporations and organize and bargain on regional or national lines wherever necessary; aside from that right of unionism to fight for the definition of its own bargaining unit, Goldwater would not only violate this right, he would impose chaos on the American industrial relations scene.

"Let's take the maritime industry; let's

take the maritime unions here on this coast and consider what would happen if Goldwater would fragment the bargaining so that you have separate bargaining in every port on the coast. Forget the ethical aspects. Think of the administrative and internal chaos that would come to the industrial relations world of the maritime industry.

"He would destroy the bargaining power of the national industrial unions. He would separate out the locals of the steelworkers and the auto workers. He would break the plumbers and every building trades union's bargaining strength when they seek to bargain in the counties of Northern California.

"He would move against your political action. He recalls Taft in this regard. I think one of the greatest commentaries on the fall of the Republican party to the level of Goldwater was evident in the fact that Rockefeller and Scranton and the crawling liberals of that party pointed to Taft as their model and said that they were 'Taft conservatives'.

"Goldwater, four years ago when he withdrew from the fight against Nixon, said that 'In November of 1960, we will have a unity between the liberals and the conservatives of the Republican party'. At the convention this year, when the spokesmen for unity voiced their opinions, they were saying: 'We will have unity between the conservatives and the Goldwater men, the extremists'. They have shunned completely the word 'liberalism'. Taft has become the great center-figure of their party. This shows how far the party has fallen.

"Taft claimed that with his act he would bring about a more orderly system of industrial relations. But we could always ask: If that were true, why did he prevent trade unions from contributing treasury money to federal elections? If his design was industrial peace, he had the right to speak on the industrial relations order. He had no moral or legal right to speak on trade unionism's right to spend moneys from the treasury.

#### **Goldwater Would Break Union Strength**

"Goldwater would break your political strength because he is wise enough to know that by doing this, he breaks your economic strength. And so we have in this move of intellectual barbarism within the Republican party a threat to you and your members and to the American society that we have known since the days of Franklin Roosevelt. The traditions of progressive government are being

challenged as never before since the coming of Franklin Roosevelt to Washington.

"Now we might ask, can he move successfully? But we know that this man would not hesitate to turn race against race in this tense hour in our history; and as trade unionists and as Americans, certainly we must be conscious and we must be aware of the danger.

"There is no hope for any union man or woman in the howling mob that shouted down Nelson Rockefeller. There is no hope for any self-respecting Republican in that howling mob. But we cannot underestimate the vitality and the design of rightism as it moves in on our traditional liberties in the year 1964.

#### **Our Economic Abundance**

"The irony of it is that the attack from this source should come at a time of unprecedented economic abundance. And without detailing all of the story, we can point to this, and we might ask: What does Goldwater want? A man committed to the materialistic purposes of life should be satisfied.

"The gross national product for the calendar year 1963 was more than \$600,000,000,000—the total value of all goods and services produced in this year. In 1964 it has moved ahead so that we shall have another record high in economic growth: \$630,000,000,000 at the present rate of growth.

"Corporate profits after taxes in 1963 were more than \$25,000,000,000. By the mid-year measurement marks they will be more than \$31,000,000,000.

"Personal income after taxes: \$400,000,000,000. In 1964, again, we shall achieve new highs.

"We ask then: What does Goldwater want? Because he is not concerned with the deprivation of American life. He is not concerned, as Johnson is, and as President Kennedy was, with the poverty tragedy in American life. Goldwater wants a new society. He wants a society that would crush the voice of dissent, the voice of liberal dissent. And unless we understand this we are inviting disaster.

"The free world was appalled by the selection of Goldwater in San Francisco. Given his attitudes towards the American Negro; given his attitude toward the economic position and the social position of the American working people; given his attitude toward the United Nations and its purposes of peace, America would know disaster if he were to assume the

presidency of the United States. It is no wonder that the free world is appalled! Because if America falls, the free world falls also. And so we have here, then, this tremendous challenge to the finest and noblest traditions of our progressive society.

#### **Difference Between Parties**

"I would in closing just note this:

"In the midst of the political wars we can ask: Is there a difference between the parties? Because there is frailty in any institution. But the Democratic party has been the party of social advance and social compassion. We had eight years in which Eisenhower experienced three recessions: '54, '58, '60. He had no thoughtful approach to the matter. In the kind of innocent ignorance that identified his position, he ignored these things.

#### **Accomplishments of this Administration**

"Under John F. Kennedy, in the early opening of the administration we had moves to meet the crisis: the extension of the minimum wage law to three and a half million Americans; the first improvement of social security since Harry Truman; the first advance in low-cost public housing since Harry Truman. We had the development of the Area Redevelopment Act to assist communities which apparently history has passed and ignored. We had the Manpower Development and Training Act, which has brought in more than 212,000 jobless Americans, finding employment for seventy percent of those who had completed the training. We had a civilized approach to the tariff situation and the Trade Expansion Act—the first civilized action in this area since the days of Franklin Roosevelt. We had the preservation of America's independence in the world in the Cuban crisis; and we had the leadership of the free world. And we had also the sanity and the morality which inspired John Kennedy to negotiate the nuclear test ban treaty.

"Under Lyndon Johnson we have had incredible Congressional success, as well as inspiring moral leadership. We have had the tax program reduction, which was designed to achieve and which has already achieved an increase in consumer purchasing power—the stimulus for business investment. We have had the development of a civilized attitude in civil rights. It has been said that the civil rights law is the first significant civil rights law since reconstruction, since the post-Civil War period. It isn't. It is the

first civil rights legislation of its kind in all our national history. We had nothing in terms of protecting the exploited Negro at any time before the Civil War. And from out of the South (and this is the great tribute to the vitality of American life) came the man who wrote the greatest civil rights law in the history of our country!

"It is often said that American can be likened to a tapestry into which have been woven many peoples of varied creeds and colors, many people of national origins. Lyndon Johnson, a descendent of a family identified with the South during the Civil War, is the greatest defender of civil rights in our generation. It is Lyndon Johnson who made possible the anti-poverty program. It is a meaningful symbol designed to give training and employment to 500,000 young people. And it is only a part, certainly, of liberalism's everlasting war on poverty. And the extension of unionism must always be the first step in the war against poverty. Because if we talk in terms of other efforts alone, we are forgetting the realities of life; and if we allow the professors and academicians to talk only of the war against poverty in terms of fiscal policies (and those fiscal policies are important) or only in terms of training programs (and those training programs are important) and to ignore the fact that without unionism you can never give the good life to millions of the country, we are inviting return to the old order of Hoover, Coolidge and Harding. And no other institution (and we must say this day in and day out) has the credentials of service in the war against poverty as has the American trade union movement.

#### **Trade Union Movement Fights Poverty**

"With all proper respect to the professor and to the economist and to the economic thinker, they haven't the power in the normal course of history to resist the abuse which always is directed at those who would give a better life to the low-income millions of this nation. With all due respect to the welfare institution and the religious institution and to all of the do-good societies of our nation, which have a great role to play (don't misunderstand me), in the last analysis it is the labor union alone which stands up and fights for the economic rights of the people it represents.

"So hold, as you would, to the greatest of treasures in the liberty and independence of the trade union movement;

you must always be in the front lines of the fight against the vandalism of poverty.

"I would say just one last word. The Goldwater movement is confident, and they can point to the lessons of a Europe where trade unionism fell before Fascism and it fell before Nazism and it fell before Communism. It fell before societies which were disturbed by the rebellious character, by the dissent character of trade unionism. But they don't know enough about the history of the American trade union movement. We have a superior history. American trade unionism has in its days, in its hours of crises fought against the company town, and the company courts and the company police; and it has a character and an independence that are beyond purchase or price. And this Goldwater will know on November the 3rd! This movement can't be bought, this movement can't be intimidated, this movement can't be stopped."

### **Richard McGee**

**Agency Administrator, Youth and Adult  
Corrections Agency, State of California**

#### **Remarks**

At this time Chairman Gruhn presented Richard McGee, Agency Administrator, Youth and Adult Corrections Agency, State of California, who made the following remarks:

"I am not here to address you today, but merely to say hello. I have been attending these meetings, I think now for some fifteen years. And I count among you some of my most valued friends and associates.

"I might say that when Jack Henning was introduced, I remembered that I knew him before he was in the labor union. And I want to say about him that he is the kind of a man that you can say is a good man.

"Now, there are two ways you can mean that. You can mean that a man is a good man because he does his job well, because he accomplishes things; and you can say that he is a good man in another sense: that he is a good man because he is a moral man and a man you can trust.

"And I have felt this way about this man for many years; and I am pleased to see him in the role that he is now playing.

"I would like also to mention the fact that we have some official appointees of Governor Brown who are members of our

organizations, some of whom are here present: Jack Bell, whom you all know, who just left the platform, a member of the California Adult Authority;

"Joe Christian and Chet Bartalini, who are both here, who are members of the Industries Commission;

"Harry Finks, whom I saw walking around here, who is a member of the Governor's Commission on Juvenile Delinquency and Crime Prevention;

"Jerry Posner, who sits back here, is not a member of anything, except one of our numerous Trade Advisory Committees. And I have called him for years the Dean of our Parole Agents. He is also a good man whose association we appreciate very much.

"And one final word: I've heard the comments here both from Jack Henning and from the man who was reading the resolutions earlier, about the war on poverty. And I want to say that this is the first frontal attack that I have seen in all of my many years of public service on the fundamental social problems and economic problems which are of most concern to me, as one charged with responsibility for the abatement of crime and delinquency.

"I think this is the most realistic approach that has yet been made; I think it not too little and too late. It is little and late, but I hope not too late. Your cooperation and support of this program pleases me very much.

"Thank you again for allowing me to be here."

### **Film Showing**

#### **"A Letter from the President"**

The delegates at this time were shown the color film, "A Letter from the President," in which President Johnson spoke of the nation's socio-economic problems and his administration's efforts and accomplishments in coping with them, and appealed directly to the Federation for its continuing support and aid.

### **Albert B. Tieburg**

**Director, Department of Employment  
State of California**

#### **Address**

Chairman Gruhn next presented Albert B. Tieburg, Director, Department of Employment, State of California, who spoke as follows:

"It's always very hard to follow my

friend Jack Henning in anything. I know. I followed him as Governor Brown's Administrator of California Employment Relations Agency. And today, I not only follow him but President Johnson to this rostrum.

"But this doesn't bother me too much, because during my year and a half as Director of Employment, I have discovered that it's impossible to please everyone. And as a matter of fact, I find that it's practically impossible to please anyone.

"I find myself somewhat in the same position as a young friend of mine, who is 28 years old and still unmarried. This young fellow is having a great deal of difficulty with his mother. Every time he would meet a nice young girl, become romantically interested in her, he eventually would take her home to see Mama.

"Mama usually didn't like either the way she dressed or the way she talked or the way she walked or the church she went to, or her political affiliation. So he'd drop that girl, and he'd look around, and he'd find another girl.

"He'd bring her home, and Mama wouldn't like her, either.

"So finally, he met the right girl. He met a girl who looked like Mama, who talked like Mama, who dressed like Mama, who belonged to the same church as Mama, and who belonged to the same political party.

"He took her home; and what do you think happened?

"Papa didn't like her.

"So, it's very hard to please anyone these days. And of course, California's social insurance program doesn't please everyone. But on the other hand, it doesn't get called as many names as it did in the early 50s, because it's proven its worth to our workers and to our State's economy.

"We may hear howls about changes in unemployment insurance, but except for the voice of some ham radio operator, operating in Arizona, we don't hear much these days about abandoning it, this vital and essential program.

"In 1935, when President Roosevelt signed the over-all statute—the social security act—he said that the measure gave some protection to 30 million of our citizens who would reap direct benefits through unemployment compensation and old age pensions.

"Today, 29 years later, this protection

extends to about 60 million persons. But like the mid 30s, we are again in a period of transition, whether you realize it or not. Just one indication is the limitation of unemployment insurance. As originally conceived in 1935, it was to have neutralized the corrosiveness of temporary unemployment. It still does. But temporary unemployment no longer is the primary problem.

"Our new problem is even tougher, even though today we are better seasoned and better conditioned to meet manpower problems with positive action.

### **Today's Threat of Permanent Unemployment**

"Today, we deal with the threat of permanent unemployment as a result of automation and technology. Permanent, that is, unless we do something about it.

"Our statistics for the first six months of this year show that 40 percent of California's unemployment insurance claimants are 45 years of age or older; and worse yet, 20 percent of those who exhaust all benefits are in this age bracket.

"And California's manpower pool is further clouded by shifts and cutbacks in the defense spending—which have kept our unemployment rate above the national average.

"But we have a working solution right now. There may be others later, but the answer now is: Unrelenting development of new California industries, increased vocational education for our youth, and retraining for those replaced by the machine.

"Now, on retraining, one point that I want to make clear to this Convention is this:

"Retraining, under the Federal Manpower Development and Training Act, was not designed, nor is it functioning today, to create a skilled surplus, provide cheap labor, or in any way lower wages.

"We in the Department of Employment recognize this hazard and guard constantly against it. We will continue, as we have in the past, to seek labor's advice and counsel on the State, area and local level in identifying real training needs and in developing meaningful training courses.

"The vital thing is to maintain the flexibility which is essential if we are to keep increasing numbers of our people from being shoved out of the labor market; if we are to avoid a staggering num-



ber of unemployables due to obsolescence of the only skills they possess.

'And there's a dollar value to this program that makes sense. If we can cut by only one week the time each job is vacant, California workers can pocket nearly 53 million dollars more in a year—and unemployment insurance costs would drop four and a half million dollars.

"So these are the kind of human and economic factors involved when we consider the potential for vocational training and retraining, and the role of the California State Employment Service in the manpower market.

"Three years ago, our late and beloved President John F. Kennedy helped the Public Employment Service build its staffing up to within shouting distance of the demands made upon us. And our job placement effectiveness has almost doubled since then. The Manpower Development and Training Program further enriches the value of the State Employment Service to workers and employers, as will the newly enacted Johnson anti-poverty program.

"There are MDTA programs all over California today that have reached a forgotten segment of our work force—the disadvantaged youth. Even though able-bodied, some of these youngsters have huge handicaps. Educational disadvantage is the worst. Some possess limited abilities; some have never learned how to work, and despair sometimes drains off their desire to work.

"Often, it takes ingenuity by our counsellors to bring out their special talents.

"A friend told me the other day that he had hired a Latvian housemaid. He was shocked to discover that she could not run a vacuum cleaner nor operate a food mixer nor cope with the washing machine.

"In desperation, he asked this Latvian girl, 'Well, what can you do?'

"And the girl promptly answered, 'I can milk a reindeer.'

"So this is one of the things our counsellors try to do, convince these youths that there is something they can do better with training than the general run of humans.

"Providing the vocational foundation for these young people carries a built-in bonus. We have found that the training changes the individual in more than one way.

"When you can replace despair in a youth with hope, and frustration with ambition, you have won a decisive round in

helping him change his destiny; and the result will pay the State and nation handsome dividends on its investment for years to come.

#### **Financing of Social Insurance Basic Programs**

"Now, despite these new manpower problems and the sweeping ideas to combat them, sound social insurance systems remain basic to our economy.

"Our principal social insurance problem now is with the State Disability Insurance Fund. There is nothing complex or perplexing about this problem, however. On the contrary, it is very elementary. We have increased benefits more rapidly than we have increased revenue. In other words, the drain plug is bigger than the water spigot.

"The 1961 legislature increased disability benefits and broadened the disability tax base — but not enough. Last year, the legislature knew what was in the cards for the disability funds and decided to play it close to the vest for another two years. It knew this 'stand pat' bet probably would dry up the pot occasionally before the 1965 legislative session could act.

"So, the last legislature authorized borrowing when the disability insurance fund lacked the ante to pay benefits. Emergency legislation to refinance the disability fund obviously will be required early in 1965. The disability program is financed entirely by workers, and it seems reasonable to say that the decision is yours—through your legislature, of course—whether to keep high benefits and increase your disability tax, or to lower benefits to match current revenue.

"Not many years ago, by the way, the disability financing program was just the opposite. We kept increasing benefits but the fund kept growing and growing. Though every legitimate disability and hospital benefit claim was paid to the penny, the disability insurance fund at one point was embarrassingly large.

"The difference between the big, black ink of those days and the red ink of today means the money goes to disabled workers instead of to the bank—including, incidentally, benefits for those formerly covered by voluntary private insurance company plans. State Fund coverage increased 22 percent in one year after the new regulation which reduced voluntary planned coverage.

"Now, as you all know, the disability fund pays for its own administrative

costs. And you contribute to the disability insurance fund. So I am sure you won't mind this bouquet to us in the independent actuarial report, and I quote:

" 'Administrative costs were reduced to five percent of total revenues from six percent previously.'

[In other words, a cut of almost 17 percent in operating costs.]

"To continue the quote:

" 'Administrative cost per claim,' the report continued, 'was 41 percent lower than the 1947-1951 period, established as a base of measuring comparative administrative costs.'

"Now, as to unemployment insurance, we face no emergency involving the fund, but this program needs attention too. When employment in California is setting records, as it has been for months, our actuaries tell us the unemployment fund balance should be in the neighborhood of 850 million dollars, in order to safely weather a recession.

"At the end of 1963, the unemployment fund balance was 644 million dollars. It is estimated the unemployment fund will grow by 21 million dollars this year to bring the year end balance to 666 million dollars.

"So, while the fund's income is greater than the outgo, the balance, actual and prospective, still is considerably below the desired, safe 850 million-dollar level.

#### **Need for Increased Coverage**

"Now, this administration also is well aware that the maximum weekly benefit has not kept pace with wage increases during the last few years, nor has the whole unemployment benefit schedule, from top to bottom, kept up with the cost of living, nor is coverage as broad as it should be.

"Still another area of the unemployment insurance code that needs examination in the light of our changing economy is its qualification provisions. There are some arbitrary qualification provisions which deny unemployment benefits to many workers who are honestly in the labor market — for example, the lag period disqualification and the 75 percent rule.

"Organized labor has demonstrated repeatedly its responsibility for preserving job insurance and a strong public employment service. Time and time again during my 25 years of service for the State, or the State Department of Employment, I have seen organized labor gladly accept

the responsibility for more than its share of the load, when the need was known.

"This is why I feel privileged to speak to you today. As Administrator of the Employment Relations Agency and Director of Employment, I am responsible to Governor Brown, to labor and to management for effective social insurance and job development programs.

"I accept this responsibility because I believe in the course the Governor, the legislature, and the Congress have set. It will not all be clear sailing—and I accept that, too. But if organized labor agrees that our compass reading is correct, the course ahead will be much smoother—and, I assure you—to the benefit of all Californians.

"I salute you as a major strength in California's economy. And I thank you sincerely for the cooperation and help you have given the Department of Employment over the years.

"It's been a pleasure to be with you today. Thank you."

#### **Appreciation to President Johnson**

President Gruhn then, for the record, expressed appreciation to President Johnson for sending the message in the form of the film that was shown the delegates.

#### **Further Report of the Resolutions Committee**

**Thomas H. Small, Chairman**

Chairman Small reported as follows:

##### **Policy Statement II, Taxation, (a):**

The pressing need to balance our production and consumption capabilities calls for full restoration of the ability-to-pay taxation principle by closing the many flagrant federal loopholes now available to the wealthy.

The committee recommended concurrence.

The committee's recommendation was adopted.

##### **Policy Statement II (b):**

Sales and property taxes at the state and local level, exacting a higher percentage from incomes of the poor than from those of the wealthy, finance the bulk of our civilian public services. This regressive practice must be replaced by the ability-to-pay principle in order to strengthen consumer purchasing power and to meet California's pressing growth needs.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Policy Statement III, Labor Legislation, (a):**

America's labor-management problems can be resolved only by free collective bargaining, since the only two alternatives—unilateral employer action and government decree—are clearly alien to the precepts of political and industrial democracy.

With automation posing a deadly danger that millions may become powerless in relationship to their employers, we flirt with economic catastrophe unless the blatant pro-employer bias of the Taft-Hartley and Landrum-Griffin Acts is abandoned. Both of these laws grant privileges to employers that are denied to unions. These include access to speedy injunctions, expedited elections, the right to sue and to seek sympathetic third party assistance in labor disputes. Onerous regulation of unions and sanctioning of more repressive, but not more liberal, union security regulations by individual states are also among the compelling reasons for a return to Wagner Act principles.

Along with Davis-Bacon and Walsh-Healy Act safeguards and improvements, technological progress demands FLSA extension to the 17 million presently uncovered workers, along with a \$2.00 minimum wage, double time for overtime, and a standard 35-hour work week without reduction in take-home pay.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Policy Statement III(b):**

California's lingering backwardness regarding workers in intrastate commerce and public employment remains a continuing threat to stable, constructive and peaceful labor relations. Organized labor calls for curbing the use of anti-labor injunctions, repealing the misnamed "Jurisdictional Strike Act," outlawing professional strikebreakers and guaranteeing the right to organize and to bargain collectively. A state FLSA with wage and hour provisions identical to those urged at the federal level in section (a) is also vital if in-

trastate workers are to enjoy first-class citizenship.

"With respect to the above Statement of Policy, representatives of the Building Trades appeared before your Committee and expressed concern from a practical standpoint if legislation were prepared and introduced with respect to Item 2 on page 15 at this time, and stated similar problems might exist as to other crafts.

"Your Committee accordingly, while recommending concurrence in this Policy Statement, further recommends that no legislation be prepared or introduced at the coming session of the Legislature, and that the subject matter of Item 2 be referred to the officers and members of the incoming Executive Board for study and report to the next Convention."

Chairman Small then moved the adoption of the Committee's report.

The Committee's report was adopted.

**Alan Cranston**

**Controller of the State of California**

**Remarks**

President Gruhn introduced to the delegates Alan Cranston, Controller of the State of California, who spoke briefly:

"Thank you, President Al, and thanks and 'hello' to each of you.

"I am delighted to have this opportunity to be with you at your convention. And let me first thank you for your endorsement and for your staunch support in that Senate primary. I am everlastingly grateful to you. Many of you did tremendous work in that campaign, and I want to express my heartfelt thanks to you.

"In the general election in which we now find ourselves, I believe that the stakes are perhaps as great as in any campaign in which we have ever been engaged. The nature of the Republican nominee for the presidency and his policies; the nature of the Republican nominee for the United States Senate and his attitude toward life and the great challenges of our time; the fact that the Rumford Initiative is on the ballot—these tend to make this a truly critical election. And as for the stands that we have taken together, we have great candidates and I think great opportunities for great victories.

"I want to say that if I can be of any help in any of the campaigns in which you

are engaged locally and at the state and congressional levels, I shall be glad to do whatever I can. I am not as tightly scheduled as I might have been, so I am very glad to come into your district and do whatever I can.

"Let me say that in the Democratic nominee for the United States Senate we have a man who has proved that he is a great campaigner. And I speak from first-hand knowledge. We have a man who has shown in a very short time that he can serve with very great effect in the Senate of the United States. And so I urge all of you to do what I am doing and to do all you can to insure that we keep in the Senate Senator Pierre Salinger.

"Thank you very, very much."

### **Further Report of Resolutions Committee**

**Thomas H. Small, Chairman**

Chairman Small reported as follows: "This is a combination of three resolutions:

**Resolution No. 29 — 35 Hour Work Week.**

**Resolution No. 163—National 35 Hour Work Week.**

**Resolution No. 231 — Shorter Work Week.**

"The subject matter of these resolutions is similar; namely, the reduction of the workweek.

"Your Committee recommends concurrence in Resolution No. 29 and further recommends that Resolutions 163 and 231 be filed."

The committee's recommendation was adopted.

**Resolution No. 105—Increase the Minimum Wage.**

"The subject matter of this resolution is concerned with an increase in the minimum wage.

"Your Committee refers you to Statement of Policy, III, Labor Legislation (subdivision a). You will note that on page 13 of that Statement of Policy it calls for a higher minimum wage than that called for in this resolution, and accordingly your Committee recommends that this resolution be filed in preference to the Policy Statement."

The committee's recommendation was adopted.

**Resolution No. 117—State Fair Labor Standards Act.**

"Your Committee recommends that the first 'whereas' be amended by striking the words 'beyond the 40-hour week to a maximum of a 48-hour week only in an emergency.' So that it would then read: 'Whereas, The California Labor Federation has been continually working through its legislative program to enact a State Fair Labor Standards Act patterned closely after the Federal Law, with penalty pay provisions as a minimum protection against excessive working hours.'

"As so amended your Committee recommends concurrence; and I move the adoption of the Committee's report."

The committee's recommendation was adopted.

**Resolution No. 162—Repeal Section 14-B (Taft-Hartley).**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 252—Support Overtime at Double Time Rate.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 253—Amend Taft-Hartley.**

The committee recommended concurrence.

The committee's recommendation was adopted.

### **Announcements**

President Gruhn then recognized the Secretary for some announcements, including the following:

"I would like to announce that there is a winner of the Bible for Monday. This comes from the display you found outside. And if you will see Mr. Barkdohl at the Bible display, Phil Covey from United Auto Workers No. 887, you may claim the Bible as the winner for Monday.

"I am asked to announce further that all pictures that have been taken up to this time are on display in the front lobby of the building.

### **Trainees for Project CAUSE**

"I don't know exactly where they are seated, but I am told that at each of the

sessions there are in the balcony from about 10 to 20 of the trainees of the Project CAUSE, Federal Training Program for Youth Counselors to man the Youth Opportunity Centers. They are from among 200 trainees at the University of California. There are about 2,000 trainees in the United States who have been chosen from some 21,000 applicants. Starting about September 2nd most of them will set out to work in slum districts to motivate and train the disadvantaged to get and to hold jobs. They train 12 to 15 hours a day, and have come here voluntarily because they believe that the AFL-CIO is oriented to their ideas and their approach.

"I thought that you might like to know that these people are here each day sitting in the gallery, observing the sessions of this convention to further qualify themselves in this great task that they have cut out for them. This, of course, is all in keeping with what we have heard in the President's words of this afternoon and those of the Under Secretary of Labor, Jack Henning, in this convention."

### **Partial Report of the Credentials Committee**

**James H. Blackburn, Chairman**

Chairman Blackburn next made a partial report of additions, deletions, and corrections.

Upon motion, the partial report of the Credential Committee was accepted by the Convention. (See Roll of Delegates.)

### **Announcements**

There were further announcements at this time.

### **Mrs. Helen E. Nelson**

**Consumer Counsel, State of California  
Address**

President Gruhn introduced Mrs. Helen E. Nelson, who presented the following address:

"President Al Gruhn, Secretary Tommy Pitts and other officers, and all you distinguished delegates here at the convention today:

"It is an honor for me to be here and I am glad to be back among so many of my friends.

"I know it is late in the afternoon and I am going to be brief, but there are some things that I am very eager to talk to you about.

"It is still early in the life of the Consumer Counsel Office. Governor Brown created this office and appointed me to be its first incumbent less than five years ago. And the way you people measure time, this is a very short while ago.

"This office was created by the legislature with the strong support of Neil Haggerty and Tommy Pitts and Al Gruhn and many others of your officers; and it was created over the strong opposition of many vested interests.

"Almost every year since its creation your officers have had to help ward off die-hard attempts to undo the creation of this office; and this year, I am sorry to report, we have to suffer the defeat of a budget increase which Governor Brown requested for our office. The opposition to the office was sufficiently strong to defeat the Governor's request for a more adequate budget so that we could do some fact-finding and be in a better position to do our job of advising the Governor and the legislature on the interests of the people as consumers and representing the people before government bodies and boards and commissions. So we are not out of the woods yet by any means.

"But I grew up in the Rocky Mountain country; and my father who grew up there before me, taught me early that what a person stands for can be read by who are his friends and who are his enemies. And I am proud that in carrying out my sworn duty to represent the consumers of California as buyers of homes and cars and groceries and insurance and medical care and public utilities, I as Consumer Counsel have had the support and the friendship of the California Labor Federation.

### **Major Accomplishments to Benefit Consumers**

"Let me tell you of a battle in the last session of the legislature where the California Labor Federation, by your vigorous support of a consumer bill, did a tremendous service for every California family that may ever buy furniture or a household appliance on credit.

"We have learned, and I am sure that some of you will find it difficult to believe, that the laws of this state were so lopsided in favor of the credit seller, that if a family responded to the lure of 'no down payment,' 'liberal terms' and went down and bought a house full of furniture and then found themselves unable to keep up the payments, the store or (and this is important) the bank could not only repossess all the furniture but, having repossessed the furniture, they could go

ahead and collect every dime of the contract. They had their cake and could eat it, too. The credit-furniture store could repossess all of the furniture and collect every penny of the balance due.

"Assemblyman John Foran of San Francisco carried the ball to right this lopsided situation. By giving the credit seller a choice, he could repossess the furniture or he could collect the whole bill—and it was his choice. But he couldn't do both. And that seemed to us to be an eminently fair proposal.

"It was put before the legislature. It was one of the hardest-fought bills in the whole session. Your officers led the fight for its passage. The lobbyists for the California Bankers Association led the opposition.

"It passed, and it became a law. But so strong and so determined was the opposition to this proposal that twice it was called back in the Senate after it had been passed.

"One other advance we made for consumers, I want to tell you about, because the California Labor Federation played a large part in this achievement, too. This concerns our legal rights when we engage a moving company to move our family possessions from one home to another. We'll soon have, for the first time, a few legal rights vis-a-vis the moving company—thanks to the fact that the Association of California Consumers sent a lobbyist to Sacramento at the last session, and he bulldogged this strongly-opposed measure through to passage.

"Without the financial support of the California Labor Federation—and a good many local unions—the Association of California Consumers could not have had a representative on the spot up there during the legislative session; and if he hadn't been up there, I can tell you that we of the administration could not have pulled that bill through.

"The Association of California Consumers, as many of you know, I am sure, is a federation of many different groups of individuals. It provides an opportunity for fair-minded groups and individuals to work together to achieve fair play for the consumer.

"Two of your officers deserve special recognition for what they have done to build and maintain the Association of California Consumers—Al Gruhn, your President, for one; and thank you, Al.

"And I certainly want to express my thanks here to Jackie Walsh, San Fran-

cisco Culinary Alliance. It's Jackie who has graciously and efficiently and wisely steered this new organization on a steady course. She serves as President and deserves the thanks of all consumers for taking on this big job in addition to her others. Her willingness to do this, I think, is in the best tradition of the women of the labor movement.

"Let me say here, too, that I am most grateful—and I know Governor Brown is grateful—to three of your members who serve without pay and with too little honor on a Program Advisory Committee to the Consumer Council Office—Susan Adams Donovan, Roy Murray, and Robert Spears.

#### Other Safeguards to Protect Consumers

"Now, I have told you of two advances we have made in legal rights of consumers since your last Convention: the improvement of the Consumer's legal rights when he buys furniture on time, and the improvement in his rights when he calls in a moving company to move his household goods.

"There have been others. The last session of the legislature passed what is proving to be the first effective law in the nation to safeguard against TV repair frauds. Safeguards against hazardous household substances and indiscriminate use of pesticides have been effected.

"And greatly to be cheered is the fact that Governor Brown's pioneer effort in the consumers' behalf has its counterpart now in Washington, by the appointment by President Johnson of a special assistant for consumer affairs in the White House. And in the person of Esther Peterson we have an able and a fair and a dedicated spokesman for the consumer interests that we can all be proud of. I am sure many of you know she has long been in and had close ties with the labor movement.

"Now, I talk about progress, and we have made progress, and we are proud of it; but compared to the job that's to be done, we have scarcely got started. Compared with the legal rights of the wage earner, the legal rights of the wage spender lag about half a century behind.

#### Lag in Consumers' Legal Rights

"Your members today have far more legal rights and far greater collective strength as employees than as consumers. The auto worker today does not negotiate all alone with a giant corporation the amount of his wages and the condi-

tions of his employment. But when he or the member of any of your unions goes out to spend his wages to buy a car, he does go alone and individually negotiates the sales contract which may be legally binding on him for four years.

"Over the last several decades, both the state legislature and Congress have shored up the employee's rights to be dealt with fairly when he contracts to sell his labor. We have much remaining to do before his legal rights when he goes out to spend his pay check are shored up as adequately.

"Let me give you only one example. I have told you about the improvement we were able to make in the consumer's legal rights when he buys furniture or appliances on credit. But when he buys a car on credit his legal rights are poor indeed. When we go back to the legislature next time and ask for the same simple justice for the consumer on a car purchase, I can tell you now there will be some fight.

"Any member of your union, or any consumer, can trade in his old car on a new one and if he falls behind in his payments the auto dealer or the bank can send the reposessor to open his garage and drive the new car away in the dead of night. Then the consumer has lost both his old car and his new one—and he can still have his wages attached until the auto dealer or the banker has got out of him one way or another every dime of what he contracted to pay. This can now legally happen although the dealer has long since taken back what he promised to sell in exchange—the car.

"Today the car seller now has most of the law on his side. He can appear so generous with his liberal credit proposition on television, so appealing with his promise of 'wipe out your debts and have a new car too' because the law is such that the dealer has very little to lose. He risks very little.

"Now as Consumer Counsel, we are not going to champion the cause of any dead-beat consumers; I am sure you understand that. But such a lopsided law calls for some leveling up. It calls for some leveling up so that the legal rights and the legal responsibilities of the car buyer and the car seller are more nearly equal and in balance. What we intend to stand for in this particular matter—and in many similar ones—is equal responsibility and equal rights for the consumer and the seller alike.

"This is what equality before the law means, and we need this equality before the law in buyer-seller relations no less than in labor-management relations.

"I am sure you know we won't get it easily. We won't get it without a struggle. We may not get it soon. How soon, I think, depends on how many of us are striving for this right and how determinedly we stand.

"We in government are making this effort because those of us who are making it are cognizant that we can count on you people in organized labor in the struggle. And it's this confidence that gives us the fortitude to keep on trying.

"I thank you all very much."

### **Further Report of the Resolutions Committee**

**Thomas H. Small, Chairman**

#### **Policy Statement IV, Agricultural Labor:**

Organized labor warns against concerted agribusiness efforts to renew the bracero program on the bogus grounds that Americans find such work too onerous. No one can deny that thousands shy away from this industry today as though it were afflicted by the plague. But the repugnance of farm employment today has nothing whatsoever to do with the work itself. The root cause lies rather in the very elementary fact that California agriculture's wages and fringe benefits, due to its virtually unlimited bracero supply, are only one-third those offered to assembly line workers.

We contend that for corporate agriculture, as for every other major industry, the primary responsibility to attract an adequate and stable labor supply belongs to the employer. Recognizing that the farm labor fight is California's major battleground in the war on poverty, with profound overtones for the civil rights struggle as well, we therefore urge uncompromising resistance to grower overtures for heavily subsidized interstate recruitment programs and other similar subsidies to undermine efforts to place this industry on a self-respecting basis.

Congress can make a real dent in California's unemployment and poverty problems by honoring its commitment to end Public Law 78 in December. Together with the state, it must follow through with effective measures to provide family housing for farm workers, implement their right to organize, extend minimum wage protection, require field toilet facil-

ities, make unemployment insurance available and maximize year-round job opportunity through diversified skill training programs and full use of union hiring halls in job placement.

The committee recommended concurrence.

The committee's recommendation was adopted.

"A combination of two Resolutions—**Resolution No. 166—Agricultural Workers. Resolution No. 175—Prevent Extension of P.L. 78.**

"The subject matter of these resolutions is similar; namely, the plight of the agricultural worker.

"Your Committee recommends concurrence in Resolution No. 166, and further recommends that Resolution No. 175 be filed. And I move the adoption of the Committee's report."

Delegate Claude Fernandez, Retail Clerks No. 428, San Jose; Secretary Pitts; C. Al Green, Plasterers and Cement Finishers No. 429, Modesto (Director of Agricultural Workers Organizing Committee), and Committee Chairman Small all spoke favorably of the intent of these Resolutions, as well as Policy Statement IV. Secretary Pitts pledged the Federation's continuing efforts to solve the problems of agricultural workers, and Delegate Green expressed appreciation of the substantial assistance given by the Federation.

After these comments, the committee's recommendation was adopted.

**Resolution No. 220—Protect Agricultural Workers.**

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Policy Statement V, Unemployment Insurance:**

During a period of great need, the state's unemployment insurance program is being starved by an inequitable "merit rating" system of financing whereby employer contributions are being paid on only 60 percent of total wages under an archaic \$3,800 taxable wage base. We call upon the Legislature to thoroughly overhaul the financing provisions of the law to provide for the proper funding of a level of benefits commensurate with the needs of California's economy and jobless workers.

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Policy Statement VI, Unemployment Disability Insurance:**

The Federation will continue to press for needed improvements in the state's unemployment disability insurance program in combination with legislation necessary to assure the long-term solvency of this worker-financed social insurance program by requiring monthly employer remittance of worker contributions, as under the federal social security program, and by providing for annual escalation of the taxable wage base to match the escalation of the benefits structure.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 161—Disability Insurance for Every State.**

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Policy Statement VII, Workmen's Compensation:**

In pledging labor's firm opposition to any and all efforts to undermine California's already deficient workmen's compensation program, we call upon the legislature to modernize the program's lagging benefits structure, giving high priority to the provisions of long overdue and comprehensive rehabilitation services for injured workers under a fully administered program.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 70—Federation Report on Workmen's Compensation.**

"The subject matter of this resolution is concerned with the preparation and filing of a report by the Federation with the Governor's so-called Blue Ribbon Committee on Workmen's Compensation.

"The report has already been prepared and filed, and a close observation of the activities of the Commission has been and will continue to be pursued by the Federation.



"Your Committee accordingly recommends that the resolution be filed, and I move the adoption of the Committee's report."

The committee's recommendation was adopted.

#### **Policy Statement VIII, Civil Rights,**

##### **Section (a):**

Organized labor condemns the Goldwater-led coalition of racists, right-wingers and right-to-work forces, along with the Communist-led and other extremists of the left, seeking to exploit the prejudice and misunderstanding inevitably bred by a 345-year heritage of third-class citizenship. America can find neither peace nor the fulfillment of its ideals unless these predatory forces are defeated and the Civil Rights Act of 1964 is vigorously enforced and supplemented as the need arises.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 50—Eliminate All Discrimination.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 51—Implement Civil Rights.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 52—Support AFL-CIO Civil Rights Meeting.**

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Policy Statement VIII (b):**

In view of the segregated housing initiative on the November ballot, California's most pressing need in the field of human rights and equal opportunity is the preservation and full implementation of our present State laws. This must be supplemented with economic reforms and public investment programs to provide enough jobs to go around, bring housing within reach of low and moderate-income groups, and attack the roots of poverty in ghettoized and stratified communities.

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Policy Statement IX, Housing,**

##### **Section (a):**

Although good housing in well planned neighborhoods is well within the economy's reach, a fifth of our population remains slum-bound largely due to the exploitation of ghettos made possible by restricting minorities to limited physical areas. America cannot afford this type of denial. Its social costs, in such forms as high crime and disease rates, are shouldered by the entire community.

Home construction last year totaled only 1.5 million units compared to a sustained annual need for 2.5 million due to the continued failure of the housing market to come within range of low- and middle-income families. Housing must be made available to these groups via long-term low-interest federal loans at or even below actual cost, in a comprehensive program including the needs of the elderly, farm workers and relocated families. In addition to adequate planning, it must also embrace the concepts of coordination of agency efforts, imaginative public housing approaches, nondiscriminatory policies, slum clearances, open space utilization, and provision for adequate rapid transit community facilities.

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Policy Statement IX (b):**

California's seeming affluence in housing is largely illusory since its relatively high residential construction pace is generated by the population influx rather than by meeting the needs of the existing populace. If anything, the situation for low- and middle-income Californians is substantially poorer than in other states, since limited older housing supplies force allocation of a larger portion of their incomes for this purpose.

With about 53 percent of California's population effectively barred from the housing market by excessive land and financing costs, there is a critical need for harnessing the state's inexpensive credit through Cal-Vet type programs to supplement limited federal loan funds.

The state's wholly unique housing problems demand creation of a California Housing and Development Agency to fos-

ter federal legislation attuned to rapid growth type problems instead of having the present disproportionate orientation towards eastern and southern urban redevelopment needs.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 108—Low Rent Public Housing.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Policy Statement X, Education,  
Section (a):**

Public schools are the bulwark of a free society and require our unstinted support. Their inadequate financing through regressive local and state taxes has created many inequities in the allocation of resources both among communities and children of diverse income groups.

A massive federal aid-to-education program, financed out of the more progressive federal tax structure, is urgently needed to provide grants and loans to

states for classroom construction, teacher salaries, scholarship assistance, compensatory education and realistically oriented vocational training programs, along with more adequate student housing.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 12—Modification of Academic Requirements for Vocational Education Instructors.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 109—Federal Aid to Education.**

The committee recommended concurrence.

The committee's recommendation was adopted.

### **Adjournment**

There being no further business to come before the Convention at the time, President Gruhn announced the Convention would adjourn until 9:30 Wednesday morning.

## THIRD DAY

### Wednesday, August 19, 1964

### MORNING SESSION

The Convention was called to order by President Gruhn at 9:50 a.m.

#### Invocation

**Rabbi Alvin I. Fine**

Former Rabbi, Congregation Emanu-El,  
San Francisco

President Gruhn introduced Rabbi Alvin I. Fine, who presented the following invocation:

"Almighty God and Father, the earth is Thine and all that is therein. It is the creation of Thy divine labor; and we too are the work of Thy hands.

"We are humbly thankful when we behold the wondrous work of Thy creation. We thank Thee, O God, for the priceless endowments of the human mind and the skill of human hands when they are free, that we may labor creatively to do Thy work on earth, raising us above the level of the beasts.

"Grant us the wisdom and the righteous will to be worthy of Thy blessings so that by our honest labor we may add to the stature of human dignity.

"We thank Thee for the freedom of our blessed land. Grant us the strength that we may labor together with vigor to obtain its highest ideals here at home and everywhere abroad for ourselves and for all other men.

"We thank Thee for the great human achievements of the free men and women organized in a great free labor movement. Guard us from the selfishness that might blind us to the needs and rights of others. Open our hearts and our ranks to all people who would work with us in common cause. Keep us ever mindful of our dependents, each man upon his brother. Let us labor unstintingly, unselfishly and with liberal determination to eradicate the evils of persecution, prejudice and poverty from our midst.

"May we labor each freely in his own way but all together in common brotherhood for a free, a just and a peaceful world in which the fruit of our mutual labor shall be shared equally by all men.

"With these prayerful thoughts, O God, we invoke Thy blessings upon this session of a proud association of free men and

women bound together by their common goals. May this Federation and its spirit rise from their deliberations with renewed dedication to their cause. Prosper the good and noble work that they shall undertake together, and may their vision see even greater horizons of achievement.

"Establish Thou, O Lord, the work of our hands. Yea, the labor of our hands, establish Thou it. Amen."

#### Escort Committee for Thomas W. Braden

President, Board of Education,  
State of California

Secretary Pitts announced that the President had named the following delegates as the Escort Committee for Thomas Braden, President of the State Board of Education. These delegates are the members of the Standing Committee on Education from the Executive Council: Thomas Small; Robert Ash; G. J. Conway; Harry Hansen; Ed Shedlock; Pat Somerset.

#### Announcements

There were further announcements at this time.

#### Further Report of Resolutions Committee

Thomas H. Small, Chairman

Chairman Small reported for the committee.

#### Policy Statement X, Education, Section (b)

California's public schools can be upgraded by state action creating fairer allocations of educational resources among communities and students to overcome disparities in financial ability and to eliminate any bias against culturally deprived children and poverty groups.

No more fundamental educational need exists than that of greatly improving California's ability to attract and retain qualified teachers. In achieving this essential purpose, the primary requisite is to extend organizing and collective bargaining rights to educators, so that they can deal with school administrators in an effective and dignified manner with regard to sal-

aries, tenure, professional standards and other critical conditions of employment.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 67—Labor Representation on School Boards.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Policy Statement X, Education, (c)**

Justice and fair play in the market place can be assured only through enactment of comprehensive consumer safeguards coupled with the broadest possible educational program in this area.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Policy Statement X, Education, (d)**

The threat of strait jacket educational conformity, along with the enactment of right-to-work and other anti-labor legislation, is confirmed beyond a shadow of a doubt by national AFL-CIO's documentation of the right-wing's programs and its heavy subsidy from the most backward elements in the big business community.

As we warned in our last convention, the political momentum now achieved by these forces was launched initially from the spring-board provided by public apathy at the school district and similar local community levels. To defeat this ultra-reactionary force, California labor reaffirms the views it elaborated in Sections (c) and (d) of our 1962 convention Statement of Policy on Education and calls for vigorous participation by working people in community affairs generally, backstopped by a greatly reactivated program of labor education.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 68—AFL-CIO Summer School In California.**

"The subject matter of this resolution is concerned with the establishment of week-long summer school programs both at the state and local level.

"While your Committee is sympathetic with the objective of the resolution, it calls for extensive planning and accordingly should be referred to the incoming officers and members of the Executive Board of the Federation for study and action; and the resolution should therefore be filed.

"I move the adoption of the Committee's report."

Motion was duly seconded.

Delegate John Despol (United Steel Workers of America, No. 2018) submitted in writing a substitute motion, which was read to the delegates, and then seconded.

"I move a substitute motion that the resolution be referred to the Executive Council with a request that the officers and Executive Council prepare a workshop-type education conference to be sponsored by the California Labor Federation on an annual basis or every two years."

Delegate Despol explained his reasons for moving the amendment.

Chairman Small, having no dissent from the Committee, accepted Delegate Despol's amendment.

The substitute motion was adopted by the Convention.

**Bryan P. Deavers  
President, State Building and  
Construction Trades Council of  
California**

Chairman Gruhn presented Bryan P. Deavers, who addressed the Convention.

**Address**

"It is my pleasure today to bring you greetings and the best of good wishes for a successful convention from the State Building and Construction Trades Council of California. We wish you to know that we are now and always have been a loyal branch of your most august body.

"At a recent convention in San Diego, we reaffirmed our policy to carry our own legislation with your help, on that legislation peculiar to building tradesmen and building tradesmen only. All legislation dealing with labor as a whole and the social legislation has been referred to this convention for consideration and implementation.

"Now, my remarks that you are going to hear following this, I have discussed with the Secretary and the President of this organization, and they have assured

me that we are not out of line with our demands, our thinking; and that they will work these things out to the satisfaction of the building trades people.

#### **Unified Approach to Legislative Activity**

"We pledge to you all the support possible to give on all the legislation brought about by action of this convention. However, there is one thing that we expect, and that is that all legislative advocates in labor circles be called into a huddle at the start of the 1965 legislative session of our State Legislature, with further meetings as necessary.

"We feel that we owe it to the California Labor Federation to furnish what pertinent information that we can get, and to do all within our power to have such legislation passed. We feel also that if we find that a certain bill in which we are vitally interested must be amended in order that it may be carried through to a win, we wish this convention to grant this right to your Secretary-Treasurer, to request such changes in the drafted legislation brought about by our resolutions, as may be necessary to obtain passage.

"It is the intention of our State Building and Construction Trades Council to urge all local unions, local building and trades councils and craft councils to affiliate with and pay full per capita tax to the California Labor Federation.

"We intend also to advise our affiliates to take a one hundred percent interest in COPE, which means that we will advise that they affiliate and pay full per capita tax there also.

"At the same time we will strive for—and insist on—our right to be recognized. We agree wholeheartedly in the philosophy that labor must be consolidated, and not rent asunder because of the actions or beliefs of some few politicians.

"We feel that we should exert our influence on the politician, rather than to have politicians exert their influence on us.

#### **Importance of Voting on Propositions and Candidates**

"Our convention has gone on record as wholeheartedly supporting Proposition No. 2. This is a bond issue for higher education and other state construction programs that will be on the ballot in November. We feel that passage of this bond is a must, if California's public university and colleges are to meet the needs of the people during the next few years, and if we are to maintain the quality of

education which citizens of this state have in the past required.

"Our convention in San Diego also is with the position of the President against Proposition No. 14, which is the amendment to legalize discrimination in housing sponsored by the California Real Estate Association. We agree with Reverend George W. Kennard in his analysis of Proposition 14, when he says that: 'The realtors' initiative measure is wrong in principle. The amendment which it seeks to write into California's Constitution speaks of an absolute discretion over the disposal of residential property by its owner. It would forbid any agency of government from controlling in any way the owner's disposal of it, no matter how immoral or hurtful to society such a mode of disposal might be. The amendment therefore seeks to write into our state law that theory known historically as the absolute or despotic theory of private ownership.' We believe implicitly in the rights of our state or federal government, rather than the wishes of any one individual.

"The convention also voted to support the position of the brotherhood of Locomotive Firemen and Enginemen against Proposition No. 17. This proposition would wipe out all authority of the State Public Utilities Commission to regulate the size of train crews for public safety.

"The convention also went on record that all families of members would be requested to vote 'No' on Proposition 17.

"Now, every speaker at our convention, with the exception of those of the military, was agreed on one point, and that is: That we must, by all means, stand firmly together to make an all-out fight against the national right-to-work bill, and the defeat of the standard bearer of that theory, Barry Goldwater.

"By a standing vote of the convention, the President was instructed to go all-out for Pierre Salinger for United States Senate.

"Once again, I wish to thank you for allowing me to be here this morning. It's always a pleasure to come and tell you exactly how we feel, from the building trades people."

#### **Comment by Secretary Pitts**

The Chairman recognized the Secretary.

"If I could use your time for a moment, I would like to take this opportunity to express my personal appreciation for the good leader who just addressed you, and

relate to you that we have envisioned the need of change as it pertains to some of our legislative activities in this state, and we have on numerous occasions discussed the problems that exist; and along with him, with other representatives of the building trades group, particularly.

"The results of the conferences have been very splendid, in the understandings that have been reached as to how we will approach the problems of the labor movement of California in the legislative halls, in the sessions that are in front of us in this state.

"In these discussions, of course, we've taken into consideration the fact that today there is a commission working in this state for the purpose of revising our Constitution; and I believe in the work of that commission. President Gruhn and I, who are members of it, are finding that there is a great need to change our legislative system in the State of California. One way is probably to go to at least annual sessions. It seems that with this great tremendous growth in California, there is hardly time to carry on the legislative sessions in the fashion that existed for so many years.

"I know all of us have witnessed in the last couple of budget sessions at least, that they have extended themselves to almost the same length of time that the regular general session of the legislature, which normally occurs in the odd numbered year, has taken up.

"This poses some problems for us. It causes, I am sure, all of our organizations who are interested in the legislative session—and this goes not only for the building trades and ourselves, but for other international union groups who have representatives there—to give a second look at the problem, recognizing the need for a reorganization and a new system.

"We have witnessed a new system developing within even the current operations of the legislature, in that in the Assembly they have now somewhat, to a degree, started following the pattern that has been used for some time in the Senate.

"And this, in itself, more nearly approaches the system that exists in Congress: that of bringing out committee bills, rather than handling the same great number of bills that have been handled in years gone by.

"We witnessed, in the 1963 session, where committees would just take bills by number and file them and take them off

the calendar, with the committee killing the bills, because they had put together a substitute bill which, in their opinion, was the thing to do.

"So, this new system is emerging, and the possibilities of what we can see as an annual session—although not immediately ahead of us, because this requires a change in our Constitution and the voting upon by the people, which probably cannot be done until at least the beginning of the year 1966. So it's off in 1967 before you get to a final procedure, possibly.

"But, with this new system emerging, it was necessary to gather together our people in this kind of meeting to have a common understanding to what we would be doing and what would be facing us in the year 1965 and from there on, until, finally, a full pattern was laid out.

"I just take this opportunity to relate these little facts to you, and to express my personal appreciation for the splendid cooperation of those people who were in Sacramento from the Building Trades organizations and the cooperation that we have been able to have from the speaker who was here on this platform just a moment ago.

"Thank you."

### **Thomas W. Braden**

**President, Board of Education,  
State of California**

Thomas W. Braden, President, Board of Education, State of California, was escorted to the platform. After short announcements, President Gruhn then stated:

"The Chair at this time is going to call upon our Secretary, who has worked on the College Board of Trustees, and is a former member of the State Board of Education, and very active in the whole education area in California, to introduce the next speaker."

### **Introduction by Secretary Pitts**

Secretary Pitts then presented the next speaker.

"It is with really great pleasure that I receive this opportunity this morning; because for a good period of time, I—as the President has said to you—served on the State Board of Education in California, and there had the opportunity to, for the first time, meet the gentleman who is about to address this Convention.

"In all of the time that I spent on the

State Board of Education, and a good lot of this also went to the College Trustees Board, because many of us under the master plan for higher education in California were at one time wearing two hats, serving two Boards—in all of this time, I found this gentleman to be one always ready and willing to sit down, to listen to your problems, to discuss them, and to try with all of his ability to find a solution to them.

"I know when our organizations were concerned about the textbook printing problems in this state, that he always gave me a friendly and kindly ear. I know that when the problem arose again, after I was off the State Board of Education, and some of our people came to me asking for help, that again he was ready and willing and spent his evening in his hotel room to discuss the problem with us and to bring the members of the Board of Education there for the purposes of the meeting.

"For all of these kindlinesses, I am extremely grateful; and I'm grateful indeed that he was able to take the time to come here. I know that he returned from a vacation, to this Convention this morning, to address the leading representatives of the labor movement of the State of California. And as I said before, it is with great pride and a lot of pleasure that I am able to present to you a man whom I tremendously enjoyed working with—Tom Braden, President of the State Board of Education of California.

### Address

President Braden then spoke as follows:

"Thank you, Tom Pitts.

"Ladies and Gentlemen, thank you.

"‘Ladies and Gentlemen,’ I said. I heard the other day the difference between a ‘beautiful’ woman and a ‘charming’ woman. Have you heard that?

"A beautiful woman is one you notice and a charming woman is one who notices you.

"So I thank you very much, Ladies.

"I am very happy to be here. In the presence of my old friends, Tom Pitts, Ben Scott and Paul Schrade, I always feel comfortable.

"But I think that I would feel comfortable anyhow. You know, the fact that they called me and I came out from Aspen, Colorado, where I had been fishing with the kids, reminds me of that story of the lady who attended church regularly

every Sunday, sat right in the front pew, looked straight at the pastor. But she erred through the week. And the congregation got to talking about her, and it became embarrassing. There were always these rumors and all this gossip. And finally one day the pastor decided that he'd take this matter into his own hands.

"And so he accosted her as she was coming down the aisle promptly after the service. And he looked her straight in the eye and he said: ‘Sister, I want you to know that I stayed up late last night and I prayed for you.’

"And she looked right at him and she said: ‘Pastor, you needn't have done that. If you had just called me on the telephone I would have come right over.’

### California Labor Built Our School System

"Here I am!

"But, as I say, I feel comfortable. I feel comfortable because I am in the presence of those who built the free public school system of California. And that's right. You built the free public school system of California. You built it with your hands and with your money and, most important of all, you built it with your votes.

"If you don't believe it, look at the record. A hundred years ago the children of the working man in this State got a free public education through the elementary grades. Fifty years ago, the children of the working man in this State got a free public education through high school. And today, the children of the working man in California get a free public education through junior college—and through college—and through graduate school. And if they don't take the first chance or the second chance, they can go to night school and get a third chance at a free public education.

"So if your children aren't getting all the education to which their abilities entitle them, it must be your fault or theirs, because in California everybody gets three strikes.

"Now, you have built the greatest system of free public education in the world. How do you think you did it?

"Do you think you did it because the corporations wanted to pay higher taxes? Or the real estate lobby? Or the savings and loans? Let me remind you how you did it.

"You did it by delivering the vote of labor in favor of those candidates who would produce a free public education

for every child in California. And in doing so, you proved something terribly important in this world. Because you proved that democracy works and you proved that Karl Marx and Lenin were wrong. Because Karl Marx said this: 'In a democracy,' he wrote, 'an election is a process by which every four or five years the workers choose which members of the governing class are to rule over them.'

"But Marx forgot something. He forgot that once the working man had the vote, the working man was bound to get some of his own interests taken care of.

"And one of those interests is education. When the working man gets an equal opportunity at education, he gets an equal opportunity to govern. That's democracy.

"So let me congratulate you. You built the school system, you run it, and my job today is to report to you as the Board of Directors.

#### Improvements in California Education

"And the first thing I want to tell you is that we have made a lot of changes since 1958. Four changes in particular are important to note. And I want to tell you a little bit about each of those changes.

"In the year 1958, you remember, we elected a Governor named Brown. This Governor, unlike his predecessor, was personally interested in education. He had to be. He got his the hard way—by working his way through law school at night.

"And the first thing that this new Governor said when he took office was this: 'The improvement of education is the No. 1 goal of this Administration.' And the first thing that this new Governor did was to start looking for new members of a new Board of Education who shared his feeling that the schools needed to be improved.

#### Teacher Training

"So we looked around us, we new members of the new Board of Education, for ways in which we thought that we could improve your schools. And the first thing we thought that we could improve was the education of the teachers of California. And that is the first thing I want to tell you about.

"Have you ever taken the trouble to inquire about how much the teacher in your own school knows about the subject she is teaching? Do you presume that the

teacher who is teaching your children mathematics majored in mathematics, or the teacher who teaches English to your kids majored in English? If you presume this, you're wrong and you haven't been following what the doctors of education have been doing in recent years to your own school system.

"Until the new Governor and the new Board of Education took over, nearly all the teachers in public schools in California got most of their education in education. Do you want some examples?

"Here is a course in consumer economics taught at a California college devoted principally to the education of teachers. It is described in the catalog as follows: 'American standards of living and culture, comparative standards of living, the economics of consumption, consumer problems. [Meets the State Safety and Fire Prevention Requirements.]'

"Or consider a course in administration taught at an out-of-state college which turns out teachers for our classrooms:

" 'In this course,' so the catalog stipulates, 'are considered the usual problems which are considered in a course of this kind.'

"Now, these are far-fetched examples, but they point to a fact. They point to the fact that our children are taught English by teachers who majored in education; mathematics by teachers who majored in education; sciences and geography and history by teachers who majored in education. And the teachers are supervised by doctors of education who also majored in education and, like as not, went on to write their doctoral papers on the 'Use of plastic trays in high school cafeterias.'

"Now, I am not blasting teachers. It is not their fault. The training foisted upon them by the doctors of education is one reason that they are not as well paid as they ought to be and that they are notoriously timid about expressing their opinions in your communities and mine.

"But your new State Board of Education did something about this. We had a bill introduced in the legislature. We got a strong State Senator to carry it. And when, despite his best efforts, the doctors of education succeeded in mutilating the bill, we preserved a sentence empowering the State Board of Education to spell out the actual hours of course work to be required of teachers.

"It was a long and arduous task, and it was performed over many successive weekends by men and women who got no



pay and who had a lot of other things to do.

"But the result ends the stranglehold of the doctors of education in California schools. The result restores learning to the class room. The result is that in time to come our teachers will be better educated and our children will get the benefit.

"Now for the second change which I wish to report to you as my Board of Directors.

### Subject Matter and Grading

"As we looked around at our school system we discovered that the philosophy of the doctors of education had penetrated our curriculum as well as our teacher education.

"I suppose the theory of the doctors of education was that since they themselves had majored in some nonsubject, the children ought to study some nonsubject, too. Thus began that process of aiming for happiness in the class room rather than achievement which has led us to courses in 'Social Living' instead of history, language arts instead of English, and checkmarks instead of grades.

"I call this part of the curriculum the spirit of 'I'm as good as Nancy.' I want to tell you about that. Because 'I'm as good as Nancy' is what my daughter Susan says about her report card—or what she used to say.

"Susan was in the third grade. She was then and still is prettiest of my five daughters and the only one of whom I can say with confidence that if she keeps her wits about her, she will marry well.

"But what, I used to ask myself, were her wits?

"In reading she got a checkmark; in language arts she got a checkmark; in social living she got a checkmark. And when she brought her report card home the teacher used to comment on the bottom that 'Susan has joined us in many interesting group activities.'

"Her whole report card was a series of checkmarks. And when I would point this out she would say: 'Well, I'm as good as Nancy.'

"Now, it so happens that I knew that Susan couldn't read. She read much less readily than her sister Nancy, who was a year younger. But when I pointed this out to Susan, she would say: 'I'm as good as Nancy.' And she produced a checkmark on her report card in comparison with a

checkmark on Nancy's report card to prove her point.

"I understand the reason for the checkmarks. The reason for the checkmarks is because the teachers in the school system and the doctors of education wanted to make Susan feel happy and secure and adjusted.

"I sympathized with this because I love Susan very much. But the checkmarks tended to fool Susan and they tended to fool her mother, too. I didn't want to be made to feel happy, secure and adjusted about Susan. I only wanted to know how well or how badly she was reading and, if possible, why.

"The spirit of 'I'm as good as Nancy' is not good enough for California schools. And your new Board of Education called for an end to courses in social living and language arts. It called for an end to checkmarks. It established minimum standards having the force of law. It selected textbooks which required the restoration of subject matter to the curriculum of our schools.

### Restoring Learning

"We wanted to restore learning to our schools. The teacher is where learning begins. The study of a real subject is what learning is all about. And so we did this, as I say, without much fanfare—but with a lot of hard work. But since this reform has been accomplished, certain doctors of education, their eyes perhaps on other fields, have built some of the ideas of reform into what I think is an exercise in demagoguery.

"How to get ahead in education' is what I call their technique. They follow four rules. I think I'll give you these rules. You might want to use them before your Locals or try them out before the Rotary Club in your hometown. It may be that ambition fires your breast, or perhaps your wife wants to seek a statewide audience. Here they are:

"How to get ahead in education.' Rule 1: Be angry. Angry at teachers; angry at Dick and Jane; angry at sight reading; angry at John Dewey; angry at people who are adjusted—particularly if they seem to be adjusted for life.

"Rule 2: Always identify basic education with patriotism and God. This isn't logical, but neither is it difficult. Moreover, patriotism and God are simple concepts, easy to recognize, and people like to think of basic education as something they knew about all along.

"This is the reason, incidentally, why

no expert on basic education should ever say 'basic education' or 'education in depth' just like that. Say always 'Back to basic education' or 'Back to the Three R's' or 'Back to education in depth.'

"You'll find that most people in an audience can read, write and cipher. And it flatters them to think that this is enough.

"Don't say 'patriotism' or 'God.' Always say 'Back to patriotism' or 'We must get the schools back to God.' This also flatters the audience because it reminds them that they are possessed of advantages presumably denied to their children—denied by some process that is not necessary to explain. Not 'explain' exactly, but suggest. Which brings me to Rule 3.

"Rule 3 requires a change of tone. Anger should be replaced by sorrow. How did we get away from basic education and patriotism and God?

"Well, here you allude to Communism, dirty books, the Supreme Court [be careful not to say what the Supreme Court actually said, but what you think it will say next], immorality and atheism. Incidentally, this is a good place to say that you think that evolution ought to be taught as a theory. Of course, this is the way it is taught—but there are secrets in any trade.

"And Rule 4, finally, is a frank appeal for the kids. Say that's all you care about. Say the enemies you have mentioned and certain politicians are hindering you in your effort to 'do something for the kids.' But you have lighted the torch and you hope the people out there will help you keep it burning.

"Sure fire this formula in the study groups down in Orange County! It goes over fairly well!

"But don't you pay any attention to it. In the first place, it has nothing to do with the California School System, which is devoted, as it always has been, to the further progress of this nation under God.

"And in the second place, the people who are using this formula up and down the State of California had nothing whatsoever to do with the restoration of subject matter to our teacher education and to our class rooms.

"Now let me turn to the third change which I must report to you.

### **Equal Opportunity**

"It seemed to your new Board of Education that while we in California gave

lip service to the ideal of equal educational opportunity for all, we were in fact giving some of our children a big break in the schools and some of them not at all.

"I refer, of course, to the inequality of the property-tax distribution, with its inevitable injustice to the children who live in poorer districts. I refer also to those gerrymandered school districts and school attendance areas which were drawn in order to prevent Negroes from going to school with whites.

"Now we did something. We did something about both these inequalities. Your State Board of Education started the process which Mr. Unruh and his fellow legislators wisely formulated in law. We ruled time and time again in favor of larger school districts, based — other factors being equal — along high school lines, able to provide the children of all the people with the services which up to then had been the prerequisites of the few.

"And so we passed regulations insuring that henceforth no school district in California could be drawn in such a manner as to promote the segregation of the future citizens of this country along racial lines.

"Now, I hope that the people of California will recognize that what we have done to insure equal educational opportunity for all children may be nullified, at least in part, if they are fooled by the real estate lobby and by suddenly silken-toned racial agitators into passing Proposition No. 14.

"All this we have accomplished. I report it to you now. Not, I promise you, because I or any other member of your Board of Education is seeking your acclaim, but because you must know what has been happening in your schools and because at present certain people are attempting to take your schools away from you.

### **The "Go Back Movement"**

"We are faced in California, and particularly we are faced in our California school system, with a pressure from what I have previously described as the 'Go Back Movement.' The 'Go Back Movement' is rich. The 'Go Back Movement' is powerful. It does not scruple either at fact or fairness. And it has just won a statewide primary election.

"There are two powers to the 'Go Back Movement.' The first is what President

Roosevelt called in another day 'Malefactors of Great Wealth.'

"Now, you know it has become unfashionable in this year of 1964 to use the terms by which we remember the New Deal. But surely there is no other phrase which more aptly describes Robert Welch, H. L. Hunt, and the education department of Coast Federal Savings and Loan.

#### Attacks of Extreme Right

"The second power of the 'Go Back Movement' also brings to mind a phrase from the past. I hesitate to use it here in this country, but it, too, seems to me to be accurate. How else can you describe the tactics of the John Birch Society? How else can you describe the tactics of the frank appeal of the white backlash? How else can you view the slander of good citizens and the hate campaigns which are turned on and off here in this state by some mysterious direction? How else can we describe all this than as the tactics of the brown shirts?

"You remember that the brown shirts were not wealthy men. They were middle-class citizens, poorly educated maybe, frightened perhaps, insecure, anxious to be a part of some militant movement and to restore themselves to the glory which, they were told, their ancestors had possessed in the past. But the brown shirts were essential, and so were the 'Malefactors of Great Wealth,' to Hitler's Fascist state.

"Now, it is not my purpose here to attempt a treatise on Fascism. I did not agree with Governor Brown when he said that the recent Republican Convention 'reeked Fascism.' Fascism, like measles, has many syndromes. But I can see why Governor Brown said what he said. Because of all the syndromes of Fascism—political, social, moral and psychological—which make it up, certain of them, particularly what I should call the idolization of the tribe, the making of a religion out of nationalism, and a certain contempt for human values did seem to me to be present in San Francisco at that Convention Hall.

"So I should prefer, as I have said, to call the spectacle we are witnessing the 'Go Back Movement.' And don't think for a minute that the 'Go Back Movement' is not venting its fury upon your schools. For, let me repeat, they are your schools. Would these people call for such changes as they call for if they thought for a moment the schools were theirs?

"Let me tell you what they called for.

They want to remove the word 'democracy' from textbooks. That's right. And for it they want to substitute the word 'republic.' They object to the statement that Americans all came from foreign lands. That's right. They want to delete the references to old Mr. Rockefeller's treatment of workers and to the great strike at the Colorado Fuel and Iron.

"They want to take out any mention that the American worker fought for economic gains. That's one sentence they object to. They want to delete that sentence in one of those textbooks which says that American workers fought for economic gains. 'Communitic,' they say that is. They object to our children knowing that there was once a great battle called the Homestead strike. They talk about left-wing teachers, left-wing school administrators, left-wing members of the State Board of Education. Discussion of the United Nations they call 'propaganda.' John Steinbeck's "Grapes of Wrath" should not be on the shelves. A list of World War II heroes should include, they say, along with Eisenhower and MacArthur the name [and I quote] 'Fighting Joe McCarthy.'

"In short, if you read the literature of this 'Go Back Movement' as I have read it, or if you were on the receiving end of their attacks as I have been, I think you would agree that we are faced with a counter-revolution against the great gains and even against the facts of the history of the New Deal. Facts are concerned; and it is therefore not surprising that one of the reprises in this battle going on in California should be the control of your schools.

#### Labor's Continued Support Needed

"And so I am here not only to report to you about what we have accomplished but to ask for your support.

"Emerson remarked that it was the wise man who knew that half of his life's effort must be spent in preserving what he had already won.

"We have, in my opinion, made great gains during the past few years in building a school system here in this State in the spirit of the Declaration of Independence, where each child is entitled to the opportunity which his abilities and his diligence deserve.

"We have made great gains in what Governor Brown called the 'Improvement of Education.' We are now giving or about to give each child in California a better education than he had before.

"But we can lose it all. If the 'Malefactors of Great Wealth' and the brown shirts whom they are financing succeed in their present effort to control public education in California, we shall lose it all.

"In their current campaign they have threatened, as you know to defeat the California School Bond Issue unless I resign or Governor Brown fires me. This is a subterfuge, of course. They are not out to get me. They are out to get your schools. And they will be out to get any member of the State Board of Education who defies them. And incidentally, I know of no member of your present State Board of Education who will not defy them.

"We don't mind taking brickbats. In fact, I get quite a kick out of some of the stories that the orators of the 'Go Back Movement' throw at me.

"I didn't even mind it when I picked up one of their pamphlets the other day and read that 'Tom Braden is the tool of Nelson Rockefeller in California public education.' It surprised me a little. I voted for Adlai Stevenson and then John Kennedy, and I am going to vote for Lyndon Johnson. But maybe they got their facts mixed up a little—as usual. Maybe they were watching that Republican Convention, and maybe they thought Rockefeller was a tool of me.

"As I say, I don't mind the brickbats. I don't mind the orators of the 'Go Back Movement' and the mimeographed smear sheets which the brown shirts produce."

"But if the 'Go Back Movement' in California education has its way, the free public school system as we know it in California, as you built it in California, will no longer exist, either upon the terms of the Santa Ana Register, which doesn't want the public school system to be free (it says it is 'Socialist'), or it will no longer exist upon the terms of Robert Welch and other proponents of the new order who would so alter our public school system that it would no longer produce men whose minds are free.

"The battle is joined. And it is not my battle. It's your battle. These are your schools. You won them in free elections. But don't forget that the victory you won took 100 years.

"Don't let it go!

"Thank you."

## **William L. Becker**

**Assistant to the Governor for Human Rights, State of California**

Chairman Gruhn then presented William L. Becker.

"At this time I wish to introduce to you as our next speaker a man with whom I have been associated for a number of years in the trade union movement; who started out as an official in the trade union movement in one of the toughest areas of organization, among the agricultural workers; who served as Secretary of the Northern Division of the Jewish Labor Committee; who has helped coordinate the fundamental programs, the objectives of all the ethnic groups in the labor movement in fights against anti-labor legislation and in support of a civil-rights program which has developed in California as one of the outstanding ones in the nation.

"Our speaker has been a Delegate to our Conventions and just a short time ago was elevated to a new position in this state by the Governor as the Assistant to the Governor for Human Rights of the State of California. He is one who knows the labor movement. He also knows the problems in connection with our objective of obtaining complete civil rights and human dignity for every individual in our state.

"So it is indeed a pleasure for me to present to you at this time a friend of ours, a fellow worker of ours: Bill Becker!"

## **Address**

William L. Becker, Assistant to the Governor for Human Rights, State of California, then spoke as follows:

"When I hear that kind of lengthy introduction I am reminded of the old union member who was retired and on pension who didn't make a meeting for a long time, which was very uncommon, because he had made all the meetings. And then one day one of the Brothers saw him on the street and he said: 'How come you weren't at the meeting?'

"And he said: 'Well, I was in jail.'

"'Why were you in jail?'

"'Oh, I was arrested for attacking that beautiful young lady whose picture you saw in the paper.'

"So the union member said: 'At your age you couldn't have done it, could you?'

"He said: 'No. But the idea was so flattering I couldn't deny it.'

"President Gruhn and Secretary-Treasurer Pitts, Brothers and Sisters. Today's occasion is a happy one for me. I am proud both of the fact that I am here identified with the trade union movement and here also as a member of the staff of Governor Brown.

#### Labor's Record on Civil Rights

"We in California can be proud of the record which the trade union movement has made in the field of civil rights. It is one of the outstanding records in the country. And I know of these accomplishments, of your contributions, intimately because this was a field in which I worked. I know, for instance, that in the drive for the legislation which California now has—the FEPC Law in 1959, the Fair Housing Act in 1963 and the other laws—the trade union movement contributed in money more funds for this drive than were contributed by any other section of our society. And I think that this is something which I have told hundreds of times to people who doubt the commitment of the labor movement, and of course will continue to tell.

"I know, too, that the State Federation of Labor was the agency which initiated in the first instance a number of years ago the drive which has culminated in the program for equal opportunity in apprenticeship and training. This has received national attention; and it is possible for us in California to be proud of this because it was initiated by the trade union movement.

"I also know that the trade union movement in this State has been a major factor in registering as voters the Mexican-American and Negro citizens of California. I know this from the work that you have done and from the money that you have spent. And I remember back a number of years the fact that it was necessary for us in Kern County, in order to defeat Wardell as the Congressman, to have a strike on election day of the farm workers, in order to make sure that farm workers would indeed be able to vote. Because the practice of the growers was to keep the people working in the fields so late that they couldn't get to the polls no matter how well they were registered, no matter how well they were eligible to vote. And you will remember in 1952 we did defeat that reactionary Congressman.

"I think it is also important to note, especially following Mr. Braden, that the

trade union movement has made a contribution here in California in from the very beginning resisting and fighting the radical right. You have not been concerned whether or not they wore storm-trooper boots or tennis shoes, but you have resisted and specifically resisted the Bircher movement in this state. And for these things we are grateful and we should be proud.

"I believe that organized labor has done all of these basic things because labor has understood that democracy is indivisible; that when rights are denied one member because of his color or his religion, those rights may also be denied any other member for an equally stupid reason. And this, of course, is the principal basis on which you function.

#### Labor Needs Minority Allies

"But there is also a matter of real self-interest involved; and I think the labor movement has understood this, and certainly we must understand it continuously in the future. And that is that the trade union movement's voters alone cannot elect anyone; that the number of votes which we represent in our local unions and in our families is not sufficient to carry an election in California or in any other state. We cannot defeat a proposition on the ballot by our votes alone. We can't defeat 'right-to-work,' for example, by our votes alone. And in the long course of history it has become very clear that the outstanding allies of labor at the polls, the people who vote in their precincts with the trade union movement, are the Jewish, the Mexican-American and the Negro voters. This was proved very clearly in the 'right-to-work' fight here in 1958, but it was demonstrated again not very long ago in Oklahoma where the 'right-to-work' law was defeated, as you know, with the overwhelming vote of the Negroes in Oklahoma. And this is a matter of very practical self-interest, too; and I call this to your attention because if there is any indication at any point of perhaps weakening the alliance, of allowing the ties between the trade union movement and the minority communities of California to become less binding and less tight, then we must face up to the fact that we are losing our ability to win elections with this alliance; we are losing the ability to carry our points at the polls.

"Fortunately, of course, the enemies of organized labor have helped us to educate our members in our unions in this regard. I remember many years ago now in this Town of Tipton a farmer coming across

the field. We were having a cotton-chopping strike. We wanted to get 90 cents an hour instead of 80 cents an hour. And the farmer loaded both barrels of his shotgun and he aimed it at this particular picket line. And it was very clear that he didn't care whether he hit the Negro pickets, the Mexican-American pickets, the Filipino pickets or those pickets who were from Arkansas and Oklahoma. And when he made his threats and when he drove those people together, he did something as a teacher that no amount of words could have done. He drove those people together as workers who had a common enemy and as workers who had to stick together. And he did a favor to that local union.

"Somewhat later, in San Francisco, you may remember that we had an unfortunate strike of cemetery workers. The thing that was outstanding in this was that the local union struck two cemeteries, but all of the other cemeteries banded together to lock out the workers—Masonic and Catholic and Jewish and Italian, nonsectarian and religious. They did this with a display of solidarity that meant a great deal to that particular local union. Because they said: 'You have to stick together. We are sticking together.' And they taught the lesson well and the local union learned the lesson well.

#### **Labor Must Understand "Negro Revolt"**

"I suspect, however, that some of these lessons of solidarity have been denied some of our newer members. I suspect that some of our newer members may not always understand why it is so important for the labor movement not only to be in support of civil rights, but to be a partner in the struggle for equal opportunity. I think that perhaps sometimes some of our younger members don't understand the great similarity between the organizing drives of the 1930s and the so-called 'Negro Revolt' of the 1960s.

"And yet, people in the trade union movement certainly ought to be the ones who understand what a picket line is all about. I don't know of any unions who could boast of their present good contracts and say, 'We have never had a picket line.'

"I don't know of any unions who would even really be in existence if they had not had to use a picket line. And certainly, many of the picket lines that we have had, and in which we have taken part, have not been candidates for popularity contests in the general community.

"Certainly, we have not always had the resounding support of the intellectuals and the middle class when we have had picket lines; and certainly, we ought to understand their function in the 1960's as well.

"At the beginning, I listed some of labor's most significant contributions to the cause of civil rights. And someone may well ask: 'What more do you want of us, since we have done all this?' Isn't the answer to that question similar to the answer that you and I must give when an employer says, 'I've given you all these gains over the last ten years. Now, why do you want a new contract with more gains in it?'

"Isn't this basically understandable in the trade union framework?

"There are some background facts about the so-called Negro Revolt that I would like very briefly to spell out to you.

"Number one, this is 1964. It is over one hundred years since the Emancipation Proclamation. And who can argue that one hundred years spent in not solving the problem of equal opportunity in America for all of our citizens means that we are going too fast? It's important for us to know the date, 1964.

"Secondly, in our nation the income of Negro Americans is just a little over one-half that of the general national average. The income of Mexican Americans is somewhat higher, between the average and that of the Negroes. The high point of the Negro income in this country was reached in the 1950's. Since that time, their income as compared to the income of Caucasians has declined. Progress has not been a steady movement which was always going to go onward and upward, no matter what we did. Their income has declined.

"Thirdly, unemployment hits Negro Americans and Negro Californians at twice the rate that it hits the rest of us; and it hits Mexican Americans at one and a half times the rate it hits the rest of us. And poverty, which we are at last, with the help of President Johnson, beginning to face, poverty exists at three times the rate in the minority communities that it does in the general community.

"Number four—but most important, I think—is the fact that the so-called Negro Revolt must be distinguished by the fact that it is not the revolt against the institution, the ideas, the ideal of America. It is a revolution to become part of America; to sit at the table of America. It is a revo-

lution to become a part of the American dream.

"This is true because these concepts, the concepts of Tom Jefferson, the basic principles of our Constitution and the Bill of Rights are concepts which are so good that people who know about them, people who understand them, want them for themselves, too.

"Sometimes, there is a tendency in this state to blame or to credit the Negro Revolt on the Communists—and this does the Commies a much greater service than they deserve. People have not turned to their doctrine the way they have to the doctrine of Thomas Jefferson. And any time that we give them, the left-wing, the credit for being the instigators of the Negro Revolt, we give them credit which they have never deserved and never earned in the Negro Community.

"This is a strictly American product.

#### What the Negro Wants

"There's a question that's often asked in this connection: 'What is it that the people in the demonstration lines want? What is it that they are aiming for?'

"And let me suggest that our simple, accurate answer to that question is: they want what we want. And they want for their children what we want for our children. And the reason for the demonstration, basically, is that they don't have it as yet.

"Some of our friends, of course, react against the demonstrations in 1964; and this is understandable, because they are annoying; they disturb; they disrupt.

"But I think we need to see these demonstrations in some kind of context, and the context that I'd like to call to your attention is the fact that this whole direct action movement developed not many years, but just four years ago, in North Carolina, when some students decided they wanted to sit-in, in order to be able to eat their hamburger and drink their coke, sitting down at a lunch counter. And they did this in a very spontaneous fashion. And it worked!

"And so it was done again and again, and some thousands of lunch counters in the South were desegregated by the sit-in.

"Now, the thing that's important about that is that the Caucasian power structure of the South decided that lunch counters would be desegregated, not because of a law—because that law was just passed—not because the Judeo-Christian

ethics suddenly took hold of those communities; the Caucasian power structure decided that the lunch counters would be desegregated because people sat-in. We decided what was the effective remedy.

"We Caucasians decided what people could do and should do in order to right this particular grievance. And when we teach a lesson so well, we shouldn't be surprised if people learn. When we teach a lesson that this is the remedy, we should understand that people will accept that this is the decision.

#### Meaning of Proposition 14

"In 1964 we have in this state a similar question posed to us in Proposition 14. You have heard it discussed by a number of speakers, and I won't go into great detail. But let me just suggest that one of the things that the vote in November will decide is whether or not, in California, a person with a grievance in the field of housing will have a legal and civilized remedy to use in righting that grievance or whether or not this remedy will be destroyed by Proposition 14.

"And we will be deciding therefore whether or not, in effect, there will be a grievance procedure for use by people in California, or whether the only thing open to them is to hit the bricks. And this will be decided by the majority of the state, by Caucasians of California.

"Proposition 14, as you know, was proposed by the California Real Estate Association. This is the same organization which supported right-to-work in 1958; the same organization which opposes every proposition in the legislature which is aimed at making housing programs available to people.

"Every proposition which would make it possible for the state, for the cities, to build more housing, to provide the jobs and the homes through those programs is opposed by this particular organization.

"The California Real Estate Association has put this proposition on the ballot for reasons which are very difficult perhaps to understand, because they don't reveal their reasons, really. But I think it's important for us to know that one of the fundamental reasons is that this proposition would free the real estate industry from any regulation in this field; it would provide for them an immunity from regulation by the representatives, the elected representatives of the people of the State of California—an immunity which no other industry or profession in the state is now enjoying.

"They talk about property rights. But of course, their measures would deny to minority Californians the right to own property. And of what significance in any case is a property right if you can't in the first place own property?"

"They talk about the need to repeal fair housing legislation; and yet their measure goes far beyond any one law.

"In fact, we don't know how many laws or how many city ordinances would be destroyed by the Proposition, were it to be enacted.

"Their proposal is a radical amendment to the Constitution of the State of California, worthy in its radicalism of the extremists who are supporting it.

"Their proposal is irresponsible, aimed at hamstringing our government, no matter what the need; and again, it's worthy of the over-simplified approach of the misinformed and uninformed people who are being manipulated today by this particular special-interest group, so that this special-interest group can continue without interference by the state the process of block-busting. Block-busting, which is outlawed by the Fair Housing Act of the state, could, if Proposition 14 were enacted, become the way of life in California.

"I hope there is no question about what Proposition 14 would do to jobs. Bryan Deavers has already referred to this.

"But because it would interfere with our ability to receive federal funds in those federal programs which require non-discrimination covenants to run with the land, Proposition 14 would deprive Californians, Negro and white, Mexican American, Jewish or Catholic, of jobs, homes, and the jobs that those homes would build.

#### **Active Campaign Requires Courage and Solidarity**

"The forces behind Proposition 14, as you know, are well financed. They have announced that the California Real Estate Association has \$100,000 that's coming from their national organization. And we know how easy it is for them to raise money, when you know how easily they raised money for Right-to-Work.

"We know that they are well-organized. They're so well-organized they took over the Republican party, despite the wishes of most of the Republicans. They mean to prove in California that it is possible to turn back the clock, and that it is possible to turn back the clock not only in California, but in all of America.

"We can beat them only with the same all-out and united campaign that defeated Right-to-Work in 1958. We can beat them only if we bring the facts and nothing more, really, to the membership of the trade union movement.

"In this, we are lucky in that this year, that the churches almost unanimously are actively committed, are actively involved in and are giving great leadership.

"I know that labor understands what is at stake in this. What is needed is the courage to face up to that small corner of bigotry that exists in some of our locals, as it does in all institutions in the state; what is needed is the courage to stare down the prejudice that most of us have in our hearts—because that is the nature of the human being—and so it's really a matter of courage that's involved here.

"And certainly, the trade union movement should not be lacking in guts. We will need in this campaign the active leadership and the active support and the financial contributions of the trade union movement. We will need this in the interests of solidarity of the liberal community in this state—the solidarity which I like to describe by telling a story.

"The secretary of an English union drove to the meeting every month on his bicycle; and the bicycle this time broke down, and he couldn't get home. So he had to stay with a friend who lived near the meeting place.

"The next day, his wife said, 'What nerve you have, staying away all night,' et cetera! And she raised hell with him. And then she said, 'Where were you?'

"And he said, merely, 'I stayed with one of the members.' She didn't believe this. So she took the list of union members—there were 127 of them, but she wrote every one and said, 'Did my husband stay with you last night?'

"And she got back 127 letters which said 'Yes.'

"It is this solidarity which we must build into the Negro, Jewish, Mexican-American, labor, progressive alliance of this state in order to make certain that our democracy will endure here in California.

"Thank you very much."

#### **Announcements**

Several short announcements were made at this time.



## Credentials Committee Final Session

Secretary Pitts announced that the final session of the Credentials Committee would be held at noon that day at the TowneHouse, and that anyone who had not yet presented his credentials would have his last opportunity to do so then.

## Sigmund Arywitz

### California Labor Commissioner

At this time, President Gruhn introduced Sigmund Arywitz, California Labor Commissioner, who addressed the delegates.

### Address

"I don't think I have to tell you what a good feeling it is to be home for the week, and sit around with members of the family. It's about fifteen years since I attended my first Convention; and for about ten of them, I was the Resolution writer of the Ladies Garment Workers Union.

"It used to be a matter of pride with me that I considered myself the champion resolution writer, because about a tenth of all of the resolutions submitted, I wrote.

"And so you can see it's with a nostalgic eye that I read the resolutions that are submitted. Now, I saw one the other day that read: 'It is expensive, costly and burdensome and time consuming for the Labor Commissioner's office to prosecute all violations of the labor laws.'

"Well, that is a true statement; probably it is a lot of work involved. But I want you to know that no matter how much effort it takes to have respect engendered for this state's labor laws, the Labor Commissioner is willing, and our entire staff is willing. And we have been busy.

### Accomplishments of Commissioner's Office

"Since the last convention of the California Labor Federation two years ago, we had 116,000 cases, claims, controversies brought to our offices. Over 87,000 of them were wage claims, claims for unpaid wages, where people had worked, and the employer for one reason or another had failed to pay them.

"We were able to be responsible, through our law enforcement activities, for the collection of over \$1,000,000 that

was due for Health and Welfare Funds; and, in the two year period, we were responsible for the recovery of \$7,375,000 in unpaid wages.

"And since January 1st, 1959, we have recovered \$17,000,000 on wage claims that were brought to our office.

"Now, in addition to talking about work we have done, we have made some other progress since the last convention. We have added three new offices to the Division, one located in Pomona, one located in Inglewood, and one up here in San Mateo, so Tiny Small won't have to come all the way to San Francisco any more.

"But since 1959, the number of offices for the Division have gone up from sixteen to twenty-one; we have increased our legal staff from six attorneys to eight; our investigators from ten to nineteen; and the Deputy Labor Commissioners from forty-two to sixty-six.

"Now, I could go on with the numbers game, I suppose; but there is more than statistics to the work that's done. And I must say that because of the national atmosphere of the Kennedy-Johnson administration, because of the atmosphere created by the Brown administration, it has been possible in the enforcement of the California labor laws to be vigorous; to go out and do the job and let the chips fall wherever they fall, without caring who is involved.

"We were able to go ahead; we were able to enforce these laws. And we were in a position where we didn't have to wait for cases to come to us.

"Now, I am not going to take a lot of your time on individual cases, but I do want to spend a minute to tell you about something that I think is going to have some far-reaching effects in the next couple of years. And this was something that began as a hearing, that turned out to lead us to some suspicions that there was a racket going on in bringing in green card workers into the state of California from Mexico.

"And in looking into the matter, we found that there were people who were buying false letters of employment from growers, where there was no intention of employing people on a year-round basis; and through a series of brokers, the price of these letters went up and up, until down in Mexico, people who wanted to come in here were paying from \$500 to \$1,000 apiece to get these letters and get permits to come up.

"The deeper we went into it, the more serious this became. Finally, we called

in the U. S. Department of Immigration. We pooled our resources with them, went to a federal grand jury, got indictments; and a number of people were convicted for violation of the federal immigration laws.

"As a consequence of this, the U. S. Department of Labor has changed its regulations on the processing of these letters of employment; and the California State Department of Employment, in keeping with these new regulations, has changed its procedures.

"I don't believe it takes too much foresight to know that this is going to have some effect.

"Now, we have been busy in enforcing the Child Labor Laws, enforcing the Workmen's Compensation Insurance Laws. We have been involved in the laws on hiring strike-breakers without telling them of the labor disputes.

"We have had a very serious case on fraudulent use of the union label that we were able to break up. Public Works case after case; farm labor contractors, employment agencies, I can go on and on and tell you about the various aspects of labor law enforcement — but this is an on-going thing, and I have got to save some things for future conventions.

### Enemies of Labor Legislation

"But there are still people in America who fear and resent the labor laws, just as they fear and resent union organization, collective bargaining. They can't understand why the government should interfere with the right of an employer to set his own rules, and to change them whenever he wants to at any whim.

"They have a grand design to tear up the calendar and—as Tommy Braden told you—go back. These are the people who fear and resent the Fair Housing Law; they fear and resent civil rights.

"They cover their heads and cry out in hatred at the thought of a minority people, after a hundred years, demanding what is their due as Americans, as human beings. They fear and resent the war on poverty.

"The very thought of medical care for the aged is more than they can stand. They fear and resent any idea that moves forward toward a realization of the public good. They hate today; they are in terror of tomorrow.

"These are the enemies who have sworn to destroy labor and the social advances

that labor has struggled to achieve. Put them all together, and they spell 'Barry.'

"A couple of weeks ago, the Republicans took their candidate over to Hershey, Pennsylvania, and tried to sweeten him up a little bit; and they took the wraps off, and they unveiled a new Barry Goldwater. But, showing through that rush-order paint and chrome job was the same old 13th Century model, blowing steam and spitting sparks.

"But there's one thing that does make Barry Goldwater look good: his running mate. You know, the new Arizona king-makers must have searched over the whole barren wasteland of Republicans, and turned over every rock, before they found that right kind of tarantula. And they took this nonentity, this man who is all mouth—and all of it vicious—and they hitched him up with Barry Goldwater.

"They have made the greatest team of backward runners that we have ever seen.

"I can stay here and tell you nice things about these fellows all day. It is a ridiculous spectacle, but laughter isn't the answer. Because there's tragedy here, too—a tragedy that a dangerous man, with an irresponsible message, is presented to the voters of their choice. It is tragic that the history of the United States, all of the lessons that we have learned from it, can be forgotten; that it is possible today for a Presidential candidate to wipe out from his mind the facts of the great depression, the facts of the great war, the facts of the space age and the automation revolution. This is a tragedy of the first order.

"I don't have to tell you, we have a fight on our hands. So our job isn't to stand here and to damn Barry Goldwater. Our job is to defeat him. And we will defeat him. But it is going to take more than talk. It is going to take more than enthusiastic applause to do it. We are going to have to get down to work. We are going to have to muster every resource we have—all of our manpower, all of our energy and more money than we ever dreamed that we could raise. We are going to have to work and we are going to have to organize. We're going to have to dedicate ourselves to a single goal: Victory on November 3rd. Then we can under the continued leadership of President Johnson keep on with the forward path, going ahead, going up, to new heights of social progress, to live up to the dream of the American labor movement.

"Our labor movement is an idealistic

movement. It was born that way; it has continued to live that way. It is also a practical movement; and we have the experience to know that only organized strength can bring ideas to reality.

"So let us now use that organized strength. Let us do it in a degree that we never realized that we could do it before, and let us go ahead. We have won a great many battles in our history. It is a glorious history of victories. We have a new battle now. We will win it.

"Thank you very much."

### Announcements

At this time there were a few additional announcements.

### Further Report of Resolutions Committee

Thomas A. Small, Chairman

**Resolution No. 223—Centers for Labor Research.**

"The subject matter of this resolution is concerned with the labor education program worked out between the University of California and the Federation pursuant to the directive of the last Convention of this Federation.

"The program has been submitted to and approved by the Executive Board of the Federation and is currently in full force and effect.

"Since this action has already been taken, your Committee therefore recommends that this resolution be filed."

The committee's recommendation was adopted.

### Policy Statement XI, Social Security, Section (a)

Organized labor pledges an unremitting fight to win a medical bill-of-rights for the aged through a full program of pre-paid health care for the aged under social security.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 30 — Support King-Anderson Medicare.**

**Resolution No. 46 — Support Medical Benefits Through Social Security.**

**Resolution No. 112—Health Care for Elder Citizens.**

### Resolution No. 219—Medicare.

"The subject matter of these resolutions is similar, namely, the question of Medicare.

"Your Committee recommends concurrence in Resolution 219 and further recommends that Resolutions 30, 46 and 112 be filed."

Jim Carbray, Steel Workers No. 2018; and George Johns, San Francisco Labor Council, spoke in support of the recommendation.

The committee's recommendation was adopted.

### COPE Booth

Secretary Pitts referred to COPE booth activities as follows:

"Mr. Chairman, you will recall yesterday Delegate Swan offered a motion to the Convention which I asked him to withdraw. This pertained to a collection of dollars in the Convention for purposes outlined by him. He cooperated very generously and did withdraw same.

"Later yesterday you saw in the outer lobby here towards the street a huge picture of an individual that I am sure the labor movement in this country is going to oppose. That was put there for a purpose. It was a part of the program that I mentioned when I asked Delegate Swan to withdraw his motion.

"Today we have staffed the COPE booth with a sufficient number of girls so that we can rapidly proceed through it on the recess at noon and do a purchasing job on the tickets and plaster them and pin them on the picture of the individual that we are going to send into oblivion in the same fashion that we cover his picture with these tickets today at noon and throughout the rest of the session at this Convention.

"If you have not seen the picture, it is a picture of the gentleman called Senator Goldwater.

"So I would urge upon you at noon-time to take heed of this suggestion. And I shall be happy to lead the procession myself and buy not singly but in bunches. I will buy them to put in the place that we need to cover up Mr. Goldwater and send him into political oblivion in our nation.

"Let's help the COPE cause in this fashion in the State of California so that we will have the funds necessary. Because each and every dollar that is put in, in this instance will remain within the

State of California for the purposes of the campaign in November or between now and November to aid our COPE cause in this State."

### Recess

President Gruhn then recessed the Convention until 2:00 p.m.

## AFTERNOON SESSION

The Convention was called to order by President Gruhn at 2:23 p.m.

### Further Report of Resolutions Committee

Thomas Small, Chairman

Chairman Small resumed:

**Resolution No. 257**—Sixty Now, Inc.

**Resolution No. 37**—Lower Retirement Age.

**Resolution No. 48**—Amend the Social Security Act.

**Resolution No. 57**—Lower Social Security Age.

**Resolution No. 234**—Increase Social Security Benefits.

"The subject matter of these resolutions is similar: namely, the eligibility for an amount of benefits under the Social Security Program.

"Your Committee recommends concurrence in Resolution No. 257, and further recommends that Resolutions 37, 48, 57 and 234 be filed."

The committee's recommendation was adopted.

### Policy Statement XI, Social Security, Section (b)

The low income level of OASDI beneficiaries warrants extensive improvements in benefit and coverage provisions, as well as adjustment of other inequities in the system, to be financed by increasing the taxable wage base from the \$4800 to \$10,000 annually, along with imposing whatever increases in the contribution rate are necessary.

The committee recommended concurrence.

The committee's recommendation was adopted.

### Policy Statement XI, Social Security, Section (c)

The California Labor Federation reaffirms its support nationally for comprehensive prepaid medical care legislation covering all Americans and dedicates itself to a quest for a state health care program as detailed in statements of policy adopted by previous conventions.

The committee recommended concurrence.

The committee's recommendation was adopted.

### Policy Statement XII, Social Welfare, Section (a)

The slow pace of progress toward reducing mass impoverishment and human misery must be greatly accelerated. The nature of welfare problems transcends state boundaries, and the cost of adequate corrective programs outstrips state and local resources. Therefore, the primary force that can make genuinely meaningful inroads on the poverty program is the federal government.

The committee recommended concurrence.

The committee's recommendation was adopted.

### Policy Statement XII, Social Welfare, Section (b)

We call for the comprehensive improvement of California's public assistance programs and an easing of the restrictions which deny them to so many persons.

The committee recommended concurrence.

The committee's recommendation was adopted.

### Policy Statement XII, Social Welfare, Section (c)

Organized labor pledges its continued fight against any unwarranted attacks that are aimed at the extension of AFDC to families where the unemployed father lives in the home.

The committee recommended concurrence.

The committee's recommendation was adopted.

### Statement of Policy XII, Social Welfare, Section (d)

California labor pledges its support to expansion of mental health programs in order to reduce the incidence of dependent poverty due to mental illness.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 110—Program to Eliminate Poverty.**

The committee recommended concurrence.

The committee's recommendation was adopted.

### **Presentation of the Federation's Fourteenth Annual Scholarship Awards**

At this time Secretary Pitts made the presentations of the Federation's Fourteenth Annual Scholarship awards, and spoke as follows:

"This year of 1964 marks the 14th year for the Federation's Scholarship Program. During each successive year, we have been gratified to experience a steady expansion of participation throughout the entire state. For this achievement we are deeply indebted to the high schools and the local labor movements for the splendid degree of cooperation this program has received.

"In this year's program, we offered eleven \$500 awards. The eleven winners, we are proud to say, number among the top graduating seniors of 1964.

"They were selected by an impartial committee of judges from a total of 657 participating students, who took the two-hour written examination that was administered by the cooperating high school authorities.

"The examination was designed to measure the student's knowledge of labor-management relations, the history of the labor movement, and organized labor's role in our complex industrial society.

"Under the rules of the Federation's competition, the winners may apply the \$500 award to any accredited college or university of their choice. No restrictions whatsoever are placed on the future course of study that they may decide to pursue.

"I am pleased to announce that eight of the eleven Scholarship Awards are being financed by affiliates of the Federation. The Los Angeles Building and Construction Trades Council has made two of these scholarships available, one of which is known as the Lloyd A. Mashburn Memorial Scholarship. The six other affiliate-financed Scholarships have been

made available by the California Legislative Board of the Brotherhood of Railroad Trainmen; the California State Council of Carpenters; the Carpenters Ladies' Auxiliary of the California State Council; the California State Council of Culinary Workers, Bartenders, Hotel and Motel Service Employees; the Los Angeles District Council of Carpenters; and finally, there is the Roderick McKenzie Scholarship Award sponsored by Painters Local No. 36 of Los Angeles, which is offered every other year.

"I might add at this time that we shall be pleased to add additional awards for any organization affiliated with the Federation that wants to join in sponsorship of the scholarship program.

"Now I would like to bring to this rostrum these students, who have been with us on the platform. Of course we generally get a little picture of them here, but first I would like to tell you a little bit about them, after which they generally respond to our Delegates at this convention."

### **Sandra Schmunk**

#### **Introduction**

Secretary Pitts continued:

"One of the winners, Sandra Schmunk, who lives at Vandenberg Air Force Base, is especially interested in working with mentally retarded children and plans to major in sociology or psychology at Westmont College in Santa Barbara to study toward that end. She enjoys sewing, reading and playing the organ, and teaches a Sunday School class at the Air Base, where she is active in the Protestant Youth Fellowship.

"Although her father is in the Air Force now, he was formerly a member of the Printing Pressman's Union and earlier had been a member of the Boilermakers Union in Portland, Oregon.

"Sandra graduated from the Lompoc High School in Lompoc. Sandra has received the Award of the Carpenters Ladies' Auxiliary of the State Council of Carpenters."

#### **Response**

Miss Schmunk responded as follows:

"Ladies and gentlemen, delegates and guests, I arrived in San Francisco Monday morning alive with anticipation for the coming experiences of this week. But I was weak in one thing, which I think that I have acquired now: responsibility.

"It didn't take me long to realize the great responsibility that the acceptance of this Award carries. Of course I have had many responsibilities—to my parents, to my school, to my church and my God, to my friends, but this is the first time in my life that I have ever had a responsibility to thousands of people that I don't even know and that I never will meet probably.

"You of the unions gave of yourselves to give to ten other students and myself something which we really cannot repay. But the only way that we know how to say 'thank you' is to study and do our best in college, to enable ourselves to make a contribution to our fellow human beings. This is the only way that I want to show you that I am worthy.

"Labor has always had a concern not only for the problems of labor but also for the problems of others, and this is just one more example of your unselfish concern.

"Thank you."

### **Brian R. Law**

#### **Introduction**

Secretary Pitts resumed:

"Next we have Brian R. Law, whose home is in Vacaville and who is a graduate of the Vacaville Union High School. He has been working during the summer at Basic Vegetables in Vacaville.

"Campus life won't be quite the novelty for Brian it will be probably for other winners, since he attended summer school at the University of Washington in 1962, and the University of California at Davis, where he took Freshman English last year. He plans to enroll at Davis this fall.

"Although he has a life membership in the California Scholarship Federation, he is also interested in athletics and played on the Vacaville High School tennis and basketball teams and enjoys swimming and sailing and has done a bit of surfing. He also served as a chemistry technical assistant.

"Brian has been granted the Award of the Los Angeles Building and Construction Trades Council."

#### **Response**

Mr. Law accepted as follows:

"Thank you, Mr. Pitts and also Mr. McMullen of the Los Angeles Building and Construction Trades Council.

"On June 5th, I can remember, I re-

ceived the good news that I was one of the eleven winners of the AFL-CIO State Scholarships. On that same day, I received \$500 from the management of Basic Vegetables. And I can only hope that next year management and labor will see eye-to-eye on the same issue!

"I also received a hundred dollars' Award from the Retail Clerks of Vallejo, who are represented today, Local 373.

"And I would like to thank Mr. McMullen and the Los Angeles Building and Construction Trades Council, who sponsored my \$500 Scholarship. And thank you all very much."

### **Denise Mallette**

#### **Introduction**

Secretary Pitts presented the next winner:

"Next we have Denise Mallette, who lives in Carmel and is spending the summer working in a San Francisco bank. She will enroll at the College of San Mateo this fall, but plans to transfer to Stanford.

"A life member of the national Honor Society, Denise attended San Joaquin Memorial High School from 1960 to 1963, and for her senior year transferred to Junipero Memorial High School in Monterey, where she edited the school literary magazine, 'The Net.' She served on the staff of the school paper and was active in the Mission Club. She was also active in the school band, the majorettes, and particularly enjoys snow skiing, swimming and tumbling."

#### **Response**

Miss Mallette answered in these words:

"Thank you, Mr. Pitts.

"Ladies and gentlemen, I am very proud to be standing here today to accept this scholarship, which will help me to further my education. However, you should be even prouder than I am today. You are enabling myself and the other scholarship winners to obtain such knowledge as will help me to take my place in society when I graduate. Through your aid in furthering the education of these scholarship winners, there will be people qualified to continue the work that you are doing and continue to improve society as a whole. You are also, of course, providing a certain amount of publicity to be directed to the labor movement by giving these scholarships. It is well that the public becomes aware

of the problems and the needs of the labor force in California. Through education and information, progress is made. I am sure that you are as proud to be furthering this progress as I am to be a part of it. I hope that I can justify your confidence.

"Thank you very much."

## Harriet Sternsher

### Introduction

Secretary Pitts made the following presentation:

"Harriet Sternsher, known to all as 'Cookie,' lives here in San Francisco. She expects to major in political science, with a strong minor in economics, at the University of California at Berkeley. She has been active in her Temple Youth Group, as well as in the YMCA, and a number of school organizations at Abraham Lincoln High School.

"During the summer 'Cookie' has been working at a camp in Saratoga. Among other awards, she has won the PTA Scholarship of her school; is a life member and seal bearer of the California Scholarship Federation; holds a degree of honor in the National Forensic League; and was a semi-finalist from California in the National Merit Scholarship competition.

"Her father, Nathan Sternsher, has been a member of the Teamsters Union Local 265 since 1931. 'Cookie' has been awarded the scholarship sponsored by the Painters District Council No. 36 of Los Angeles, which is known as the Roderick McKenzie Scholarship Award."

### Response

Miss Sternsher then addressed the delegates:

"Ladies and gentlemen, it is with great pleasure that I accept this scholarship. I realize that I am now embarking upon a career in college, and this will be a long one and it will be a long, hard pull; and with your help in supplying a scholarship for me, it will be that much easier for me to study and some day to be able to benefit humanity in some small way.

"I hope to teach, possibly political science, international economics, at a university or junior college. I hope in this way to be able to educate others who can go out and crusade for those fields that they feel are right, the things that they wish to help with forever.

"It is for this reason that I am very

happy that the Painters District Council No. 36 of Los Angeles has been able to donate this money that is going to help me through college.

"I would like to thank you very much for allowing me to be here."

## Sheba S. Solomon

### Introduction

Secretary Pitts continued:

"Next, Sheba S. Solomon, who lives in Los Altos and is a graduate of Homestead High School of Sunnyvale.

"Miss Solomon is a California Scholarship Federation member and has been elected to the National Honor Society. She is deeply interested in national and international affairs and plans to major in Far Eastern languages at the University of California at Berkeley next fall.

"No contestant in the last few years has equalled Sheba's solid labor heritage. Her father, Herman, is President of Boilermakers and Iron Shipbuilders Local No. 6, AFL-CIO, and a Delegate to the Santa Clara Building Trades Council. Her mother is a member of Office Employees Local 289 and a Delegate to the Santa Clara Central Labor Council. And her brother is an apprentice member of IBEW Local 332.

"Consistent with this heritage, Sheba wrote to us weeks ago to indicate that she is specially interested in attending the convention because she feels 'that the need to combat the menace to labor represented by the Goldwater primary victory requires that each one of us take informed counsel with another.'

"Sheba has been allocated the Award of the California Legislative Board of the Brotherhood of Railroad Trainmen."

### Response

Miss Solomon addressed the delegates in these words:

"Mr. Chairman, Secretary Pitts, Delegates and Fellow Students:

"The pleasure and pride that I feel today in receiving this Award stem not only from the knowledge that this scholarship will help me in my studies at the University of California at Berkeley this fall, but also because I am especially sensitive to the fact that it is the hard-won contributions from people such as the members of the California Legislative Board of the Brotherhood of Railroad Trainmen that have made my scholarship possible.

"Keeping abreast of the latest news in the labor press particularly is one way in which I can and will demonstrate my appreciation. You can be assured that I will never cross a union picket line nor enter a store under a boycott, and I will definitely look for that union label.

"My interest in national and international affairs stems from the realization that whatever happens in this convention, in the coming presidential election, and in this area will be a powerful force in shaping my future. With the reactionary standard bearer, Au H2O, threatening all the hard-won gains that the men and women of labor have struggled for, threatening the forward progress of civil rights, threatening the future of this young generation and perhaps even the future of this planet, it is especially important for the labor movement to exert its powerful influence to overcome the measures and the man that are aimed at our defeat.

"But the Labor movement and civil rights need not regress as long as united we stand to defeat such measures as Proposition 14 and Proposition 17 and united we stand to elect LBJ to the White House this November.

"Thank you."

### **Lynnette Price**

#### **Introduction**

Secretary Pitts resumed his introductions:

"Now, delegates, we have Lynette Price, who lives in Oakland, enjoys music and modern dance and was a violinist in the Castlemont High School orchestra. She has not yet determined which college she plans to attend, but was delighted at winning the scholarship because she said it will greatly help her obtain a higher education.

"Lynette has been awarded a scholarship sponsored by the California State Council of Carpenters."

#### **Response**

Miss Price spoke in these words:

"Mr. Chairman and Delegates:

"I was very happy and surprised when I learned that I had won a labor scholarship. The novelty of that moment has never worn off. At this very minute it seems that it never really happened, for it was just yesterday that I read a notice which mentioned two scholarships—one involving an electronics essay and an-

other one an examination on labor. I would have passed up both if I had not been so interested in the section on labor unions in my United States history course. How truly thankful I am that I studied it.

"At this time I would like to express my gratitude for the scholarship and to say that the convention has been an invaluable experience.

"Thank you."

### **Suzanne Crane**

#### **Introduction**

Secretary Pitts then made the following presentation:

"Suzanne Crane, who lives in San Pedro, has set her sights on becoming a legal secretary. She likes all kinds of sports, drama, dancing and music. One of her principal hobbies is sewing, and we understand she has been very successful in making not only all of her own clothing but some of her mother's as well.

"Suzanne graduated from San Pedro High School. She has been allocated the Award of the Los Angeles County District Council of Carpenters."

#### **Response**

Miss Crane accepted as follows:

"Mr. Pitts, Mr. McCulloch, delegates and guests:

"I would like to express my sincerest thanks and appreciation for your generosity, not only for the scholarship but for your wonderful hospitality.

"I appreciate, too, the marvelous opportunity I have had to learn more about labor unions and their policies through study for my test and by attending this convention. All of this has been a wonderful experience for me—one I will always remember.

"I have thoroughly enjoyed meeting the other winners. They really have been a lot of fun. The opportunity to meet people and to make new friends is always welcomed.

"In all sincerity this scholarship means so much to me. It seems like this is the sort of thing that 'always happens to the other guy.'

"Thank you for letting it happen to me."

### **Elinor Davis**

#### **Introduction**

Secretary Pitts presented the next winner:



"Elinor Davis, whose home is in Fullerton, is currently mulling over the prospects of becoming a member of the Peace Corps. She enjoys traveling, swimming, and rock collecting; and is deeply interested in art, drama, and creative writing.

"During the summer, she is working as an enumerator for the Fullerton City Directory; but this fall, she plans to attend San Francisco State College, to major in either sociology or anthropology. She is a graduate of Fullerton Union High School.

"Elinor has been allocated the award of the California State Council of Culinary Workers, Bartenders and Hotel and Motel Service Employees."

### Response

Miss Davis thus answered:

"Mr. Chairman, Mr. Secretary, delegates, fellow students and guests:

"There are two feelings which I would like to convey to you today. Firstly, I am very grateful for the opportunity to attend this Convention and personally thank you delegates—and indirectly all of the California Labor Federation members whom you represent—for making this award available to California high school students.

"The site and timing of this Convention are particularly meaningful to me, since it was just a year ago this summer that I first visited San Francisco, fell in love with this city and decided I wanted to attend the college here. This fall, I shall enter San Francisco State College, where your financial assistance will prove very helpful indeed.

"Secondly, I am honored and pleased to accept this scholarship from an organization which has consistently fought for the humanitarian and equalitarian aims, which this country has striven to stand for since its founding.

"In studying for the scholarship examination, I gained new knowledge of and respect for the efforts of the AFL-CIO, and similar organizations before it, for the efforts you have made to advance the traditions and standard of living for all Americans—and especially in the realm of free public education for everyone. All citizens, whether labor union members or not, can truly benefit from these efforts.

"Again, thank you very much for the honor of this award and for the chance to attend a Convention, which has proven

a very educational and enjoyable experience for me. Thank you very much."

### Ronnie Sutter

#### Introduction

Secretary Pitts continued:

"Next, Ronnie Sutter, who lives in Monterey, and is working part time this summer as a bookkeeper and dishwasher, but plans to attend the University of Santa Clara next fall.

"At Junipero Memorial High School, he scored straight A's in religion, history and Latin.

"Ronnie's award is sponsored by the Los Angeles Building and Construction Trades Council, and is known as the 'Lloyd A. Mashburn Memorial Scholarship'."

### Response

Mr. Sutter then addressed the Convention:

"Mr. President, Ladies and Gentlemen: I must admit right now that I've forgotten a great deal of what I studied in preparation for this test. I don't remember the five major problems which faced labor unions before or after the Civil War—but this really isn't important.

"What is important is that after studying labor unions carefully, I became firmly convinced and am still convinced that they have really performed a very valuable service, not only for the labor of this country, but for this country as a whole.

"I am impressed by the fact that labor unions have always been characterized by very lofty and very humanitarian ideals. This, I feel, is the most important knowledge that I have attained from studying labor unions.

"I would like to take this opportunity to thank you all for inviting me to this Convention, and I particularly want to thank the Los Angeles Building and Construction Trades Council for making this scholarship possible. Thank you."

### Thomas W. High

Secretary Pitts resumed:

"Now, we have an absentee. Due to the fact that he is spending the summer in Alaska, our youngest winner, Thomas W. High of Oakland, is not with us today. This young man was co-editor of the Oakland High School Newspaper and received an award from the National Forensic

League in recognition of his capabilities as a debater.

"He has also won awards from the Lions Club, the National Conference of Christians and Jews, the American Association for the United Nations and other groups. He is the founder of the Alameda County Teen-Age Republicans. Already the recipient of a scholarship to the University of California, Mr. High now has his eye on a law degree from Boalt Hall.

"Unfortunately, as I related, he is not with us today.

### **Jack Radey**

"Another absentee. The next one would be Jack Radey, whose home is in Merced. He is in Seattle, and he has not been able to return to attend our Convention.

"He is a graduate of Merced High School. His principal interest is in economics, history and political science; and he plans to attend the University of California at Berkeley. He plays both the guitar and the banjo and has a deep interest in folklore as well as in classical music. His mother is a former member of a former CIO Union.

### **Letter of Appreciation**

"In expressing his reluctance over not being able to attend, Mr. Radey wrote to us as follows:

"President Gruhn, Secretary-Treasurer Pitts, guests and delegates:

"Through the long and devoted efforts of your organization to further the education and broaden the horizons of American youth, I have been honored to be chosen as one of the recipients of the California Labor Federation's Annual Scholarship Program. I wish to offer my sincerest feelings of gratitude to each and every one of you. I will strive earnestly to prove myself worthy of the confidence you have placed in me.

"Thank you once more.

"Sincerely,

"Jack Radey, Merced, California."

### **Good Wishes to Winners**

Secretary Pitts concluded:

"Delegates, I think that you will all agree that our scholarship award winners in 1964 are indeed a very outstanding group of students. This certainly has been demonstrated to all of us by the quality of the response that they have made at this platform to you today.

"I am sure I speak for everyone in this Convention Hall in saying that we wish them well, and in expressing our gratitude for their having participated in the contest. We are grateful also that nine of them were able to join us in this Convention, to get a first-hand inside look as to how the labor movement functions. I feel certain that they will all agree that their experience of this week will constitute an education which is not attainable in any of our educational institutions.

"To all of you who have come here to accept these awards, let me again convey the heartfelt wishes of the Delegates for the greatest success in your educational endeavors. We feel confident that you will make the most of your educational opportunity and go on to make a really meaningful contribution to American society. Thank you very much."

### **Further Report of Resolutions Committee**

**Thomas A. Small, Chairman**

Chairman Small continued:

#### **Policy Statement XIII, Foreign Policy**

The California Labor Federation affirms its belief that human freedom will triumph over Communism and every other tyranny, if our national economy is healthy, our democracy ever more expansive to provide equal opportunity for all our citizens regardless of their skin color, religion or place of origin; and our military posture is strong enough to assure respect and security for our country. A united, strong and vigilant American democracy dedicated to peace, freedom and equal rights will provide the idealism, the determination and the inspiring leadership to hasten the day when the world will be free from the perils of war, tyranny and poverty.

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Policy Statement XIV, Water Resources Development**

The only apparent effective solution to California's water and power development problems lies in a coordinated basin-wide approach within the framework of a United Western Water Development Plan, which labor supports. The full application of anti-monopoly protections in the distribution of water and power benefits is es-

sential to preclude unjust enrichment of the few and enhancement of the economic and political power of giant landholders who feed on poverty and mock our concepts of social and economic justice.

The committee recommended concurrence.

The committee's recommendation was adopted.

### **Ballot Propositions**

#### **Proposition No. 1—\$150 Million Beach, Park, Recreational and Historical Facilities Bond Issue**

##### **Recommendation: Vote YES**

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Proposition No. 2—\$380 Million Construction Bond Issue**

##### **Recommendation: Vote YES**

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Proposition No. 3—\$260 Million School Building Aid Bond Issue**

##### **Recommendation: Vote YES**

The committee recommended concurrence.

The committee's recommendation was adopted.

#### **Proposition No. 4—Property Tax Exemption for Veterans**

##### **No Recommendation**

The committee recommended concurrence.

The committee's recommendation was adopted.

### **Final Report of the Credentials Committee**

#### **James F. Blackburn, Chairman**

Chairman Blackburn presented the final report of the Committee. See completed Roll of Delegates.

Chairman Blackburn moved that the Committee's report as a whole be adopted. Motion was seconded and carried.

Chairman Blackburn extended thanks as follows:

"As Chairman of the Committee, I wish

to thank the following Committee members and members of the Federation staff for the work in preparing and expediting these credentials. The Committee: Andy Ahern, Gunnar Benonys, G. J. Conway, Claude Cox, Virginia Davis, Lowell Fowler, Wayne J. Hull, Henry Lucas, Manuel Lopez, Phyllis Mitchell, Paul O'Bryant, Pat Sanders, Anthony Scardaci, Ed Wilson, Hartley L. Weingartner; and I want Edna Waugh, who is on the Committee but who is ill in the hospital, recognized, please. Also, Charles Hines, Jr., Katherine Giblen, Dorothy Polletta, Rose Doyle, from the office of the Labor Federation; the President, the Secretary, and the Executive Officers. Thank you very much."

President Gruhn spoke in a similar vein:

"I wish to express our deep appreciation for the work of this Committee, and also of its Chairman, Jimmy Blackburn, who is one of the oldtimers in our labor movement here in the State of California; and he is still in there pitching and doing a real good job in handling this difficult job of getting all the credentials worked out, getting all the delegates seated properly. And I think he has done a wonderful job.

"Jimmy, we appreciate it very much.

"And the Committee is dismissed with a vote of thanks."

### **Nomination of Officers**

The Convention then proceeded to the nomination of officers, as follows:

#### **President**

Albin J. Gruhn, Hod Carriers and Laborers No. 181, Eureka, was nominated by Charles Robinson, Northern California District Council of Laborers.

The nomination was seconded by Harry W. Hansen, Machinists No. 540 Eureka; Leonard Cahill, Lumber and Sawmill Workers, Redwood District Council, Eureka.

#### **Secretary-Treasurer**

Thos. L. Pitts, Culinary Workers, Bartenders and Hotel Service Workers Joint Executive Board, Long Beach, was nominated by C. R. Bartalini, Bay Counties District Council of Carpenters, San Francisco.

The nomination was seconded by George Chandler, Screen Actors Guild, Hollywood; Max Osslo, Butchers Local 229, San Diego; and Tom W. Anderson,

Dining Car Cooks and Waiters, Local 456, Oakland.

Charles W. Walker, Electrical Workers No. 11, Los Angeles, was nominated by Merritt Snyder, International Brotherhood of Electrical Workers, Local 1969, Redwood City.

The nomination was seconded by Leonard Levy, Amalgamated Clothing Workers of America No. 55D, Los Angeles; Ben Scott, Retail Clerks No. 905, Los Angeles Harbor Area; Henry L. Lacayo, UAW Local 887, Los Angeles; and George M. Garland, Transport Workers, Air Transport Division, Local 502, El Segundo.

#### General Vice President

Manuel Dias, Auto Workers No. 76, Oakland, was nominated by Ray Andrada, United Auto Workers Local 76, Oakland.

The nomination was seconded by C. L. Dellums, Sleeping Car Porters, Oakland.

#### Geographical Vice Presidents

##### District No. 1

Max J. Osslo, Butchers No. 229, San Diego, was nominated by R. R. Richardson, San Diego Central Labor Council.

The nomination was seconded by Everett Matzen, Butchers No. 364, Santa Rosa, and Armon Henderson, San Diego District Council of Carpenters.

##### District No. 2

M. R. Callahan, Culinary Wkrs. State Council, Long Beach, was nominated by James Blackburn, Painters No. 256, Long Beach.

The nomination was seconded by Peter J. Remmel, Central Labor Council of Orange County, Santa Ana, and Frank Darby, Santa Barbara Building and Construction Trades Council.

##### District No. 3-A

William Sidell, Cabinet-Makers & Millmen No. 721, Los Angeles, was nominated by J. J. Christian, Los Angeles Bldg. & Trades Council.

The nomination was seconded by Anthony Ramos, State Council of Carpenters, San Francisco.

##### District No. 3-B

Pat Somerset, Screen Actors Guild, Hollywood, was nominated by Charles (Pop) Kennedy, Musicians No. 6, San Francisco.

The nomination was seconded by Bill Sutherland, State Theatrical Federation.

##### District No. 3-C

Webb Green, Electrical Workers No. 11, Los Angeles, was nominated by Herman Leavitt, Bartenders No. 284, Los Angeles.

The nomination was seconded by Steve Harrington, Electrical Workers No. 11, Los Angeles.

##### District No. 3-D

W. J. Bassett, Mailers No. 9, Los Angeles, was nominated by Morris Weisberger, Sailors Union of the Pacific, San Francisco.

The nomination was seconded by Harvey Lundschen, Miscellaneous Empls. No. 440, Los Angeles; George Johns, San Francisco Central Labor Council; William W. Jordan, Marine Firemen, San Francisco; and Charles B. Hughes, Typographical No. 174, Los Angeles.

##### District No. 3-E

J. J. Christian, Bldg. & Constr. Trades Council, Los Angeles, was nominated by William Sidell, Cabinet Makers & Millmen, No. 721, Los Angeles.

The nomination was seconded by Ralph McMullen, Los Angeles Bldg. Trades Council.

##### District No. 3-F

James L. Smith, Laborers No. 1184, Riverside, was nominated by Burnell Phillips, Central Labor Council, Riverside.

The nomination was seconded by Vada Perrigo, Culinary Wkrs. No. 535, Riverside.

##### District No. 4

Gordon A. McCulloch, Los Angeles District Council of Carpenters, was nominated by William Sidell, Cabinet-Makers & Millmen No. 721, Los Angeles.

The nomination was seconded by Ben Scott, Retail Clerks No. 905, San Pedro and Mary Olson Moran, Hotel, Rest. & Motel Empls. No. 512, San Pedro.

##### District No. 5

Wilbur Fillippini, Sheet Metal Wkrs. No. 273, Santa Barbara, was nominated by Ronald Benner, Lathers No. 460, Ventura.

The nomination was seconded by Al Whorley, Culinary Wkrs. & Bartenders No. 498, Santa Barbara.

**District No. 6**

H. D. Lackey, Kern Co. Bldg. & Constr. Trades Council, Bakersfield, was nominated by Lowell E. Fowler, Kern & Mono Cos. Central Labor Council, Bakersfield.

The nomination was seconded by Paul J. Jones, Kern & Mono Cos. Central Labor Council.

**District No. 7**

C. Al Green, Plasterers & Cement Masons No. 429, Modesto, was nominated by William O'Rear, Central Labor Council, Fresno.

The nomination was seconded by Henry Hansen, Central Labor Council, San Joaquin Co., Stockton; and Norman Smith, AWOC, Stockton.

**District No. 8**

Thomas A. Small, Bartenders & Culinary Wkrs. No. 340, San Mateo, was nominated by William O. Royalty, Bartenders & Culinary Wkrs. No. 340, San Mateo.

The nomination was seconded by M. R. Callahan, State Council of Culinary Wkrs., Bartenders, Hotel & Motel Serv. Empls., Long Beach; and John W. Merritt, Culinary Wkrs. & Bartenders No. 814, Santa Monica.

**District No. 9-A**

Morris Weisberger, Sailors Union of the Pacific, San Francisco, was nominated by William Jordan, Marine Firemen, San Francisco.

The nomination was seconded by Joe Goren, Marine Cooks & Stewards, San Francisco.

**District No. 9-B**

Arthur Dougherty, Bartenders No. 41, San Francisco, was nominated by C. T. McDonough, Cooks No. 44, San Francisco.

The nomination was seconded by Joseph Buckley, Bartenders No. 41, San Francisco, and Jos. Belardi, Jt. Exec. Bd. of Culinary Wkrs. & Bartenders, San Francisco.

**District No. 9-C**

Chris Almadio, Machinists No. 1327, San Francisco, was nominated by Phyllis Mitchell, Office & Professional Empls. No. 3, San Francisco.

The nomination was seconded by Pete Taylor, Welders No. 1330, San Francisco.

**District No. 9-D**

W. G. Dowd, State Conf. of Op. Engi-

neers, San Francisco, was nominated by J. J. Twombly, State Conf. of Op. Engineers, San Francisco.

The nomination was seconded by Paul Edgecombe, Op. Engineers No. 3, San Francisco, and Fred L. Martin, Automotive Machinists No. 1305, San Francisco.

**District No. 10-A**

Robert S. Ash, Alameda County Central Labor Council, Oakland, was nominated by Leslie Moore, Auto and Ship Painters No. 1176, Oakland.

The nomination was seconded by T. W. Anderson, Dining Car Employees No. 456, Oakland, and Joe Angelo, United Steel Workers of America, No. 1440, Oakland.

**District No. 10-B**

Paul L. Jones, Construction and General Laborers No. 304, Oakland, was nominated by Jay Johnson, Construction and General Laborers, No. 304, Oakland.

The nomination was seconded by Lamar Childers, Alameda County Building Trades Council, Oakland.

**District No. 11**

Howard Reed, Contra Costa County Building and Construction Trades Council, Martinez, was nominated by Melvin H. Roots, Plasterers No. 112, Oakland.

The nomination was seconded by L. L. Laux, Operating Engineers No. 3, San Francisco, and Hugh Caudel, Contra Costa Central Labor Council, Martinez.

**District No. 12**

Stanley Lathen, Retail Clerks No. 373, Vallejo, was nominated by Lowell Nelson, Solano County Building and Construction Trades Council, Vallejo.

The nomination was seconded by Everett Matzen, Butchers Union No. 364, Santa Rosa, and Hugh Cassidy, Marin Central Labor Council, San Rafael.

**District No. 13**

Harry Finks, Central Labor Council, Sacramento, was nominated by Kenneth D. Severit, Fire Fighters No. 522, Sacramento.

The nomination was seconded by Percy Ball, Laborers No. 185, Sacramento.

**District No. 14**

Harry W. Hansen, Machinists No. 540, Eureka, was nominated by George Faville, Central Labor Council, Eureka.

The nomination was seconded by Cullen

Barnett, Lumber and Sawmill Workers, No. 2808, Arcata.

#### **District No. 15**

Hugh Allen, 5-Counties Central Labor Council, Redding, was nominated by Nick Cordil, State Council of Lumber & Sawmill Wkrs., San Francisco.

The nomination was seconded by Robert Koenig, Retail Clerks No. 1364, Redding.

#### **Vice Presidents at Large**

#### **Office A**

Charles J. Smith, Steelworkers No. 2018, Bell, was nominated by Joseph Angelo, Steel Workers No. 1440, Pittsburg.

The nomination was seconded by Paul Shepherd, Steel Workers No. 1502, Monterey Park.

#### **Office B**

DeWitt Stone, Auto Workers No. 509, Maywood, was nominated by Herbert H. Wilson, Rubber Wkrs. No. 44, Los Angeles.

The nomination was seconded by Edward T. Shedlock, Utility Wkrs. No. 283, South Gate.

#### **Office C**

Edward T. Shedlock, Utility Workers Local 132, Los Angeles, was nominated by Herbert Wilson, Rubber Workers Local No. 44, Los Angeles.

The nomination was seconded by Fred Fletcher, Newspaper Guild No. 52, San Francisco.

#### **Office D**

Herbert Wilson, Rubber Workers No. 44, Los Angeles, was nominated by Betty Lunceford, Rubber Workers No. 100, South Gate.

The nomination was seconded by Edward T. Shedlock, Utility Workers No. 283, South Gate.

#### **Office E**

Jerome Posner, Southern California Joint Board, Amalgamated Clothing Workers, Los Angeles, was nominated by Leonard Levy, Amalgamated Clothing Workers of America No. 55D, Los Angeles.

The nomination was seconded by Claude Cox, Amalgamated Retail Employees Union No. 55D, Los Angeles.

#### **Office F**

E. A. King, Communication Workers

No. 9590, Los Angeles, was nominated by Edward T. Shedlock, Utility Workers No. 283, South Gate.

The nomination was seconded by James Smith, International Hod Carriers and Common Laborers, Riverside.

#### **Office G**

E. P. O'Malley, Oil, Chemical and Atomic Workers No. 128, Long Beach, was nominated by E. A. King, Communication Workers No. 9590, Los Angeles.

The nomination was seconded by Hugh Allen, Five County Central Labor Union, Redding.

#### **Office H**

Fred D. Fletcher, Newspaper Guild No. 52, San Francisco, was nominated by Loel E. Schrader, Newspaper Guild No. 69, Los Angeles.

The nomination was seconded by Donald H. Abrams, Typographical Union No. 21, San Francisco.

#### **Office I**

G. J. Conway, Steelworkers No. 3941, Bell, was nominated by J. J. Christian, Los Angeles Building and Construction Trades Council, Los Angeles.

The nomination was seconded by Thomas Consiglio, Steel Workers No. 1981, Maywood.

### **Nomination for Convention City, 1966**

San Diego was nominated for Convention City of 1966 by R. R. Richardson, San Diego County Labor Council.

The nomination was seconded by Walter R. Jameson, Cab Drivers No. 3025, San Diego.

### **White Ballot**

A motion was made by the Secretary, and duly seconded, that in each instance where there was no opposition the Secretary cast a white ballot for the unanimous vote of the Convention, determining the election of officers and selection of Convention City.

The motion carried, and the Secretary cast the ballot.

All the following officers nominated, without opposition, were declared elected:

President, Albin J. Gruhn

General Vice President: Manuel Dias

Geographical Vice Presidents:

District No. 1, Max J. Osslo

District No. 2, M. R. Callahan  
 District No. 3A, William Sidell  
 District No. 3B, Pat Somerset  
 District No. 3C, Webb Green  
 District No. 3D, W. J. Bassett  
 District No. 3E, J. J. Christian  
 District No. 3F, James L. Smith  
 District No. 4, Gordon A. McCulloch  
 District No. 5, Wilbur Fillippini  
 District No. 6, H. D. Lackey  
 District No. 7, C. A. Green  
 District No. 8, Thomas A. Small  
 District No. 9A, Morris Weisberger  
 District No. 9B, Arthur F. Dougherty  
 District No. 9C, Chris Amadio  
 District No. 9D, W. G. Dowd  
 District No. 10A, Robert S. Ash  
 District No. 10B, Paul L. Jones  
 District No. 11, Howard Reed  
 District No. 12, Stanley Lathen  
 District No. 13, Harry Finks  
 District No. 14, Harry W. Hansen  
 District No. 15, Hugh Allen

**Vice Presidents at Large:**

Office A, Charles J. Smith  
 Office B, DeWitt Stone  
 Office C, Edward T. Shedlock  
 Office D, Herbert Wilson  
 Office E, Jerome Posner  
 Office F, E. A. King  
 Office G, E. P. O'Malley  
 Office H, Fred Fletcher  
 Office I, G. J. Conway

**Election Board Appointed**

In accordance with the Constitution, and the requirement of an election board,

the Chairman named the following to the election board:

James Blackburn, Chairman and Supervisor from Painters No. 256, Long Beach; Elizabeth Kelley, Waitresses No. 48, San Francisco, Supervisor; Joe Angelo, United Steelworkers, Oakland, Supervisor; William P. Sutherland, California Theatrical Federation; Charles "Pop" Kennedy, Musicians No. 6, San Francisco; Gunnar Benonys, Carpenters No. 36, Oakland; Charles Benton, Construction and General Laborers No. 389, San Mateo; Robert Renner, Fire Fighters No. 1229, Stockton; Claude Jinkerson, Retail Grocery Clerks No. 648, San Francisco; Phyllis Mitchell, Office Employees No. 3, San Francisco; William Reedy, Electrical Workers No. 6, San Francisco; and Anthony Scardaci, Furniture Workers No. 262, San Francisco.

On a motion, duly seconded, the Convention voted approval of the election board, as announced.

**1966 Convention City**

On a motion, duly seconded, and carried, the Secretary also cast a white ballot for San Diego as the Convention City for 1966.

**Adjournment**

The Convention then recessed until 9:30 a.m. Thursday morning, August 20, 1964.

## FOURTH DAY

Thursday, August 20, 1964

## MORNING SESSION

The Convention was called to order by President Gruhn at 9:47 a.m.

**Invocation**

**Reverend D. Elmer McLaughlin**

**Pastor, St. Cyprian's Episcopal Parish,  
San Francisco**

The Chairman presented the Reverend D. Elmer McLaughlin, Pastor of St. Cyprian's Episcopal Parish, San Francisco, who delivered the invocation.

"Almighty and Eternal God, we thank Thee for Thy loving kindness to all men, both for Thy providence and for Thy mercy. We thank Thee for the intelligent, persistent protests made by pioneers and by others from the ranks of labor against historic conditions, unwholesome for those who toil long hours for unfair wages.

"We thank Thee for the victories won for the more equitable sharing of profits by all who contribute substantially in producing goods and rendering services. We thank Thee for the enlightenment and humanitarianism of management and legislators for contributions made by working to improve conditions for those who help produce the wealth of our economy.

"We express our gratitude for the wholesome and salutary benefits to the families of this nation and the advantages derived therefrom. And we are also mindful that there are yet many who labor under disadvantages and for unjust and inadequate conditions. We pray that protests shall not cease by those who work until all inequities and wrongs are corrected.

"We also beseech Thee, O Lord, that in the victories won by labor, its membership and members may become increasingly sensitive to its responsibilities to each member and to our nation. Wherever and whenever are found dishonesty, selfishness, discrimination based on biased attitudes against individuals or groups, we pray that men may have the courage and justice to oppose and eliminate them; and that everyone shall be measured and judged in respect to his capabilities and by no other consideration.

"May employers, local and national gov-

ernments of this nation become not insensitive to problems created by the vastness of automation and its unwholesome effects on labor and our national and local economy.

"And finally, O Father, grant unto organized labor whatever is needed in knowledge, in wisdom and vision to operate effectively for the welfare of its members and this nation, and for the poor and hungry in this and in other lands. Whenever labor is in error, give wisdom, O Father, and a sense of justice to purge itself of whatever does not include all members in its victories.

"We pray that its leaders may never lose the spirit of fair and just protest, but may this be done always in fairness, in compassion, in the spirit of unselfishness and in consideration for those outside labor unions, and for social justice and good will for all people and for the good of this nation.

"And finally, O Father, may we, whether in prosperity or in reverses, never turn from Thee. May we never forget Thee. For in our trust, in our hope and in our confidence lies our strength. And grant that the strength of this nation, made so by those who contribute to its power, may glorify Thee by the strength that it has.

"We ask this in Thy name. Amen."

### **Further Report of the Resolutions Committee**

**Thomas Small, Chairman**

Chairman Small reported for the Resolutions Committee.

### **Ballot Propositions (continued)**

**Proposition No. 5—Property Tax Exemptions for Widows of Veterans**

**Recommendation: Vote YES**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Proposition No. 6—Retaliatory Tax of Insurance Companies**

**Recommendation: No recommendation**



The committee recommended concurrence.

The committee's recommendation was adopted.

**Proposition No. 7 — Investing Retirement Funds in Corporation Stock**

**Recommendation: Vote YES**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Proposition No. 8—Reelection of Superior Court Judges in Counties with Population Exceeding 700,000**

**Recommendation: Vote YES**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Proposition No. 9—County Supervisorial District Boundaries**

**Recommendation: Vote YES**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Proposition No. 10 — Disposition of School Land Fund Revenues**

**Recommendation: Vote YES**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Proposition No. 11 — Municipal Contracts with Counties**

**Recommendation: Vote YES**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Proposition No. 12—Property Tax Relief in Disaster Areas**

**Recommendation: Vote YES**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Proposition No. 13—Safeguard Against Misuse of the California Constitution**

**Recommendation: Vote YES**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Proposition No. 14—Sales and Rentals of Residential Real Property**

**Recommendation: Vote NO**

**Resolution No. 49—Defeat Proposition No. 14.**

**Resolution No. 107—Oppose Proposition No. 14.**

**Resolution No. 115—Defeat Proposition No. 14.**

**Resolution No. 122—Oppose Proposition No. 14.**

**Resolution No. 160—Oppose Proposition 14.**

**Resolution No. 206—Uphold Rumford Act.**

"The subject matter of both the recommendation on the Ballot Proposition 14 and each of the resolutions is concerned with the opposition to Proposition 14 and the recommendation of a 'Vote NO.'

"The Committee recommends concurrence in the recommendation and in Resolution 122, and further recommends that Resolutions 49, 107, 115, 160 and 206 be filed."

The following spoke in favor of the committee's recommendation: Louis Cicconi, Automobile Wkrs. No. 216, South Gate; Leonard Levy, Amalgamated Clothing Wkrs., Los Angeles; Henry L. Clarke, Contra Costa Co. Empls. No. 1675, Martinez; John Despol, Steelworkers No. 2018, Bell; Secretary Thos. L. Pitts; Anthony Montoya, Boilermakers No. 6, San Francisco; William Eddy, Carpenters No. 2078, Vista; Enrique Garcia, Chemical Wkrs. No. 40, Wilmington; John Merida, AFSCME No. 377, Daly City; C. L. Dellums, Sleeping Car Porters, Oakland; and Steve Edney, Cannery Workers, Los Angeles.

At this point, it was moved, seconded, and carried, that debate be cut off.

The committee's recommendation was adopted.

**Motion to Contribute to Fair Practices Committee**

At this time, Paul Shepherd, Steel Workers No. 1502, Monterey Park, presented the following motion:

"I move that, in support of the effort to defeat Proposition 14, the California Labor Federation promptly contribute \$15,000 to the California Fair Practices Committee to help it wage and continue

its fight against Proposition 14; and that this direct financial contribution be in addition to the present efforts of the California Labor Federation to defeat the infamous Proposition 14."

The motion, presented in written form, was duly seconded.

Delegate Shepherd spoke in support of his motion. The following spoke in opposition: Secretary Thos. L. Pitts and Thomas A. Small, Bartenders & Culinary Wkrs. No. 340, San Mateo.

Robert Ash, Central Labor Council, Oakland, then moved that the matter be referred to the incoming Executive Council. Motion was seconded. John Despol, Steelworkers No. 2018, Bell; and Peter Remmel, Central Labor Council, Orange County, spoke in opposition to the referral motion.

The motion to refer the original motion to the incoming Executive Committee was passed.

### **Further Report of Resolutions Committee**

**Thomas A. Small, Chairman**

#### **Proposition No. 15—Television Programs Initiative**

##### **No Recommendation**

#### **Resolution No. 148—Free Enterprise and Proposition 15.**

"The subject matter of this recommendation, as well as Resolution No. 148, is concerned with the so-called TV Programs Initiative. The Resolved in No. 148 is 'That the Fifth Convention of the California Labor Federation, AFL-CIO, go on record as affirming its support of America's free enterprise system. However, recognizing that some of its member unions favor all forms of paid television and others oppose television except in the theatres, let it adopt no recommendation for or against Proposition 15.'

"Your Committee recommends concurrence in the recommendation of no recom-

mendation; and also concurrence in Resolution No. 148, and I move the adoption of the Committee's report."

Rex Kennedy, State Empls. No. 411, Sacramento, and Claude Fernandez, Retail Clerks No. 428, San Jose; spoke against the motion.

The Chairman then announced that he would have to interrupt debate, as the Constitution required that the Convention now proceed, not later than 11:00 a.m., with the business of election of officers.

### **Election of Officers**

There were short announcements, principally in connection with the election.

Then Secretary Pitts explained the election procedure in detail.

The Secretary then announced that one Election Board member was confronted with an emergency, and that Spencer Wiley, Auto Wkrs. No. 509, Los Angeles, had therefore been appointed to replace Charles "Pop" Kennedy. On motion, the Convention approved the appointment.

Balloting by roll call thereupon proceeded, without recess, until completion.

Secretary Pitts announced that because of the problem of having no light in the Civic Auditorium after 5:30 p.m., it had been arranged, with the agreement of Candidate Charles Walker, that upon completion of the voting, the ballot boxes would be removed to the Del Webb TowneHouse for counting of ballots, and the members of the Election Board would carry on their duties at that location. There being no objection, this procedure was so ordered.

President Gruhn then declared the polls closed and directed the Election Committee to proceed with the counting of the ballots.

### **Adjournment**

The Convention was then adjourned until 9:30 a.m. Friday.

## FIFTH DAY

Friday, August 21, 1964

## MORNING SESSION

The Convention was called to order by President Gruhn at 9:38 a.m.

**Invocation****Dr. Thomas Holden**

**Vice President of the Northern California-Nevada Council of Churches**

"O Thou All Wise Creator of the world who hast made man in Thine own image to have dominion over Thine own creatures and has given him the duty to subdue the earth so that he may reveal the riches that Thou hast hidden therein to supply his needs. We thank Thee for the blessing of labor whereby we are made workers together with Thee. By human waywardness, ignorance and greed a curse has touched Thy blessings and the joy of man in work has departed from him. For our part in this sin we beg Thy forgiveness, Our Heavenly Father. From pride and avarice and tyranny over the bodies or spirits of men; from the hard hearts which disregard the needs of the fellow servant; from the dishonest temper which withholds the fullness of promised service; from indulgence and inhumanity, O Lord, deliver us. From injustice and oppression; from conspiracy and violence; from the choice of force instead of reason; from all denial of our common humanity and our fellowship in Christ; from all contempt of those who toil and suffer; and from all shame from our own work, O Lord, deliver us.

"For all of those who till the earth and gather the harvest; for all those who go down to sea and do business in great waters; for all who work in offices and shops; for all who labor in factories and at furnaces; for those who toil in the mines, hear us, we beseech Thee. For all who employ and direct labor; for all who carry responsibility; for all who enrich life through art and science and learning; for pastors and teachers, physicians and surgeons, for nurses and all who minister to the sick; for women in business and in homes; for statesmen and all social workers, hear us, we beseech Thee. For all those who have lost the reward of their labor; for those who cannot find work; for those who will not work; for

the homeless and the friendless, hear us, we beseech Thee.

"O Lord, our Heavenly Father, by whose providence the duties of men and women are varied, grant us to do our work in our several stations, in serving one Master and looking for one reward. Teach us to put to good account whatever Thou hast given us. O Lord, God of our Fathers, who rulest the nations of the earth, grant unto the President of the United States the wisdom to rule wisely and in Thy favor; and to the Governor of this State and to the Mayor of this City and to all who are in authority, so that our land may be enriched with liberty and order. Grant unto those who deliberate these days in this assembly the wisdom to act wisely, and guide the officers of this Association and all of us. Amen."

**Messages to Convention**

Secretary Pitts then read the following messages to the Convention:

"Greetings and best wishes for a successful Convention. We wish to take this opportunity to commend the California Labor Federation and its Secretary, Brother Pitts, for the outstanding leadership that they have shown in the American trade union movement. May we hope for many continued successful years.

"Russell R. Crowell, President AFL-CIO Laundry and Dry Cleaning International Union."

"Best wishes for a successful convention."

"Gene Winer, Mayor of Bakersfield."

"Please convey to my many good friends in the AFL-CIO my deep regret that my duties in the Senate make it impossible for me to join you today.

"I am looking forward to the good fight ahead in which labor will be the ally of other liberal forces in our state in retaining responsible government on the state and national levels.

"Never before in the modern history of our state and nation have the forces of reaction been more threatening than they are in this critical year.

"We will force their retreat into the dark ages, where they belong, but it is going to take a maximum effort from all of us. I expect to join you for a winning campaign immediately after the close of the present session.

"Pierre Salinger, United States Senator."

### **Time Set for Continuing Interrupted Debate**

The Secretary then moved that a time be set for continuing the debate on Proposition No. 15, which was interrupted the previous day in order to proceed with the election of officers. Motion was seconded and carried.

The Chairman then set 10:00 a.m. as the time at which this matter would be continued.

### **Further Report of Resolutions Committee**

Thomas Small, Chairman

#### **Ballot Propositions**

**Proposition No. 16—Lottery License for the American Sweepstakes Corporation.**

**Recommendation: Vote NO**

**Resolution No. 119—Support Proposition No. 16.**

"The subject matter of this recommendation, Vote NO on Proposition 16, and Resolution 119 are concerned with the licensing lottery for the American Sweepstakes Corporation. The 'Resolved' in No. 119, which is on page 78:

"'Resolved, That this Fifth California Federation Convention support Proposition 16 and do everything in its power to promote its endorsement by the State COPE.'

"Your Committee recommends concurrence in the recommendation, Vote NO, and nonconcurrence in Resolution No. 119, for the reasons so stated in a statement on Ballot Proposition 16 by the Executive Council of the Federation, and I move the adoption of the Committee's report."

Motion was duly seconded.

Stanley Kippel, Painters No. 4, San Francisco, and Elizabeth Kelley, Waitresses No. 48, San Francisco; spoke in support of the committee recommendation.

Frank Lombardi, Boilermakers No. 92,

Los Angeles, and William Burns, Printing Pressmen No. 78, Los Angeles, spoke in opposition to the committee recommendation.

The committee's recommendation was adopted.

### **Continuance of Debate on Proposition No. 15**

Interrupted debate on the report by the Committee on Proposition No. 15, the Television Programs Initiative, was continued after these remarks by the Chairman:

"Just to clarify this thing in your mind, the motion before the Convention was the Committee's report which states: 'No recommendation.' At the time we had to stop debate on this particular motion, Delegate Fernandez was speaking. According to my record, he had spoken for about four and a half minutes.

"So you have about a half a minute to close, Brother Fernandez."

Claude Fernandez, Retail Clerks No. 428, San Jose, continued in opposition to the motion.

Ralph Bellamy, Actors Equity, Hollywood; and J. J. Christian, Bldg. & Construction Trades Council, Los Angeles, spoke in favor of the Committee's recommendation.

The committee's recommendation was adopted.

### **Proposition No. 17—Railroad Train Crews**

**Recommendation: Vote NO**

**Resolution No. 56—Oppose Proposition 17.**

**Resolution No. 147—Oppose Proposition 17.**

"Your Committee recommends concurrence in the recommendation and in Resolution 56 and further recommends that Resolution No. 147 be filed."

Sam Phillips, Locomotive Firemen and Enginemen No. 143, Walnut Creek, spoke in support of the committee recommendation.

The committee's recommendation was adopted.

### **Motion Regarding Legislative Conferences**

John Despol, Steelworkers No. 2018, Bell, presented the following motion:

"I move that the officers and Execu-

tive Council give consideration to sponsoring one or more legislative conferences during the 1965 Legislative Session in Sacramento; that such legislative conferences or series of legislative conferences be held in Sacramento for the purposes of local union representatives giving the Legislators their views and reason for support in the legislative program of labor, and for the purpose of obtaining the views of their legislative representatives in the state Legislature on the main issues during the 1965 California Legislative Session."

Delegate Despol spoke in favor of his motion; as did Kate Brooks, Clothing Wkrs. No. 408, Los Angeles.

Secretary Thos. L. Pitts spoke in opposition.

The motion was lost.

### **Further Report of Committee on Resolutions**

**Resolution No. 16—Police-Fire Salary Disparity.**

"The subject matter of this resolution, in the opinion of your Committee, involves a jurisdictional matter; and after conferring with the sponsors of the resolution, your Committee recommends that the resolution be filed, and I move the adoption."

The committee's recommendation was adopted.

**Resolution No. 17—Oppose Consolidation of Fire and Police Departments.**

The committee recommended concurrence.

The committee's recommendation was adopted.

### **Motion To Refer Resolutions to Executive Council**

Herman Leavitt, Bartenders No. 284, Los Angeles, at this time, presented the following motion.

"I move that the resolutions this afternoon not yet acted upon be referred to the incoming Executive Board for action."

Motion was duly seconded.

Secretary Pitts spoke in opposition.

Delegate Leavitt, with the approval of his second, withdrew his motion.

### **Further Report of Committee on Resolutions**

**Resolution No. 18—Revise Fire Fighting Rates.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 40—Endorse and Assist Youth for Service.**

"The subject matter of this resolution is concerned with the endorsement of youth for service.

"It was the feeling of your Committee that before an endorsement of this organization by the Federation was possible rather substantial investigation of the nature of the organization and extent of its operations within the state should be conducted. Time was not available to your Committee to take on any such investigation and accordingly it is the recommendation of your Committee that this resolution be filed and that the subject matter be referred to the incoming officers and members of the Federation's Executive Board for further study and action, and I move the adoption."

The committee's recommendation was adopted.

**Resolution No. 55—Alcatraz Island.**

"The subject matter of this resolution is concerned with the request that the Federation actuate means for political bodies to purchase or acquire the Island of Alcatraz.

"Aside from the fact that other steps have already been taken with regard to the acquisition of the Island, your Committee was convinced that it was completely impractical to impose upon the Federation a burden of this magnitude.

"Your Committee accordingly recommends non-concurrence in the resolution."

The committee's recommendation was adopted.

**Resolution No. 69—Israel and Hista-drut.**

"Your Committee recommends that the second and third 'Whereas' be stricken, and that Items 1, 2, 3 and 4 be stricken from the 'Resolved.'

"And as so amended, your Committee recommends concurrence, and I move its adoption."

The committee's recommendation was adopted.

**Resolution No. 96—Marking Organized Labor Sites.**

"The subject matter of this resolution

is concerned with the marking of organized labor sites.

"Your Committee was of the opinion that such a program could be established only with extensive research and planning and a rather well thought-out criteria as to how the selection would be made. Time, of course, prevented your committee from carrying out even a minor survey of any kind and accordingly it is the recommendation of your Committee that the resolution be filed and the subject matter be referred to the incoming officers and members of the Executive Board for study and action."

The committee's recommendation was adopted.

**Resolution No. 111—Protest Against Anti-Semitism in Russia.**

"The subject matter of this resolution is concerned with a protest against anti-Semitism in Russia. While your Committee is completely sympathetic with the objective of the resolution, in the minds of your Committee it might be construed as indicating that other activities of this regime were not reprehensible and to be condemned.

"Accordingly, while protesting against anti-Semitism in Russia your Committee recommends that this resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 113—Support Jewish Labor Committee.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 114—Reaffirm Endorsement of Community Service Organization.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 123—Support Federated Fund-Raising Drives.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 155—City of Hope.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 176—Shipbuilding Industry.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 204 — Proposition To Build Up San Francisco Waterfront.**

"The subject matter of this resolution involves a bond issue involving the San Francisco Waterfront and the complaint that a request for a report of progress has been denied.

"While your Committee firmly believes that such request should be recognized, in the opinion of your Committee the tone and caliber of the statements in the resolution are not in keeping with the standards maintained in this Federation and accordingly your Committee recommends nonconcurrence in the resolution."

The committee's recommendation was adopted.

**Resolution No. 226—Aid To Shipping and Shipbuilding.**

"The sponsors of this resolution appeared before your Committee and after discussion agreed that the resolution should be amended by striking the resolve and inserting the following:

"Resolved that this California Labor Federation convention instruct its officers to cooperate with representatives from the Metal Trades and Maritime Unions in establishing an Emergency Committee to prosecute a continuing campaign in both Washington and Sacramento directed particularly to President Johnson with the aim of taking all measures necessary to restore our Shipbuilding and Shipping Industries for full employment for American workers.

"In addition, the sponsors directed the attention of your Committee to an error in Item 5, line 5 in the third Whereas—the numeral 893,000 should be stricken and the numeral 6,893,000 inserted.

"As so amended your Committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 227—Shipbuilding Conference.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 228—Boilermakers' and Iron Shipbuilders' Program For Jobs.**

"The subject matter of this resolution is concerned with a proposal calling for immediate development of plans for peace-time conversion, and its supplement which has been submitted for consideration but concerning which no reply has been received in spite of requests.

"Your Committee believes that courteous treatment should warrant a reply being transmitted, but in the opinion of your Committee the tone and caliber of the statements in the resolution are not in keeping with the standard maintained in this Federation and therefore the Committee recommends nonconcurrence."

The committee's recommendation was adopted.

**Resolution No. 229—Jobs And Safety Through Building Public Transportation.**

"This resolution calls for the establishment by the Federation of a Standing Committee on Public Transportation and its full implementation.

"It further calls for the Federation to direct its affiliated locals as to a course of conduct. It was the feeling of your Committee that the objectives of this resolution would directly infringe upon the local autonomy of the affiliates of the Federation and that in any event the magnitude of the project made it completely impractical and incapable of financing or staffing.

"Your Committee accordingly recommends non-concurrence in the resolution."

The committee's recommendation was adopted.

**Resolution No. 230—Building Of Tankers and Cargo Carriers.**

"The subject matter of this resolution is concerned with domestic building of tankers and cargo carriers.

"While this objective is highly desirable your Committee upon reading the resolution felt that in parts it was almost threatening and in fact could be construed as bordering upon blackmail insofar as the course of action recommended is concerned.

"Your Committee accordingly while reaffirming its belief in the domestic building of tankers and cargo carriers recommends non-concurrence in the resolution."

The committee's recommendation was adopted.

**Resolution No. 233—Job Opportunities Through Oceanographic Research.**

"The sponsors of this resolution appeared before your Committee and agreed that the Resolve should be amended by adding in line 4 after the word 'program' the words 'for shipbuilding in California.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 235—Investigate Department of Commerce.**

"The sponsors of this resolution at the request of your Committee appeared before it and suggested that after the word 'commerce' in the Whereas, the word 'has' be stricken and the words 'and I.C.C. have' be added.

"It was also agreed that the resolve be stricken and the following substituted:

"Resolved, that this California Labor Convention instruct its officers to petition independent Congressional and Senatorial leaders to conduct a comprehensive investigation into these two aspects of the activities of the Department of Commerce and the I.C.C. so that remedial legislative and executive measures can be developed to correct this neglect of the public interest by them."

"As so amended your committee recommends concurrence."

The committee's recommendation was adopted.

**Motion to Amend  
COPE Constitution**

John Despol, Steelworkers No. 2018, Bell, presented the following motion:

"Whereas, the California Labor COPE was created by Local Unions in California, I move that it is the sense of this Convention to urge the Officers and Executive Council of California Labor COPE to consider at their next Executive Council to take the necessary steps to amend the Constitution of California Labor COPE to permit the Local Unions of The Teamsters Union in California to affiliate with California Labor COPE; and further

"That we urge the Officers and Executive Council of California Labor COPE to invite the Teamsters Local Unions and Councils to affiliate after the California Labor COPE Constitution has been amended to permit their affiliation."

The motion was seconded.

Delegate Despol spoke in support of his motion, as did Tom Mathew, Building and Construction Trades Council of Orange County. Secretary Pitts spoke in opposition.

The motion was lost.

### **Report of the Committee on Constitution**

**Max J. Osslo, Chairman**

The chairman called on Max J. Osslo, chairman of the Committee on Constitution, who reported as follows:

"Your Committee on Constitution has met and considered all subject matter referred to it by this Convention. In considering the resolutions submitted to your Committee, all delegates were advised of the time and place to make any appearances, if desired, in behalf of the Resolutions and the subject matter contained within, and we now wish to report as follows:

**"Resolution No. 8—District and Vice President for Orange County.**

"Prior to considering the subject matter of the Resolution, Delegates from the Building Trades Council of Orange County, as well as Delegates of the Building Trades Council in Santa Clara, appeared before your Committee. The Delegates were heard at considerable length, after which your Committee delved into the subject matter contained in said Resolution, which requested that this Convention create a district within the geographic boundaries of Orange County alone.

"Your Committee wishes to point out that under the present Constitution, a vice president is currently being provided for covering the area of Long Beach and Santa Ana.

"During the deliberations which took place by the delegates who appeared before your Committee, it was noted by your Committee that while additional representation is being requested, the current membership in this area is not paying the full per capita tax, and neither have they utilized the current representation which is under the Constitution. Your Committee further wishes to point out that under the present representation structure outlined in our Constitution, that in addition to the Vice President, who is designated for this area under the present Constitution, there are eight Vice Presidents at large whose services can be called upon by anyone desiring assistance from the Federation.

"Your Committee also noted that if consideration was given to create a new district within the geographic boundaries of Orange County, this would pose a problem for other rapidly growing areas in our State, and thereby there would be no end to the confusion and chaos which could ensue. Your Committee is well aware that a fantastic growth at an accelerated rate is taking place throughout our entire state and feels that the Executive Council of this Federation can well give additional consideration toward working out an equitable process or formula for representation in varied parts of our State as it becomes necessary because of the continued expansion and growth.

"Your Committee further finds that while Resolution 8 asks that a new district be created in the boundaries of Orange County, there is no specific amendment which is necessary to that portion of the Constitution to bring this about, which leaves a question in the minds of the Constitution Committee as to the propriety of the Committee in amending the Constitution.

"We therefore recommend non-concurrence in Resolution 8 and request that the incoming Executive Board give proper consideration and study toward working out a formula for the accelerated growth in specific areas, which appears to be outmoded in the present Constitution because of the population growth now existing in heretofore uninhabited areas of our state."

Lamar Childers, Alameda Building Trades Council, and Thomas W. Mathew, Building and Construction Trades Council of Orange County, spoke in opposition to the recommendation.

Chairman Osslo then spoke in support of the committee's recommendation.

The motion to accept the committee's recommendation was lost.

### **Telegram from Herman Kenin**

**President, American Federation  
of Musicians**

Charles "Pop" Kennedy, Musicians No. 6, San Francisco, rose to a point of special privilege to read a section of a telegram from Herman Kenin, President of the American Federation of Musicians.

The full text of the telegram reads as follows:

"Charles H. Kennedy, President



"Local 6 AFM 230 Jones St. S.Fran.

"Dear Pop: May I ask that you tell the convention in my name and that of the International Executive Board of the American Federation of Musicians AFL-CIO that we look with keen anticipation toward the advent of subscription television as affording a substantial employment opportunity for musicians and others in the performing arts apart from the ever present need for expanded work opportunities. We regard this medium as a means to proliferate the arts and consequent widespread public appreciation. Now that the Congress of the United States has for the first time recognized the responsibility of government by approving our long sought establishment of a Federal Council of the Arts we see unmistakable signs of a renaissance for music and the arts in which subscription television we hope will play a helping role. Please advise Ralph Bellamy of above regards.

"Herman Kenin, President, American Federation of Musicians."

Delegate Kennedy then stated: "I want to thank the many people here who have helped the Musicians and the Arts and Sciences to get a bill finally which will be somewhat subsidized by the United States Government."

### **Further Consideration of Resolution No. 8**

Lamar Childers, Alameda County Building Trades Council, moved that Resolution No. 8 be approved.

Motion was duly seconded.

Delegate Childers and Thomas Mathew, Building and Construction Trades Council of Orange County, spoke in support.

The motion carried.

**Resolution No. 13—Mandatory COPE Affiliation for All Affiliates.**

"Your Committee concurs wholeheartedly in the need for a strong and effective COPE organization. We further recognize that in order to face the critical problems confronting the labor movement of the future, it is highly desirable that we have full affiliation with COPE by all of our local unions paying on a full per capita tax in order that we may have the wherewithal to properly cope with the problems that confront the free trade union movement in America today.

"Your Committee, while discussing this Resolution, feels that too many of our local unions are not utilizing, coordinat-

ing or directing their efforts towards the development of a strong effective COPE organization. Realizing the forces of reaction that are at work attempting by every means to destroy the hard-won rights of our membership, the need for affiliation and full payment of per capita taxes is an immediate one in order that we will not be caught with too little too late.

"While your Committee realizes the needs as expressed herein, we are also aware of the fact that under our merger agreement, the policy provided for calls on voluntary affiliation. For this reason, we ask that Resolution 13 be filed and the contents of the Resolution, as well as the expression of this Committee, be brought to fulfillment."

The committee's recommendation was adopted.

### **Request of John Despol**

At this time, John Despol, Steelworkers No. 2018, Bell, rose for a point of personal privilege, to request that since his stand on one issue had inadvertently been incorrectly reported in the Daily Proceedings, he wished, in addition to having the record corrected, that his full statement be included in the subsequent Proceedings.

Secretary Pitts responded by explaining that it was not possible to print the many extended statements of all delegates on all issues, as it would be utterly impractical to have Proceedings so lengthy.

(Note: The Proceedings have been corrected, and Mr. Despol's stand is accurately stated on page 100 of these Proceedings.)

### **Further Report of Committee on Constitution**

**Resolution No. 205—Amend Federation Constitution.**

"In considering this resolution, it is the feeling of your Committee that the subject matter expressed in this resolution is not correct. The subject matter provided for in this resolution deals with the filling of vacancies on the Executive Board between Conventions. As currently provided under the present Constitution, when a vacancy occurs because of death, resignation, or for other cause, the filling of such vacancy is made by the Executive Council after full consideration by them. The specific district in which such vacancy occurs submits the candidates for consideration by the Board. A review of the past history of the filling of such vacancies reveals that in many cases, a district would only submit one candidate

for the filling of such vacancy, while in others, three or four may have been submitted, upon which the Executive Council would then vote for the delegate of their choice.

"We find that in the filling of vacancies, as well as elections of officers in Convention, it has been a general trend to keep the representation on a balance while, at the same time, having such representation based upon as broad a representative group as possible of the varied affiliated local unions. A review of such history will show the above to be true.

"Your Committee therefore recommends non-concurrence."

The committee's recommendation was adopted.

**Resolution No. 239**—Adjust Salaries for Federation President, Secretary-Treasurer and General Vice President.

"In considering this resolution, your Committee wishes to express its feeling that adjustments called for in this resolution in the salaries of the Federation of President, Secretary-Treasurer and General Vice President, are long overdue. It is to say that in making these necessary adjustments, we are practicing those principles which we in the free trade movement espouse, namely, the just reward for services rendered. Your Committee is equally fully cognizant that the responsibility of our salaried officers and the arduous work load which they maintain call for a more just reward than has been maintained in the past for services rendered. While we realize that in no way can we compete with the salaries that are paid by Management, we do wish to be more realistic in the remunerations paid to our salaried officers.

"In order that we may be fully apprised of the needs for this adjustment, it is the desire of your Committee that the full Resolution No. 239 be read to the delegates to this Convention in order that we may have the value of not only ascertaining the facts but the needs for this adjustment."

The chairman of the committee then read the full text of the resolution.

"Your Committee notes a typographical error in the first line of Section C of the Resolved and recommends that the word 'and' be changed to 'for'.

"With this amendment, your Committee recommends concurrence in Resolution No. 239, and I move its adoption."

Motion was duly seconded.

Ruby F. Wicker, County Employees No. 122, San Bernardino; Robert Ash, Central Labor Council, Oakland; Joseph J. Canale, Bartenders No. 52, Oakland; and Claude Fernandez, Retail Clerks No. 428, San Jose, spoke in support of the committee's recommendation.

Louis Cicconi, Auto Workers No. 216, Southgate, spoke in opposition to the committee's recommendation.

The committee's recommendation was adopted.

Chairman Osslo then moved the adoption of the Committee's report as a whole as amended.

Motion was seconded and carried.

The Chairman then read the names of the Committee Members:

Max Osslo, Chairman, Butchers No. 229, San Diego; Leonard Cahill, Redwood District Council Lumber and Sawmill Workers, Eureka; M. R. Callahan, State Council Culinary Workers, Long Beach; Fred D. Fletcher, Newspaper Guild No. 52, San Francisco; Donald P. Haggerty, Film Technicians No. 683, Hollywood; Herman Leavitt, Bartenders No. 284, Los Angeles; Ralph A. McMullen, Los Angeles Building and Construction Trades Council, Montebello; Terrence O'Sullivan, Building and Construction Trades Council, San Francisco; Burnell Phillips, Central Labor Council, Riverside; Anthony Ramos, State Council of Carpenters, San Francisco; R. R. Richardson, San Diego Central Labor Council, San Diego; Kenneth D. Severit, Federated Fire Fighters of California, Sacramento; Charles J. Smith, Steelworkers No. 2018, Los Angeles; James C. Symes, Union Label Section, San Francisco; Larry Vail, State Council of Retail Clerks, San Francisco; E. H. Vernon, Automotive Machinists No. 1546, Alameda; and Roy Mack, Butchers No. 498, Sacramento.

He then moved that the Committee on Constitution be discharged with a vote of thanks. Motion was carried and President Gruhn thanked the committee for its work.

Virgil Collins, Auto Workers No. 216, South Gate, then rose for a point of information concerning the source of funds for the salary increases.

Secretary Pitts answered by referring to the financial report of the certified public accountants which had been given all delegates and which showed the Federation in sufficiently good financial condition to provide for the increases. He

further mentioned that the Federation per capita tax could be raised only by an amendment to the Constitution, and therefore this could not happen at least until the 1966 Convention.

### Commendation of Don Vial

Henry Clarke, State, County and Municipal Employees No. 1675, Contra Costa County, made the following motion:

"I move that this Fifth Convention of the California Labor Federation AFL-CIO go on record as congratulating Brother Don Vial on his appointment as head of the University of California's new Labor Research Center at Berkeley and that this Convention go on record as commending Brother Don Vial for his services as this Federation's Economist, Administrative Assistant and Director of Research during the twelve years since 1952, and his contributions notably to this Federation's legislative and other programs under the direction of Brothers Neil Haggerty, Jack Henning and our present Secretary-Treasurer, Tommy Pitts."

Motion was duly seconded.

C. R. Bartalini, Bay Counties District

Council of Carpenters, San Francisco; Secretary Pitts; Bill Plosser, Oakland Federation of Teachers No. 771; Russ Crowell, Cleaning and Dye House Workers No. 3009, Oakland; and Henry Clarke spoke in support of the motion and in commendation of Don Vial.

The motion carried.

### Introduction of Foreign Visitor

Secretary Pitts introduced to the Convention delegates Steelworkers' Delegate Lester H. Johns, General Secretary of the United Trades and Labor Council, South Australian Branch, A.C.P.U., Adelaide, South Australia, who rose to acknowledge the introduction.

### Recess

Secretary Pitts then moved as follows:

"I would like to move that we suspend the rules of the Convention and recess to the hour of 1:30 instead of the 2:00 o'clock required under the rules."

Motion was duly seconded and carried.

Thereupon, at 12:08 p.m., President Gruhn recessed the Convention until 1:30 p.m. of the same day.

## AFTERNOON SESSION

The Convention was called to order by President Gruhn, at 1:33 p.m.

### Further Report of Resolutions Committee

Thomas Small, Chairman

Chairman Small reported as follows:

**Resolution No. 4**—City Employees Saturday Holidays.

**Resolution No. 31**—Saturday Holidays for Public Employees.

"Your Committee recommends that the third 'Whereas' in Resolution No. 31 be stricken; and as so amended, such resolution be concurred in; and further recommends that Resolution No. 4 be filed."

The committee's recommendation was adopted.

**Resolution No. 28**—Support H.R. 11522.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 32**—Rule of One in Civil Service.

**Resolution No. 183**—Rule of One.

"Your Committee recommends concurrence in Resolution No. 32, and further recommends that Resolution No. 183 be filed."

The committee's recommendation was adopted.

**Resolution No. 35** — Union Scale for City Skilled Craftsmen.

"The sponsors of this resolution appeared before your Committee and requested that it be withdrawn.

"Your Committee recommends concurrence in their request."

The committee's recommendation was adopted.

**Resolution No. 38** — City Pay Full Health and Welfare.

"The sponsors of this resolution appeared before your Committee and requested that it be withdrawn.

"Your Committee recommends concurrence in their request."

The committee's recommendation was adopted.

**Resolution No. 178—Overtime for Public Workers.**

"At the request of your Committee the sponsors of this resolution appeared before it and acknowledged that the situation in question was purely a local matter. Since it is the feeling of your Committee that the entrance of the Federation into local matters would be deemed to be interference with local autonomy, and in addition would give rise to the necessity for substantial increases in the staff of the Federation, with its attendant circumstances, your Committee accordingly recommends non-concurrence in the resolution."

The committee's recommendation was adopted.

**Resolution No. 180—Equal Pay for Public Employees.**

"At the request of your Committee the sponsors of this resolution appeared before it and after discussion agreed that the resolve should be amended to read as follows:

"RESOLVED, That the California Labor Federation endorse salary levels for Public Employees within the State of California computed on the basis of equality with the highest prevailing rates paid for the same classification within the community."

"As so amended, your Committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 181 — Amend Retirement Systems.**

"The subject matter of this resolution is for the Federation to urge amendments by all public agencies to their retirement systems to account for increases in living costs after retirement date.

"Without in any way involving itself with the merits of the request it was the feeling of your Committee that if the request were complied with it would be a direct infringement on the autonomy of the affiliates of the Federation, and, in addition, because of the magnitude of the project and the fact that the Federation is not currently staffed to meet the demands, the suggestion is impractical. Your Committee accordingly recommends nonconcurrence in this resolution."

The committee's recommendation was adopted.

**Resolution No. 182—Limit Weight of Oral Examinations.**

"The sponsors of this resolution appeared before your Committee and requested that it be withdrawn.

"Your Committee recommends concurrence in the request."

The committee's recommendation was adopted.

**Resolution No. 200—Extra Duty Postal Clerks.**

"The sponsors of this resolution appeared before your Committee and as a result of discussion with the sponsors your Committee recommends the addition of the following resolve:

"and be it further

"RESOLVED, That copies of this resolution be transmitted to the National AFL-CIO for its consideration and possible action."

"As so amended your Committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 201—Jurisdiction of Mobile Unit Clerks.**

"The sponsors of this resolution appeared before your Committee and as a result of discussion with the sponsors your Committee recommends the addition of the following resolve:

"and be it further

"Resolved, That copies of this resolution be transmitted to the National AFL-CIO for its consideration and possible action."

"As so amended your Committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 202 — Repeal of the Hatch Act.**

"The sponsors of this resolution appeared before your Committee and as a result of such appearance it is recommended that the first resolve be amended by inserting in line 3, after the word 'to' the following: 'the provisions restricting the political activities of employees in.'

"Your Committee recommends that the second resolve be stricken and that the following be inserted:

"Resolved, That this Federation through its duly constituted officers and

agents press for the repeal of these unjust provisions in the Hatch Act.'

"As so amended, your Committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 149—Don't Buy H.I.S. Clothing.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 165—Union Label.**

The committee recommended concurrence.

The committee's recommendation was adopted.

At this time Vice President Dias took the Chair.

**Resolution No. 168—Support H.R. 7670.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 169—Cooperative Personnel Services.**

"At the request of your Committee the sponsors of this resolution appeared before it, together with Vice President Ash, at which time it developed that the subject matter of this resolution had at no time been taken up with the Personnel Board or any member thereof, and that prior to the introduction of this resolution no knowledge existed as to the alleged anti-union attitude of the personnel in question.

"Your Committee accordingly, while condemning the anti-union attitude of any personnel, believes that consideration by this Convention of such a resolution is premature in the absence of any contact having been made by the sponsors with the Personnel Board or any member thereof to permit them to investigate and to correct any existing evils.

"Your Committee accordingly recommends nonconcurrence in the resolution."

Robert Ash, Central Labor Council, Oakland; and J. J. Christian, Building Trades Council, Los Angeles, spoke in support of the committee's recommendation.

Hank Clarke, State, County, & Municipal Employees No. 1675, Contra Costa County, spoke in opposition.

The committee's recommendation was adopted.

**Resolution No. 106—Reapportion California State Senate.**

"The subject matter of this resolution is concerned with the reapportionment of the State Senate of the California Legislature in accordance with the principles recently stated by the U. S. Supreme Court.

"It was the feeling of your Committee in view of the developments both legal and political at the current time that the magnitude of this problem involved more study and time than was available to your Committee and accordingly it should be referred to the incoming officers and members of the Executive Board for study and action."

The committee's recommendation was adopted.

**Resolution No. 153—Probation Subsidy.**

"Your Committee believes that the magnitude of the problems embraced in this resolution are such that insufficient time is available to discuss it with the sponsor and resolve any issues it may have in mind.

"Your Committee accordingly recommends that the resolution be filed and that the subject matter be referred to the incoming officers and members of the Executive Council of the Federation for study and action."

The committee's recommendation was adopted.

**Resolution No. 158—Transact with Union Insurance Agents.**

"Your Committee recommends that the first resolve be stricken and that there be added prior to the period of the second resolve 'if available under the circumstances at the time of purchase.'

"As so amended your Committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 203 — Congressional Action on Executive Order 10988.**

"The sponsors of this resolution appeared before your Committee and although they indicated Executive Order 10988 was satisfactory from their viewpoint, it was the feeling of your Committee, that, although the provisions of such order were beneficial, they fall far short of the desirable provisions that should

be enacted in this particular field. Accordingly your Committee recommends that the resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 242—Promote Community Services Activities.**

"The subject matter of this resolution is concerned with the establishment of an annual convention on a statewide basis to promote the growth of community service activities in every county of the state.

"It is obvious that the subject matter of this resolution requires a substantial undertaking necessarily involving extensive planning and the necessity of adequate financing.

"In view of all of these circumstances therefore, it is your Committee's recommendation that the resolution be filed and the subject matter be referred to the incoming officers and members of the Executive Board for their consideration and action."

Claude Fernandez, Retail Store Employees No. 428, San Jose, spoke in opposition to the committee's recommendation, and Chairman Small explained and supported the recommendation.

The committee's recommendation was adopted.

**Message from Ed Gaffney**

Secretary Pitts then read the following message:

"Dear Brothers, Congratulations on the conclusion of another historic convention. I regret I will not be a labor voting legislator in 65 session. However I'll be available as a citizen to your distinguished and able representative Tom Pitts. Fraternally

"Assemblyman Ed Gaffney, 18th District"

**Alexander Bookstaver**

**J. M. Wedemeyer**

**Addresses Included in the Record**

Secretary Pitts then announced:

"There are at the desk the speeches that were intended for this Convention by Alexander Bookstaver, the Director of the Investment Department of the AFL-CIO, who was scheduled on our program, and of course you realize and understand why he was unable to deliver same; and also the address by Director J. M. Wedemeyer, of the Department of

Social Welfare of the State of California, who was scheduled on the same day.

"I have copies of what they would have said for this Convention; and I shall therefore turn them over to the Reporter and ask that they be made a part of the proceedings, so that they will be available for all of the delegates to read."

**Alexander Bookstaver**

**Director, Department of Investments,  
AFL-CIO**

The prepared address of Alexander Bookstaver, Director, Department of Investments, AFL-CIO, follows:

"President Gruhn, Secretary-Treasurer Pitts, Delegates and Guests:

"It is again a pleasure to be in beautiful San Francisco and I take this moment to thank you for inviting me here to your Convention.

"The Investment Department of the AFL-CIO was authorized by the Executive Council, and has been operating at the general headquarters building in Washington, D.C., since January, 1961. It has been my privilege to be the Director since its creation.

"A major problem of labor's funds has been to create and maintain adequate reserves. The reserves of welfare funds are necessary to meet the demand of various predetermined benefits; reserves of retirement funds are required to meet current and future benefits for the life expectancy of each covered member; general treasury and special purpose fund reserves provide expanding services to members and are available for unforeseen contingencies.

"The growth of reserves requires constant and alert supervision by union officials as custodians of general or special purpose funds and as labor trustees of negotiated health, welfare and retirement plans.

"A major financial source, supplementing employer contributions to health, welfare and retirement plans and the dues payments of members to treasury funds, is the income earned by the prompt investment of reserves at the best interest rates available with maximum safety of principal and the avoidance of speculative activities.

"The basic purpose of the Investment Department is to offer advice and assistance to all affiliates with their investment problems. These services are available at all times without any fee or

charge. Many affiliated organizations consult with us.

"Communications are frequently forwarded to National and International Unions informing them of desirable bond exchanges, recommending changes of holdings and advising of new investment opportunities in government issues, high grade corporate and utility bonds and prime mortgage loans.

"One of the primary recommendations to our affiliated organizations is that they consider investing part of their reserves in the socially desirable housing areas through the acquisition of Federally insured and guaranteed mortgages on single family homes and on multiple dwelling medium and low rental apartment buildings.

"A number of mortgage acquisition programs have been worked out for affiliated funds, through major banking institutions. However, the amounts so invested have barely scratched the potential available through labor and its related funds. I.B.E.W. and I.L.G.W.U. are the major exceptions and have invested heavily in these areas.

"You are aware of the great desire of the AFL-CIO and all of its affiliates to encourage proper and necessary housing for our citizens through the eradication of slum areas, the replacement of deteriorating houses, the building of medium income rental housing and the expansion of housing programs for senior citizens.

"To encourage these programs and at the same time find a new investment outlet for a portion of reserves, the AFL-CIO General Board in February, 1964, approved a recommendation of the Executive Council to establish a Mortgage Investment Trust that would provide a medium for a mortgage investment program available to all our affiliates and any qualified Labor-Management Welfare, Pension and Retirement plan desiring to participate. In addition, it was recommended that an Auxiliary Housing Corporation be set up to assist and encourage local nonprofit sponsors with plans for the development of lower income housing and to provide seed money for feasible proposals where research indicates the need for moderate income and elderly housing to be greatest.

"Both the Investment Trust and the Auxiliary Housing Corporation will be nonprofit ventures, and no fees, commissions or other charges will be paid by participants.

"The Mortgage Investment Trust will

be a common trust fund that permits pooling of funds under one trust agreement for the proportionate benefit of each participant and offers an opportunity to participate in a well organized mortgage investment program under competent management.

"Participating union treasury and special purpose funds and the trustees welfare, retirement and pension plans as well as organized labor would benefit as follows:

- "1) The pooling will provide an effective medium to construct socially desirable housing and at the same time create additional and continuing employment for the construction trades and the industries that provide material, appliances and other necessities for new projects.
- "2) Through the lending of seed money to local non-profit housing corporations sponsored by labor or other public interest organizations, moderate and elderly housing projects which might be financed with below market interest loans from government funds could be planned and constructed. This type of financing permits lower rentals than on regularly financed projects.
- "3) A massive attack can be made to meet America's unmet housing needs and to replace deteriorating units.
- "4) A higher interest return, with maximum safety, can be earned by investment in government insured and guaranteed mortgage loans than on investments in high grade corporate, agency and government bonds.

"This pooling arrangement will provide an excellent medium for the smaller as well as the large funds to participate in a program that assures an extremely high degree of investment safety for the funds that must not be handled in a speculative manner.

"The trust will earn a reasonably high interest return, provide necessary liquidity and at the same time put Labor's funds to a practical and useful social purpose.

"It will also relieve the trade union official of the burden of managing an investment portfolio to obtain the best results for reserves under his direction.

"We are aware that many affiliates have unrealistic investment restrictions

and it has been suggested that they consider amendments which will permit participation in the newly proposed trust.

"The final agreements are being drafted, and upon completion each affiliate will be informed.

"The AFL-CIO is also extremely interested in the success of the Alliance for Progress, and has encouraged this program, as it believes it will create greater stability and economic expansion throughout Latin American Countries, and will also help provide socially desirable housing programs and community facilities to raise living standards of people in those countries.

"President George Meany, AFL-CIO, and David Bell, Administrator, Agency for International Development (U. S. Department of State), signed an agreement on July 31, 1964, guaranteeing up to 100 percent the \$10,000,000 to be advanced by AFL-CIO and its affiliates to provide the long term (20 year) mortgage financing on the John F. Kennedy Housing Project in Mexico City which has been sponsored by the Mexican Graphic Arts Workers.

"It is believed that the facilities of this Department, through the available programs, can be helpful to all affiliates with their current investment problems and Labor's financial reserves will be more productively invested to provide additional moneys to help with the many social programs Labor continuously underwrites for the welfare of the Country and community."

### **J. M. Wedemeyer**

**Director, Department of Social Welfare,  
State of California**

The prepared address of J. M. Wedemeyer, Director, Department of Social Welfare, State of California, follows:

"Mr. Chairman and Delegates:

"I consider it a privilege to have this opportunity to appear before you today as the Director of the State Department of Social Welfare. My remarks will have as their purpose to tell you as briefly as I am able about some of our programs and their relationships to the general fabric of our society. Welfare is everybody's business and it is noteworthy that you should recognize this simple fact by including time for this presentation in your busy schedule.

"The Social Security Act of the depression years established in our public law

two rather loose and at times competing concepts relative to income maintenance. Both were designed to alleviate suffering and to restore public purchasing power. The first of these concepts and the one which gained primary thrust was embodied in our highly developed social insurance system. The theory seemed to be that workers in private employment could be segregated from the total population and insured against their exposure to certain common risks incident to their employment—basically loss of income arising out of unemployment, disability and old age. These programs were to be financed by a system of special taxes, or premiums, imposed upon the employer, the worker, or both.

"The second concept recognized the many inadequacies of the system of social insurance with respect to other groups in our society subject to income loss, for whom there could be no record of prior employment upon which to base benefit payments. This system embodies the public assistance programs which attempt to provide some form of income maintenance for those who can demonstrate need and who fall within one of the categories defined by law as being eligible for monthly benefit payments. The State Department of Social Welfare is the agency charged with the responsibility for administering these public assistance programs within the State of California.

"It was generally thought that these depression measures would provide an effective buffer against the kind of major economic dislocation and human suffering occasioned by the depression. Further, it was generally held that gradually the financial burden of these income maintenance programs would shift from public assistance out of general fund revenues to social insurance programs financed out of special tax revenues, as overall economic activity and opportunity picked up.

"The extent to which this has not happened is evident from the following discussion of those who receive some kind of grant of assistance from the government.

"Who are these people who stand behind the statistics? First, the aged, those 65 years of age and older who received some form of grant under the Old Age Security program. More than two-thirds were women. Eighty-seven percent had lived in California for more than 15 years. Twenty-eight percent had no income other than the grant which they received from the welfare program. The



remaining 72 percent had varying amounts of other income (mostly Old Age Insurance benefits), which income averaged \$51 per month. The average cash grant during June 1964 was about \$96 plus an additional \$13.30 for medical care. OAS grants were paid to about 17 of every 100 persons 65 years of age or older in the State.

"Next, we have another group of those 65 years of age or older who have sufficient income to meet their basic needs, but inadequate resources with which to pay for necessary medical care. Medical care benefits for these persons is financed under the Kerr-Mills amendments to the Social Security Act of 1960. This program was a substitution for the Forand-type approach to financing the cost of medical care for those 65 years of age or older. There are about 24,000 persons holding certificates entitling them to benefits under the provisions of this program in California. They do not receive Old Age Security grants.

"Next, we have the Aid to the Blind group. About 56 percent were women. Ninety-four percent had lived in the State for more than 10 years. Sixty-eight percent were 65 or older with only 3½ percent under age 30. Forty-eight percent had no income other than the grant received from this welfare program. The remaining 52 percent had other varying amounts of income (mostly OASDI) averaging about \$46 per month.

"Next we have the Aid to the Disabled group. All of these persons have permanent mental or physical disability to the point where they require help from some other person to remain out of an institution. It is estimated that about 12 percent have some degree of mental retardation. About 80 percent are over 40 years of age.

"Next there is the Aid to Families with Dependent Children group. This program was formerly identified as Aid to Needy Children (ANC). When characteristics of these families were last studied, 75 percent of the children were under 12 years of age. In three out of four families the father was absent due to separation. The average family consisted of 3.8 persons. Less than one in four of the mothers had as much as a high school education. Sixty-six percent of the children were living with the mother only and were legitimate. Seventy-six percent of the families had resided in this State for more than five years. Sixty-four percent of the families had no income other than

the public assistance grant. The remaining 36 percent had varying amounts of other income which averaged about \$70 per month per family. Some of this other income came from Federal Survivor's benefits, support payments from an absent parent and income from employment of the mother or other member of the group.

"In addition to the foregoing programs with statewide uniform standards, each county maintains a program of General Relief. Characteristics of the persons being aided by these programs vary substantially due to the variations in eligibility and standards of aid adopted by each county. It would appear for the most part that persons being aided under this program are in their 40s and 50s who are considered unemployable.

"Ongoing studies of the persons who make up the welfare system caseload have led to several conclusions. First, public assistance programs reach a relatively small proportion of those persons and families who live in poverty and deprivation in our State. And that generally the approach of the welfare system has been to maintain these individuals and families in their precarious social and economic status. Second, and of more general importance, is the increasing awareness of the changing nature of the problem of dependent poverty itself. This awareness found public expression in the final report of the Welfare Study Commission authorized by the 1961 session of the Legislature. This report established that in our affluent society workers who face unemployment will increasingly face poverty. The problem is even more acute for the resident who never had a steady job, who lacks any kind of skill, who has lacked education, training, encouragement and opportunity. The only kind of job he can hold is the job which does not exist any more.

"The welfare system has, therefore, been forced to look beyond its traditional role of checking eligibility and issuing checks. The alternative is rehabilitation and restoration. Increased sharing of the costs by federal funds since 1961 has encouraged the State and many of the counties to move in this direction.

"For many, however, rehabilitation is unrealistic. For most of the aged, we can only aim at maintaining them in dignity and some degree of comfort during their declining years. Many of our disabled fall into the same situation. Disability among our recipients is relatively severe. With intensive training, help and employ-

ment opportunity, some may become partially self-supporting.

"The greatest challenge to our abilities is with the adults and children under our Aid to Families with Dependent Children. Rehabilitation for this group requires most rigorous, persistent and careful attention from social workers closely teamed with educators, employment counselors, health and medical personnel, and a wide variety of special services, such as day care, foster homes, etc. Families who can be helped by rehabilitative services must be identified, they must be helped to understand their social, physical and psychological problems and to apply personal will to their solution. The welfare system has developed a wide range of on-the-job training and college and university training for social workers who must work with these families to return them to self-support and to prepare their children for independence.

"Recognition of the close relationship between unemployment, underemployment and welfare for a large proportion of the caseload produced several recommendations by the Welfare Study Commission which were embodied in AB 59 (Burton-Miller) enacted by the 1963 session of the Legislature and signed into law by Governor Brown on May 21, 1963. This comprehensive welfare bill had five major parts: it extended medical assistance to the aged coverage to provide for federal sharing of some of the county costs of care to this group; it provided for aid payments to families in need due to the unemployment of parents; it extended aid to the disabled benefits to persons with disabilities which render them unemployable; it provided for the immediate granting of aid to persons appearing in need who also appeared to be eligible; and it modified residency requirements and eligibility standards for some of the aid programs.

"As a means of helping in the rehabilitation of AFDC families, provision was also made for the establishment of community work experience and training programs. The AFDC-U program has been operative in all counties since February 1, 1964. We have developed some of the characteristics of these families. Forty-five percent of the parents had less than a high school education. The usual occupation of the parent was farm labor or unskilled or semi-skilled work. Forty-six percent had been unemployed less than three months when they applied for aid; 10 percent had been unemployed for a year. Thirteen percent of the parents

were unable to read and write. Fifty percent of the families were nonwhite (Negro and Mexican-American). Forty percent of these families were receiving county general relief when they applied. About 9 percent of the parents had physical or mental health problems. Forty-two percent of the families had other income, but inadequate to meet their basic needs. Unemployment insurance was being received by about two-fifths of those with other income.

"Here again, however, it is important to note that we are dealing with only a small segment of the population which lives in poverty and deprivation in our State. It is estimated that one-half million Californians live on less than \$2000 per year per family of four. One and one-half million more live on less than \$4000 per year per family of four. Above them are another group of about three million living on less than \$6000 per year in family groups of four. Given a slight recession, California could find itself with about one-fourth of its population without adequate means.

"This is in large part that other America right here in California. The growing numbers of citizens being left out of the gradual trend toward a higher standard of living. A pool of people who lack education, training, and increasingly any stake in our society. And Negro and Mexican-Americans are disproportionately represented among this group. Increasingly they tend to be trapped in their poverty; concentrated among identifiable groups; insulated from the rest of the community. They tend to slip from consciousness and the conscience of the community by their very isolation.

"Were you to explore the causes of this poverty, you would find that welfare is making up for inadequate training and education; that your welfare dollars are making up the gaps in our social insurance programs; that disease, disability, discrimination, and inadequate wages are driving many to seek public assistance. A few examples may help. Fifty percent of the farm workers in California earn less than \$2000 per year. Fifty percent of all custodial and service workers earn less than \$4000 per year. Of the relatively well-paid, semi-skilled workers in this State, a substantial percentage work less than full time, putting large numbers among the deprived of our communities.

"The welfare system has had to recognize the impact of population growth, urbanization, decentralization of industry, automation and mechanization, the indus-

trialization of agriculture, the segregation of our citizens into tight enclaves determined by race and income. The welfare system tries to make up for the negative effects of actions by those over whom it has no influence. For example, management decisions to expand or contract their operations, to diversify their products, to remodel, relocate, or automate, to resist unionization, to take a strike—all affect public assistance caseloads. Union decisions to organize or not to organize, to demand increased wages, to demand pensions, to actively pursue the ideal of inter-racial industrial democracy—these too affect the public assistance caseload.

"The inability of our public school system—one of the first major social causes of organized labor—to communicate effectively with increasing numbers of our young people and to successfully challenge them and their parents in meaningful educational experiences affects our day-to-day operations. Decisions of local government to construct hundreds of units of low rent public housing on a congested site, thereby isolating more low-income families from the mainstream of community life and involvement, affect our work. Decisions of local government to embark on programs of urban renewal and redevelopment without adequate consideration of the needs of increased numbers of low-income families will be reflected in public assistance caseloads.

"The effort to contend with the problems of poverty and dependency which our society generates is costly. During the 1963-64 fiscal year the cost to the state was \$311,587,800; federal funds accounted for an additional \$381,755,300; county funds an additional \$164,689,200; total welfare expenditures for the year were \$858,032,300.

"Welfare administrators agree that the best means for treating the social and economic problems associated with poverty are expanded social insurance programs which as a matter of right provide an income sufficient to support an adequate standard of living to every beneficiary; equal access to available job opportunities without regard to race, ethnic origin or religion; increased opportunities for work for those who are able, available, and actively seeking work; and a substantially greater effort to provide our young people with educational and training experiences to equip them for independence and self-support so they can effectively compete.

"Welfare is not and should not be the ultimate goal of our society. That is why the major effort on rehabilitation and restoration for all those who can be helped. But while we do what we can to accomplish our goal, you must keep in mind that the community which we are building is leaving behind increasing thousands each year whose talents and ambitions are being blighted by economic deprivation. And they do not like it. And neither should we. The challenge is not just to the welfare system. It is pre-eminently a challenge to organized labor, many of whose members live in non-productive and marginal economic roles."

### **Motion to Expedite Convention Business**

Secretary Pitts at this time offered the following motion:

"Looking at the watch, recognizing the time problems and what we have left to do here, we have tried to get beyond resolutions where we thought the 'Resolved' must be read in order to have good consideration of them by the delegates. We are now at a spot where we believe that, in order to accomplish as much as possible while the delegates are still with us, we could move more rapidly if we will just refer to the page number and the number of the resolution and then let you quickly, if you can, follow the 'Resolve' and let the Chairman move for the Committee's recommendation in that instance.

"I would offer it as a motion at this time: that this procedure be used in the Convention in order to expedite the business, so that we can finish within the limited amount of time that we have left."

Motion was duly seconded and carried.

### **Further Report of Committee on Resolutions**

**Resolution No. 2—Personnel Elevators for High-Rise Construction.**

"Although the sponsors of this resolution were requested to appear before your Committee because a controversy appeared to exist within various crafts as to the subject matter of the resolution, no sponsors appeared.

"Your Committee accordingly recommends that since the Committee was unable to investigate and resolve any differences, the resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 19**—San Diego for 1966 Convention.

"The subject matter of this resolution is concerned with the approval of the City of San Diego as a Convention site of the next Federation Convention.

"While your Committee might be inclined individually and collectively to have this desire, under the provisions of the Constitution your Committee is without authority to act on subject resolution and, in fact, the Constitution especially provides for the manner in which convention sites are nominated and selected.

"Your Committee accordingly recommends nonconcurrence in the resolution."

The committee's recommendation was adopted.

**Resolution No. 197**—Establish Coro Scholarships.

"The subject matter of this resolution is the financing by the Federation, in the sum of \$2250 each, of two scholarships in the Coro Foundation.

"Since financing of this type, in the opinion of your Committee, would be inconsistent with the scholarship program of the Federation itself and was of a magnitude that did not appear to be warranted by the circumstances, your Committee recommended nonconcurrence in the resolution."

The committee's recommendation was adopted.

**Resolution No. 210**—COPE Pre-Primary Endorsements.

"The subject matter of this resolution is concerned with the pre-primary endorsements by COPE. Since this is exclusively within the jurisdiction of California Labor COPE, your Committee accordingly recommends that the resolution be transmitted to the Executive Council of California Labor COPE for consideration and action."

The committee's recommendation was adopted.

**Resolution No. 225**—Oppose Extremism.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 236**—Priority for Uncollected Wages.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 237**—Wage Security Under Service Contracts with Federal Government.

Because of its importance, Chairman Small read Resolution No. 237.

"Your Committee recommends that the following language, 'and fringe benefits' be added after the word 'wages' wherever this word appears in the third, fourth and fifth and sixth Whereases and in the first resolve.

"As so amended your Committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 238**—Amend Miller Act.

The committee recommended concurrence.

The committee's recommendation was adopted.

## Report of Committee on Legislation

Robert S. Ash, Chairman

At this time the Chair recognized Vice President Ash, the Chairman of the Committee on Legislation, who reported as follows:

**Resolution No. 81**—Disability Insurance for State Employees.

**Resolution No. 184**—Disability Insurance for Public Employees.

**Resolution No. 188**—D. I. Coverage for Public Employees.

"The Committee recommends concurrence in Resolution 81 and further recommends that 184 and 188 be filed."

The committee's recommendation was adopted.

**Resolution No. 192**—Increase State Disability Payments.

"Your Committee believes that the subject matter is more adequately covered in the Statement of Policy, and accordingly recommends that the resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 144**—Amend Section 2627(B) of U. I. Code.

"Since your Committee believes that the subject matter is more adequately covered in the Statement of Policy, the

Committee recommends that this resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 145** — Amend Section 1280 of U. I. Code.

The committee recommended concurrence.

At this point, Delegate V. Collins, Auto Workers No. 216, South Gate, rose to protest the procedures and the speed with which the Resolutions were being considered.

Secretary Pitts explained the several reasons which made it necessary to move along so rapidly.

The committee's recommendation on Resolution No. 145 was adopted.

**Resolution No. 249**—Hospital Benefits for Pregnancy.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 251** — Increase "Additional Benefit" for Hospitalization.

"Since the subject matter is more adequately covered in the Statement of Policy, the Committee recommends that this resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 11**—Change Unemployment Base Period for Disabled.

**Resolution No. 187**—Amend Section 1275 of U. I. Code.

"Your Committee recommends concurrence in Resolution No. 11 and further recommends that Resolution No. 187 be filed."

The committee's recommendation was adopted.

**Resolution No. 47**—Unemployment Insurance Section 1262.

"The Committee had the sponsors of this resolution appear before it in order to discuss whether or not any additional legislation was necessary in view of the recent favorable decision in the Ruberoid case.

"The sponsors agreed that the resolution be filed, but that the subject matter be referred to the incoming officers and the members of the Executive Board for investigation with the Department of Employment to insure that in fact no legislation was necessary. If after such investi-

gation it is found that the Ruberoid case does not apply, your Committee recommends to the Federation that the legislation suggested in this resolution be introduced as part of the Federation program."

The committee's recommendation was adopted.

**Resolution No. 54**—Unfair Disqualification from Unemployment Insurance.

"The subject matter of this resolution deals with an individual who voluntarily quits his last job without good cause. The resolution would provide that in spite of this fact, unemployment insurance benefits should nevertheless be payable to him.

"Your Committee is convinced that the accomplishment of any such purpose is totally impractical, and accordingly recommends that the resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 94**—Unemployment Insurance for State Employees.

**Resolution No. 185**—Unemployment Insurance for Public Employees.

**Resolution No. 189**—U. I. Coverage for Public Employees.

"The Committee recommends concurrence in Resolution No. 185; and further recommends that Resolutions 94 and 189 be filed."

The committee's recommendation was adopted.

**Resolution No. 124**—Amend Sections 1253C, 1257B of U.I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 125** — Amend Section 1253 (d) of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 126**—Amend Sec. 3503 (e) of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 127**—Amend Sec. 1277 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 128**—Amend Sec. 1279 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 129**—Delete Sec. 1262 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 130**—Amend Sec. 1252 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 131** — Eliminate Sec. 1262 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 132**—Repeal Sec. 1263 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 133**—Amend Sec. 1032 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 134**—Repeal Sec. 1264 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 135**—Amend Section 1260 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 136**—Amend Section 1281 (a) of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 137**—Amend Articles Nos. 3 and 4 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 138**—Add Dependency Benefits to U. I. Code.

"Your Committee directs the attention of the Delegates to the Statements of Policy V, Unemployment Insurance, Page 21, Item 3, where the same subject matters are discussed.

"Your Committee believes that the Policy Statement more adequately covers the subject matter; and accordingly Resolution No. 138 should be filed."

The committee's recommendation was adopted.

**Resolution No. 139** — Increase U. I. Benefits.

"Your Committee believes that the subject matter is more adequately covered in the Statements of Policy; and accordingly recommends that the resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 140** — Eliminate Sec. 2677 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 141**—Amend Sec. 1262 of the U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 142**—Amend Section 1030.5 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 143** — Amend Section 1030.5 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 198**—Amend Sec. 1256 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 199**—Amend U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 241**—Eliminate One Week Waiting Period on U. I. Claims.

"Since your Committee believes the Policy Statement more properly covers this point, the Committee recommends that Resolution 241 be filed."

The committee's recommendation was adopted.

**Resolution No. 250**—Unfair Disqualification from Unemployment Compensation Benefits.

The committee recommended concurrence.

The committee's recommendation was adopted.

### **Committee Report on Suggested Legislative Priorities**

Chairman Ash then added: "This concludes the report of your Committee with respect to the subject matter of Unemployment Insurance.

"Mr. Chairman and Delegates, we have reported as to each resolution with respect to its own merit and not in relationship to the overall results which occur when a multiplicity of good resolutions have been adopted. As a practical matter, however, there have been complaints that the magnitude of the Legislative Program flowing from such Convention approval is too great. Your Committee also believes that the time limitation and lack of Legislative recess are such that concentration must be made on the measures which are of higher priority. Your Committee accordingly felt obligated to assist the Executive Council and its Screening Committee in advising them what the Committee thought were areas of priorities.

"If, for example, at the time of screening, only the first level of priority was thought practical of accomplishment, then proposed legislation in the other two priorities should, in the opinion of your Committee on Legislation, not be introduced. As a guide, accordingly, the Committee submits its opinion as to the level of priority with respect to this sub-

ject matter. Your Committee also believes that an appropriate Advisory Committee similar to that existing in California Labor COPE, of approximately fifteen, meet with the Screening Committee of the Executive Council to advise it in making its determination, subject to the existing Constitutional provisions of the Federation Constitution, namely, Article IX, Section 4, which state in part:

"Either the Executive Council or its Legislative Committee shall have the authority to review all resolutions adopted by convention action calling for the introduction of legislation, and the Secretary-Treasurer shall cause to be introduced only such legislation as the Executive Council or its legislative committee believes desirable and proper at the time the session of the legislature commences; provided, that the sponsor or sponsors of the resolutions shall be notified accordingly; provided, further, that this limitation shall not apply to any resolution, adopted by the convention by at least a two-thirds vote, in which resolution it is expressly provided such proposed legislation shall be introduced without any further review by the Executive Council or its Legislative Committee."

"The order of priority the Committee suggested is as follows:

#### **"PRIORITY I**

"Resolution 11 (Wage Freeze)

Resolution 127 (Repeal of Lag Quarter)

Resolutions 130 and 199 (Severance Pay, etc.)

Resolution 136 (Repeal of 75% Rule)

Resolution 185 (Coverage of Public Employee)

#### **"PRIORITY II**

"Resolution 124 (Disqualifications)

Resolution 125 (Eligibility)

Resolution 128 (Partial Earnings)

Resolutions 129 and 133 (Unfair Recall to Employment, etc.)

Resolution 142 (Charges against Employers)

#### **"PRIORITY III**

"Resolution 126 (Duration of Benefits)

Resolutions 131, 132, 134, 135, 140 and 198 (Disqualifications)

Resolution 137 (Repeal of Employer Experience Rating)

Resolution 141 (Eligibility)

Resolution 143 (Charges Against Employers)"

Chairman Ash then moved adoption of this report.

Motion was duly seconded.

George Johns, San Francisco Central Labor Council, a member of the Committee on Legislation, spoke in support of the motion.

Donald Abrams, Typographical No. 21, San Francisco, rose to inquire if the priorities listed by the Chairman were already determined or merely recommended by the committee. Chairman Ash said they were recommendations only.

The motion to accept the committee report was carried.

**Resolution No. 41—Third Panel for Industrial Accident Commission.**

Chairman Ash read Resolution No. 41, then reported.

"The subject matter of this resolution is concerned with the creation of a third and additional panel of the Industrial Accident Commission. The committee was unclear as to the manner in which the Commission would operate if such panel were conducted and, in any event, felt that this was a matter, the details of which would have to be worked out only after numerous conferences and lengthy discussions.

"Your committee accordingly believed that this could best be accomplished through the incoming officers and Executive Board of the Federation and therefore, we recommend the resolution be filed and the subject matter be referred to the incoming officers and Executive Board of the Federation for consideration and acceptance."

The committee's recommendation was adopted.

**Resolution No. 42—Workmen's Compensation Section 4453.**

**Resolution No. 61—Workmen's Compensation Payment Base.**

"Your Committee recommends concurrence with Resolution No. 61; and further recommends that Resolution No. 42 be filed."

The committee's recommendation was adopted.

**Resolution No. 43—Workmen's Compensation Transportation Expenses.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 44—Workmen's Compensation Section 4601.**

**Resolution No. 208—Medical Care for Industrial Injuries.**

"Your Committee recommends concurrence in Resolution No. 44; and further recommends that Resolution No. 208 be filed."

The committee's recommendation was adopted.

**Resolution No. 45—Permit Use of Industrial Safety Reports.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 59—Industrial Accident Statute of Limitations.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 60—Industrial Accident Re-Hire Rights.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 62—Establish Workmen's Compensation Insurance Division.**

**Resolution No. 211—Industrial Accident Commission and State Compensation Fund.**

**Resolution No. 221—Establish Division of Workmen's Compensation.**

"Your Committee recommends concurrence in Resolution No. 221; and further recommends that Resolution No. 62 and Resolution No. 211 be filed."

The committee's recommendation was adopted.

**Resolution No. 63—Temporary Disability Dependency Benefits.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 64—Interim Disability Benefits.**

The committee recommended concurrence.

The committee's recommendation was adopted.



**Resolution No. 65—Compensation Payment for First Week.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 66—Late Workmen's Compensation Payments.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 98—Workmen's Compensation Rates.**

"The sponsors of this resolution at the request of your Committee appeared before it, and at that time requested that the resolution be withdrawn.

"Your Committee recommends concurrence with such request."

The committee's recommendation was adopted.

**Resolution No. 186—Workmen's Compensation Insurance.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 191—Increase Workmen's Compensation.**

"The Committee believes that the subject matter is more adequately covered in the Statement of Policy, and it therefore recommends that Resolution No. 191 be filed."

The committee's recommendation was adopted.

**Resolution No. 195—Prompt Payment of Workmen's Compensation.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 196—Workmen's Compensation and Safety Violation.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 209—Salaries of Industrial Accident Commission Referees.**

"The subject matter of this resolution is concerned with salaries of Industrial Accident Commission Referees.

"Your Committee is sympathetic to the desirability of additional compensation for these Referees, but it is aware of the fact that the problem also exists as to the Department of Employment's Referees and others, and that the Federation has previously adopted policy in support of overall salary improvement.

"Your Committee accordingly, while concurring in the intent of the resolution, recommends that the resolution be filed and that the subject matter be referred to the incoming officers and Executive Board of the Federation for consideration and action."

The committee's recommendation was adopted.

**Resolution No. 212—Increase Workmen's Compensation Benefits.**

"Your Committee believes that the Statement of Policy more adequately covers this program, and accordingly recommends that Resolution 212 be filed."

The committee's recommendation was adopted.

**Resolution No. 213—Rehabilitation of Industrially Injured Workers.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 214—End Self Insurance for Workmen's Compensation.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 215—Discharge for Filing Claims.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 216—Medical Examiners Who Work for Carriers.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 243—Compulsory Hiring of Industrial Accident Injured.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 248—Prevent Payment of Workmen's Compensation Benefits by Negotiated Plans.**

"The subject matter of this resolution is concerned with the question of medical care in Workmen's Compensation cases.

"The Convention has already adopted Resolution 44 calling for complete freedom of choice.

"Since, in the opinion of your Committee, this resolution is inconsistent with that resolution, the Committee accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

### **Further Report on Suggested Priorities**

Chairman Ash concluded this section as follows:

"We have a report, Mr. Chairman, with this group of resolutions dealing with social legislation.

"This concludes the report of your Committee with respect to the subject matter of Workmen's Compensation Insurance.

"We have reported as to each of the resolutions with respects to its own merit and not in relationship to the overall results which occur when a multiplicity of good resolutions have been adopted. As a practical matter, however, there have been complaints that the magnitude of the Legislative Program flowing from such Convention approval is too great. Your Committee also believes that the time limitation and lack of Legislative recess are such that concentration must be made on the measures which are of higher priority. Your Committee accordingly felt obligated to assist the Executive Council and its Screening Committee in advising them what the Committee thought were areas of priorities.

"If, for example, at the time of screening, only the first level of priority was thought practical of accomplishment, then proposed legislation in the other two priorities should, in the opinion of your Committee on Legislation, not be introduced. As a guide accordingly, the Committee submits its opinion as to the level of priority with respect to this subject matter. Your Committee also believes that an appropriate Advisory Committee, similar to that existing in California Labor COPE, of approximately fifteen, meet with the Screening Committee of the Ex-

ecutive Council to advise it in making its determination, subject to the existing Constitutional provisions of the Federation Constitution, namely, Article IX, Section IV, which state in part:

"Either the Executive Council or its Legislative Committee shall have the authority to review all resolutions adopted by convention action calling for the introduction of legislation, and the Secretary-Treasurer shall cause to be introduced only such legislation as the Executive Council or its Legislative Committee believes desirable and proper at the time the session of the legislature commences; provided, that the sponsor or sponsors of the resolutions shall be notified accordingly; provided further, that this limitation shall not apply to any resolution, adopted by the convention by at least a two-thirds vote, in which resolution it is expressly provided such proposed legislation shall be introduced without any further review by the Executive Council or its Legislative Committee.

"Report of the Committee with regard to Workmen's Compensation Insurance Group:

"The priorities suggested by your Committee are as follows:

#### **"PRIORITY I**

"Resolution 44 (Free Choice of Doctor)  
Resolution 59 (Lifetime Medical)  
Resolution 61 (Average Wages)  
Resolution 63 (Dependency Benefits)  
Resolution 65 (Waiting Period Payments)  
Resolution 213 (Rehabilitation)  
Resolution 221 (Administrative Reorganization)

#### **"PRIORITY II**

"Resolution 43 (10c per Mile Transportation)  
Resolutions 60 and 215 (Employer Misconduct)  
Resolution 66 (Late Payment Penalty)  
Resolution 196 (Safety Order Violation)  
Resolution 216 (I.M.E.)

#### **"PRIORITY III**

"Resolution 45 (Employers Reports as Evidence)  
Resolutions 64 and 195 (Benefit Payment)

**Resolution 98** (Workmen's Compensation Rates)

**Resolution 214** (Abolish Self-Insurance)"

Chairman Ash then moved the adoption of the committee's report.

Motion was duly seconded.

The committee's recommendation was adopted.

**Resolution No. 207**—Board of Harbor Commissioners.

**Resolution No. 222**—Port of San Francisco.

"Your Committee recommends concurrence in Resolution No. 222; and further recommends that Resolution 207 be filed.

The committee's recommendation was adopted.

### **Motion to Refer Remaining Resolutions to Executive Board**

Sam Kutnick, Miscellaneous Employees No. 110, San Francisco, moved as follows:

"That we refer all the rest of the resolutions facing us to the Executive Board for consideration and action."

Motion was duly seconded.

Delegate Kutnick spoke in support of his motion, as did Tony Cannata, Contra Costa County Labor Council, and DeWitt Stone, Auto Workers No. 509, Maywood.

Donald Abrams, Typographical No. 21, San Francisco; Robert Ash, Central Labor Council, Oakland; and Anne Draper, Amalgamated Clothing Workers No. 42, San Francisco; spoke in opposition.

The motion was lost.

### **Legislation Report Continued**

**Resolution No. 224**—Waterfront Passenger Terminal.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 3**—Policyholders' Protection.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 21**—Prohibits Garnishment of Wages.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 22**—Notice of Defense Against Garnishment.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 73**—Prohibit Deficiency Judgments on Automobiles.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 177**—Separate Principal and Interest.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 244**—Limiting Use of Non-Professional Private Employment Agencies.

Chairman Ash read Resolution No. 244.

"The subject matter of this resolution is concerned with the prohibition of non-professional private employment agencies.

"Since the committee is aware of the fact that prior attempts through the Federation to abolish private employment agencies have been ruled to be in violation of the State Constitution, and since your committee construes this resolution to suggest legislation to accomplish the same results, the committee does not believe that it will be practical to instruct the incoming officers of the Federation to prepare such legislation, and accordingly recommends that the resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 5**—Prevailing Wages on All Public Contracts.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 7**—Voter Registration Cut-Off.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 9—Protect Fringe Benefits Against Liens.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 53—Legalized Lottery.**

"The subject matter of this resolution is concerned with legalized lottery. Your committee without in any way disposing of the issue, whether legalized lottery is good or bad, is firmly convinced that it is not a subject which should be sponsored by a labor organization.

"Your committee accordingly recommends non-concurrence in the resolution."

The committee's recommendation was adopted.

**Resolution No. 58—Service on Wage Claims.**

"The Committee recommends that the second item in the 'Resolved' be deleted, and the remaining items be renumbered; and as so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 71—Compensation for Jury Duty.**

"The Committee recommends that the second 'Resolved' be stricken; and as so amended, the Committee recommends concurrence."

Deland A. Durr, Electrical Workers No. 848, San Bernardino, spoke in opposition. Chairman Ash read the text of the Resolution and clarified the committee recommendation.

The committee's recommendation was adopted.

**Resolution No. 104—Traffic Court During Non-Working Hours.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 116—Equal Pay for Equal Work.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 118—Governor's Commission on the Status of Women.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 157—Revision of Penal Code.**

"The committee, in reviewing this resolution, was of the opinion that approval of it would in effect amount to a blank check without any possibility of supervision or control by the Federation of the position of Local 685 in regard to this field of Criminology.

"Your committee, accordingly, recommends that the resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 159—Public Funds for Nursery Schools.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 164—Child Day-Care Centers.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 190—Legislators' Salaries.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 232—TV and Labor Press Programs.**

"The subject matter of this resolution is concerned with the broad program in the overall field of radio, TV, press, and public relations and labor education. The complexities of such accomplishments are so great that your committee believes that the resolution should be filed and subject matter should be referred to the incoming officers and members of the Executive Board of the Federation in order that the time required to review this problem can be given to it and any or all necessary action taken.

"The committee therefore recommends the resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 245—Governor's Commission on the Status of Women.**

"The subject matter of this resolution is concerned with a commission on the status of women. It has already been covered in Resolution 118, concurred in by the Convention, and it is therefore recommended that this resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 246—Employer's Failure to Make Wage and Benefit Payments.**

"The sponsor has requested that the third 'Whereas' be amended to add the words 'hotels and motels' after 'bars' in line 5.

"As so amended, the committee recommends concurrence in the resolution."

The committee's recommendation was adopted.

**Resolution No. 247—Establish \$1.50 Per Hour Minimum Wage for All Employees.**

"The subject matter of this resolution is concerned with the increase of minimum wage to \$1.50 per hour.

"Your committee directs the attention of the Delegates to Statements of Policy, Resolutions, Part 1, III, Labor Legislation, Page 13, where an amount in the sum of \$2.00 is called for.

"Since the subject matter of this resolution is more applicably covered in Statement of Policy, we recommend that it be filed."

The committee's recommendation was adopted.

**Resolution No. 254—San Diego Transit System.**

"The subject matter of this legislation, in the opinion of your Committee, is local in nature. Accordingly, it would appear more properly to be a subject for consideration by the local central body within its autonomy. We therefore recommend this resolution be filed."

The committee's recommendation was adopted.

The Chair then requested that Delegate Bartalini, a member of the Committee on Legislation, continue the report.

**Resolution No. 256—Extend McAteer Act.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 6—Anti-Strikebreaker Legislation.**

**Resolution No. 20—Prohibit the Importation of Strikebreakers.**

**Resolution No. 72—Outlaw Strikebreaking.**

**Resolution No. 146—Prohibit Employment of Strikebreakers.**

**Resolution No. 217—Prohibit Use of Strikebreakers.**

"The subject matter of these resolutions is similar; namely, the prohibition of professional strike breaking.

"Your committee recommends concurrence in Resolution 217, and further recommends that Resolutions 6, 20, 72 and 146 be filed."

George Johns, San Francisco Labor Council, and John M. Kelly, Northern California District Joint Council of Pressmen, spoke in support of the recommendation, and urged priority for this subject.

The committee's recommendation was adopted.

**Resolution No. 36—Oral Examinations in Civil Service.**

**Resolution No. 82—Oral Examinations in Civil Service.**

"The subject matter of these resolutions is similar, namely, the limitation of the percentage to be awarded in oral examinations if they occur.

"Your committee recommends concurrence in Resolution 82 and further recommends that Resolution 36 be filed."

The committee's recommendation was adopted.

**Resolution No. 76—Tightening Job Descriptions.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 77—Civil Service in State Colleges.**

"The sponsor of this resolution appeared before your Committee and requested that it be withdrawn.

"The committee recommends concurrence in this request."

The committee's recommendation was adopted.

**Resolution No. 83—Rule of One in Civil Service.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 23—Collective Bargaining for Public Employees.**

**Resolution No. 90—Oppose "California Plan."**

**Resolution No. 170—Public Employees' Right to Strike.**

**Resolution No. 194—Amend Chapter 10, Government Code.**

"The subject matter of these resolutions is similar; namely, Collective Bargaining for Public Employees.

"Your committee recommends concurrence in Resolution No. 170 and further recommends that Resolutions 23, 90 and 194 be filed."

The committee's recommendation was adopted.

**Resolution No. 174—Collective Bargaining in Public Employment.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 26—Collective Bargaining for Private Hospital Workers.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 27—Collective Bargaining for Public Hospital Workers.**

"Although your committee is recommending concurrence in this resolution, it wishes to emphasize that it is doing so because of the manner in which the resolution is drafted and that this should in no way be construed as in any way approving compulsory arbitration.

"Your committee accordingly recommends concurrence in the resolution with this statement."

The committee's recommendation was adopted.

**Resolution No. 151—Teacher Organization.**

Committee Chairman Pro Tem Bartolini read the "Resolve" of Resolution No. 151.

"Your committee recommends that Items 1, 2 and 3 of the resolution should

be stricken and that the following should be inserted:

"1. Teachers and all other employees of school districts shall have complete freedom in selecting the organizations which they may wish to join, without coercion of any kind from any administrative officer or other school employee.

"2. Coercion and pressure by any principal or other administrative officer shall be deemed to be unprofessional conduct and a misdemeanor."

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 152—Teacher Representation.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 33—Social Security for City Employees.**

"At the request of the committee the sponsors of this resolution appeared before it and conceded that the subject matter of the resolution was local in nature.

"Since it is the feeling of your committee that action by the Federation under such circumstances would interfere with the autonomy of the local bodies that are directly affected, your committee recommends that the resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 34—Civil Service Longevity Pay.**

"The sponsors of this resolution appeared before your committee at its request, at which time they conceded that the objectives of the resolution were purely local in nature.

"Accordingly, since it is the feeling of your committee that the intrusion of the Federation in matters within jurisdiction of various local central bodies would be interfering with their autonomy. Your committee recommends that the resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 39—Escalator Clause for Retired City Employees.**

"The sponsors of this resolution at the request of your committee appeared be-

fore it and at that time requested that the resolution be withdrawn.

"Your committee recommends concurrence in this request."

The committee's recommendation was adopted.

**Resolution No. 78**—Increase State Retirement Benefits.

**Resolution No. 74**—Reduce Mandatory State Retirement Age.

"At the request of your committee, the sponsors of the above resolutions appeared before it, at which time it was agreed that the subject matter of each of these resolutions was intended to be substantially the same.

"With the agreement of the sponsors, therefore, your committee recommends concurrence in Resolution 78 and recommends that Resolution 74 be filed."

The committee's recommendation was adopted.

**Resolution No. 75**—Escalator State Retirement Plan.

"The subject matter of this resolution deals with escalator clauses in the State Retirement Program.

"Your committee notes that there is no floor imposed with respect to the escalator, and furthermore, that labor as such has traditionally opposed such escalators.

"Your committee accordingly recommends nonconcurrence in this resolution."

The committee's recommendation was adopted.

**Resolution No. 79**—Employee Organization Health Plans.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 80**—Increase State Benefits Contributions.

**Resolution No. 179**—Benefits for Public Employees.

"The subject of these resolutions is similar; namely, meeting of the costs of the Health and Welfare Program of the State Employees.

"The committee recommends concurrence in Resolution 80 and further recommends that Resolution No. 179 be filed."

The committee's recommendation was adopted.

**Resolution No. 84**—Saturday Holidays for State Employees.

"Your committee recommends that the third 'Whereas' in its entirety be stricken; and as so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

**Resolution No. 85**—35-Hour Week for State Employees.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 86**—Pay Every Two Weeks for State Employees.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 87**—Overtime Pay for State Employees.

**Resolution No. 102**—Overtime Pay for Narcotics Agents.

"Subject matter of these resolutions is similar; namely, overtime pay for State Employees.

"Your committee recommends that the first Resolved of Resolution No. 87 be amended by striking the words 'or compensable time off,' and as so amended, your committee recommends concurrence in Resolution No. 87 and further recommends that Resolution No. 102 be filed."

The committee's recommendation was adopted.

**Resolution No. 88**—Night Shift Premium for State Employees.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 89**—Increased Disability Retirement for State Employees.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 91**—Major Medical Insurance for State Employees.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 93**—Longevity Pay for State Employees.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 95**—In-Service Training Program.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 97**—Protect State's Women Employees.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 99**—Tying Retirement Increases to Salary Increases.

"Your committee concurs in the sense of the resolution from the standpoint of policy, but since it has detailed financial aspects which must be clarified in order to insure the actuarial soundness of the program after any such proposal has been adopted, your committee accordingly recommends that the resolution be filed and that the subject matter of the resolution be referred to the incoming officers and members of the Executive Council of the Federation for consideration and action."

The committee's recommendation was adopted.

**Resolution No. 100**—Pay for Unused Sick Leave.

Committee Chairman Pro Tem Bartalini read Resolution No. 100.

"At the request of the members of your committee, the sponsors of the above resolution appeared before it, but in spite of such appearance, your committee is still convinced that the use of sick leave for the purpose of severance pay is illogical and undesirable.

"While your committee indicates its full support for severance pay for state employees, in view of the inconsistency of the use of sick leave pay, your committee accordingly recommends this resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 101**—Benefits for Law Enforcement Personnel.

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 103**—Labor Code Rights for Public Employees.

**Resolution No. 120**—Protection for School Employees.

**Resolution No. 154**—Rights of Public Employees.

"The subject matter of these resolutions is similar; namely, the protection of the public employees along the same basis as other employees under the existing provisions of the law.

"Your committee recommends concurrence in Resolution No. 120 and further recommends that Resolutions No. 103 and No. 154 be filed."

The committee's recommendation was adopted.

**Resolution No. 258**—Optional OASDI for Los Angeles City Employees.

"The subject matter of this resolution, in the opinion of this committee, is concerned exclusively with a local matter.

"Accordingly since your committee believes action by the Federation would intrude upon the autonomy of the local central body, the committee recommends the resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 260**—"Prevailing Wage" Defined.

The committee Chairman Pro Tem read the Resolve of Resolution No. 260.

"The subject matter is concerned with defining the term 'prevailing wage' for salary-setting purposes by the State and all of its political divisions.

"In the opinion of the committee, the subject matter of this resolution warrants extensive study and consultation with all of the affiliated groups which might be involved in the import of the suggested change. Your committee believes that this would necessitate a rather substantial period of time being devoted to the undertaking.

"Your committee accordingly recommends that the resolution be filed and that the subject matter of the resolution be referred to the officers and members of the Executive Council for consideration and action."

The committee's recommendation was adopted.



**Resolution No. 171—Eliminate EBMUD Board.**

"Your committee carefully reviewed this resolution but is of the opinion that it is a local rather than Federation matter, particularly since the Federation did not participate in the establishment of this program, legislatively, at the outset.

"Your committee accordingly recommends that the resolution be filed."

Henry Clarke, Contra Costa County Employees No. 1675, Martinez, spoke in opposition, while Committee Chairman Ash supported the recommendation.

The committee's recommendation was adopted.

**Resolution No. 172—Amend EBMUD Act.**

"Your committee carefully reviewed this resolution but is of the opinion that it is a local rather than Federation matter, particularly since the Federation did not participate in the establishment of this program, legislatively, at the outset.

"Your committee accordingly recommends that the resolution be filed."

Delegate Henry Clarke, Contra Costa County Employees No. 1675, spoke in opposition, and Committee Chairman Pro Tem Bartalini in support.

The committee's recommendation was adopted.

**Resolution No. 173—Bargaining for EBMUD Employees.**

"Your committee carefully reviewed this resolution but is of the opinion that it is a local rather than Federation matter, particularly since the Federation did not participate in the establishment of this program, legislatively, at the outset.

"Your committee accordingly recommends that the resolution be filed."

Henry Clarke again spoke in opposition.

Charles Robinson, Northern California District Council of Laborers, San Francisco, supported the committee's recommendation.

The committee's recommendation was adopted.

**Resolution No. 14—40 Hour Work Week for Fire Fighters.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 15—Safety Member of State Retirement System on Board.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 121—Tuberculosis Incurred by Fire Fighters.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 24—Political Activity for State Employees.****Resolution No. 25—Repeal Denial of Political Activity.****Resolution No. 193—Repeal Operative Provision of AB 2947.**

"Subject matter of these resolutions is similar; namely, the freedom of political activity for public employees.

"Your committee recommends concurrence in Resolution No. 25 and further recommends that Resolutions No. 24 and No. 193 be filed."

The committee's recommendation was adopted.

**Resolution No. 255—Political Activity for City Employees.**

"The subject matter of this resolution is concerned with the political activities of Public Employees.

"The Convention has already adopted Resolution 25 involving the same matter.

"Your committee accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 259—Political Rights of Public Employees.**

"The subject matter of this resolution is concerned with political activity of public employees.

"The Convention has concurred in Resolution 25, which, in the opinion of your committee, adequately covers the subject matter, and therefore recommends this resolution be filed."

The committee's recommendation was adopted.

**State Employees' Priority List**

Committee Chairman Pro Tem Bartalini made the following remarks at this time:

"As resolutions involving public em-

ployees have been presented to you, you will note that one organization, Union of State Employees, Local 411, Sacramento, has alone introduced 25 resolutions.

"Although your committee has not necessarily concurred in all of them, we requested them to submit their priority listings of the resolutions, assuming they were all favorably acted upon by your committee, and we are simply, at this time, filing it for the information of the incoming Executive Board and the Screening Committee when they review that portion of these series of resolutions which we, in fact, have approved.

"The first priority was given to Resolutions Nos. 78, 80, 81, 82, 84, 87, 88, and 100.

"Second priority: Resolutions 75, 76, 77, 79, 83, 85, 86, 91, 92, 93, 94, 95, 97, 99 and 102.

"And third priority: Resolutions 89 and 101.

"That's for information purposes only."

**Resolution No. 1—Licensing of Automatic Sprinkler Installers.**

"Your committee has reviewed the subject matter of this resolution carefully and notes that it calls for the licensing of journeymen plumbers.

"It is the feeling of this committee that the licensing of journeymen is inconsistent with long standing principles of organized labor and should not be permitted.

"Your committee accordingly recommends nonconcurrence in this resolution."

The committee's recommendation was adopted.

**Resolution No. 10—Include "Cleanup" Contractors in License Law.**

"In the opinion of your committee, the subject matter of this resolution would involve jurisdictional disputes between affiliates of the Federation and, accordingly, is beyond authority of the Federation.

"Your committee accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

**Resolution No. 92—Union Scale for State Building Tradesmen.**

The committee recommended concurrence.

The committee's recommendation was adopted.

**Resolution No. 150—Agricultural Labor.**

**Resolution No. 167—Farm Labor.**

"The subject matter of these resolutions is similar: namely, the plight of the agricultural worker.

"Your committee recommends concurrence in Resolution No. 150 and further recommends that No. 167 be filed."

The committee's recommendation was adopted.

At this time, Chairman Ash resumed the committee report.

**Resolution No. 156—Support AB 2638 and/or 2348.**

The committee recommended concurrence.

The committee's recommendation was adopted.

### **Adoption of Legislative Committee Report as a Whole**

Chairman Ash of the Committee on Legislation then stated:

"This completes the work of the Committee on legislation, Mr. Chairman, and I would move that the report of the Committee on Legislation be adopted as a whole."

Motion was duly seconded and carried.

Chairman Ash then thanked the following members of the Committee: Delegates Bartalini, Bogdanowicz, Compagnon, Dias, Finks, Graves, Hower, Johns, Lackey, Martin, Otto, O'Rear, Robinson, Rodriguez, Stumpf and Twombly.

### **Committee on Legislation Dismissed with Thanks**

President Gruhn then spoke:

"The Chair wishes to express the thanks of not only myself and the officers, but all the delegates of this Convention, for the hard work done by the Committee on Legislation.

"And at this time I wish to dismiss them with a vote of thanks. And that goes for all of us. Thank you very much."

### **Barbers' and Beauticians' Program**

Alvin Holt, Barbers and Beauticians State Association, presented the following motion:

"I move that the legislative director or

the legislative representatives of this Federation be authorized and directed to support the legislative program or the legislative objectives of the Barbers and Beauticians State Association, when it is developed into bill form during the coming session of the State legislature, insofar as possible, providing such proposals are not in conflict with policies and principles of the California Labor Federation."

Motion was duly seconded.

Delegate Holt spoke in support of his motion.

The motion carried.

### **Final Report of the Resolutions Committee**

Thomas Small, Chairman

Resolution No. 240—In Memoriam.

The committee recommended concurrence, with the addition of the name of John F. Kennedy.

The committee's recommendation was adopted.

### **Adoption of Resolutions Committee Report as a Whole**

Chairman Small then moved that the Resolutions Committee report, as amended, be adopted as a whole.

Motion was duly seconded and carried.

Chairman Small then stated:

"I would like to personally thank Brothers Joe Angelo, Percy Ball, Joe Christian, Lawrence Dellums, Phil Deredi, Bill Fillippini, W. H. Diederichsen, Armon Henderson, Charles H. Kennedy, Kenneth D. Larson, Everett Matsen, Sister Mary Olson Moran, Brothers Mel Roots, Edward T. Shedlock, William Siddell and DeWitt Stone for the help that they were in deliberating the many, many problems we had.

"And I would like at this time also to include a special thanks to Charles C. T. S. Scully for his assistance."

### **Committee on Resolutions Dismissed with Thanks**

President Gruhn then added his appreciation:

"At this time, I would also wish to express the appreciation of the officers—and I am sure all of the delegates of this

Convention—for the work of this Committee. And at this time, I would dismiss the Committee with a vote of thanks from all of us."

### **In Memoriam**

**Clair F. Engle**

Emerson Street, Central Labor Council, Santa Clara County, then was recognized, and spoke as follows:

"I couldn't get to the microphone in time, but I would like to add an additional amendment to the previous adoption, to include the name, in memoriam, of Senator Clair F. Engle."

President Gruhn ruled that, there being no objection, this would be included.

### **Report of Election Board**

James Blackburn, Chairman

The Chairman then called upon Chairman Blackburn of the Election Board for a report.

Chairman Blackburn reported as follows:

"Nine hundred sixty-two ballots were cast, 40 ballots were void.

"The results of the balance of the ballots, in the election for Secretary-Treasurer of this great organization:

"Charles W. Walker, 78,844.

"Thos. L. Pitts, 489,636.

The following named Delegates were on the Committee: Spencer Wiley, U.A.W.; Anthony Scardaci, U.F.W.A.; Charles Benton, Laborers; C. H. Jinkerson, Retail Clerks; Phyllis Mitchell, Office and Professional Employees; William Reedy, I.B.E.W.; Robert Renner, Fire Fighters; Gunnar Benonys, Carpenters; Elizabeth Kelly, Waitresses; Joseph Angelo, Steelworkers; William P. Sutherland, California State Theatrical Federation; and myself."

Chairman Blackburn then thanked the Committee for their very fine work and cooperation.

### **Thos. L. Pitts Elected Secretary-Treasurer**

President Gruhn then announced:

"Based upon the report of the Election Board, the Chair declares Thos. L. Pitts elected Secretary-Treasurer of this organization."

## Secretary-Treasurer Thos. L. Pitts

### Address

Secretary Pitts then addressed the delegates in these words:

"Mr. Chairman and Delegates to the Convention:

"I know that on occasions of this kind, because I have been at occasions of this kind before, it seems to be the order of the day to extend a few remarks. I have given them to you on other occasions, and certainly I am not going to dwell at any great length in remarks here this afternoon. I am fully conscious that everyone in this Convention is very tired. We have had a long, hard week. And if I did indulge in lengthy remarks at this time, many of them probably would be repetitious of the things that you have heard from other speakers earlier in this week.

"I simply would express to all of you and to all the people in our great state who may be interested that I shall seek to conduct myself in a fashion that continues to merit the strong, decisive support that was given to me in this 1964 Convention. I shall attempt in all of my work to diligently try to bring about the unity that we need in this labor movement in California and to bring this Federation always into the brightest ray of sunshine that it can possibly attain; I hope and trust that everything that I do will merit what has been given to me in this great confidence that has been expressed in the sessions of this Convention here this week, and particularly yesterday afternoon and early last evening.

"I am deeply grateful to all of you who have conducted yourselves in a very splendid fashion in this City of San Francisco. I think the conduct of our delegates has been such that I have not heard an unkind word any place. And I know this: sometimes it is not the easiest thing to do because there are many temptations—even in San Francisco.

"I should like to express at this time my appreciation for all who have worked with me in this Federation. This goes throughout the width and breadth of our labor movement in this state, from its northernmost corner to the southernmost corner and eastern and western sides of our great mountain ranges. It has been wonderful to find that there are so many people who will extend an offer of themselves when you do have difficult roads to travel.

"I should like to take this opportunity

to express my appreciation for those who immediately surround me in this administration: the President, Al Gruhn; the General Vice President, Manny Dias; the other members of our Executive Council; and particularly the people on our staff. I am sure that we all appreciate that there is a tremendous amount of work that goes into the preparations for a Convention of this kind, and the staff must carry this load. Because while this load is being taken care of, the other normal business of the Federation continues on each day and each night. For them I have a great deal of appreciation and take this opportunity before you to express this sincere appreciation I have—not only of their abilities, but of their willingness to work, and work hard and long hours, to accomplish the things that are so important to us in the everyday life of our great California Labor Federation.

"And so in respect to, then, and in consideration of the confidence that you have displayed in me, may I say that I shall try to carry on the duties that are given to me by you in the most commendable fashion possible, so that it reflects nothing but good for the California Labor Federation during my tour of duty."

"I thank you very deeply."

### Membership Report

The Chair then recognized the Secretary for additional business.

"Mr. Chairman, another little act to expedite the business of the Federation.

"Under the Constitution we are required to report on per capita paid membership and estimated membership at each Convention. This report consists of about 25-30 pages—and I am sure that you don't want me to read it. I am sure that you will be very happy if I just submit it for the record and then it will be in the final proceedings record of our Convention.

"If there is no objection, Mr. Chairman, I shall follow that order."

President Gruhn ruled that, there being no objection, that would be the order.

### Albin J. Gruhn, President

At this time, President Gruhn made the following remarks:

"In deference to time, Manny Dias is not asking for the opportunity to comment.

"At this time, Delegates, I would like

to express my deep appreciation to you for your support, and state that I am most pleased that you have responded to our great Secretary Pitts in the way you have. I don't know that I have ever worked with a finer guy and a more dedicated trade unionist than him, in the trade union movement. And I shall do everything in my power to assist him in carrying out his great responsibilities and making this Federation even a greater one that it has been over the years.

"I should like to express my appreciation also to Manny Dias for the untiring work that he carries on, on behalf of this Federation, and for the full cooperation and support that he always gives; and to the other officers of the Federation and to the staff and all others who help to make this trade union movement in California a great trade union movement.

"In order to save time in connection with a report to the Convention on the administration of my office, I wish to call your attention to the matters in the Executive Council's report and also to items in the Secretary-Treasurer's report which govern quite a bit of my activities."

### **Installation of Officers**

#### **C. R. Bartalini, Installing Officer**

Installing Officer Bartalini administered the oath to the following elected officers of the Federation:

President, Albin J. Gruhn

Secretary-Treasurer, Thos. L. Pitts

General Vice President, Manuel Dias

Geographical Vice Presidents:

District No. 1, Max J. Osslo

District No. 2, M. R. Callahan

District No. 3A, William Sidell

District No. 3B, Pat Somerset  
 District No. 3C, Webb Green  
 District No. 3D, W. J. Bassett  
 District No. 3E, J. J. Christian  
 District No. 3F, James L. Smith  
 District No. 4, Gordon A. McCulloch  
 District No. 5, Wilbur Fillippini  
 District No. 6, H. D. Lackey  
 District No. 7, C. A. Green  
 District No. 8, Thomas A. Small  
 District No. 9A, Morris Weisberger  
 District No. 9B, Arthur F. Dougherty  
 District No. 9C, Chris Amadio  
 District No. 9D, W. G. Dowd  
 District No. 10A, Robert S. Ash  
 District No. 10B, Paul L. Jones  
 District No. 11, Howard Reed  
 District No. 12, Stanley Lathen  
 District No. 13, Harry Finks  
 District No. 14, Harry W. Hansen  
 District No. 15, Hugh Allen

#### **Vice Presidents at Large:**

Office A, Charles J. Smith  
 Office B, DeWitt Stone  
 Office C, Edward T. Shedlock  
 Office D, Herbert Wilson  
 Office E, Jerome Posner  
 Office F, E. A. King  
 Office G, E. P. O'Malley  
 Office H, Fred Fletcher  
 Office I, G. J. Conway

### **In Memoriam**

The Delegates stood for one minute of silence in memory of trade unionists and friends of labor who had passed away during the preceding two years.

### **Adjournment**

There being no further business, the Fifth Convention of the California Labor Federation, AFL-CIO, was concluded at 4:20 p.m. Friday, August 21, 1964.

# 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 presented the following policy statements to the 1964 convention.*

## DIGEST

### I FULL EMPLOYMENT AND THE ECONOMY

- (a) The paradox of America's technological progress over the past decade lies in the fact that record production and profit levels have been matched by more than a 100 percent increase in unemployment. Unprecedented affluence for some is offset by a hard core 35 million people living below the poverty level normally defined as an annual income of less than \$3000 for a family of four.

Automation and technological change threaten to augment these conditions greatly, leaving additional millions of broken lives in their wake unless imaginative federal programs are initiated to pioneer in the socio-economic aspects of these processes. President Johnson's proposed National Commission on Automation should be empowered to interpret projected changes so that the nation can begin developing rational solutions.

The need for four million new jobs annually merely to prevent an aggravated rate of unemployment indicates the immensity of this task. The primary tools the federal government can bring to bear in President Johnson's war on poverty are bold fiscal and monetary policies to stimulate private and public demand in line with pressing social and individual needs and to fully utilize our skilled and unskilled manpower.

- (b) Too much of California's economic and physical growth pattern has been determined by speculative and quick dollar considerations. Unless adequate planning and creative initiative are forthcoming, its heavy defense and aerospace involvement leaves it a potent contender for the nation's leading depressed area in the event of cutbacks in such expenditures, shifts in federal procurement policy, or increased competition for such contracts from other states.

California needs an economic growth rate capable of offsetting its above average unemployment rate, the continuing sharp rise in its labor force, and technological displacement of existing workers. Although the bulk of this stimulus must necessarily come from federal action, the state itself can assist greatly by comprehensive planning, facilitating industrial diversification, and by encouraging the diversion of federal defense reductions toward meeting our sadly neglected social needs, particularly where skilled and unskilled labor can be utilized to the maximum degree. We must also gear job training programs to the needs of industries California will seek to attract in building a more balanced economy, and to equipping workers with skills aimed at maximizing long-term, rather than short-range, employment opportunity.

Adopted, p. 51.

### II TAXATION

- (a) The pressing need to balance our production and consumption capabilities calls for full restoration of the ability-to-pay taxation principle by closing the many flagrant federal loopholes now available to the wealthy.
- (b) Sales and property taxes at the state and local level, exacting a higher percentage from the incomes of the poor than from those of the wealthy, finance the bulk of our civilian public services. This regressive practice must be

replaced by the ability-to-pay principle in order to strengthen consumer purchasing power and to meet California's pressing growth needs.

Adopted, pp. 59-60.

### III LABOR LEGISLATION

- (a) America's labor-management problems can be resolved only by free collective bargaining, since the only two alternatives—unilateral employer action and government decree—are clearly alien to the precepts of political and industrial democracy.

With automation posing a deadly danger that millions may become powerless in relationship to their employers, we flirt with economic catastrophe unless the blatant pro-employer bias of the Taft-Hartley and Landrum-Griffin Acts is abandoned. Both of these laws grant privileges to employers that are denied to unions. These include access to speedy injunctions, expedited elections, the right to sue and to seek sympathetic third party assistance in labor disputes. Onerous regulation of unions and sanctioning of more repressive, but not more liberal, union security regulations by individual states are also among the compelling reasons for a return to Wagner Act principles.

Along with Davis-Bacon and Walsh-Healy Act safeguards and improvements, technological progress demands FLSA extension to the 17 million presently uncovered workers, along with a \$2.00 minimum wage, double time for overtime, and a standard 35-hour work week without reduction in take-home pay.

- (b) California's lingering backwardness regarding workers in intrastate commerce and public employment remains a continuing threat to stable, constructive and peaceful labor relations. Organized labor calls for curbing the use of anti-labor injunctions, repealing the misnamed "Jurisdictional Strike Act," outlawing professional strikebreakers and guaranteeing the right to organize and to bargain collectively. A state FLSA with wage and hour provisions identical to those urged at the federal level in Section (a) is also vital if intrastate workers are to enjoy first-class citizenship.

Section (a) adopted, p. 61.

Section (b) adopted with recommendation to refer to Executive Council, p. 61.

### IV AGRICULTURAL LABOR

Organized labor warns against concerted agribusiness efforts to renew the bracero program on the bogus grounds that Americans find such work too onerous. No one can deny that thousands shy away from this industry today as though it were afflicted by the plague. But the repugnance of farm employment today has nothing whatsoever to do with the work itself. The root cause lies rather in the very elementary fact that California agriculture's wages and fringe benefits, due to its virtually unlimited bracero supply, are only one-third those offered to assembly line workers.

We contend that for corporate agriculture, as for every other major industry, the primary responsibility to attract an adequate and stable labor supply belongs to the employer. Recognizing that the farm labor fight is California's major battleground in the war on poverty, with profound overtones for the civil rights struggle as well, we therefore urge uncompromising resistance to grower overtures for heavily subsidized interstate recruitment programs and other similar subsidies to undermine efforts to place this industry on a self-respecting basis.

Congress can make a real dent in California's unemployment and poverty problems by honoring its commitment to end Public Law 78 in December. Together with the state, it must follow through with effective measures to provide family housing for farm workers, implement their right to organize, extend minimum wage protection, require field toilet facilities, make unemployment insurance available and maximize year-round job opportunity through diversified skill training programs and full use of union hiring halls in job placement.

Adopted, pp. 65-66.

## **V UNEMPLOYMENT INSURANCE**

During a period of great need, the state's unemployment insurance program is being starved by an inequitable "merit rating" system of financing whereby employer contributions are being paid on only 60 percent of total wages under an archaic \$3,800 taxable wage base. We call upon the Legislature to thoroughly overhaul the financing provisions of the law to provide for the proper funding of a level of benefits commensurate with the needs of California's economy and jobless workers.

Adopted, p. 66.

## **VI UNEMPLOYMENT DISABILITY INSURANCE**

The Federation will continue to press for needed improvements in the state's unemployment disability insurance program in combination with legislation necessary to assure the long-term solvency of this worker-financed social insurance program by requiring monthly employer remittance of worker contributions, as under the federal social security program, and by providing for annual escalation of the taxable wage base to match the escalation of the benefits structure.

Adopted, p. 66.

## **VII WORKMEN'S COMPENSATION**

In pledging labor's firm opposition to any and all efforts to undermine California's already deficient workmen's compensation program, we call upon the Legislature to modernize the program's lagging benefits structure, giving high priority to the provision of long overdue and comprehensive rehabilitation services for injured workers under a fully administered program.

Adopted, p. 66.

## **VIII CIVIL RIGHTS**

- (a) Organized labor condemns the Goldwater-led coalition of racists, right-wingers and right-to-work forces, along with the Communist-led and other extremists of the left, seeking to exploit the prejudice and misunderstanding inevitably bred by a 345-year heritage of third-class citizenship. America can find neither peace nor the fulfillment of its ideals unless these predatory forces are defeated and the Civil Rights Act of 1964 is vigorously enforced and supplemented as the need arises.
- (b) In view of the segregated housing initiative on the November ballot, California's most pressing need in the field of human rights and equal opportunity is the preservation and full implementation of our present state laws. This must be supplemented with economic reforms and public investment programs to provide enough jobs to go around, bring housing within reach of low and moderate income groups, and attack the roots of poverty in ghettoized and stratified communities.

Adopted, p. 67.

## **IX HOUSING**

- (a) Although good housing in well planned neighborhoods is well within the economy's reach, a fifth of our population remains slum-bound largely due to the exploitation of ghettos made possible by restricting minorities to limited physical areas. America cannot afford this type of denial. Its social costs, in such forms as high crime and disease rates, are shouldered by the entire community.

Home construction last year totaled only 1.5 million units compared to a sustained annual need for 2.5 million due to the continued failure of the housing market to come within range of low- and middle-income families. Housing must be made available to these groups via long-term low-interest federal loans at or even below actual cost, in a comprehensive program in-



cluding the needs of the elderly, farm workers and relocated families. In addition to adequate planning, it must also embrace the concepts of coordination of agency efforts, imaginative public housing approaches, nondiscriminatory policies, slum clearance, open space utilization, and provision for adequate rapid transit and community facilities.

- (b) California's seeming affluence in housing is largely illusory since its relatively high residential construction pace is generated by the population influx rather than by meeting the needs of the existing populace. If anything, the situation for low- and middle-income Californians is substantially poorer than in other states, since limited older housing supplies force allocation of a larger portion of their incomes for this purpose.

With about 53 percent of California's population effectively barred from the housing market by excessive land and financing costs, there is a critical need for harnessing the state's inexpensive credit through Cal-Vet type programs to supplement limited federal loan funds.

The state's wholly unique housing problems demand creation of a California Housing and Development Agency to foster federal legislation attuned to rapid growth type problems instead of having the present disproportionate orientation towards eastern and southern urban redevelopment needs.

Adopted, pp. 67-68.

## **X EDUCATION**

- (a) Public schools are the bulwark of a free society and require our unstinted support. Their inadequate financing through regressive local and state taxes has created many inequities in the allocation of resources both among communities and children of diverse income groups.

A massive federal aid-to-education program, financed out of the more progressive federal tax structure, is urgently needed to provide grants and loans to states for classroom construction, teacher salaries, scholarship assistance, compensatory education and realistically oriented vocational training programs, along with more adequate student housing.

- (b) California's public schools can be upgraded by state action creating fairer allocation of educational resources among communities and students to overcome disparities in financial ability and to eliminate any bias against culturally deprived children and poverty groups.

No more fundamental educational need exists than that of greatly improving California's ability to attract and retain qualified teachers. In achieving this essential purpose, the primary requisite is to extend organizing and collective bargaining rights to educators, so that they can deal with school administrators in an effective and dignified manner with regard to salaries, tenure, professional standards and other critical conditions of employment.

- (c) Justice and fair play in the market place can be assured only through enactment of comprehensive consumer safeguards coupled with the broadest possible educational program in this area.
- (d) The threat of strait jacket educational conformity, along with the danger of right-to-work and other anti-labor legislation, is confirmed beyond a shadow of a doubt by national AFL-CIO's documentation of the right-wing's programs and its heavy subsidy from the most backward elements in the big business community.

As we warned in our last convention, the political momentum now achieved by these forces was launched initially from the spring-board provided by public apathy at the school district and similar local community levels. To defeat this ultra-reactionary force, California labor reaffirms the views it elaborated in Sections (c) and (d) of our 1962 convention Statement of Policy on Education\* and calls for vigorous participation by working people in com-

\*See Appendix, pp. 171-72.

munity affairs generally, backstopped by a greatly reactivated program of labor education.

Adopted, pp. 68-70.

## **XI SOCIAL SECURITY**

- (a) Organized labor pledges an unrelenting fight to win a medical bill-of-rights for the aged through a full program of prepaid health care for the aged under social security.
- (b) The low income level of OASDI beneficiaries warrants extensive improvements in benefit and coverage provisions, as well as adjustment of other inequities in the system, to be financed by increasing the taxable wage base from \$4800 to \$10,000 annually, along with imposing whatever increases in the contribution rate are necessary.
- (c) The California Labor Federation reaffirms its support nationally for comprehensive prepaid medical care legislation covering all Americans and dedicates itself to a quest for a state health care program as detailed in statements of policy adopted by previous conventions.

Adopted, pp. 85-86.

## **XII SOCIAL WELFARE**

- (a) The slow pace of progress toward reducing mass impoverishment and human misery must be greatly accelerated. The nature of welfare problems transcends state boundaries, and the cost of adequate corrective programs outstrips state and local resources. Therefore, the primary force that can make genuinely meaningful inroads on the poverty problem is the federal government.
- (b) We call for the comprehensive improvement of California's public assistance programs and an easing of the restrictions which deny them to so many persons.
- (c) Organized labor pledges its continued fight against any unwarranted attacks that are aimed at the extension of AFDC to families where the unemployed father lives in the home.
- (d) California labor pledges its support to expansion of mental health programs in order to reduce the incidence of dependent poverty due to mental illness.

Adopted, pp. 86-87.

## **XIII FOREIGN POLICY**

The California Labor Federation affirms its belief that human freedom will triumph over communism and every other tyranny, if our national economy is healthy; our democracy ever more expansive to provide equal opportunity for all of our citizens regardless of their skin color, religion or place of origin; and our military posture is strong enough to assure respect and security for our country. A united, strong and vigilant American democracy dedicated to peace, freedom and equal rights will provide the idealism, the determination and the inspiring leadership to hasten the day when the world will be free from the perils of war, tyranny and poverty.

Adopted, p. 92.

## **XIV WATER RESOURCES DEVELOPMENT**

The only apparent effective solution to California's water and power development problems lies in a coordinated basin-wide approach within the framework of a United Western Water Development Plan, which labor supports. The full application of anti-monopoly protections in the distribution of water and power benefits is essential to preclude unjust enrichment of the few and enhancement of the economic and political power of giant landholders who feed on poverty and mock our concepts of social and economic justice.

Adopted, pp. 92-93.

## I.

**FULL EMPLOYMENT AND  
THE ECONOMY**

(a) The paradox of America's technological progress over the past decade lies in the fact that record production and profit levels have been matched by more than a 100 percent increase in unemployment. Unprecedented affluence for some is offset by a hard core 35 million people living below the poverty level normally defined as an annual income of less than \$3000 for a family of four.

Automation and technological change threaten to augment these conditions greatly, leaving additional millions of broken lives in their wake unless imaginative federal programs are initiated to pioneer in the socioeconomic aspects of these processes. President Johnson's proposed National Commission on Automation should be empowered to interpret projected changes so that the nation can begin developing rational solutions.

The need for four million new jobs annually merely to prevent an aggravated rate of unemployment indicates the immensity of this task. The primary tools the federal government can bring to bear in President Johnson's war on poverty are bold fiscal and monetary policies to stimulate private and public demand in line with pressing social and individual needs and to fully utilize our skilled and unskilled manpower.

Production and earnings records in American industry have been shattered almost routinely during recent years but, despite this, the monthly rate of unemployment has not fallen below the five percent level in almost seven years.

The deterioration represented by this statistic is visible in the fact that the official count of joblessness averaged 4.2 million last year compared to less than 2.0 million a decade earlier. But aside from the officially jobless, there were about 1.5 million "hidden" unemployed in 1963 — those forced by bitter experience to abandon the search for work due to the hopelessness of the situation.

These unemployment statistics fail in another important respect. They obscure the fact that many more workers are affected than the "average" suggests. In fact, over 15 million working people sustained one or more periods of enforced idleness in 1962. Furthermore, the long-term jobless exceeded 25 percent of the average unemployed last year compared to 11 percent in 1953.

For many of this group, the debts and deferred purchases of essentials that result from one period of unemployment were too often followed by jobs of relatively short duration. This is one of the prime factors in the growing web of poverty ensnaring some 35 million Americans in income circumstances geared to a standard of less than \$3,000 annually for a family of four. Beyond the unemployed, these 35 million people include such groups as the low-income aged, the disabled, and the families without a breadwinner.

Although the delusion persists in many quarters that America's working people are enjoying at least their fair share of the affluent society, recent studies thoroughly belie this belief. Compared to its 1959 requirement of a \$6,100 annual income for a family of four to achieve a "modest but adequate standard of living," BLS three years later found the average wage and salary income for men to be only \$4,700 nationally. Even for those who worked the full year, the average came to only \$5,800.

The fact that these conditions not only exist, but are widely considered to be acceptable, raises serious doubts as to the accuracy of the recent commendable declaration by the co-chairmen of the President's Advisory Committee on Labor-Management Policy:

"The first industrial revolution was bought to a great extent with the sacrifice of human values. Our society today will not accept the proposition that the cost of progress must be paid in the broken lives of workers who are bypassed by technology."

Unfortunately, as our persistently high unemployment levels clearly indicate, we are in fact already paying this price. To reverse this headlong rush before it assumes its full potential, we will have to absorb the lessons of recent technological developments in industries such as agriculture, mining and transportation. Although easily foreseeable, they were nevertheless permitted to cause grave human and regional dislocations. Equally profound innovations, now in the plan-

ning stage or on the verge of introduction in many industries, could compound the damage enormously if they are met by similar indifference.

Experience demonstrates that we cannot rely upon the blind forces of the market place to achieve full employment. To meet our economic and social objectives, a rational economic process involving the democratic participation of all segments of the nation is absolutely essential.

As part of this process, a national manpower policy is essential to cope with the revolutionary forces at work in the areas of technology, labor displacements, shifts in industry location, and skill requirements. President Johnson's proposed National Commission on Automation should be equipped to pioneer in the social and economic aspects of technological change just as science and industry have already charted its physical aspects. Such legislation should create a clearing house to gather information on technological changes, both actual and projected, and their effects upon the public welfare. Unions and employers should be supplied with comprehensive information and the Commission's assistance toward developing solutions for these difficult problems.

The task confronting the nation is immense. We need to create some four million new jobs annually in order merely to stand still. Such growth in employment opportunity would do no more than accommodate the young people entering the labor market for the first time and provide jobs for those being displaced by technological advances. To offset the existing problem of unemployment and underemployment, even greater levels of economic growth will be required.

Although the federal government's fiscal and monetary tools clearly must be harnessed to keep private and public demand abreast of the nation's increasing productive ability, we stand instead in imminent danger of renewed tight money policies through Federal Reserve Board action.

The fetish of balanced federal budgets, bred by economic illiteracy, must be abandoned in favor of policies to meet our public and social needs as well as those that are individual and private in character. The 1946 Employment Act must be supplemented by positive programming underpinned by comprehensive planning employing democratic mechanisms to evaluate our resources and

needs in order to develop such national budgets.

While aimed at stimulating private enterprise and initiative, such investment and expenditure programs must provide the foundation for the effective use of rehabilitation tools in any war on poverty. Public works outlays, for example, directly create large numbers of jobs for unskilled as well as skilled craftsmen, both at the building site and in the production, distribution and maintenance of building materials and equipment.

In addition to continuing and expanding the Accelerated Public Works Act, legislative programs are necessary to provide federal aid to education, a sharp increase in public housing construction for low income families, a stepped-up and comprehensive private housing program, urban redevelopment, community facilities, mass transit, and resource conservation and development.

In working towards these ends, organized labor fully recognizes that progressive legislation of great urgency has been blocked by continued toleration of undemocratic congressional rules, and committee practices, along with restriction of voting rights in the South. These deficiencies have given life-and-death control over legislation to a small minority responsive to special interest groups rather than to our modern industrial society's pressing socio-economic needs. The priority we assign to this matter is based on our conviction that it will not be possible to win programs and policies capable of achieving a full employment economy until these shortcomings in our legislative process are completely overcome.

**(b) Too much of California's economic and physical growth pattern has been determined by speculative and quick dollar considerations. Unless adequate planning and creative initiative are forthcoming, its heavy defense and aerospace involvement leaves it a potent contender for the nation's leading depressed area in the event of cutbacks in such expenditures, shifts in federal procurement policy, or increased competition for such contracts from other states.**

**California needs an economic growth rate capable of offsetting its above average unemployment rate, the continuing sharp rise in its labor force, and technological displace-**

ment of existing workers. Although the bulk of this stimulus must necessarily come from federal action, the state itself can assist greatly by comprehensive planning, facilitating industrial diversification, and by encouraging the diversion of federal defense reductions toward meeting our sadly neglected social needs, particularly where skilled and unskilled labor can be utilized to the maximum degree. We must also gear job training programs to the needs of industries California will seek to attract in building a more balanced economy, and to equipping workers with skills aimed at maximizing long-term, rather than short-range, employment opportunity.

Having soared to a position of foremost eminence population-wise, California finds itself with problems that are often wholly unique among the 50 states. The extraordinary explosion of population and economic activity it has witnessed have largely occurred on a random and unplanned basis. Predicated primarily upon short range profit considerations, more basic and enduring values have been shunted aside.

Impairment of the state's irreplaceable natural beauty and its recreational resources is only the most obvious casualty in this process. Governmental laxness with regard to our growth pattern has in addition transformed California's metropolitan areas into congested nightmares; needlessly destroyed incomparable farm lands; converted cities into housing ghettos for low income groups while further stratifying residential patterns along lines of race and age; undermined municipal school and facility tax bases by balkanizing industrial growth; and separated work places from living areas by miles of nerve-wracking and monolithic freeways.

Speculation and the quick dollar have provided too much of the direction for the state's development. They will continue to move us inexorably toward a physical, social, cultural and economic wasteland unless we soberly face up to our collective dilemma and call a halt before it is too late.

In terms of our unemployment rate, California's economy at one time performed more satisfactorily than was true of the nation as a whole despite the problems posed by the population influx. For some years, however, we have consistent-

ly lagged behind the rest of the nation, due primarily to the failure of national defense expenditures to rise as rapidly as our gross national product, thereby causing a tapering off in California's own rate of economic growth. As a consequence, the nation's 5.3 percent seasonally adjusted rate of unemployment in June almost looked good compared to the 6.0 percent rate recorded by California's 448,000 jobless.

But even this unhappy state of affairs pales in comparison to what could occur in the very near future unless adequate precautionary steps are taken. California's uniqueness in economic matters stems primarily from the fact that its industry depends so heavily on production for military and aerospace purposes. Of the entire national budget in these areas, California presently garners 23.1 percent of prime military contracts, 50.4 percent from the National Aeronautics and Space Administration and, at the subcontract level, probably an even greater share in both fields.

More specifically, this means that the 525,000 wage and salary workers employed in the electronics, aircraft, missile and instrument industries accounted for 37 percent of California's manufacturing employees last year as opposed to only 17 percent in 1950. The almost incalculable employment generated by these federal expenditures in the construction, service, trade and other industries simply serves to point up the state's economic vulnerability.

We would therefore do well to heed the words of Governor Brown earlier this year with regard to the aerospace industries:

"This industry will no longer provide the growth in demand that in the past has helped so importantly in the employment of our labor force."

Even more to the point, the Governor's economic report noted that "all indications point to a decline in military procurement expenditures in the years immediately ahead . . ." It further indicated that any "shift of expenditures to older, more conventional weapons systems are likely to create dislocations in employment patterns and contribute to unemployment." The problem is compounded by the fact that at least 210,000 new jobs are needed annually in the foreseeable future simply to offset anticipated labor force increases and technological displacement.

To a great degree, this challenge has to be met within the context of federal monetary and fiscal policies along with socio-economic reforms enhancing both our production and consumption potentials. But the state also has major responsibilities, not the least of which is centered in the area of matching men and jobs through skill development programs. This is focused in its aerospace industry where 53 percent of all employees are in the white collar and technical categories as compared with only 28 percent in other manufacturing. It is highly apparent that any diversion of federal defense expenditures into peace time pursuits such as housing, urban renewal, rapid transit, highway development, education, health services, resource and recreational development would reach far more heavily into the skilled and unskilled sources of labor that are now in over-abundant supply.

Such a "structuring" of demand, while achieving a better economic balance, would also buy time in developing training programs geared to the skill needs of the type of industry California is likely to attract tomorrow.

Thus, we find ourselves in total agreement with the Governor in his call for "early warning on contract phaseouts" and a "deliberate federal policy to offset reductions in defense investment to meet the vast unmet social needs of our state and nation."

As a consequence, California's job training efforts must be closely related to the State Office of Planning's efforts to project a long-range plan for the state's physical growth and development. In order to help implement California's full employment act, this plan must also seek to tie into federal policies and seek to influence fiscal policy with an eye to structuring demand along lines compatible with the state's needs.

Instead of the too frequent emphasis upon developing short-range fragmented skills, training programs must cater to long-run needs in order to maximize job opportunity over a lifetime. This involves accommodating the new technologies by developing broad and solid backgrounds in verbal skills, scientific principles and mathematics. And from an efficiency point of view, a better relationship between the classroom and on-the-job training is vital.

Adopted, p. 51.

## II TAXATION

**(a) The pressing need to balance our production and consumption capabilities calls for full restoration of the ability-to-pay taxation principle by closing the many flagrant federal loopholes now available to the wealthy.**

Since taxation claims a quarter of our national income, organized labor recognizes that few aspects of economic policy can have a more telling impact upon the economy's health. We reaffirm our deep conviction that the well-being of our general economy and the full implementation of President Johnson's war on poverty call for a major liberalization of tax policies at all government levels by greater use of the ability-to-pay principle.

The progressive quality of the federal income tax as it existed before World War II has already been undermined to an alarming extent. As an example, the earned-income tax credit for families earning under \$10,000 annually has disappeared from the scene.

But possibly the most easily understood regression has to do with what has happened to the \$1,000 federal individual income tax exemption of 25 years ago. If wage and salary workers were accorded the same relative treatment today, the ensuing living cost increases would have boosted this exemption to the \$2,240 level by 1964. The fact that instead it has been reduced to \$600 per person is of itself a rather good indicator of what has transpired in other areas of tax policy.

But this tells only part of the story as to how the burden of this tax has been shifting onto low- and moderate-income shoulders. For example, a married couple, in 1939, exempted from the first \$2,500 annually and falling into the first taxable bracket, paid only four percent on the taxable amount. A similar couple today begins paying at a 16 percent rate on the amount over \$1,000.

During these years also, new loopholes for the wealthy were created while many old ones were widened. These include extravagant treatment of capital gains, mineral depletion allowances, state and local bond interest, income-splitting devices, family partnership arrangements and many others.

The reorientation of federal tax policy is also seen in the retention of World

War II's excises on consumer items while estate and gift taxes affecting those with a superior ability to pay were seriously weakened. It is worth bearing in mind that although few consumers realize that they defray some 150 different excises when they purchase a hat, the ramifications of these taxes upon the public's ability to consume the economy's output are no more unreal than if they were levied as above-the-board sales taxes. Likewise, the drying up of revenues from upper income estates and gifts has deep implications for our ability to contend with the nation's many unmet social needs.

Even the 1964 tax cut in a very real sense accentuated these trends. While it reduced the 20 percent tax rate on the first income bracket to 16 percent this year and to 14 percent in 1965, its relative impact upon upper incomes was far more profound. The highly theoretical 91 percent rate previously applicable to the top income group was slashed to 77 percent in 1964 and to 70 percent next year on that portion of their incomes exceeding \$400,000 annually. And, if the past is any guide to the future, sharp-penciled tax lawyers will see to it that no one in this group pays anywhere near this rate.

Over-all, this tax cut unquestionably had a positive short-range impact upon the economy. We cannot, however, realistically lose sight of the fact that its long-run consequences could even be negative if it should result in reducing already inadequate federal expenditures for urgent public needs.

Organized labor realizes that a high level of federal revenue is vitally necessary. Our criticism of existing tax policy is aimed instead at the increasing encroachments of big business upon the progressive ability-to-pay principle, not only because of the obvious hardships it works upon low- and middle-income families, but also from the standpoint of the eroding effect further concentration of wealth has upon the economy's basic health.

Nothing could give us a more permanent source of economic strength than the substitution of progressive taxation principles for the regressive tendencies of the past quarter century. The profusion of loopholes for the well-to-do must be eliminated in order to slam the door on consumer-type levies and to provide relief to our less affluent groups from the in-

come tax exactions necessitated initially by World War II.

We call attention also to the need to halt the patently unfair practice of interstate plant piracy as a result of federal tax exemption for interest derived from state and local bonds. We have no quarrel with such an exemption so long as it is limited to critically needed public purposes. But, insofar as it is used by many southern states to offer low monthly rentals on plants built to employers' specifications on a tax-free basis, it obviously exceeds the bounds of propriety as a national policy. Continued congressional toleration of such a flagrant abuse would amount to a conscious mandate for cut-throat competitive practices calculated to embitter regional relationships.

**(b) Sales and property taxes at the state and local level, exacting a higher percentage from the incomes of the poor than from those of the wealthy, finance the bulk of our civilian public services. This regressive practice must be replaced by the ability-to-pay principle in order to strengthen consumer purchasing power and to meet California's pressing growth needs.**

State and local revenues provide the substantial bulk of all civilian public services in California. Relying primarily upon sales and property taxes, such revenues actually take a far heavier percentage toll from low- and middle-income families than from the well-to-do.

In the case of the state, for example, about 60 percent of its total revenues comes from consumer levies. A recent study has conclusively demonstrated that California's consumer-type taxes impose an 18 percent greater burden on incomes of less than \$1000 than on those over \$10,000. In the case of retail sales and use taxes, the very low income groups paid 30 percent more than the families above the \$10,000 level. Subsequent revision of the state tax laws has further aggravated this situation. Furthermore, had the study included \$50,000 and \$100,000 income families, it would undoubtedly have shown the lower income groups paying at least a 100 percent higher effective tax rate. Contrary to the general propaganda line peddled by the lobbyists representing the wealthy, this and other studies make it clear that it is the low-income families, rather than the affluent,

who are being subjected to confiscatory tax policies.

California's population explosion has placed extraordinary pressures upon this fragile source of revenue, due to the necessity to provide services and facilities for new industries and residents in an unusually compressed period of time. Its ability to meet these demands has been further handicapped by the shifting of greater responsibilities for public services upon the states during the Eisenhower-Nixon years. Grass roots revolts against this inequitable principle of taxation have often injured the entire community by defeating urgently needed bonds for schools and community facilities or services.

California labor recognizes that taxation is the source of community purchasing power and that it is the essence of democracy itself when society acts through representative government to finance its social needs. The basic problem with our system of taxation in California is primarily that tax income does not rise as money income increases. Until this is corrected, California will face the certainty of periodic fiscal crises.

We therefore call upon the legislature to move vigorously in the direction of the progressive ability-to-pay principle both at the individual and corporation levels. Much of the impact of such taxation upon upper income groups would be absorbed by reduction of their federal tax liability. The stimulating effect upon the economy would also serve to increase corporate profits as well as the actual earnings of wage and salary workers. In addition, such a course would strengthen pressures for the following reforms:

1. Direct federal income tax credit for income taxes paid to states, a practice already applicable to gift and estate taxes;
2. Increased state aid to local subdivisions through devices such as tax sharing;
3. Expanded federal grants-in-aid to states and localities;
4. Transfer of federal revenues to states implementing a meaningful, progressive taxation policy.

In contemplating such action, the legislature must take cognizance of the report recently issued by the University of California's Bureau of Business and Economic Research. Concerning the frequent contention of business groups that such reforms would create a "bad business climate," this study concluded:

"Higher than average taxes, if coupled

with better than average governmental services, beneficial to industry, may well encourage rather than discourage entry of firms."

California could also profit from national experience in this regard. As is quite clear in the cases of states such as Oregon, Illinois and Wisconsin, major reliance upon income taxes has not had any harmful effect upon their economic development nor their personal income levels as compared to states with regressive tax structures.

Adopted, pp. 59-60.

### III

#### LABOR LEGISLATION

**(a) America's labor-management problems can be resolved only by free collective bargaining, since the only two alternatives—unilateral employer action and government decree—are clearly alien to the precepts of political and industrial democracy.**

With automation posing a deadly danger that millions may become powerless in relationship to their employers, we flirt with economic catastrophe unless the blatant pro-employer bias of the Taft-Hartley and Landrum-Griffin Acts is abandoned. Both of these laws grant privileges to employers that are denied to unions. These include access to speedy injunctions, expedited elections, the right to sue and to seek sympathetic third party assistance in labor disputes. Onerous regulation of unions and sanctioning of more repressive, but not more liberal, union security regulations by individual states are also among the compelling reasons for a return to Wagner Act principles.

Along with Davis-Bacon and Walsh-Healy Act safeguards and improvements, technological progress demands FLSA extension to the 17 million presently uncovered workers, along with a \$2.00 minimum wage, double time for overtime, and a standard 35-hour work week without reduction in take-home pay.

In the establishment of wages and employment conditions, only one of three routes can be pursued: unilateral em-



ployer action, government decree, or collective bargaining. The only one compatible with democratic principles is the collective bargaining approach. Under this method, workers not only play a role in determining their own material condition but also elevate their dignity and worth as citizens by collective participation as approximate equals to their employers.

The spectacular recent advance of technology has already virtually crippled labor's bargaining strength in some industries. These instances dramatize the serious possibility of an overwhelmingly pro-employer imbalance in the years ahead. Such a revival of corporate domination of our society could have extremely grave economic and political ramifications reaching far beyond the ranks of organized labor.

This relentless technological force makes more urgent than ever the wholesale junking of existing labor law inequities. A few examples readily establish the need for returning to the Wagner Act's basic principles:

The Taft-Hartley Act, while inviting individual states to pass union security legislation more restrictive than the federal law itself, simultaneously and inconsistently prohibits state legislation that is more liberal. This contradicts its own stated aim of encouraging stabilization of competitive conditions within and between industries. Similarly, while workers engaged in a labor dispute are denied sympathetic aid from fellow workers, employers are left free to enlist help from other employers.

Speedy injunctions are authorized by Taft-Hartley against unions in certain "unfair labor practices" but no such right is available to workers in cases of employer misconduct. Representation elections can be expedited for employers but not for unions. Employer suits against unions are sanctioned but no comparable privilege is given to workers' representatives.

Other Taft-Hartley biases include severe restrictions upon peaceful picketing; outlawing the closed shop and requiring minute detailing of permissible types of union security clauses; permitting coercive "free speech" privileges to employers before captive audiences convened for this purpose during working hours; restraints upon agreements regarding struck work and non-union subcontractors; and detailed regulation of wel-

fare fund purposes and administration irrespective of variations in historical practices and individual needs.

The Landrum-Griffin amendments added unduly cumbersome regulations serving no purpose whatsoever other than to fill the legal profession's coffers at the laboring man's expense. On top of this, they also greatly facilitated the ease with which a small minority group could hamstring a union's effective operation.

With regard to the federal government's own labor relations policies, we commend Congress's 1962 authorization of an annual review of the comparability of federal and private salary levels. With regard to Executive Order 10988, however, we urge that its encouragement of organization by federal employees be broadened to provide for effective resolution of disputes.

In opposing cumbersome judicial review of wage determinations under the Davis-Bacon Act, we also urge that the inclusion of fringe benefits as part of the prevailing wage under that law be extended to government contracts under the Walsh-Healy Act. Broadening of coverage and shortening wage determination procedures are also highly desirable if this program is to be fully effective.

In the interest of converting technological progress into a blessing rather than a curse, and in order to reduce unemployment, Fair Labor Standard Act revision is badly needed so that the remaining 17 million coverable workers are embraced. To bring FLSA abreast of recent economic developments, the improvements that are necessary include a \$2.00 minimum wage, double time pay for overtime work, and a standard work week of 35 hours with no cut in weekly take-home pay.

**(b) California's lingering backwardness regarding workers in intra-state commerce and public employment remains a continuing threat to stable, constructive and peaceful labor relations. Organized labor calls for curbing the use of anti-labor injunctions, repealing the misnamed "Jurisdictional Strike Act," outlawing professional strikebreakers and guaranteeing the right to organize and to bargain collectively. A state FLSA with wage and hour provisions identical to those urged at the federal level in Section (a) is also**

**vital if intrastate workers are to enjoy first-class citizenship.**

Although relatively enlightened in some areas, California continues to suffer a variety of highly backward labor-management relations concepts including:

1. Ex parte injunctions against bona fide union activities;
2. Lack of representation and of collective bargaining rights machinery for intra-state or public employees;
3. Jurisdictional Strike Act encouragement of representation disputes under the aegis of company unions;
4. Toleration of professional strike-breakers;
5. Secondary boycott restrictions and the unconstitutional Hot Cargo Act.

The correction of these conditions by the legislature in 1965 would go a long way toward promoting stable, constructive and peaceful labor-management relations in the state.

In order to wipe out another type of wholly unjustified discrimination against intrastate workers, a state FLSA with the same features recommended for the federal statute is highly in order. As in the case of the national statute, coverage should be universal and must not exclude agricultural workers.

Section (a) adopted, p. 61.

Section (b) adopted with recommendation to refer to Executive Council, p. 61.

## IV

### AGRICULTURAL LABOR

**Organized labor warns against concerted agribusiness efforts to renew the bracero program on the bogus grounds that Americans find such work too onerous. No one can deny that thousands shy away from this industry today as though it were afflicted by the plague. But the repugnance of farm employment today has nothing whatsoever to do with the work itself. The root cause lies rather in the very elementary fact that California agriculture's wages and fringe benefits, due to its virtually unlimited bracero supply, are only one-third those offered to assembly line workers.**

**We contend that for corporate agriculture, as for every other major industry, the primary responsibility to attract an adequate and stable la-**

**bor supply belongs to the employer. Recognizing that the farm labor fight is California's major battleground in the war on poverty, with profound overtones for the civil rights struggle as well, we therefore urge uncompromising resistance to grower overtures for heavily subsidized interstate recruitment programs and other similar subsidies to undermine efforts to place this industry on a self-respecting basis.**

Congress can make a real dent in California's unemployment and poverty problems by honoring its commitment to end Public Law 78 in December. Together with the state, it must follow through with effective measures to provide family housing for farm workers, implement their right to organize, extend minimum wage protection, require field toilet facilities, make unemployment insurance available and maximize year-round job opportunity through diversified skill training programs and full use of union hiring halls in job placement.

A full third of America's labor force was employed in agriculture as recently as 1910. In its Yearbook for that year, the U. S. Department of Agriculture makes it clear why no shortage of domestic farm workers existed at that time. Implicitly it also reveals the fraudulent basis for grower allegations of labor shortages over half a century later when agriculture requires only eight percent of our labor force.

Comparing agricultural with urban employment conditions for 1910, USDA concluded that the farm worker earned "perhaps more than the motorman or streetcar conductor gets." In 1964, however, San Francisco's unionized streetcar conductors enjoy a \$3.01 wage rate, not to mention numerous fringe benefits and year-round employment opportunity. With modern agribusiness offering only about one-third as much despite its enormous productivity gains since 1910, there cannot be the slightest question as to why many Americans shy away from this industry today as though it were afflicted by the plague.

After initially rejecting renewal of Public Law 78, Congress late in 1963 granted the growers one year in which to "phase out" the bracero program. With

the program's expiration only a few months away, we have searched in vain for signs of such transitional steps. Instead of evidence indicating genuine grower efforts to attract and retain domestic workers, we find the following conditions prevalent in California:

1. Bracero employment at 1963 levels;
2. Wage rates most commonly at the \$1.00 or \$1.05 hourly levels;
3. A continued wholesale lack of family housing;
4. A general absence of field toilets or handwashing facilities;
5. A virtually universal refusal to offer domestics contractual employment, work guarantees, transportation or health insurance benefits similar to those given braceros;
6. Adamant opposition to legislation implementing farm workers' right to organize, making unemployment insurance available, bringing social security coverage up to par, and establishing minimum wage and maximum hour protections in the industry.

In brief, it is business as usual at the same old stand for corporate agriculture. Because nothing has changed in the growers' attitudes and policies, organized labor does not find it possible to share the certainty held by some concerning the bracero program's presumed termination on December 31. We therefore call for vigilance on the part of all interested community groups against renewed agribusiness propaganda aimed at persuading Congress that domestic workers simply will not do this type of work. We continue to be amazed that anyone can seriously entertain this absurd contention in view of the circumstances surrounding this work.

For example, thousands of agricultural jobs in the Salinas area are manned by braceros for most of the year at \$1.05 hourly wages. When domestic workers fail to clamor by the thousands for such employment, agribusiness gloats over this as proof that temporarily imported farm workers are necessary because domestics simply find such work too onerous.

Through some strange process, those who accept this "proof" at face value never apply these same circumstances to other industries. Yet it is the most apparent thing in the world, for example, that no more than a handful of workers would be available to any manufacturer opening a plant in Salinas at \$1.05 an hour and without any fringe benefits or

unemployment insurance coverage. Perhaps several hundred workers could be attracted and held for a short while at \$1.25 an hour. But if such a firm needed 1000 or more employees, it would have to compete realistically with the average \$2.95 hourly wage, along with the fringe benefits and working conditions, prevailing in manufacturing throughout California. When such a plant became fully competitive with other employers on these conditions, no one doubts that its potential source of manpower would be without any known limit.

There is absolutely nothing different about agriculture. To attract and keep American workers, regardless of the industry, an employer has to comply with American standards rather than with those of Mexico. Many industries with no manpower problems whatsoever abound with occupations that are intrinsically far more unpleasant than any work performed on a farm. In fact, farm employment in very many instances can be much more desirable since its very diversity on a year-round basis is itself an attraction compared to the confinement and stultifying monotony of the assembly line and many other non-agricultural pursuits.

While many Californians will not do this work under existing conditions, this is not to say that other thousands are not already available despite the deplorable conditions that prevail. Caught in a dilemma where alternative job opportunities are non-existent, well over 300,000 domestic workers, most of them from California, presently work on farms located in the state at sometime during the year. Out of almost 309,000 hired workers employed in the state's agriculture at the 1963 peak season, over 244,000 or close to 80 percent were California residents. Another 16,000 were interstate domestics.

Less than 48,000, or barely 15 percent of the total, were Mexican Nationals.

The fact that almost 85 percent of California agribusiness' peak labor force of 309,000 were interstate or intrastate domestics makes it overwhelmingly apparent that attracting 48,000 bracero replacements from domestic sources is easily within the growers' means.

There is not the remotest justification for any suggestion that federal, state or local authorities hold the slightest responsibility for recruiting a labor force for these employers. The primary responsibility in all industries is the employers'

and can be discharged only by honest competition by agribusiness with other American employers regarding wages and working conditions. In fact, further governmental intervention in the growers' behalf would be tantamount to aggravating its already unforgivable role in this industry's lopsided labor-management relationships.

The agribusiness smokescreen that is being laid down as a cover for renewal of Public Law 78 has other facets worthy of note. It is deceitfully contended, for example, that food prices will rise sharply if cheap bracero labor is cut off. The fact is that food prices could actually be lowered in such an event due to technological and other efficiency alternatives available to the growers. But even if this were not a factor, the dimensions of any increase in consumer prices can readily be estimated by the fact that hired farm labor costs represent only about four percent of the price ultimately paid by the housewife.

It is argued also that such a development would force California agriculture out of production or cause its relocation into areas outside the state. Nothing could be more ridiculous. Aside from the tremendous investment in land and equipment, the growers of this state are blessed with an almost infinite variety of soil and climatic conditions that are unduplicable elsewhere. Their irrigation facilities and water supplies are not transferable. And, perhaps most importantly, the canning and processing firms occupying such a prominent role in all facets of agribusiness find the diversity of California's agriculture and the consequent staggering of its harvest seasons extremely conducive to profitable operation. They have learned to live with, and thrive on, union labor standards in their packing, canning, processing, freezing, dehydrating and transportation sectors for years. They will find it just as easy to accommodate themselves to upgraded conditions for field operations after Public Law 78's demise.

The sources of potential manpower for this industry are many and varied. They include a sizable proportion of the 448,000 individuals who were unemployed in June, 1964. Additional thousands can be expected out of those no longer counted as part of the official labor force due to their technical abandonment of a demonstrably hopeless search for jobs. It is difficult to estimate the augmented man-years of labor that would be salvaged if genuine efforts were made to maximize

employment opportunity for those already in the industry. Beyond this, there are the many hundreds of thousands of youths unable to find gainful employment during school vacation periods, of women repelled by the lack of even the most primitive toilet facilities in the fields, and handicapped workers such as those utilized to good effect by many other production industries.

The repugnance of this industry for most workers has developed not only from the manipulative abilities handed the growers by the bracero program. Equally important has been the exclusion of this industry from most of the socioeconomic protections enacted into law during the past quarter century. In order to prod agribusiness in the direction of developing its own stable supply of domestic labor, we therefore call upon Congress and the state legislature, wherever appropriate, to enact farm worker legislation along the following lines:

1. Implementing organized and collective bargaining rights;
2. Improving job placement services, partly through full utilization of union hiring halls;
3. Unemployment insurance coverage;
4. Sale and rental family housing programs based on long-term, low-interest loans;
5. Full minimum wage coverage with the strongest possible safeguards against excessive overtime employment;
6. Standard coverage under social security;
7. Requiring adequate toilet and hand-washing facilities in the field;
8. Training programs designed to maximize year-round employment opportunity;
9. Health, education and welfare facilities adequate to the need.

This fight must be won because the farm labor problem is in fact California's major battleground in the war on poverty. Equally compelling is its prominent role as part of the far-flung struggle to win civil rights for all Americans since the bulk of the state's farm labor force are either Mexican-Americans, Negroes, Filipinos or members of other minority groups.

In pledging its unremitting efforts towards the realization of these programs and the termination of Public Law 78, California labor also salutes the steady groundwork being laid by the Agricultural Workers Organizing Committee de-

spite the enormous odds confronting it as a result of the continued presence of tens of thousands of braceros in the state. In so doing, we commit ourselves also to the fullest possible cooperation with AWOC in the future.

Adopted pp. 65-66.

## V

### UNEMPLOYMENT INSURANCE

**During a period of great need, the state's unemployment insurance program is being starved by an inequitable "merit rating" system of financing whereby employer contributions are being paid on only 60 percent of total wages under an archaic \$3,800 taxable wage base. We call upon the Legislature to thoroughly overhaul the financing provisions of the law to provide for the proper funding of a level of benefits commensurate with the needs of California's economy and jobless workers.**

During five of the last six years, seasonally adjusted unemployment (not counting part-time unemployment or withdrawals from the labor force because of the lack of jobs) has hovered around six percent of the civilian labor force—a level significantly higher than in the preceding seven years. In the face of these hard facts, instead of improving the unemployment insurance program and bringing it into line with the needs of our modern industrial economy, the Legislature has presided over the almost steady deterioration of the program to the point where its basic objectives of stabilizing purchasing power and aiding unemployed individuals are being largely denied. As a result, more and more of the costs of unemployment are being shifted to the general public through rising social welfare costs.

We have pointed out repeatedly that our unemployment compensation program today is being starved under a financing system that has allowed employers over the years to achieve tax cuts at the expense of the program's benefit structure. Because of broad exclusions from coverage, a benefit exhaustion rate approaching ten percent of valid claims, and a benefit structure that has lagged badly behind increases in wages and rising living standards, the state's unemployment insurance program is providing compensation for only about 25 to 30 percent of wages lost due to unemployment.

The "merit rating" system that is supposed to relate employer contributions to the unemployment experience of individual employers has degenerated into a highly sophisticated tax dodge for certain employers whose employment stability is virtually unrelated to efforts to alleviate unemployment. In fact, the inequities between employers are so great, that the system actually penalizes employers who are expanding their labor force. The taxable wage base for employer contributions, moreover, has been held so ridiculously low that it subverts even the present merit rating system and precludes the operation of the existing contribution schedules as intended.

Employers and others who are currently screaming about the costs of unemployment insurance choose to ignore the deterioration of the relationship between taxable wages and total wages. The story of this deterioration during the postwar period is as follows: In 1946 when the taxable wage ceiling was \$3,000, taxable wages amounted to 85.58 percent of total wages. This decreased steadily to 59.5 percent in 1959 as total wages increased and taxable wages remained constant at \$3,000. In 1959 the Legislature increased the taxable wage base from \$3,000 to \$3,600 and the 1961 Legislature increased it by another \$200 to \$3,800, which is the present taxable wage ceiling. Thus in 1960, taxable wages as a percent of total wages jumped from 59.5 percent in 1959 to 65.08 percent in 1960, then dropped to 63.3 percent in 1961, increased slightly to 63.9 percent in 1962 following the \$200 boost by the 1961 Legislature, then dropped to 62.2 percent in 1963, and an estimated 60.8 percent in 1964.

During the postwar experience, therefore, it is apparent that the level of taxable wages dropped from 85.58 percent in 1946 to the current 60.8 percent at present. Thus, while the 1963 cost rate of benefits amounted to 3.07 percent of taxable payrolls, it was only 1.9 percent of total wages. In 1964, the cost rate of benefits as a percentage of taxable payrolls is estimated by the Department at 3.3 percent, but as a percentage of total payrolls, it is only 1.85 percent.

Furthermore, it is important to remember that the declining ratio of taxable wages to total wages varies considerably between industries. The latest breakdown by the Department of Employment from the 63.9 percent average ratio for 1962 shows fluctuations like these: Mineral extraction, 57 percent; contract construction, 67 percent; non-durable goods manufac-

turing, 63 percent; durable goods manufacturing, 58.4 percent; transportation, communication, electric, gas and sanitary services, 60.7 percent; wholesale and retail trade, 67.5 percent; finance, insurance and real estate, 66 percent; services, 69.1 percent.

A further breakdown of durable goods manufacturing to take a look at defense employers indicates the following percent of taxable wages to total wages: Ordnance and accessories, 51.6 percent; electrical machinery, equipment and supplies, 57.5 percent; aircraft and parts, 53.5 percent; It is apparent that in defense industries where the potential liability against the fund is very high because of the volatile nature of defense contracts, the percentage of taxable payrolls to total payrolls is among the lowest. Unemployment benefits exceeding \$50 million were paid in 1963 to persons last employed in defense-related industries. In addition, an estimated \$45 million was paid to persons in service industries who were affected by the layoffs in defense and space related jobs.

Under these circumstances, it is understandable that the U.I. fund balance is below the level desired to sustain an adequate benefit structure. It has been milked and bled with virtually no nourishment from the Legislature except on a patchwork basis to maintain minimum levels of solvency.

On December 31, 1963, the U.I. fund balance was \$644.3 million, representing an increase of \$16.3 million over the fund balance of \$628 million a year earlier on December 31, 1962. Going into 1964, the fund balance amounted to 4.04 percent of taxable wages on the December 31, 1963, computation date. During 1964, it is estimated that the fund balance will increase by some \$22 million to a level of \$666 million by December 31, 1964. The fund balance at the end of the year, going into the 1965 general session, would amount to 4.02 percent of taxable wages.

On the benefit side, the gross inadequacy of the present benefits schedule is indicated by the fact that the current average weekly benefit amount received by qualified jobless workers is approximately \$43. In the fourth quarter of 1963, the average weekly wage in covered employment was \$120.37. This indicates that on the average, for those lucky enough to be covered by unemployment insurance, the average benefit was only about 36 percent of average weekly earnings.

The basic problem on the benefits side

is that the schedule of benefits has not been adequately adjusted to maintain a reasonable level of wage loss compensation for even the average unemployed worker. Starting from adequate levels of wage loss compensation at the lower levels, the benefits schedule deteriorates rapidly moving upwards because of both the present \$55 per week benefits ceiling and the size of the high quarter earnings steps. (Starting from the \$25 per week minimum, present benefits increase \$1.00 for each \$28 of high quarter earnings up to a maximum of \$55.)

Under the schedule itself, the person who has high quarter earnings barely sufficient to qualify for the \$55 maximum is compensated at 50.7 percent of his lost wages. But the average worker who has more than enough wages to receive the maximum, and others above the average worker, receive correspondingly less compensation. The present \$55 maximum amounts to only about 42 percent of average weekly wages in covered employment, and as a result, for example, the average benefit in 1963 was 77 percent of the maximum. Thus, for the vast majority of unemployed workers, it is clear that the rate of compensation is falling far short of covering the non-deferrable living expenses incurred by jobless workers.

As indicated by the near ten percent level of exhaustions of benefits, the program has not been kept abreast of changes in the economy affecting the duration of unemployment. We have pointed out that the whole experience of the past three recessions, marked by only partial recovery and rising levels of unemployment, has demonstrated the growing menace of long-term, hard core unemployment. This is clearly associated with structural changes in our economy, and the advancing pace of technology and automation itself, as well as the failure of our economy to expand sufficiently to provide enough jobs to go around. Indeed, there is mounting evidence that long term unemployment stemming from the nature of structural adjustments has become an undesired feature of our economy during periods of so-called prosperity as well as recessions. An adequate unemployment insurance program must come to grips with this problem not by temporary expedencies, but by adjustment of the duration period to the needs of those who suffer long-term displacement and who maintain their attachment to the labor market. In this connection, the present state extended benefits program is inadequate in at least two major respects; it not only fails to

recognize regional variations, as for example the hardships caused by defense cutbacks in certain areas, but also it is geared to a statewide triggering concept associated more with cyclical ups and downs in the economy than the structural causes of long term unemployment.

These deficiencies and others in the benefits schedule are compounded by the exemption of almost 35 percent of the civilian labor force from coverage under the program. Coverage is feasible and desirable for many of these uncovered employees, including among them the following: 232,000 agricultural workers; 120,000 domestics; 82,000 employees of non-profit organizations, excluding the clergy; 630,000 local government employees; and 140,000 state government employees.

In the face of all of these major deficiencies in California's Unemployment Insurance program, with regard to both financing and the benefits structure, there appears to be a serious move in the Legislature to accommodate employers for their years of public neglect in financing the program by rationalizing a state general fund subsidy to the U.I. fund and by further crediting employers' accounts for the cost of programs initiated unilaterally or through collective bargaining to help alleviate or prevent unemployment. The latter credit to employers would include expenditures for such negotiated programs as those providing for automation funds, retraining of displaced employees, early retirement, relocation allowances, etc., and as such would completely abrogate the principle of supplementation long adhered to by the labor movement. The Federation is unequivocally opposed to crediting employers' reserve accounts for any of these supplemental expenditures as long as unemployment insurance remains a minimal program encumbered with the deficiencies reviewed above. The suggested credits would in fact further weaken the unemployment insurance program and lead to its eventual destruction.

It has even been suggested that the employer credit for supplemental program expenditures could be combined with the possible "forgiveness of accumulated negative reserves in order to give more weight in deficit accounts to recent and perhaps more favorable experience." The net impact of this could be to allow merit rating tax cuts, via the back door, to employers who could not otherwise qualify for such cuts.

Further, an unemployment insurance resolution referred to the Assembly Interim Committee on Finance and Insur-

ance calls for "labor market attachment" studies that would specifically include a "weeks of earnings" test, a "two-quarter earnings" test, and a combination of these two eligibility proposals long advanced by employers to disqualify many thousands of unemployed workers who are fully attached to the labor market. In again asserting our opposition to these proposals, we would point out with regard to the issue of labor market attachment that almost any eligibility test is more or less arbitrary within the range of disagreement that exists as to the intended scope of the unemployment insurance program. Any eligibility test, including the present \$600 eligibility requirement, will render ineligible persons who are actually attached to the labor market. Instead of using a test that pre-judges any group or category of employees as lacking attachment, it is essential to recognize that the "seek-work" and the "availability for employment" tests complement the eligibility test, and in fact, should provide a fool-proof method of enforcing attachment to the labor market. It is vital, therefore, that the eligibility test in the law, which must inevitably err, err on the liberal side rather than the conservative side.

In urging rejection of all further inroads against the unemployment insurance program, we call upon the Legislature to enact a positive program of improvements to restore the integrity of this social insurance program as essential to the prosperity of an automated, space-age society. Specifically, we urge the following:

- (1) An overhaul of the unemployment insurance tax structure to provide adequate funding for level of benefits appropriate to California. The taxable wage base should be increased immediately from \$3,800 to at least \$7,500 with provision for future escalation as benefit levels are increased in line with the benefits recommendations below. This long overdue increase in the taxable wage base should be combined with the repeal of the present individual firm "merit rating" system of financing, and enactment of a uniform employer contribution tax that will sustain a fully adequate benefit program. In this connection, organized labor has repeatedly pointed out that if any merit rating is to be allowed, it should be a uniform merit rate for all employers rather than an individual merit rate, and that this uniform rate should

- vary from year to year in accordance with the experience of all employers, provided that the program is receiving adequate funding to meet current and projected costs. Further, a sound financing program should be geared to provide contributions on a counter-cyclical basis, so that maximum payments would be made during so-called "good times" and minimum payments during so-called "bad times."
- (2) Enactment of the basic benefits schedule currently applicable to unemployment disability insurance to establish a maximum weekly benefit equal to two-thirds of average weekly wages in covered employment with provision for annual escalation, the same as in the disability program, as wages increase. By the time the Legislature convenes in 1965, this would require a maximum weekly benefit of \$80. The rate of compensation for individual unemployed workers would continue to be based on high quarter earnings starting at the present \$25 per week minimum. Thereafter, the compensation rate would be increased \$1.00 for each additional \$25 of high quarter earnings, instead of the present \$28 of high quarter earnings, until the maximum benefit amount is reached. Qualified jobless workers drawing the top benefit would be compensated at a rate equal to not more than 56 percent of lost wages, and at lower rates for those having incomes exceeding the amount necessary to qualify for the maximum.
  - (3) Provision of additional benefits for dependency equal to \$7.00 per week for the first dependent and \$5.00 for each additional dependent, within a maximum total dependency allowance of \$37.
  - (4) Provision for retroactive compensation for the present one-week waiting period whenever the unemployment period extends beyond seven days.
  - (5) Increase the maximum benefit duration period within the basic benefit structure from 26 to 39 weeks on a permanent basis.
  - (6) Extension of full coverage under standard financing provisions to all wage and salary workers presently denied protection, including agricultural and domestic workers, em-

ployees of non-profit organizations and both state and local public employees.

- (7) Remove restrictive disqualifying provisions of the law that assume non-attachment to the labor market and that negate the application of normal tests in the law for determining attachment through the "seek work" and the "availability for work" provisions.

In addition to the above legislative proposals at the state level, we will continue to support the establishment of federal standards for state unemployment insurance programs to assure a minimum adequacy level of benefits, and to remove unemployment insurance as a pawn between the states for seeking competitive advantage in the attraction of industry through reduced benefit costs. It is significant to note that those who scream loudest about the cost of California's program on a competitive basis are the very people who oppose federal standards to eliminate any possibility of competition.

Adopted, p. 66.

## VI

### UNEMPLOYMENT DISABILITY INSURANCE

**The Federation will continue to press for needed improvements in the state's unemployment disability insurance program in combination with legislation necessary to assure the long-term solvency of this worker-financed social insurance program by requiring monthly employer remittance of worker contributions, as under the federal social security program, and by providing for annual escalation of the taxable wage base to match the escalation of the benefits structure.**

Under the present escalator provision in the disability insurance benefit schedule, it is anticipated that the present \$77 per week maximum will be increased automatically in January, 1965, to \$80. Through annual adjustments in this manner, the maximum benefit is revised upward automatically to equal two-thirds of average weekly wages in covered employment under Federation-sponsored legislation enacted in 1961.

In the same year, the Legislature decided to work down excessive reserves in the disability insurance fund, and provided for several step-increases in the tax-



able wage base for employee contributions to \$6,500 in 1965. It was recognized at the time that these step-increases in the wage base did not meet the issue of long-term financing, and that it would probably be necessary for the 1963 Legislature to take appropriate action.

In accordance with labor's standing policy to assure the solvency of the state disability insurance program, the Federation sponsored two basic financing bills at the 1963 session aimed at proper funding of the program beyond 1965 through the establishment of an escalator clause on taxable wages to parallel the escalator clause on the benefits side, and by requiring monthly remittance of employee contributions by employers to smooth out the peaks and valleys in the collection of funds to avert any possibility of temporary, short-term insolvency. This constructive legislation, however, was rejected by the Legislature, which provided only for temporary borrowing by the disability insurance fund to tide it over during the anticipated low period of collections during the month of April caused by irregular employer submission of employee contributions.

The unfortunate consequence of the Legislature's failure to heed the advice of the Federation is now upon us and the Legislature. As anticipated in April this year, it became necessary for the state disability fund to borrow \$1 million to tide it over the low collection month, which would have been avoided if the Legislature had approved the Federation's proposals requiring monthly rather than quarterly remittance of employee contributions. More fundamentally however, it is now vitally important that the revenues and expenditures of the program be brought into approximate balance. The report of the actuaries points out that the fund can be expected to have an outright deficit of about \$21 million by April, 1965. It is further anticipated that unless urgency action is taken by the Legislature in 1965, it will be necessary to borrow to pay benefits during nine of the twelve months of 1965, ending up the year with a cash deficit of about \$20 million.

The Federation has always maintained that the benefits structure of the state unemployment disability insurance program should be fully adequate, and that, through their contributions, workers of this state are ready and willing to adequately fund such a benefits structure. Accordingly, while recognizing the need for improving benefits in several areas,

first priority as a matter of urgency should be given to the financing of the program at the 1965 Legislature. We urge approval of the following specific program:

1. Immediately upon convening in January 1965, the Legislature should increase the taxable wage ceiling on which the one percent employee contribution is paid from the \$5,600 ceiling scheduled to take effect in that month to \$7,500, so that approximately 90 percent of all wages under the state plan are included in the tax base. (Under the \$5,600 tax ceiling, only about 75 percent of total wages would be included in the tax base.) This should be combined with a monthly tax remittance measure to further smooth out the peaks and valleys in the collection of funds that may exist under the increased taxable wage ceiling. Further, to provide for long-run solvency of the fund, provision should be made for the annual escalation of the taxable wage ceiling to maintain a tax base of about 90 percent of total wages in future years. Commencing on January 1, 1966, the proposed legislation should provide for a tax base increase of \$125 for each increase of \$2.00 in average weekly total wages above a designated amount, to be determined by improvements in the benefits structure made by the Legislature in accordance with the recommendations enumerated below. The tax rate should be increased only if it becomes absolutely necessary.

It is recognized that this method of adjusting the funding provisions of the program by increasing the taxable wage ceiling without modifying the present one percent worker contribution rate would affect only those with higher earnings and would not increase the contributions of any workers whose annual earnings are less than the 1965 taxable wage of \$5,600. Such an adjustment would be fully consistent with the social insurance concept underlying the state unemployment disability insurance program, and would, in fact, strengthen the underlying social insurance principle. But also, it should be pointed out that the adjustment is necessitated primarily by the annual escalation of the maximum weekly benefit amount which accrues solely to the advantage of those with high incomes.

2. On the benefits side, deficiencies in the current program should be re-

moved by the enactment of legislation to:

- (a) Provide for retroactive compensation of the one-week waiting period whenever a disability extends beyond seven days in non-hospitalization cases. (Under present law disabilities requiring hospitalization are compensable from the date of hospitalization.)
- (b) Add dependency benefits, in addition to the basic weekly benefit, at the rate of \$7 for the first dependent and \$5 for each additional dependent not exceeding a total dependency allowance of \$37.
- (c) Extend full coverage to all wage and salary workers presently denied coverage, including domestic workers, employees of non-profit organizations, and both state and local public employees.
- (d) Provide for the payment of benefits for injuries or illnesses arising in connection with pregnancy.
- (e) Extend the duration period for the payment of benefits from 26 to 39 weeks.
- (f) Increase the additional allowance while hospitalized from \$12 to \$20 per day, for the present allowable 20 days.
- (g) Repeal the trade dispute disqualification.
- (h) Repeal the present provision allowing assignment to a hospital of the present additional benefit payable while hospitalized.

Adopted, p. 66.

## VII

### WORKMEN'S COMPENSATION

**In pledging labor's firm opposition to any and all efforts to undermine California's already deficient workmen's compensation program, we call upon the Legislature to modernize the program's lagging benefits structure, giving high priority to the provision of long overdue and comprehensive rehabilitation services for injured workers under a fully administered program.**

During the interim period since the 1963 general session of the Legislature,

the California program has been under review by a state Workmen's Compensation Study Commission created by the Legislature. Considering the circumstances under which the Commission evolved, it is abundantly clear that the employer groups who advanced the idea of its creation intend to use it as a vehicle to lower the over-all cost of workmen's compensation at the expense of injured workers. Their focus, as before the 1963 Legislature, is on the reduction of permanent disability ratings through the elimination of so-called "subjective symptomology" in the determination of the disability rate and cutbacks in benefits at the lower rating levels.

The Federation will continue to vigorously resist these and all other efforts to further undermine the state's workmen's compensation program. At the same time, we will press for the enactment of legislation to correct the gross deficiencies that currently exist in the law.

It is almost universally recognized that the motivating principle in workmen's compensation should be to get the injured workman back on the job, back to productivity at his highest attainable skill, with minimal disability. Any goal short of this, would be economically wasteful and socially undesirable.

Yet, as has been pointed out repeatedly, the state's program makes no provision whatsoever for the effective rehabilitation of injured workers. In view of the existing widespread support for action, continued procrastination in coming to grips with the rehabilitation problem would indicate an attitude of callousness and indifference toward the most basic problem that confronts the injured workman.

The enactment of long overdue rehabilitation benefits as a matter of highest priority draws attention to present major deficiencies in the administration of the California workmen's compensation program, which must be corrected. As the U. S. Department of Labor has pointed out: "No law is better than its administration. If not administered properly, even a good law is ineffective. The administration of a workmen's compensation law includes not only claims administration, but also supervision of immediate and continued medical care, supervision of benefit payments, cooperative arrangements for rehabilitation, promotion of safety, and other specialized functions. . ."

Under the present "adversary proceedings" method of administration by the In-

dustrial Accident Commission (IAC), there is no assurance whatsoever in uncontested cases that injured employees are receiving the full scope of benefits they are entitled to under the law. The injured worker in such non-controverted cases is almost completely at the mercy of the insurance carrier for the prompt payment of benefits and the provision of adequate medical care. Apart from the limited authority of the Insurance Commissioner, there is no state agency charged with the responsibility of auditing the promptness and accuracy of benefit payments, or supervising the adequacy of medical care. In general, because of these gross administrative deficiencies, an injured worker frequently finds it necessary to bring his case into controversy out of self-protection, thus unnecessarily inflating the costs of administering the program, to the detriment of both the injured employee and the employer.

The existence of gross deficiencies in the present benefits structure is equally apparent.

For purposes of determining the weekly benefit amount, the effective wage-loss compensation standard since 1914 has been 61.75 percent of wages. But in 1914 it was intended by the proponents of workmen's compensation that the vast majority of injured workers would receive the full rate of compensation. Thus, the maximum weekly benefit was established at \$20.83 in 1914 when average weekly earnings were only about \$18. Today, the maximum benefit for both temporary and permanent disabilities is far below average earnings in covered employment. In fact, even the average injured worker is lucky if he realizes the wage-loss standard in the law, whereas, when first enacted, it was intended that at least 90 percent of injured workmen would receive the full amount.

The latest state report on weekly earnings of injured workers in California shows the impact of current wage ceilings on the application of the law's standard. In September, 1963, 47 percent of all injured employees earned more than \$113.36, the amount of actual earnings necessary to qualify for the maximum temporary disability benefit of \$70. Thus, 47 percent of the injured men and women (53 percent of the men alone) did not realize the standard of the law. In the case of permanent disability, the situation is even worse—72 percent are being compensated at less than the legally established standard.

The grave injustice suffered by many

injured workers in the application of the program's wage-loss standard is magnified by the provision which permits compensation for the seven-day waiting period in non-hospitalization cases only when the disability extends beyond 49 days. This means that when the disability lasts 49 days or less, the total amount of compensation is reduced at least an additional 14 percent.

In the provision of death benefits, under present ceilings, a totally dependent spouse without children receives \$70 as a death benefit for a period of only 250 weeks, or approximately 4.8 years (\$17,500 divided by \$70). A totally dependent spouse with minor children receives the \$70 weekly benefit for 293 weeks, or about 5.6 years (\$20,500 divided by \$70).

These inadequate duration periods are actually inflated because of the fact that they are computed on the basis of the present lagging temporary disability maximum. Figures developed by the State Division of Labor Statistics and Research, based on the characteristics of surviving widows and their families, remove any doubt as to the need for providing more adequate death benefits.

Regarding coverage, the 1959 session of the California Legislature removed one of the biggest loopholes in mandatory coverage by extending workmen's compensation to farm workers on the same basis as other workers. The remaining major coverage gap relates to domestic workers who are excluded from protection if they work less than 52 hours per week per employer, except where the employer voluntarily elects coverage.

Other major deficiencies include the inadequacy of life payments for permanent disabilities above the 50 percent permanent disability rating level, the lack of full freedom of choice of injured workmen in the selection of doctors, and the unconscionable "expense loading" allowed workmen's compensation insurance carriers in the determination of workmen's compensation premium rates by the state Insurance Commissioner. Regarding the latter deficiency, specifically, the 61.65 percent maximum loss ratio permitted in setting minimum rates cannot be justified, considering the substantial dividends (exceeding 20 percent of premiums) which are annually returned to employers by the competitive state compensation fund. On its face, there is something wrong with a minimum rate-setting procedure which automatically costs employers, for example, \$10 million in premium increases for every \$6,165,000 of benefit increases

granted by the Legislature, even if such increases involve nothing more than writing a larger figure on a benefit check.

In order to correct the many deficiencies of the present program, we call upon the Legislature to match the promise of workmen's compensation with legislative determination to make it fully effective by undertaking the following improvements:

- (1) Enactment of a rehabilitation program for 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, to be financed by an appropriate allocation of employer workmen's compensation premiums into a rehabilitation fund.

Labor's concept of rehabilitation combines physical restoration and medical rehabilitation with vocational rehabilitation and job placement. Early identification of injured workers in need of rehabilitation services in any of its phases is a basic requirement which must be combined with effective supervision by a state administrative agency, as recommended below. The state may delegate but must not abdicate its responsibility. Further, the vital importance of the quality of medical care received requires that careful attention be given to the selection of doctors, to medical competence and the method of supervision. In this connection, it is labor's considered opinion that there should be free choice of doctors from among approved physicians; supervision of the rehabilitation program—a responsibility of the state agency; and delegation of the responsibility of the state agency to doctors carefully selected because of their special skill, on a consultant basis.

It follows that organized labor is opposed to any selection system of referral on determination of the carrier alone or the employer, without supervision by the state agency. In this connection, the findings of a pilot study on "vocational rehabilitation of the industrially injured," conducted by the state in cooperation with the federal government, corroborate this viewpoint and indicate the necessity of early referral without any rigid screening tied to the level of permanent disability.

In regard to financing, the cost of vocational rehabilitation services to the industrially injured should not be borne by the general public. Since it is recognized that rehabilitation services are an extension of

the provision of medical care, the cost should be borne by industry or the insurance carrier the same as in the provision of medical care.

The provision of adequate maintenance benefits during the entire rehabilitation process is essential. Because the basic temporary or permanent disability award is not sufficient to provide the individual with a reasonable standard of living—especially if he is married and has a dependent—it will be necessary to provide additional maintenance benefits. A program for rehabilitation which omits the authority to extend fully adequate maintenance benefits to the individual claimant, will condemn the program from the beginning to an unsatisfactory accomplishment. And there must be statutory assurance that the maintenance benefits will continue until rehabilitation is concluded with job placement.

The notion that all permanent disability benefits should cease either upon a successful rehabilitation or shortly thereafter, betrays lack of understanding of the rehabilitation process. The motivating principle in rehabilitation should be to get the injured workman back on the job, back to productivity, with **minimal disability**. It follows that the primary consideration and goal in the process of rehabilitation must be the reduction of the disability—not the reduction of any compensation allowance.

It is organized labor's position that since the object of rehabilitation is to reduce disability, a successful rehabilitation must not terminate permanent disability payments where in fact a permanent physical disability exists. Permanent disability payments are only a form of partial reimbursement for impairment. Generally, rehabilitation does not remove physical impairment. It merely helps the injured workman lead a more useful life in spite of the physical impairment. If, in fact, the physical impairment is diminished through the rehabilitation process, then, within the process of total rehabilitation supported by organized labor, the permanent disability rating will reflect that fact.

- (2) Establishment of effective procedures for the efficient and humane administration of the workmen's compensation program as a whole under an appropriate state agency.

It is labor's conviction that the number of unnecessary, costly and time-consuming cases brought before the Industrial Accident Commission would be reduced sub-

stantially under a fully-administered program. As proposed at the 1963 session, the Federation urges creation of a Division of Workmen's Compensation within the State Department of Industrial Relations which would supplement—not supplant—the hearings and appeals functions of the I.A.C. The new division should be headed by an administrator with appropriate rule-making authority and the power to appoint officers and employees and establish such branch offices, sections, advisory medical panels and advisory committees as may be necessary to administer the workmen's compensation program.

The primary functions of the division should be to: (a) Supervise the adequacy of medical care upon the recommendation of the medical director of the I.A.C. so that injured workmen will receive competent and adequate care, including specialized treatment when necessary; (b) Audit the promptness and accuracy of benefit payments to injured workmen, and their dependents, so as to avoid delays as well as make certain that injured workers or their dependents receive the full amounts they are entitled to under the provisions of the Labor Code; and (c) Provide information to the victims of work injuries. At the same time, specific safeguards should be provided in the legislation to preserve the I.A.C.'s functions.

Under reporting requirements, the legislation should require employers to make reports on injuries within ten days if the injury (1) results in either death or permanent impairment, (2) renders the injured person unable to perform a regularly established job at his place of employment, or (3) requires medical treatment beyond ordinary first aid. This should be done on forms supplied by the administrator, who would also have the authority to require: (a) reports from the employer or his insurer on the first payment of compensation; (b) physicians' reports for all injuries resulting in death, permanent impairment or temporary disability exceeding a specified number of days; and (c) final receipt and settlement reports that will show the last payment of compensation, along with the total amount paid, how it was computed, as well as the medical and related costs. Finally, in connection with the auditing of payments, the Division of Workmen's Compensation should be required to audit all final receipts-and-settlement reports, order the payment of additional amounts where underpayments are indicated, as well as audit reports of first payments and take action to speed up unreasonably delayed payments.

- (3) Provide for full operation of the law's wage-loss compensation standard throughout the range of incomes of injured workers without the present rigid ceilings of \$52.50 and the \$70 on the maximum weekly benefit amount for permanent and temporary disabilities, respectively, subject only to the requirement that such weekly benefit payments not exceed an amount of \$150 per week to prevent the exhaustion of workmen's compensation funds by high salaried executives.
- (4) Provision for the payment of dependency benefits at the rate of \$7.00 per week for the first dependent, and \$5.00 for each additional dependent, subject to a maximum of \$37.00 on a total dependency benefits.
- (5) Provide for retroactive compensation on the seven-day waiting period whenever the disabling injury extends beyond the duration of the waiting period.
- (6) Conversion of the present death benefit formula to a life pension, with the payment of benefits to the benefit spouse until death or remarriage, and with additional benefits for other dependents, thus eliminating the arbitrary character of the present limitation placed on the duration of death benefit payments.
- (7) Extension of full coverage on a mandatory basis to domestic servants.
- (8) Improvement of life payments for permanent disabilities to match the permanent disability rating above 50 percent, together with an increase in the weeks of compensation for permanent disabilities prior to the commencements of the life payments.

In this connection, it is to be noted that the statutory schedule for benefit payments where the injured worker is given a permanent disability lags considerably behind standards of adequacy. Under the present schedule, each percentage point of permanent disability rating entitles an injured worker to four weeks of compensation at the 61.75 percent wage loss compensation rate. For a ten percent rating, the number of compensated weeks is forty and thereafter the schedule provides forty weeks of additional duration at the 61.75 percent compensation rate for each additional ten percent of permanent disability

incurred, until 400 weeks of compensation is provided for a 100 percent permanent disability rating.

Life benefits are not payable after the exhaustion of the specified number of weeks of compensation at 61.75 percent of wages unless a 70 percent or greater permanent disability is incurred. For a 70 percent permanent disability rating, a life pension continues at a compensation rate of 1.5 percent of average weekly earnings for each one percent of disability in excess of 60 percent. From a 15 percent weekly compensation rate for a 70 percent permanent disability, the schedule advances to a maximum 60 percent life pension for a 100 percent disability rating.

Obviously, there can be no real compensation for a person who incurs a 100 percent disability rating from an industrial injury. Such an individual is entitled to a life pension that compensates him for 100 percent of his wage loss. With this the basic criteria, the life pension schedule should be liberalized so that a 90 percent permanent disability rating draws a life pension at a wage-loss compensation rate of 90 percent. An 80 percent permanent disability should draw an 80 percent life pension, etc., so that the life pension compensation rate is the same as the permanent disability rate for all permanent disabilities of 50 percent or more.

- (9) Provide for full freedom of choice of doctor by the injured employee.
- (10) Revise standards for establishing workmen's compensation insurance premium rates so that the minimum rates established by the Insurance Commissioner are geared to the loss experience of the state Compensation Insurance Fund, thus preventing profiteering on the injuries of workers.

Adopted, p. 66.

## VIII

### CIVIL RIGHTS

**(a) Organized labor condemns the Goldwater-led coalition of racists, right-wingers and right-to-work forces, along with the Communist-led and other extremists of the left, seeking to exploit the prejudice and misunderstanding inevitably bred by a 345-year heritage of third-class citizenship. America can find neither peace nor the fulfillment of its ideals unless these predatory forces are de-**

**feated and the Civil Rights Act of 1964 is vigorously enforced and supplemented as the need arises.**

The civil rights issue, although of such paramount importance to the very survival of America today, is too often seen in short-range perspective. Too many Americans have become so accustomed to third-class citizenship in our midst that they are basically incapable of understanding the urgency and fervor of the civil rights struggle swirling about them.

Organized labor, however, feels confident that a nation with a sense of history and of the irresistible forces that drive all mankind will recognize that, not only the domestic tranquillity, but ultimately the very survival of a world that is two-thirds non-white, pivots on this very issue. We further recognize that its constructive resolution is possible only through the wholesale implementation of the principles of democracy and equality stemming from the understanding and respect of man by his fellows. At every hand we have undeniable evidence of the fact that the time for slogans and lip service to these principles is irretrievably behind us. They must give way to specific action and genuine effort at transforming our individual and governmental attitudes in order to bring us abreast of the ideals that we have so unhesitatingly proclaimed and encouraged in every quarter of the globe.

Organized labor is proud of the prominent role it played in enacting the Civil Rights Act of 1964. Introduced with the vigorous support of our martyred President John F. Kennedy, this truly historic legislative victory for human rights immediately establishes the following:

1. Provides non-discriminatory access to public accommodations such as hotels, eating places and entertainment facilities;
2. Requires desegregation of public facilities such as libraries, parks and swimming pools;
3. Withholds federal funds from schools, colleges, hospitals, training and other programs unless fair practices are observed;
4. Strengthens the Civil Rights Commission as a national civil rights clearing-house and as an agency to investigate voting fraud cases;
5. Creates a Community Relations Service to promote voluntary solution of problems;
6. Allows appeal to higher federal courts in unequal protection of the law cases;

7. Directs the Census Bureau to gather voting statistics that could lead to reduced Congressional representation for states denying equal voting rights;

8. Grants jury trial privileges for criminal contempt charges with maximum six-month sentences and \$1000 fines.

The fair employment practices section, effective in 1965, applies to employers, employment agencies and unions alike. It bars discrimination in hiring practices, wages and benefits. Discrimination in membership, job referral or segregation is prohibited in unions, as it is in all apprenticeship and training programs, and in help wanted advertisements.

The new law does not require racial or religious quotas or "balancing" in employment, union membership or training programs. It does not interfere with seniority or merit systems, setting of different standards of pay or giving professionally developed ability tests so long as such programs are without discriminatory intent.

The law also creates the Equal Employment Opportunity Commission to investigate and adjudicate complaints of job discrimination. Where there is reason to believe resistance to the law exists, the Attorney General may by-pass waiting periods and intermediate steps and file court proceedings. Where states or cities have enforceable fair employment laws, the EEOC may cede jurisdiction. Such bodies are given 60 days to handle complaints, after which EEOC has 30 to 60 days to seek settlement through conciliation and persuasion. If the case remains unsettled, the individual has access to the federal district courts at no cost. A court finding of intentional discrimination may result in hiring or reinstatement and payment of wage losses incurred.

For workers everywhere, the passage of this legislation hails the dawning of a new day in which it will be more difficult for unscrupulous employers to play off the workers of one state against those of another. It means the beginning of the end for the wholesale poverty afflicting an entire region. It ushers in a new era in which organizing the unorganized in that section of the country will become much more feasible. In broadening equal employment opportunity, it will add irresistible momentum to the drive for a shorter work week without any reduction in take-home pay. Finally, by ensuring the right of all Americans to vote, it lights the fuse under the almost insurmountable Congressional roadblocks erected by the undemocratically elected Dixiecrat faction.

These obstacles have for years stymied legislation of profound importance to working people in all areas, including those related to job-creating programs.

Although it is a most encouraging start, the battle is by no means won. As pointed out by AFL-CIO President George Meany in his platform proposals to the 1964 Democratic and Republican conventions:

"We should not be lulled by these achievements. The decisions of the courts, the orders of the President, the laws enacted by Congress will not by themselves achieve the goals of full equality for every American in American life.

"The first requirement is a vigorous national Administration, led by a President who understands the national need to secure civil rights and who appreciates the urgency of the problem, an Administration which will promptly and effectively exercise the legal powers already invested in it.

"The national Administration must also be sensitive in seeking an expansion of legal authority to areas not already covered, and in calling for improvement of laws, already on the books, when a need becomes evident. And finally, an Administration, inspired by a President committed to the cause of equal rights, must provide dynamic leadership to the people and to Congress in the achievement of human rights."

Among the specific actions called for by the national AFL-CIO spokesman were:

"Strong federal action against discrimination in . . . all public programs, including housing programs, which invoke the use of public funds or credit through grants, loans, guarantees or insurance.

"Expanded and more explicit powers for the Attorney General to move to protect the civil rights of American citizens in any case in which those rights are threatened, infringed or denied."

Perhaps most important of all, Meany concluded:

"We recognize that the power and authority granted to government would go for little unless we also establish an economy of full employment. America will not be satisfied with equality of unemployment or equality of poverty."

**(b) In view of the segregated housing initiative on the November ballot,**

California's most pressing need in the field of human rights and equal opportunity is the preservation and full implementation of our present state laws. This must be supplemented with economic reforms and public investment programs to provide enough jobs to go around, bring housing within reach of low and moderate income groups, and attack the roots of poverty in ghettoized and stratified communities.

The major civil rights achievement of the 1963 legislature was the Rumford Fair Housing Act's extension of existing prohibitions against discrimination to private housing and its provision for administrative enforcement by FEPC. Working with many other community groups through the California Committee for Fair Practices, organized labor played a major role in securing this legislation.

Although the legislature is to be commended for passing this measure, it failed to remove the major barrier to its full implementation, namely, enactment of an effective low- and middle-income housing program to overcome the gross shortage of homes within the reach of these families' budgets. As outlined in our Statement of Policy on Housing, we call upon the legislature to take affirmative action along these lines in 1965. Top priority should also be given to requiring construction of inexpensive housing for families, many of whom are minority group members, displaced by urban redevelopment.

While thus attacking the roots of poverty in ghettoized and stratified communities, the legislature must also move boldly towards the badly needed economic reforms discussed in other Statements of Policy in order to provide enough jobs to go around.

Adopted, p. 67.

## IX HOUSING

(a) Although good housing in well planned neighborhoods is well within the economy's reach, a fifth of our population remains slum-bound largely due to the exploitation of ghettos made possible by restricting minorities to limited physical areas. America cannot afford this type of denial. Its social costs, in such forms

as high crime and disease rates, are shouldered by the entire community.

Home construction last year totaled only 1.5 million units compared to a sustained annual need for 2.5 million due to the continued failure of the housing market to come within range of low- and middle-income families. Housing must be made available to these groups via long-term low-interest federal loans at or even below actual cost, in a comprehensive program including the needs of the elderly, farm workers and relocated families. In addition to adequate planning, it must also embrace the concepts of coordination of agency efforts, imaginative public housing approaches, nondiscriminatory policies, slum clearance, open space utilization, and provision for adequate rapid transit and community facilities.

Good housing for all Americans, in attractive and planned neighborhoods, is well within the reach of our economy. Despite this capability, at least one-fifth of our population is still consigned to slums and other substandard housing. Compared to a sustained need for construction of 2.5 million residential units annually, we managed only 1.5 million units in 1963.

The social costs of slum housing reach far beyond those paid directly by the slum dwellers themselves. They include high rates of crime, juvenile delinquency, broken families, disease, fire hazards and inadequate education along with the development of a major body of demoralized and nonparticipating citizens. Although their tax yields are extremely low, these sections of our metropolitan centers often account for as much as half the revenue expenditures incurred by the entire community.

Slums persist and new ones are created largely because segregated housing patterns enable landlords to crowd buildings to the absolute limit, while further preying upon such tenants-without-alternatives by charging exorbitant rentals.

These conditions have contributed greatly to the mass exodus of the higher income majority group into suburbs, thus undermining the core city's tax base and detracting from its physical and spiritual quality. And in suburbia itself, lack of planning, along with rampant land speculation, too often results merely in an extension of the metropolitan sprawl, and



in tax bases incapable of meeting school and other community facility and service needs.

In urging a truly comprehensive program to place decent housing within the reach of all Americans, we recognize that mortgage interest payments under present conditions loom too large to fit most low- and middle-income budgets. Such a program is therefore feasible only if government credit becomes available at or below cost for such families.

Although it falls short of labor's proposals in a number of respects, President Johnson's 1964 omnibus housing bill takes major steps in the right direction. But the full program to which organized labor in California is dedicated is as follows:

1. Construction of at least 2.5 million dwellings annually as a national policy objective.

2. Building at least 200,000 low rent public housing units in an imaginative manner, including use of single and small multiple unit dwellings; their dispersal throughout the community; and opportunity for ultimate purchase by tenants.

3. Long-term low-interest housing loans or reasonably priced rental housing for moderate-income families and the elderly.

4. Expanded urban renewal efforts with emphasis on slum clearance, open spaces, modernization of cities, and adequate provision for community facilities and mass transit.

5. Priority housing programs for persons displaced by urban renewal or highway and other public construction.

6. Metropolitan area planning to assure balanced development and growth to avoid balkanizing our communities and stratification along racial and income lines. This objective can be furthered by broad federal aid to communities for acquisition of land reserves to meet anticipated community development needs.

7. Creation of a Cabinet-level Department of Housing and Community Affairs to coordinate the many federal activities relating to housing and to urban planning and development.

8. Strenuous federal action to assure equal housing opportunity for all families regardless of race, creed, color or national origin.

The specific details of these programs are set forth in much greater detail in the statements of policy adopted by our 1960 and 1962 conventions.

In calling for this program, we are also mindful of the fact that a large scale housing program would serve as a powerful generator of the type of economic activity that would pick up the slack in employment, particularly in those manpower areas that are most desperately in need of stimulation.

**(b) California's seeming affluence in housing is largely illusory since its relatively high residential construction pace is generated by the population influx rather than by meeting the needs of the existing populace. If anything, the situation for low- and middle-income Californians is substantially poorer than in other states, since limited older housing supplies force allocation of a larger portion of their incomes for this purpose.**

With about 53 percent of California's population effectively barred from the housing market by excessive land and financing costs, there is a critical need for harnessing the state's inexpensive credit through Cal-Vet type programs to supplement limited federal loan funds.

The state's wholly unique housing problems demand creation of a California Housing and Development Agency to foster federal legislation attuned to rapid growth type problems instead of having the present disproportionate orientation towards eastern and southern urban redevelopment needs.

Although California's population boom has created the illusion of housing affluence, no sober observer is misled into believing that the deficit is appreciably less serious here than nationally with regard to minority groups, senior citizens, farm workers, and low- or moderate-income families generally.

The 1963 session of the legislature failed to implement the bold recommendations made by the Governor's Commission on Housing Problems, on the basis of the exhaustive study it conducted. A disturbing insight into California's housing dilemma can be gained from considering a few of the Commission's many startling findings. For example, about 53 percent of our population were found to be virtually barred from the housing market by excessive land and financing costs. California's land costs had risen

ten times faster than the Consumer Price Index, while financing charges were 1.0 to 1.5 percent higher than in the East. Furthermore, the state's low income families were spending an increasingly large share of their income for this purpose, due to the relative scarcity of older housing, although the trend was quite the opposite nationally. In fact, many California families allocate 35 to 40 percent of their income for housing, whereas lending agencies usually regard 20 to 25 percent as the permissible maximum.

The Commission's recommendations were aimed at utilizing the state's credit resources to supplement federal housing programs with long-term low-interest self-liquidating loans and to provide low- and middle-income housing in balanced communities without racial or income stratification. The group also supported creation of a California Housing and Development Agency to administer state housing programs, to work for federal legislation designed to meet California's unique needs, and to analyze our housing requirements on an on-going basis.

In addition, the Commission advocated diversification of the Cal-Vet Program to benefit families less prosperous than the above-average income group almost exclusively served by this program to date. Experimental building programs were also sought in order to try to reach those low-income families, such as farm workers, for whom even the most attractive existing programs prove prohibitive.

The failure of the 1963 legislature to follow through was all the more significant because meaningful implementation of the Rumford Fair Housing Act required a vast increase in housing within the reach of low- and middle-income families. Without such financing, the provisions of the Rumford Fair Housing Act are destined to remain a largely abstract proposition.

We concur wholeheartedly with the Commission's program recommendations and, recognizing that the state's credit is the key to the situation, again call attention to the several formulas pursued so successfully by New York City and State, as detailed in the statements of policy adopted by our last two conventions.

Adopted, pp. 67-68.

## X

### EDUCATION

(a) Public schools are the bulwark of a free society and require our unstinted support. Their inadequate financing through regressive local

and state taxes has created many inequities in the allocation of resources both among communities and children of diverse income groups.

A massive federal aid-to-education program, financed out of the more progressive federal tax structure, is urgently needed to provide grants and loans to states for classroom construction, teacher salaries, scholarship assistance, compensatory education and realistically oriented vocational training programs, along with more adequate student housing.

Quality education for all young people irrespective of their incomes, geographic location and racial or national origins remains the wisest and most profitable investment America can make in its future. Its financing cannot properly be viewed as a social cost, but rather as an indispensable expenditure toward the development and growth of our nation as well as of our individual citizens.

Experience in recent decades has amply taught us that the regressive state and local tax structures upon which public education has been forced to rely are abysmally inadequate for the job. Staggering under the handicap of insufficient public school revenues, the nation has paid a heavy price in the form of overcrowded classrooms, obsolete equipment and facilities, and the dilution of teaching quality due to vastly substandard salary levels. In short, our school children have paid for this false economy directly, while society generally will suffer from it in countless forms for generations to come.

The problem grows more acute each succeeding year due to factors such as rapid population growth and the heightening educational requirements demanded by modern industry. In this nation of states and localities with unequal resources, it is therefore highly evident that only the more progressive and uniform federal tax system is capable of providing adequate and equal educational opportunities. Although concern over "local control" has been exploited as the prime basis for opposition to federal aid, the monied nature of the main forces advancing this argument makes it clear that their motivation actually lies purely and simply in an obvious preference for regressive tax sources for public school and other purposes.

Although the need for comprehensive federal aid to education has been ac-

knowledgeed by every President since World War II and has been confirmed in the platforms of both major political parties, an entire generation of school children has suffered the consequences of inaction while Congress has debated the issue.

It is true that piecemeal legislation has passed in the intervening 20 years. As an example, part of President Kennedy's 1963 omnibus federal aid to education bill was enacted last year. It included assistance for higher educational facilities and libraries. Aid to federally impacted areas was extended, as was the National Defense Education Act program which also received more liberal financing. Some aid for adult basic education was incorporated into the MDTA amendments. Vocational education funds were liberalized and the program was given greater flexibility. A vital feature of this improvement was partial funding for work-study programs to help keep students from becoming high school dropouts. And under the Civil Rights Act of 1964, Congress authorized cutting off federal funds to educational institutions persisting in discriminatory practices.

Aside from this last item, none of these enactments came anywhere near meeting the specific needs to which they were addressed. Furthermore, nothing substantial was done to alleviate the serious problems of elementary and secondary schools. The Congress failed to cope with the problems of economically and culturally deprived children in large city slums and in many rural areas where poverty goes hand in hand with poor educational opportunities. Nor did it move on the pressing problem of a federal program of college scholarships, the lack of which continues to rob our nation of the talents of many intellectually able but low-income young people.

We therefore call upon the Johnson Administration and the Congress to face this dilemma squarely by enacting urgently needed federal aid to non-segregated education, in the form of adequate assistance to classroom construction, teacher salaries, teacher training opportunities, scholarship assistance, realistically oriented vocational education programs, compensatory and adult education programs, along with more adequate student housing.

**(b) California's public schools can be upgraded by state action creating fairer allocation of educational resources among communities and stu-**

**dents to overcome disparities in financial ability and to eliminate any bias against culturally deprived children and poverty groups.**

**No more fundamental educational need exists than that of greatly improving California's ability to attract and retain qualified teachers. In achieving this essential purpose, the primary requisite is to extend organizing and collective bargaining rights to educators, so that they can deal with school administrators in an effective and dignified manner with regard to salaries, tenure, professional standards and other critical conditions of employment.**

Nothing more pointedly illustrates the urgency of meeting our educational problems in California than the statement made a few months ago by Governor Edmund G. Brown:

"Between now and 1970, the people of California must build as many schools, take care of as many students and make the same financial effort that the state has made in the last 80 years."

As detailed in our 1962 Statement of Policy on Education, the legislature must take decisive action in the direction of ending unreal restrictions on school tax support, securing payment for state lands removed from local tax rolls, and ending the tax inequalities which exist between school districts.

To secure the quality of education needed by California's present 4.5 million public school students, major priority must be given to improving conditions so that teachers are freed to teach. Reduction of class size is essential if the quality of educational interaction is to be improved. It is a shocking fact that only a few states in the nation currently have larger class sizes than California.

If we are to seek improvement in educational quality, we must recognize that nothing is more imperative than attracting and retaining qualified teachers. The specific elements that are lacking today revolve about such issues as salaries, tenure practices and the observance of professional standards. But encompassing all of these is the one issue that lies at the very heart of the problem. This is the extension of organizational and collective bargaining rights to teachers. Although the great bulk of working people have enjoyed these rights for years, it has only been recently that teachers in some states have secured the benefits of collective

bargaining, not only for themselves, but for education as well. There can be no justification whatsoever for California's continuing to lag behind in this respect.

In this connection also, California labor strenuously opposes the flagrant discriminatory practices of some school districts against California Federation of Teacher members. The harassment of teachers because of an affiliation with bona fide organizations of their own choosing, together with the efforts of many school districts to exclude such organizations from representing teachers, is wholly at variance with basic American principles.

In view of the general recognition that segregated education is unequal and inadequate education, we urge that efforts be accelerated to end de facto as well as de jure segregation.

**(c) Justice and fair play in the market place can be assured only through enactment of comprehensive consumer safeguards coupled with the broadest possible educational program in this area.**

As long as it remains possible for unscrupulous business interests to indulge in shoddy marketing and financing practices, working people as consumers will continue to be short-changed in terms of the actual value of their earnings. To overcome this reduction of purchasing power, organized labor dedicates itself to the fullest possible efforts toward enhancing consumer education and achieving the following federal action:

1. Truth-in-lending legislation requiring disclosure of the true cost of consumer credit, both in dollar terms and as a simple annual interest rate;
2. Truth-in-packaging legislation requiring accurate and complete labeling as well as standardized weights and measures;
3. Legislation against exorbitant pricing of prescription drugs;
4. Requiring pre-testing of cosmetics for safety and of therapeutic devices for safety and effectiveness;
5. Authorization of a full-time Consumer Counsel to the President as the forerunner to establishing a Department of Consumers;

Similar action at the state level also is needed in most of these areas. In the case of California's Office of Consumer Counsel, we pledge our continued and wholehearted cooperation with the commend-

able efforts undertaken by this agency in the consumer's behalf.

**(d) The threat of strait jacket educational conformity, along with the danger of right-to-work and other anti-labor legislation, is confirmed beyond a shadow of a doubt by national AFL-CIO's documentation of the right-wing's programs and its heavy subsidy from the most backward elements in the big business community.**

As we warned in our last convention, the political momentum now achieved by these forces was launched initially from the spring-board provided by public apathy at the school district and similar local community levels. To defeat this ultra-reactionary force, California labor reaffirms the views it elaborated in Sections (c) and (d) of our 1962 convention Statement of Policy on Education\* and calls for vigorous participation by working people in community affairs generally, backstopped by a greatly reactivated program of labor education.

Adopted, pp. 68-70.

## XI

### SOCIAL SECURITY

**(a) Organized labor pledges an unremitting fight to win a medical bill-of-rights for the aged through a full program of prepaid health care for the aged under social security.**

Congress must meet the compelling health care needs of our aged population through enactment of a full program of prepaid health care under the social security system. Despite desperate attempts, private insurance corporations have been unable to provide anything but expensive, limited and restrictive policies.

The Kerr-Mills welfare program of assistance for medical indigents has been limited to the very poor. Only a few of the 31 states which have adopted the state-federal program provide care for persons of modest means.

Serious illness continues to be a major catastrophe and a cause of dependency and humiliation in old age. Lack of an adequate prepaid program is a major source of anxiety to the aged and a drain on their families, who are attempting to maintain their own households or are

\*See Appendix, pp. 171-72.

sending their own children to college.

The Federation strongly urges passage of a complete surgical and hospitalization program under social security. We pledge an unremitting fight to win a full medical bill-of-rights for the aged.

**(b) The low income level of OASDI beneficiaries warrants extensive improvements in benefit and coverage provisions, as well as adjustment of other inequities in the system, to be financed by increasing the taxable wage base from \$4800 to \$10,000 annually, along with imposing whatever increases in the contribution rate are necessary.**

The average monthly old-age benefit awarded in February of 1964 was \$83.24 and the average disability benefit was \$90.65 per month. These sums compare most unfavorably with the benefits which could be paid under an adequately financed OASDI system.

Organized labor advances the following program:

1. Raise the taxable wage base from \$4800 to at least \$10,000 and impose such tax rate increases as are needed to provide adequate benefits.
2. Sharply increase the minimum benefit level.
3. Define disability so that it would relate eligibility to the ability of disabled workers to compete for regular and available employment.
4. Compute benefits on years of highest earnings.
5. Extend coverage to all presently excluded workers.
6. Provide protection against short-term as well as long-term disability.
7. Reduce the minimum age for retirement.
8. Apply an escalator principle to benefits to offset increases in living costs.

**(c) The California Labor Federation reaffirms its support nationally for comprehensive prepaid medical care legislation covering all Americans and dedicates itself to a quest for a state health care program as detailed in statements of policy adopted by previous conventions.**

Adopted, pp. 85-86.

## XII SOCIAL WELFARE

**(a) The slow pace of progress toward reducing mass impoverishment and human misery must be greatly accelerated. The nature of welfare problems transcends state boundaries, and the cost of adequate corrective programs outstrips state and local resources. Therefore, the primary force that can make genuinely meaningful inroads on the poverty problem is the federal government.**

Labor is deeply concerned over the persistence of vast pockets of poverty in the nation. The forces of reaction, which began to quietly reassert themselves during World War II, have served as an enormously effective brake on the extension as well as the improvement of social welfare programs during the entire post-war era. The people who have been left behind occupy what has been called "the other America."

The "other America" consists of some 35 million people including the aged, minority group members and migratory farm workers, along with the increasingly large number of unskilled and semi-skilled persons who have been automated out of a job.

In like manner, there exists "another California" inhabited by about 890,000 needy persons subsisting on an average grant of not quite \$80 a month. The proliferation of new suburbs has made the "other California" an almost invisible land, since the poor inhabit the decaying portions of our core cities or the rural slum areas of counties dominated by corporate agriculture. Suburban residents are isolated from public housing ghettos and from many senior citizen communities due to income-segregation. Their separation from Negroes and other minorities is accomplished by the further factor of housing discrimination.

In view of the 1960 Census findings and those of a number of subsequent studies, it is difficult to comprehend how some of our more mean-spirited citizens can continue to minimize the existence of poverty.

Living as they do in a state heavily dependent on defense contracts underwritten by taxes collected from all Americans, Californians recognize that the federal government is the primary agency to equalize burdens that are inter-state in nature. The national character of social

welfare programs stems partly from the fact that many of our poor, especially those from the South, leave their home state to seek a better life in industrialized areas. The principle of "local responsibility," often posed by the more callous leaders of business as the best solution to most social ills, functions in reverse when citizens move to distant areas from the locale in which they initially fell into a state of dependent poverty. Thus, the dependent person's original community escapes all responsibility simply by transferring the problem to another city or state.

The poverty problems associated with recurring unemployment are also national in character since they result from fluctuations in the over-all economy. Although the specialization of industry has contributed greatly to our productive capacity, it also has involved risks for geographic regions specializing in products that are especially vulnerable to gyrations in the national economy or to large shifts in technology.

It is therefore inconsistent to hold that states and other regional entities should "take care of their own" welfare cases, and yet encourage them to specialize in automobile, coal or aerospace production, despite their susceptibility to fluctuations in regional income and employment.

Similarly, it is difficult to comprehend the advice of those who urge that citizens in our depressed areas alleviate their poverty by moving to other states, and who then applaud local action, such as that taken in Newburgh, N.Y., to deny welfare benefits to recent in-migrants.

The need for welfare services has spilled over the boundaries of state jurisdictions and the cost of adequate programs has outstripped state and local resources. For these reasons, it is abundantly clear that the federal government is the primary force that can make meaningful inroads into the problem.

Organized labor pledges its fullest support to all possible action to accelerate the slow-moving alleviation of mass impoverishment and human misery by bringing welfare services up to decent levels. Federal initiative along the following lines would greatly expedite this process:

1. Greater leadership in assuring that assistance payments by states are at levels adequate for health and well-being. This can be done by developing minimum standards, requiring periodic state reports on budgets in use, and publishing significant material relating to the adequacy

of appropriations and assistance payments in each state.

2. Stimulating and encouraging states to extend the scope and quality of medical care for which assistance payments are made.

**(b) We call for the comprehensive improvement of California's public assistance programs and an easing of the restrictions which deny them to so many persons.**

Organized labor is gratified by the continued momentum in welfare improvements sustained by Governor Brown's administration. Many of the recommendations in the Federation's 1962 policy statement were enacted at the 1963 legislature. Since a number of features of the categorical aid programs are still urgently in need of improvement, we will continue to give vigorous support to the following:

1. Automatic cost-of-living adjustment in the benefit levels of the AFDC (Aid to Families With Dependent Children) and ATD (Aid to the Totally Disabled) programs.

2. Liberalizing medical care benefits for public assistance recipients, particularly by including full in-patient care.

3. Further progressive reductions of all residence requirements.

4. Allowing public assistance recipients to receive higher earnings without reducing benefits. The \$85 allowed in the Aid to Needy Blind program could well serve as a guideline for other programs.

5. Eliminating liens and other forms of summary attachment.

6. State administration of the program.

7. Safeguarding the rights and dignity of public assistance recipients.

Finally, in regard to indigents seeking aid from counties due to their ineligibility for categorical aid, we will continue to advocate:

1. Uniform statewide minimum standards to assure health and decency.

2. State welfare and rehabilitation programs.

3. Prohibiting establishment of labor camps for destitute unattached and unemployed persons.

4. Increased use of federal surplus foods for needy persons, to supplement public assistance benefits.

5. Admission to county and district hospitals without restrictions of any kind.

No person should be denied such care if his property holdings do not exceed those authorized for adult categorical aid recipients.

6. Eliminating liens and other forms of summary judgment.

7. Liberalizing residence requirements.

**(c) Organized labor pledges its continued fight against any unwarranted attacks that are aimed at the extension of AFDC to families where the unemployed father lives in the home.**

Organized labor is heartened by extension of Aid to Needy Children benefits to families where the unemployed father lives in the home. About 20,000 families have applied for benefits and, by the end of May, benefits had been approved for 13,558 families. The average grant in May was \$216 per family.

The AFDC-U program, which is financed 49.9 percent by federal funds, 33.2 percent by state funds and 16.9 percent by county funds, requires the vigilance of labor to ensure that the program is not abused by those who are attempting to exploit its community work and training provisions as a source of cheap labor.

The AFDC-U wage-earner who is required to accept a job without regard to prior work experience, to attend training classes or to participate in community work projects must be protected from assignment to an underpaid work-relief labor force. Training under this program must aim at the genuine elimination of functional illiteracy rather than the development of fragmented skills with a brief life expectancy.

Organized labor is also pleased to be vindicated in its defense of the AFDC program. Our protest against indiscriminate mass night raids on the homes of AFDC welfare recipients was subsequently vindicated by the special study on eligibility conducted in 1963 by direction of the U. S. Senate Appropriations Committee. This \$286,500 study of California cases disclosed that only 1.2 percent of families on AFDC were totally ineligible for aid, while another 1.1 percent were found to be partially ineligible. These findings constitute a resounding mandate for halting violations of the spirit of a free people by dragnet methods of harassment.

**(d) California labor pledges its support to expansion of mental health programs in order to reduce**

**the incidence of dependent poverty due to mental illness.**

A large portion of our welfare costs are due to the incidence of mental illness among low-income groups. It is an unfortunate but undeniable fact that existing methods of reaching such people with appropriate mental health services remain greatly inadequate to the need.

Although the federal Community Mental Health Centers Act of 1963 potentially represents a large advance in this area, it cannot fulfill its promise without provision of federal funds for operational expenses. We pledge our full support to such proposed expenditures.

We commend the action of the 1963 legislature in increasing from 50 to 75 percent, state aid for community mental health services under the Short-Doyle Act for new or expanded programs started by cities and counties prior to October, 1965.

Adopted, pp. 86-87.

### XIII FOREIGN POLICY

**The California Labor Federation affirms its belief that human freedom will triumph over communism and every other tyranny, if our national economy is healthy; our democracy ever more expansive to provide equal opportunity for all of our citizens regardless of their skin color, religion or place of origin; and our military posture is strong enough to assure respect and security for our country. A united, strong and vigilant American democracy dedicated to peace, freedom and equal rights will provide the idealism, the determination and the inspiring leadership to hasten the day when the world will be free from the perils of war, tyranny and poverty.**

In order to implement this policy, the Federation urges the development of a foreign policy program along these lines:

1. Greater political, economic and military co-operation and strength in order to be able to deter and defeat all would-be aggressors against world peace and human freedom. This includes unity of action with full and equal partnership with the Atlantic democracies through the reorganization and strengthening of NATO. Such unity of the democracies

is indispensable for the development of the United Nations into a world body with sufficient authority to play a decisive role in fostering true harmony and mutual aid among the nations of the globe.

2. Upholding the United Nations as the best hope for world peace and granting it the authority to implement its decisions on vital international problems. This includes defending the UN from attacks from within the United States.

3. Utilization of every channel of diplomacy to negotiate a disarmament agreement which can be made effective only through full and untrammelled international inspection.

4. Continued elimination of historical colonialism, with recognition of the remarkable record by the western democracies in granting national freedom to 30 countries with a population of over 141 million since 1960, and the ending of so-called modern Soviet colonialism based upon seizure which is in such striking contrast to the splendid record of western democracies.

5. Effective implementation of the recent victories in America's struggle against racial discrimination at home, as an example to the rest of the world. The free world cannot hope to win the full trust and support of Africa, Asia and Europe's captive peoples without living up to the ideals of full integration. Racial and religious discrimination behind the iron curtain must also cease.

6. United Nations supervision of free elections in disputed areas to settle problems peaceably and democratically.

7. Full support of the Alliance for Progress program to provide a firm basis for growth of democracy and prosperity throughout Latin America and to stop the current drive directed from Cuba against peace, freedom and social justice in Latin America.

8. Continued extension and improvement of economic assistance to those nations which need our help and will co-operate in the cause of freedom. Private action should be encouraged as a supplement to, not a substitute for, essential governmental help to the needy nations of the world.

Adopted, p. 92.

#### XIV WATER RESOURCES DEVELOPMENT

**The only apparent effective solution to California's water and power**

**development problems lies in a coordinated basin-wide approach within the framework of a United Western Water Development Plan, which labor supports. The full application of anti-monopoly protections in the distribution of water and power benefits is essential to preclude unjust enrichment of the few and enhancement of the economic and political power of giant landholders who feed on poverty and mock our concepts of social and economic justice.**

Labor's historic opposition to land and water monopoly dates back to the 1870s in California. Repeatedly, while pressing for maximum economic development of our precious water resources, we have been called upon to defend the public against special interests seeking enrichment at the expense of the taxpayers. This historic commitment to the public welfare will not be abandoned on the false premise that it is possible to compromise with land and water monopoly without undermining our democratic concepts of economic and social justice.

Organized labor recognizes that the coordinated development of water resources is vital to our economic future and national policies, to stimulate economic growth and full employment. At the same time, however, if anti-monopoly policies in the distribution of benefits are not fully enforced, such development feeds the land barons and strengthens the centers of economic and political power in the agribusiness community that command the use of braceros and enforce conditions of life and labor detrimental to the farm worker and the small farmer alike. Federal and state policies must be strengthened in regard to both of these aspects of water resources development.

The United Western Water Development Plan advanced during the Truman Administration has been gathering dust on the shelves of the Department of Interior for more than a decade with only recent evidence that parts of it may be revived. As a consequence, individual states have been pitted against each other, struggling to capture a larger share of under-developed water resources, as exemplified by the on-going dispute between California and Arizona. Further, new concepts of federal-state partnership have been developed to obtain federal water development funds without the anti-monopoly protections of reclamation law,



as in the case of the San Luis Project in our Central Valley. Other escapement devices have been forthcoming and still others are in the development stage, while federal water and power development lag behind regional needs under encroaching "state rights" concepts of federal responsibility.

There is no apparent solution to the West's water problem without returning to the concept of a United Western Water Plan to fully coordinate federal water and power development in a basin-wide ap-

proach. By the same token, there can be no effective war on poverty in our rich valleys to aid farm workers and small farmers unless compatible water distribution policies are enforced to preclude monopoly domination and to achieve diffusion of economic and political power.

Within this context we reaffirm once again the sound principles of water development set forth in policy statements previously adopted by conventions of the California Labor Federation, AFL-CIO.

Adopted, pp. 92-93.

## APPENDIX

### \* Reaffirmed Sections of 1962 Statement of Policy on Education

**(c) Almost as insidiously as the Communist conspiracy itself, the ultra-right lunatic fringe, subsidized by the "right-to-work" segments of the business world, has singled out our schools as its prime target in an effort calculated to ultimately bear fruit at the polls. Capitalizing on misguided super-patriotism and general public apathy and indifference to local school district affairs, the radical right's "patriots for a profit" have emulated the tactics of Communism by employing the weapons of fear, intimidation and harassment. While reaffirming our dedicated opposition to all totalitarian groups, organized labor pledges its uncompromising fight against this anti-labor and anti-liberal movement.**

The emergence of hundreds of ultra-right organizations throughout the state and nation poses a threat to America's democratic public school system almost as insidious as the Communist conspiracy. Where this hypocritical flag-waving force is headed, and what it has in mind for organized labor and liberal legislative programs, is hinted at by the radical rights' heavy subsidy from some of the most wealthy individual and corporate supporters of right-to-work and illiberal social welfare legislation. This financial support has been documented by the national AFL-CIO in its directory of right-wing organizations.

The strategy behind the radical right's heavy concentration upon our schools was most convincingly validated by the overwhelming defeat of General Edwin A. Walker this year in the Texas Democratic primaries. Essentially it boils down to the

frank realization that, at this stage, the ultra-right cannot hope for the support of the American people at the polls. As a consequence, it has emulated the tactics of Communism by embarking upon a deliberate and long-range effort to concentrate its forces at the most vulnerable level of our society. Our schools have been singled out as the primary target for two principal reasons:

First, local school districts invariably suffer from the active interest and participation of only a very small part of the citizenry. Moving into this vacuum of citizen apathy, a concerted effort by organized right-wing forces, masquerading as super-patriots and exploiting the tools of fear and intimidation, can have an impact upon a school district's policies far out of proportion to the actual numerical strength of such a group. Secondly, if they succeed in imbuing American education with a totalitarian-like rhythm, the Birchers and their big business allies know they have only to contend with the passage of time until a generation of indoctrinated youth takes its place at the polls.

The danger of the far right is that it projects over-simple answers to highly complex problems. Although it professes to seek greater unification of the nation, some of its less subtle spokesmen have discredited even that motivation. We literally tremble at the thought of our institutions in the hands of those who have charged even Dwight D. Eisenhower and John Foster Dulles to be Communists.

The unity sought by the ultra-right is therefore nothing more than the strait-jacket conformity of the totalitarian state. It is a unity designed to stifle the development of any creative approach to issues through the application of reason and

free discussion. In their stead, they would have us accept a curriculum slanted toward narrow indoctrination through a heavy emphasis upon what the special interests consider "good old-fashioned Americanism." By imposing stringent tests of "loyalty" upon teacher candidates, only those could qualify who espoused the most rabid anti-Supreme Court, anti-UN, anti-labor John Birch Society sentiments.

**(d) Pressing consumer problems, along with the substitution of the ultra-right's more devious anti-labor and anti-liberal activities for the ill-concealed aims of "right-to-work," places an unprecedented responsibility upon the shoulders of our labor education programs.**

Working people are in danger of being lulled into a false sense of security since the type of anti-labor campaigns now being waged rely upon much more devious tactics than was true of "right-to-work." Such a complacent attitude would be tragic since the moneyed interests behind the 1958 open shop campaign have never stopped pursuing their infamous objectives.

The only difference between 1958 and 1962 is a change in tactics. The right-to-work experience taught our reactionary elements that the time was not as yet ripe for such a frontal assault upon organized labor and liberalism. The lesson of 1958

was that much more spade-work was necessary and that the sledge hammer approach had to be traded in for a more subtle technique. As outlined in Section (c) of this policy statement, a ready tool was available in the radical right's "patriots for a profit."

Working people must be as alert to the dangers of this well-heeled and demagogic movement as they were of the open shop campaign. Just as there is more than one way to skin a cat, there are also diverse routes toward pawning off unsavory political and economic packages.

Labor's primary defense against this far-flung threat to political and economic democracy is the development of its labor education programs, as outlined in our 1960 policy statement. This means greater attention must be given to understanding the political forces at work in our society and developing greater rank-and-file participation in labor's affairs. That such efforts are needed more than ever before is apparent from the fact that employers are placing ever greater emphasis upon "employee education," public relations and political action.

We reiterate our 1960 support for expansion of our labor education programs, including the Federation's annual scholarship award program as necessary tools in this process. In addition, our consumer education activities must be accelerated along with increasing support and cooperation with the Office of Consumer Counsel.

## BALLOT PROPOSITIONS

The Executive Council of the California Labor Federation, AFL-CIO, made the following recommendations regarding the propositions which would appear on the November, 1964, general election ballot:

### **Proposition No. 1—\$150 Million Beach, Park, Recreational and Historical Facilities Bond Issue**

#### **Recommendation: Vote YES**

Senate Bill 153—proposes a bond issue for the purpose of providing \$85 million for acquisition of land for beaches and parks; \$20 million for development of the land acquired; \$5 million for acquisition and development of land for wildlife management; and \$40 million for grants to cities and counties for the acquisition and development of beaches and parks.

Organized labor has traditionally encouraged development of public beaches and parks in order to provide adequate recreational facilities for our mushrooming population. An expansion of facilities is especially urgent at this time as the pace of automation increases the potential for leisure in our society.

With the price of land in California increasing at a rate of approximately ten percent a year, acquisition of land must proceed without delay before the public's recreational needs are priced out of the market and before irreplaceable land is lost to real estate developers.

Recommendation adopted, p. 93.

### **Proposition No. 2—\$380 Million Construction Bond Issue**

#### **Recommendation: Vote YES**

Senate Bill No. 62—proposes a bond issue for the purpose of financing the building construction, equipment and land acquisition needs of California's university system, its state colleges and the junior colleges. The bond issue would also provide facilities for the mentally retarded, the mentally ill, narcotics control, and correctional and fire fighting purposes.

The Federation strongly supports California's commitment to higher education and its program for meeting the essential needs of such important agencies as Mental Hygiene, Corrections, the Youth Authority, and Conservation.

Recommendation adopted, p. 93.

### **Proposition No. 3—\$260 Million School Building Aid Bond Issue**

#### **Recommendation: Vote YES**

Assembly Bill No. 120—proposes a bond issue to provide funds for loans and grants to school districts for acquisition of land and the construction and equipment of school buildings.

California is faced with providing classrooms for 1¼ million more students in the grades from kindergarten through junior college by 1970. The Federation fully supports this method of providing the additional school space needed for our rapidly expanding school population.

Recommendation adopted, p. 93.

### **Proposition No. 4—Property Tax Exemption for Veterans**

#### **No Recommendation**

Senate Constitutional Amendment No. 14—would limit eligibility for the veterans' \$1,000 property tax exemption after 1964 to those who enter the service from California, with an exception for all of those who are residents of the state at the time that the amendment becomes effective. Widows and parents of deceased veterans who are eligible for an exemption prior to the effective date of the amendment would not lose eligibility as a result of passage of the proposition.

Recommendation adopted, p. 93.

### **Proposition No. 5—Property Tax Exemptions for Widows of Veterans**

#### **Recommendation: Vote YES**

Senate Constitutional Amendment No. 15—increases from \$5,000 to \$10,000 the maximum amount of property which a veteran's widow can hold and still receive the \$1,000 exemption from property tax allowed to veterans and their widows. The proposition is limited to widows who are residents of California.

The people approved of this concept in 1960 as part of Proposition 11. However, because of the proposition's conflict with another proposition, this relief for widows did not become effective.

Recommendation adopted, p. 98.

### **Proposition No. 6—Retaliatory Tax of Insurance Companies**

#### **No Recommendation**

**Assembly Constitutional Amendment No. 27**—provides that when any other state imposes any insurance tax or license or other fee on California insurance carriers which is in excess of similar taxes imposed by California on carriers from the state in question, that same higher rate shall be imposed on the insurance carriers from the other state.

Recommendation adopted, p. 98-99.

### **Proposition No. 7—Investing Retirement Funds in Corporation Stock**

#### **Recommendation: Vote YES**

**Assembly Constitutional Amendment No. 13**—would permit the legislature to authorize the investment of public pension and retirement funds, other than the Teachers' Retirement Fund, in the stocks, shares, or other obligations of corporations.

Passage of this measure would permit the legislature to authorize a more flexible investment policy geared to offsetting inflationary trends.

The University of California retirement system, which is not subject to the constitutional prohibition against stock investment, has invested part of its funds in stocks for years and has enjoyed a higher net earnings rate without suffering from a depreciation in market values. Increased earnings from investments would benefit public employees and their taxpayer employers.

Recommendation adopted, p. 99.

### **Proposition No. 8—Re-Election of Superior Court Judges in Counties with Population Exceeding 700,000**

#### **Recommendation: Vote YES**

**Senate Constitutional Amendment No. 21**—provides that the name of an incumbent superior court judge shall not appear on the ballot if he is the only candidate filing nomination papers and if a petition is not filed within 20 days after closing date, signed by 100 registered voters and indicating that a write-in campaign will be conducted.

In cases where a petition for a write-in campaign is filed prior to 45 days before a general election, the name of the incumbent will be placed on the ballot if

it has not appeared on the primary ballot.

Los Angeles County was given permission to do this in 1962, by passage of Proposition 21. This measure would extend such authority to Alameda, Orange, San Diego and San Francisco Counties. The proposition would serve the interests of democracy by shortening an already overly-long ballot, while providing adequate safeguards for those who desire to oppose an incumbent judge.

Recommendation adopted, p. 99.

### **Proposition No. 9—County Supervisorial District Boundaries**

#### **Recommendation: Vote YES**

**Senate Constitutional Amendment No. 3**—proposes to add a subsection to the constitution making every county, unless otherwise provided by the legislature, subject to general laws concerning re-apportionment of county supervisorial districts. This measure would include the eleven charter counties within the legislation which requires redistricting by July 1, 1965, and creates a supervisorial redistricting commission in each county to perform the duty if the Board of Supervisors fails to do so.

Re-apportionment of supervisorial districts has become increasingly important due to population shifts and the proliferation of new suburbs.

Recommendation adopted, p. 99.

### **Proposition No. 10—Disposition of School Land Fund Revenues**

#### **Recommendation: Vote YES**

**Senate Constitutional Amendment No. 9**—deletes the requirement that the proceeds from school lands and other lands granted to California by the federal government must be dedicated to the support of common schools throughout the state. The proposition would also end the requirement that proceeds from the estates of persons who die without leaving a will or heir and proceeds from royalties granted by Congress on the sale of federal lands in California be "inviolably appropriated for support of the public schools."

Funds from this source have dwindled to an extremely small fraction of our school support money. Repeal of this provision would result in more efficient housekeeping by abolishing the special fund and transferring its assets to the General Fund.

Recommendation adopted, p. 99.

### **Proposition No. 11—Municipal Contracts with Counties**

#### **Recommendation: Vote YES**

**Senate Constitutional Amendment No. 25**—eliminates the provision requiring approval by a majority of the voters of a city before a municipality is allowed to contract with a county for the performance of certain municipal functions. The proposition would also validate any city-county agreements entered into prior to the effective date of the amendment, provided that such agreements are in accord with the general laws of the state.

Such a deletion from the constitution would clarify the rights of cities to contract for fire protection, sanitation and other services from counties without the expense and attendant lengthening of the ballot which result from the present practice of requiring an election question on the merged service.

Recommendation adopted, p. 99.

### **Proposition No. 12—Property Tax Relief in Disaster Areas**

#### **Recommendation: Vote YES**

**Assembly Constitutional Amendment No. 10**—would confer authority on the legislature to provide, either directly or through local taxing agencies, for relief from ad valorem taxation in cases where taxable property is damaged or destroyed after the lien date in a tax year when an area or region suffers a fire, flood, earthquake or other Act of God. To be eligible, the area would have to be subsequently proclaimed by the Governor to be in a state of disaster.

The Constitution and laws of the state require that real and personal property be assessed and taxed in accord with their value on the first Monday of every March. Property subsequently destroyed by fire, flood, earthquake or other Act of God is assessed for the full amount of taxes levied for the support of local government for a 12 month period beginning on the following July 1.

This practice of levying taxes on property which has been destroyed causes undue hardship on owners at the very time they are suffering general economic loss and have need of their full resources to restore their property to its original value.

At the present time, the legislature lacks authority to grant direct tax relief to areas despoiled by natural disasters. For instance, it was necessary to amend the Constitution to provide relief for vic-

tims of the 1933 Long Beach earthquake. The tidal wave at Crescent City, the flood caused by the bursting of the Baldwin Hills Reservoir, and various fire storms in Los Angeles communities are examples of natural disasters deserving of tax relief consideration. Vesting of general authority in the legislature would provide an avenue of fairly immediate tax relief without the delay and attendant lengthening of the ballot resulting from submission of individual constitutional amendments on each disaster.

Recommendation adopted, p. 99.

### **Proposition No. 13—Safeguard Against Misuse of the California Constitution**

#### **Recommendation: Vote YES**

**Assembly Constitutional Amendment No. 12**—provides that the California Constitution shall not be amended to confer powers, duties or functions on specific persons or private corporations. Neither initiatives nor amendments proposed by the legislature would be allowed to contain provisions naming persons or private corporations as the agency to perform proposed or existing functions of the state.

This measure is necessary to protect the public from profiteering schemes like the one in Proposition 16, the lottery initiative. Proposition 16 contains a section which would give its promoters — the American Sweepstakes Corporation—a 10-year monopoly on the operation of the proposed lottery by inserting a clause in the California Constitution specifically naming the Corporation as the sole licensee for the first ten years of the lottery.

Recommendation adopted, p. 99.

### **Proposition No. 14—Sales and Rentals of Residential Real Property**

#### **Recommendation: Vote NO**

**Initiative Constitutional Amendment**—restricts the existing rights of individuals to acquire property by granting to property owners and their agents the absolute right "to decline to sell, lease or rent" residential real property to any person for any reason whatsoever, and bans the state, its subdivisions and agencies from denying or limiting this right in any way.

Proposition 14 was qualified for the ballot by the California Real Estate Association—the same organization that abetted a move to impose a so-called "right to work" law on California in 1958

and backed the right-wing extremists' Francis Amendment in 1962.

The amendment baldly asserts the supremacy of property rights over human rights. As such, it is totally antagonistic to the fundamental goal of the American labor movement of advancing dignity and human rights of individuals, and it must be defeated at the polls.

Beyond the moral issue, the potentially devastating impact that passage of the measure would have on California is obscured by the devious language used to promote it. This is evident in the very first paragraph of the amendment which reads:

"Neither the state nor any subdivision or agency thereof shall deny, limit or abridge, directly or indirectly, the right of any person who is willing or desires to sell, lease or rent any part or all of his real property, to decline to sell, lease or rent such property to such person or persons as he, in his absolute discretion, chooses."

This phraseology is designed to deceive people into believing that the amendment is protecting the rights of the individual. But what is obscured is the fact that the real estate market consists of both buyers as well as sellers and that this measure would entirely eliminate the buyers' right to acquire residential property. Yet the buyers' right to acquire property was so important to the drafters of California's Constitution in 1849 that Section 1 of Article 1 of our State Constitution was drafted to read:

"All men are by nature free and independent and have certain inalienable rights, among which are those of acquiring, possessing and protecting property; and pursuing safety and happiness."

Thus for more than 114 years the State Constitution has proclaimed that buyers as well as sellers have rights in the realty market. Yet the CREA amendment would nullify the buyers' rights and bestow all rights on the sellers.

Proposition 14, therefore, mocks the highest ideals in America's democratic tradition. It attacks our representative form of government and violates the basic principle that the most important function of government is to protect the rights of the individual—ALL individuals, not just property owners.

This proposed constitutional amendment goes far beyond repeal of the Rumford Fair Housing Act and similar laws passed with the active support of the State AFL-CIO and affiliated organizations.

While its promoters attempt to play down its far reaching effects by referring to it as the "Rumford Act repealer" or the "move to repeal the Rumford Act," the truth of the matter is that enactment of Proposition 14 would have such far reaching effects that it would eliminate the right of all to acquire property and, for all intents and purposes, revert to a nearly feudal system wherein only those of a race and religion satisfactory to the seller could rent or acquire residential property.

So why are the state's real estate salesmen promoting this measure? Because it would remove their activities in a crucial area of public interest from regulation by either state or local government.

The amendment's ultimate effect would be to deny the people of California the authority to use the processes of democratic government to protect the rights of individuals to acquire housing. If the realty interests are successful in their attempt to foist off on the voters of California under a cloud of racist alarums a measure catering to their own selfish interests, there is every likelihood that other unscrupulous special interest groups will follow suit, resulting in wholesale inroads against our long-established representative form of government.

But in addition to these broad, basic and vital considerations, the CREA amendment must be defeated because its passage would seriously imperil more than one-quarter of a billion dollars worth of construction in this state. Its passage would place California in conflict with non-discrimination policies required under virtually all federal housing and urban renewal programs.

Purely and simply, this would destroy many thousands of badly needed jobs, not only on construction sites but also in various manufacturing, supply and distribution industries, with an over-all adverse impact on the economy as a whole that is almost incalculable.

Moreover, Proposition 14 would result in a further reduction in the already short supply of quality housing available for moderate-income people. This is because the construction of homes for moderate- and low-income families is almost totally dependent upon the very federal programs that would be denied to California in the future. As a result, in the face of the state's exploding population, fewer quality homes would be on the market for breadwinners at prices they can afford.

But this should come as no surprise to trade unionists, since the real estate forces promoting Proposition 14 have also traditionally led the opposition to all programs advanced by organized labor to bring more housing within the reach of people in the middle- and lower-income groups. Obviously, the amendment's passage would also greatly heighten the power of the realty interests to block labor's programs in the future.

It is vital that every trade union member fully understand the implications of these facts and comprehend the devastating impact that Proposition No. 14 would have on his family. The realtors' initiative is calculated to preserve all the conditions necessary to maintain segregated housing for the wealthy and upper middle-income home owners, while abandoning the housing needs of moderate-income families to the inevitability of ever-encroaching ghettos. This problem is further compounded by the state's awesome and problem-producing population explosion which brings an acceleration of more than 600,000 persons a year.

Stripped of its high-sounding language, calculated to deceive, Proposition No. 14 is as much anti-labor as it is destructive of equal rights. The truth is that this initiative would cut the supply of housing for workers and thereby actually promote the formation of ghettos out of the limited supply of housing available to most breadwinners. At the same time it would make the operation of fair housing practices impossible.

That's why the people of California must register a thunderous NO vote on this morally reprehensible and economically destructive proposition.

Recommendation adopted, p. 99.

### **Proposition No. 15—Television Programs Initiative**

#### **No Recommendation**

**An Initiative Measure**—proposing enactment of a law which would prohibit charges of any kind for television programs transmitted to home television sets. The proposed law would prohibit direct and indirect charges for any program substantially similar to any category, form, kind, nature or type which is currently transmitted free of charge for reception on home sets, but would not apply to community, hotel or apartment antenna systems or non-profit educational television systems.

Recommendation adopted, pp. 100, 102.

### **Proposition No. 16—Lottery License for the American Sweepstakes Corporation**

#### **Recommendation: Vote NO**

**An Initiative**—promoted by the American Sweepstakes Corporation to provide in the Constitution for a statewide lottery. Tickets would be sold for \$2 with 26 cents or 13 percent from each ticket going to the American Sweepstakes Corporation which would be named in the Constitution as the sole licensee for the first ten years. Only \$1.29 from each \$2 ticket would be allocated to support of public education. Prizes would not come from the American Sweepstakes Corporation's 13 percent but would be paid out of the balance left over after deduction of the \$1.29 for education and the 26 cents commission for the promoter.

We oppose this proposition as a profit-making scheme for its promoters, who would invoke the state constitution to accomplish their nefarious purpose.

The promoters have given a foretaste of the style in which they would operate such a monopoly if it were granted by the people. Many of the petition circulators had to seek recourse from the Labor Commissioner in order to press wage claims against the promoter.

The Commissioner of Corporations, who is charged with enforcing the "blue sky" laws, issued an order in June enjoining further sale of stock on the grounds that sale of stock in such a speculative venture would be "unfair, unjust and inequitable to the purchaser." In San Diego, about 500 signatures submitted to the registrar of voters proved to be forgeries of names and addresses taken from a telephone directory.

The proposition would vest jurisdiction over the lottery in a three-member commission appointed by the Governor. The commissioners, to be paid \$17,500 a year, would be obliged by the California Constitution to award a sole license to the American Sweepstakes Corporation.

After ten years, the Commission could award the license to whomever it selected thus opening California to syndicates of racketeers seeking to buy sufficient political influence to win award of the lottery monopoly.

In addition to being a profiteering scheme and a magnet for racketeers, the proposition also attempts to place a tax exemption for the promoter in the California Constitution by providing that no license fee or tax can be collected from the licensee for sale of the tickets or on the vending machines.

While urging a "NO" vote on this "pie-in-the-sky" proposition, we strongly support Proposition 13, which is designed to protect our Constitution from misuse by promoters seeking to use initiative measures to grant themselves constitutional franchises to perform powers, duties or functions in the name of the state.

Recommendation adopted, p. 102.

### **Proposition No. 17—Railroad Train Crews**

#### **Recommendation: Vote NO**

**An Initiative**—which wipes out laws covering the composition of train crews for the safety of the public, and completely removes the authority of the Public Utilities Commission to establish minimum safety standards; makes immediately effective a federal arbitration award on the manning of trains that would override California's minimum standards.

The railroad carriers who are the sponsors of this proposition are attempting to hoodwink the public into sacrificing their safety by destroying minimum standards for train crews. They have launched a major campaign to mobilize anti-labor sentiment on an issue that could cost the lives of many Californians.

The present state law was enacted many years ago to protect the safety of the general public, railroad patrons and workers. Its passage, following extensive study and public hearings by the state's lawmakers stemmed from the railroad carriers' tendency to skimp on the size of train crews to swell profits. The existing law regulates the size of train crews and gives the State Public Utilities Commission authority to establish minimum safety standards.

Despite repeated attempts by the carriers to scratch it off the books, the state's lawmakers, as recently as 1959, rejected the railroad carriers' contentions and updated the law to meet present-day safety needs. Thus, California is one of 16 progressive states with flexible "minimum crew" legislation designed to protect the public, the railroad workers, and even the railroad stockholders from unnecessary, penny-wise and pound-foolish jeopardy to lives and property.

Failing to convince the state's elected lawmakers of the merit of their argument, the railroad carriers have again engaged in a deceitful propaganda campaign to confuse and mislead Californians into voting against a law that protects them—a vote that could even prove to be their own death warrant.

The proper manning of trains, thanks to the present "minimum crew" law, has

prevented incalculable loss of life and saved millions of dollars in equipment and property. At the same time, California's railroads have continued to chalk up substantial profits, largely because the productivity of railroad workers is the second highest in American industry.

Basically there are two things wrong with Proposition No. 17:

1. It would wipe out all controls over the safe manning of trains, thus giving absolute discretion on this issue to the railroad managers.

2. It would abet the railroads' attempts to eliminate the all-important "co-pilot" and "assistant engineer" and other key crewmen from diesel locomotives, thereby compounding the threat to public safety in train operations.

By sweeping aside the authority of the California Public Utilities Commission, the Proposition would silence the only voice for the public's interest and permit the railroads to impose work rules as they see fit.

Through the initiative process the railroads are attempting to circumvent the will of the state legislature. They hope to be able to make the sweeping generalities of the federal arbitration award ruling supersede California's standards despite the fact that the arbitration award ruling was not intended to apply to California or to any other state already having laws controlling the manning of trains. This fact was specifically stressed by the chairman of the House Committee on Interstate Commerce, who declared:

"The Committee does not intend that any award made under this Section may supersede or modify any state law relating to the manning of trains."

Thus on August 28, 1963, Congress itself emphasized compulsory arbitration awards under Public Law 88-108 were never intended to be substituted for California State law.

In California, railroads operate over more miles of dangerous mountain terrain than in any other state, and each of its 11,000 grade crossings poses a potential hazard.

In short, California's minimum crew laws were enacted to protect the public. Proposition No. 17 would not only knock out all public control over the safe manning of trains; it would also prohibit California from enacting any legislation in the future to regulate the minimum size of train crews to protect the public's safety.

Californians must not be taken in by such a brazen attempt to usurp the state's constitutional authority.

Recommendation adopted, p. 102.



## RESOLUTIONS

### Licensing of Automatic Sprinkler Installers

**Resolution No. 1**—Presented by California Pipe Trades Council, Oakland.

Whereas, The Automatic Sprinkler and Fire Control Industry, a specialized field encompassing designing, engineering and installing fire control piping, controls and appurtenances, has for its specific purpose the protection of life and property; and

Whereas, Many faulty installations involving engineering and design are now installed because men not properly trained in such installation work are used by the installing company and therefore do not know how to correct the errors in the field; and

Whereas, These faulty installations lead to a false sense of security both for the owners of property and the employees involved in the concern; and

Whereas, In order to properly protect both the life and property of all California property owners and citizens by preventing fires and their resultant damage and costs; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation, AFL-CIO, recommend that the State of California prepare a licensing procedure to insure that all automatic sprinkler and fire control contractors and installers be experienced and qualified to do such work; and be it further

Resolved, That the convention recommend that the State of California select from sources of State Contractors and qualified journeymen an Examining Board to periodically examine qualified applicants for such licensing.

Referred to Committee on Legislation.  
Nonconcurrence, p. 132.

### Personnel Elevators for High-Rise Construction

**Resolution No. 2**—Presented by California Pipe Trades Council, Oakland.

Whereas, High-Rise construction jobs on which there are no personnel elevators or man-lifts cause undue hardship to construction workers and also are responsible for unnecessary deaths due to heart failure brought on by excessive strain; therefore be it

Resolved, That the Fifth Convention of

the California Labor Federation, AFL-CIO, seek to obtain State action requiring personnel elevators and man-lifts during "High-Rise" construction.

Referred to Committee on Resolutions.  
Filed, pp. 117-18.

### Policyholders' Protection

**Resolution No. 3**—Presented by Insurance Workers Union No. 83, Los Angeles.

Whereas, No life insurance policy, non-cancellable disability insurance contract, hospital expense or hospital and surgical expense contract, now or hereafter in force in the State of California, premiums for which are normally collected by insurance agents, employed by the insurer, shall terminate or lapse by reason of default in payment of any premium, installment or interest on any policy loan payable to said insurer during the period that said insurer's agents are on strike or lock out; and

Whereas, The insured or premium payer of any policy or contract of insurance set forth in Paragraph I, shall be entitled to a grace period of Thirty-one (31) days immediately following the authorized termination of such strike or lock out within which the payment of any premium, installment or interest on any policy loan may be made, during which period of grace the policy or contract of insurance shall continue in full force and effect; and

Whereas, If a claim arises under the policy or contract of insurance during a strike period or lock out as set forth in Paragraph I, or during the grace period as set forth in Paragraph II, before the overdue premium, or installment or interest on a policy loan, if any, are paid, the amount of such overdue premium and the amount of any loan with interest due, may be deducted from the amount payable under the policy or contract in settlement; and

Whereas, The fundamental principles apply to insurance within the State of California; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation, AFL-CIO, maintain the policy of honoring these principles of safeguarding our policyholders; and be it further

Resolved, That the Convention adopt

any necessary legislative program for this purpose.

Referred to Committee on Legislation.  
Adopted, p. 125.

#### **City Employees Saturday Holidays**

**Resolution No. 4**—Presented by City & County Employees No. 400, San Francisco; San Francisco Labor Council, San Francisco.

Whereas, Holidays for employees of the city and county of San Francisco are set forth in the Salary Standardization Ordinance; and

Whereas, These holidays include January 1, February 12, February 22, May 30, July 4, September 9, October 12, November 11, December 25, Labor Day, Thanksgiving Day, and any day on which an election is held throughout the state; and

Whereas, In 1964, February 22, May 30 and July 4 fall on Saturdays; and

Whereas, There is no provision in the ordinance to provide for holidays off in lieu of Saturday holidays; and

Whereas, City and county employees of San Francisco consequently lose the Saturday holidays; and

Whereas, It is the practice in private industry, confirmed universally by union agreements, to provide days off in lieu of Saturday holidays; and

Whereas, Employees of the Federal Government also are given days off in lieu of Saturday holidays; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation, AFL-CIO, take appropriate steps to assist in correcting this unfair discrimination; and be it further

Resolved, That copies of this resolution be sent to His Honor, Mayor John F. Shelley, each member of the San Francisco Board of Supervisors, each member of the Civil Service Commission, and each member of the state legislature from San Francisco.

Referred to Committee on Resolutions.  
Filed, p. 109. See Resolution No. 31.

#### **Prevailing Wages on All Public Contracts**

**Resolution No. 5**—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, It has for long been the policy of the State of California that workers employed in the construction, alteration, repair or demolition of such structures as

buildings, highways, sewers, lighting facilities and water projects paid for in whole or in part from public funds be paid per diem rates of wages prevailing for similar work in the locality for which the work is to be performed; and

Whereas, The California Public Works Laws have prevented such public employment being performed at wages and working conditions below the local standards established through free collective bargaining; and

Whereas, Such legal protection has not been established for other purchases or work let out through contracts and paid for from public funds, thus denying workers in other crafts and services the protective standards of the existing public works law; and

Whereas, There is no justification for any public agency's spending public funds with any firms or agencies which fail to pay rates established in such industries or crafts through free collective bargaining; and

Whereas, The patronage by public agencies of industries, crafts, or products which are paying wages below established standards create unfair competition for firms employing union members under decent wages, hours and working conditions, thus depriving union members of an opportunity of employment; therefore be it

Resolved, That this Fifth Convention of the California Labor Federation hereby instruct its officers to bring about the introduction and enactment of legislation that will provide that all work done under contract and paid for in whole or in part out of public funds of the State of California or any political subdivision or district of the State, whether such political subdivision or district operates under a freeholder's charter or not, in any industry, craft, or service shall be performed at the per diem rate of pay prevailing in the locality in which the work is performed and that the other protective provision contained in the present public works law be made applicable to all work performed under public contract.

Referred to Committee on Legislation.  
Adopted, p. 125.

#### **Anti-Strikebreaker Legislation**

**Resolution No. 6**—Presented by Los Angeles Allied Printing Trades Council, Los Angeles.

Whereas, Many employers are support-

ing one or more agencies whose business is to recruit and maintain a mobile force of strikebreakers, whose principal source of income is from employment in struck plants; and

Whereas, Such strikebreakers have been moved from state to state and city to city on demand by the employers for the purpose of taking the jobs of regular employees; and

Whereas, Strikebreakers and their masters have a vested interest in promoting industrial disputes and disrupting normal collective bargaining relations, thereby subverting established public policy encouraging organization of workers into unions of their own choosing and orderly settlement of labor-management differences; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation hereby endorse the enactment of state legislation to;

- (1) Prohibit employment of strikebreakers to take the place of employees involved in a labor dispute, and
- (2) Prohibit the recruitment of employees to replace employees involved in a labor dispute by a person or agency not directly involved in the labor dispute, and
- (3) Provide that the above practices shall be unlawful and be punishable by fine or jail sentence or both, and call upon the California State Legislature to adopt such legislation at its next regular session.

Referred to Committee on Legislation.  
Filed, p. 127. See Resolution No. 217.

#### **Voter Registration Cut-Off**

**Resolution No. 7**—Presented by Los Angeles Allied Printing Trades Council, Los Angeles; Los Angeles Co. Federation of Labor, Los Angeles.

Whereas, Division I, Chapter 2, "Registration of Electors," Section 203, provides that registration of voters shall cease fifty-four (54) days preceding any election; and

Whereas, This period of time was established for the purpose of providing the clerks of the various counties time to have type set and printing of the "Great Register" completed before the election date; and

Whereas, The "Great Register" of the various counties is now produced by elec-

tronic computer processes in a far shorter length of time; and

Whereas, The present fifty-four (54) day cut-off of registration occurs before many potential voters have become informed of the various election issues; and

Whereas, It is essential to the welfare of organized labor that as great a number of the populace as possible be registered; and

Whereas, A longer period of time during which registration drives could be carried on would be of tremendous benefit to the California Labor Federation and all branches of COPE; be it therefore

Resolved, That this Fifth Convention of the California Labor Federation endorse and seek legislative action to amend Division I, Chapter 2, Section 203, of the Election Code, State of California, by substituting the words and figures twenty-nine (29) for the present words and figures fifty-three (53) thus providing an additional twenty-four (24) days in which to register voters prior to each election.

Referred to Committee on Legislation.  
Adopted, p. 125.

#### **District and Vice President for Orange County**

**Resolution No. 8**—Presented by Bldg. & Constr. Trades Council of Orange County, Santa Ana; Carpet, Linoleum & Soft Tile No. 1247, Los Angeles.

Whereas, The United States Congress has officially ordained Orange County to be a Metropolitan area; and

Whereas, The population growth merits full representation at all levels; and

Whereas, Some local unions have grown in membership to surpass national records; and

Whereas, Orange County building tradesmen now, and in the past, have been without true representation in the California Labor Federation; and

Whereas, The political climate has not benefitted by an absentee Vice President; and

Whereas, The California Labor Federation now has a chance to unify Orange County by aiding us politically by granting this fragment of local autonomy; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation, create a District within the geographic boundaries of Orange County and a Vice Presi-

dent to be chosen from a local union with jurisdiction in Orange County.

Referred to Committee on Constitution.  
Committee recommended nonconcurrence, and referral of problem to Executive Council. Committee's recommendation was not accepted. Resolution adopted, p. 107.

#### **Protect Fringe Benefits Against Liens**

**Resolution No. 9**—Presented by So. Calif. District Council of Laborers, West Covina.

Whereas, Employees, in authorizing their collective bargaining representatives to negotiate contracts containing fringe benefit provisions, accept these provisions in lieu of wages; and

Whereas, The employees rely upon these fringe benefits to protect their health, the health of their families and their retirement rights in the future; and

Whereas, The lien provisions of the California law protect employees insofar as their wages are concerned, but are silent insofar as fringe benefits are concerned; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation, AFL-CIO, instruct its representatives to seek to have Section 1182 of the Code of Civil Procedure of the State of California amended by adding the following:

“(d) For the purpose of this chapter, ‘persons and laborers’ includes an express trust fund established pursuant to collective bargaining agreement to which payments are required to be made on account of fringe benefits supplemental to a wage agreement for the benefit of one entitled to a lien pursuant to this chapter.”

Referred to Committee on Legislation.  
Adopted, p. 126.

#### **Include “Cleanup” Contractors in License Law**

**Resolution No. 10**—Presented by So. Calif. District Council of Laborers, West Covina.

Whereas, The State of California, by enactment of the Contractors’ License Law, established machinery for regulating all contractors engaged in the building and construction industry; and

Whereas, In 1956 the Attorney General expressed an opinion that the Contractors’ License Law was not applicable to any contractor rendering services alone such as “cleanup” contractors; and

Whereas, The practice has grown of hiring women and children on piecework, substandard, bases to perform the cleanup work on construction jobs, and fly-by-

night contractors have been allowed to enter the contracting business as cleanup contractors without having the ability to pay their employees, to the detriment of the employees who perform work for these contractors and receive no compensation for such work; and

Whereas, It is clearly necessary that the last gap in the broad regulatory scheme encompassed by the Contractors’ License Law be closed; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation instruct its representatives to seek legislative amendment of the Contractors’ License Law by seeking the adoption of the following addition to the Building and Professions Code of the State of California:

“Section 7045.1. This chapter applies to any person who furnishes labor for the rendition of services which are a part of any work of construction subject to this chapter, including, but not limited to, services which are rendered for the purpose of completing any work of construction subject to this chapter, or cleaning of the site of any work of construction subject to this chapter.”

Referred to Committee on Legislation.  
Filed, p. 132.

#### **Change Unemployment Base Period for Disabled**

**Resolution No. 11**—Presented by So. Calif. District Council of Laborers, West Covina.

Whereas, There exists a gap in the protection afforded employees by the Unemployment Insurance Act and the Workmen’s Compensation Act of the State of California by reason of which employees who are in the greatest need of unemployment benefits are deprived thereof; and

Whereas, An employee who is disabled by reason of an industrial injury for a lengthy period of time loses the credits which he earned during the establishment of his eligibility for unemployment insurance so that upon the termination of his disability, during which he has been receiving only sufficient workmen’s compensation benefits to support life, he finds himself unemployed and ineligible for unemployment insurance benefits; and

Whereas, Need exists to remedy this situation by making unemployment insurance benefits available to employees who have sustained substantial periods of industrial disability; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation instruct

its representatives to seek legislative amendment of the Unemployment Insurance Code by the adoption of the following amended Section 1275 thereof:

"Wages used in determination of benefits payable to an individual during any benefit year shall not be used in determining such individual's benefits in any subsequent year, provided, however, that should such individual have been temporarily, totally disabled by reason of an industrial injury within the scope of Division 4 of the Labor Code for a period in excess of 180 calendar days, the four calendar quarters of the base period immediately preceding the onset of such disability shall be considered the base period for the computation of unemployment compensation benefits."

Referred to Committee on Legislation.  
Adopted, p. 119.

#### **Modification of Academic Requirements for Vocational Education Instructors**

**Resolution No. 12**—Presented by Central Labor Council of Humboldt and Del Norte Counties, Eureka; Marin Central Labor Council, San Rafael; San Francisco Labor Council, San Francisco; Carpenters & Joiners No. 35, San Rafael.

Whereas, Organized Labor has long been interested in and a strong supporter of vocational education in public schools; and

Whereas, Graduates of public education vocational courses have, and continue to be a source of apprentices entering the crafts and trades; and

Whereas, One of the principal keys to successful vocational education is the qualified instructor; and

Whereas, The sixty units of academic college requirements recently added to the already required twenty-two units of teacher training, plus seven years of craft or trade preparation, makes a total of nearly eleven years of preparation which is unrealistic and detrimental in the recruitment of qualified vocational instructors; and

Whereas, The entire California Industrial Education Program will suffer as a result of these unrealistic requirements; and

Whereas, The required years of preparation for vocational education teachers, as now specified in TITLE 5, Article 8, No. 6355 and 6356 of the California Administration Code, are more than twice

those required for standard secondary teaching credentials; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation, AFL-CIO, go on record as favoring modification of the present academic requirements for vocational education instructors, as recently changed by the California State Board of Education; and be it further

Resolved, That the California Labor Federation's Executive Council investigate the present unrealistic requirements for vocational education teachers, with modification in mind.

Referred to Committee on Resolutions.  
Adopted, p. 68.

#### **Mandatory COPE Affiliation for All Affiliates**

**Resolution No. 13**—Presented by Federated Fire Fighters State Council, San Diego.

Whereas, The need for a strong and effective COPE organization is daily becoming more apparent to the Labor Movement; and

Whereas, In order to be effective, COPE must have affiliation and financial aid from all affiliates of the California Labor Federation, AFL-CIO; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, assembled in Fifth Convention, make mandatory 100% California Labor COPE affiliation for all local unions and councils affiliated with the California Labor Federation, AFL-CIO.

Referred to Committee on Constitution.  
Filed, p. 107.

#### **40 Hour Work Week for Fire Fighters**

**Resolution No. 14**—Presented by Federated Fire Fighters State Council, San Diego.

Whereas, Unemployment, due primarily to automation, is becoming a very serious problem throughout our Nation; and

Whereas, The usual 6% unemployment, according to experts, is now around 9%, and within 10 years, if corrective measures are not advanced, will have increased by 50%; and

Whereas, One of the recognized methods of combating unemployment is through shorter work weeks for the working force of our Nation; and

Whereas, It is not reasonable, logical,

nor moral for fire fighters to work extremely long hours while many are seeking employment; and

Whereas, Fire fighters have, for far too long, suffered the inequity of exorbitant hours for no compensation; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, assembled in Fifth Convention, lend its assistance to the Federated Fire Fighters of California in the introduction and passage of state legislation to provide a maximum 40 hour work week for all paid fire fighters in California.

Referred to Committee on Legislation.  
Adopted, p. 131.

#### **Safety Member of State Retirement System on Board**

**Resolution No. 15**—Presented by Federated Fire Fighters State Council, San Diego.

Whereas, At the present time no safety member of the State Retirement System is a member of the Board of Administration; and

Whereas, Due to the operation of this program it is felt that a safety member of the State Retirement System should be on the Board of Administration; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, assembled in Fifth Convention, lend its assistance to the Federated Fire Fighters of California in the introduction and passage of state legislation to provide for a safety member on the Board of Administration of the State Employees Retirement System.

Referred to Committee on Legislation.  
Adopted, p. 131.

#### **Police-Fire Salary Disparity**

**Resolution No. 16**—Presented by Federated Fire Fighters State Council, San Diego.

Whereas, The Federated Fire Fighters of California, representing professional fire fighters of the state, has been highly affronted by the program of organized administration to down-grade and relegate to second-class status the highly skilled profession of fire fighting by the nefarious scheme of establishing a differential in salaries of police officers and fire fighters in favor of police; and

Whereas, Justification for the pay differential is unfounded in terms of merit or professionalization, job hazard, educa-

tional standards, difficulty of job, etc.; and

Whereas, The additional pay to police does not, as claimed, solve the special internal problems of recruitment and retention; and

Whereas, The so-called justifications offered by administrators are in fact subterfuge to conceal the real purpose of the split, which is to break down the united political strength and stand of the combined police and fire members of a jurisdiction, to the end of rendering them politically ineffectual; and

Whereas, The only tangible result of the split is to demoralize the fire department as a key unit of municipal public safety, thereby jeopardizing the welfare and safety of the citizenry; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, assembled in Fifth Convention, oppose the setting of different rates of pay for police officers and fire fighters; and be it further

Resolved, That, if passed, a copy of this resolution be sent to each Central Labor Body in California requesting their support in opposing this action in their areas.

Referred to Committee on Resolutions.  
Filed, p. 103.

#### **Oppose Consolidation of Fire and Police Departments**

**Resolution No. 17**—Presented by Federated Fire Fighters State Council, San Diego.

Whereas, There is still a tendency in some municipalities to merge their fire and police departments into one unit, and call this unit the Department of Public Safety, or some other misleading name; and

Whereas, This single unit is called upon to do two jobs, and it is impossible to render proper service as public servants in time of double disaster; and

Whereas, Fire authorities and other safety-minded persons everywhere condemn this practice as impractical, uneconomical, and not in the best interest of the public welfare; and

Whereas, There is no end in sight for this battle as plans for consolidation of services continue to arise; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, assembled in Fifth Convention, continue its support of the fire fighters in their efforts to prevent

consolidation of services wherever this problem arises; and be it further

Resolved, That, if passed, a copy of this resolution be sent to each central labor body in California requesting their continued support in opposing this action in their areas.

Referred to Committee on Resolutions.  
Adopted, p. 103.

### **Revise Fire Fighting Rates**

**Resolution No. 18**—Presented by Lumber & Sawmill Wkrs. Redwood Dist. Council, Eureka.

Whereas, The protection of public and private forest land is of vital importance to the people of the State of California for the protection of our economy and water resources; and

Whereas, Whenever and wherever fire exists, all citizens are subject to call to fight fire; and

Whereas, Many such persons are employed at the time they are called to fight fire; and

Whereas, It should be the policy of the U.S. Forest Service and the State Division of Forestry to compensate for fighting fire time, by the payments of wages comparable to wages of private employment, and by overtime provisions; and

Whereas, The wage rates established by the U.S. Forest Service wage board and the State Division of Forestry have not been revised for several years and are currently far below existing wage rates; and should be revised to meet private industry wage rates; and

Whereas, Agencies and Bureaus shall comply with the State Laws relating to paydays, but in no event, should delay longer than two weeks from the time employees have been released from emergency work; and

Whereas, There are many unemployed, whose ranks are increasing, and these ranks should be recruited and trained as a permanent disaster corps, which can be used anywhere; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation move to assist all interested affiliated local unions in obtaining hearings before the U.S. Forest Services, wage board and the State Division of Forestry, to re-evaluate the existing fire fighting rates and adjust other inequities.

Referred to Committee on Resolutions.  
Adopted, p. 103.

### **San Diego for 1966 Convention**

**Resolution No. 19**—Presented by San Diego County Labor Council, San Diego.

Whereas, The City of San Diego, California, is recognized throughout the world as one of few spots blessed with an ideal climate; and

Whereas, The beauty and hospitality of the City of San Diego, California have attracted visitors from the far corners of the earth; and

Whereas, The citizens of the City of San Diego, California, have heretofore realized the shortages of adequate facilities to accommodate large groups that might wish to enjoy the pleasant surroundings while holding important meetings or conventions; and

Whereas, The citizens of San Diego have taken steps to correct this lack of proper facilities by calling on the City Government, the public and Labor Unions to contribute the necessary funds to construct adequate convention facilities; and

Whereas, This combined effort has resulted in the construction of the most modern convention center, located in the heart of this city, within walking distance of first class hotels and motels, bus and rail depots, and multi-storied parking accommodations, and no more than five minutes for air travelers from famed Lindberg Field; and

Whereas, The San Diego County Labor Council takes great pride in the part Labor has played in making this Convention Center a reality and has gone on record as extending an invitation to the California Labor Federation to hold its next Convention in San Diego, California; therefore be it

Resolved, That this Fifth Convention of the California Labor Federation, AFL-CIO, adopt the City of San Diego, California as the location of the 1966 California Labor Federation Convention.

Referred to Committee on Resolutions.  
Nonconcurrence, p. 118.

### **Prohibit the Importation of Strikebreakers**

**Resolution No. 20**—Presented by Central Labor Council of Alameda County, Oakland.

Whereas, The Labor Movement feels that the use of imported and professional strikebreakers is a return to the dark

ages when membership in a union and strikes were considered a conspiracy; and

Whereas, The enlightened people who understand the value of the labor movement to the entire society agree with labor that the use of imported and professional strikebreakers will introduce into a community nothing but evil and leave behind festering sores that will be a long time healing; and

Whereas, The ranks of professional strikebreakers include dope addicts, sexual perverts, rapists, arsonists, thieves and wifebeaters who belie the understanding or condonation of a normal society; and

Whereas, Professional scabs have been imported and are now working in certain struck businesses in the state; and

Whereas, Any attempt to break a strike with imported scabs would be a direct threat and danger to all of organized labor because of the precedent it would set and because it would encourage other anti-union employers; and

Whereas, The AFL-CIO Executive Council and the California Labor Federation, AFL-CIO, have given their unqualified support for passage of legislation to prohibit the importation of strikebreakers in the various states and cities; and

Whereas, More than 30 cities and 7 states saw the wisdom of enacting such legislation prohibiting importation of strikebreakers during a labor dispute; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation, AFL-CIO, go on record as favoring enactment of a Citizens' Job Protection Bill which would prohibit importation of strikebreakers and provide for proper penalties, and to sponsor a bill similar to the attached in the State Legislature.

#### "AB 1938

*"An act to add Chapter 9 (commencing with Section 1150) to Part 3 of Division 2 of the Labor Code, relating to employment in industries where a labor dispute exists.*

*"The people of the State of California do enact as follows:*

**"Section 1.** Chapter 9 (commencing with section 1150) is added to Part 3 of Division 2 of the Labor Code, to read:

**"Chapter 9. Employment Where a Labor Dispute Exists**

"1150. It shall be unlawful for any person, partnership, agency, firm or corpora-

tion, or officer or agent thereof, to recruit, procure, supply or refer any person for employment in place of an employee involved in a labor dispute in which such person, partnership, agency, firm or corporation is not directly interested.

"1151. (a) It shall be unlawful for any person, partnership, agency, firm or corporation, or officer or agent thereof, involved in a labor dispute to employ in place of an employee involved in such labor dispute any person who customarily and repeatedly offers himself for employment in the place of employees involved in labor disputes, or to employ any person in place of an employee involved in a labor dispute who is recruited, procured, supplied or referred for employment by any person, partnership, agency, firm or corporation not directly involved in a labor dispute.

"(b) It shall be unlawful for any person who customarily and repeatedly offers himself for employment in place of employees involved in labor disputes to take or offer to take the place in employment of employees involved in a labor dispute.

"1152. It shall be unlawful for any person, partnership, agency, firm or corporation, or officer or agent thereof, involved in a labor dispute to contract or arrange with any other person, partnership, agency, firm or corporation to recruit, procure, supply or refer persons for employment in place of employees involved in such labor dispute.

"1153. It shall be unlawful for any person, partnership, agency, firm or corporation, or officer or agent thereof, to recruit, solicit, or advertise for employees or refer persons to employment, in place of employees involved in a labor dispute, without adequate notice to such person, or in such advertisement, that there is a labor dispute at the place at which employment is offered and that the employment offered is in place of employees involved in such labor dispute.

"1154. Any person, partnership, agency, firm or corporation violating any section of this chapter shall be guilty of a misdemeanor and shall be punished by a fine of not less than one hundred dollars (\$100) nor more than five hundred dollars (\$500) or imprisonment for a term not exceeding six months, or by both such fine and imprisonment, at the discretion of the court."

Referred to Committee on Legislation.  
Filed, p. 127. See Resolution No. 217.



### **Prohibits Garnishment of Wages**

**Resolution No. 21**—Presented by San Diego County Labor Council, San Diego; City Employees No. 347, Los Angeles.

Whereas, The garnishment of wages is a threat to the worker's employment, creates hardship upon the worker's family, complicates the worker's budget and financial problems; and

Whereas, Garnishment threatens the loss of all the possessions of a worker, and many times deprives a family of the necessary food and clothing; and

Whereas, Creditors encourage the worker to overextend his buying credit because of laws such as garnishment which protect the seller; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, now assembled in Fifth convention, instruct its officers to propose and support legislation to prohibit garnishment of wages in the State of California.

Referred to Committee on Legislation.  
Adopted, p. 125.

### **Notice of Defense Against Garnishment**

**Resolution No. 22**—Presented by San Diego County Labor Council, San Diego.

Whereas, The garnishment of wages placed an intolerable burden on the workman and his family; and

Whereas, The 1963 sessions of the California legislature adopted legislation requiring notice be given the workman eight (8) days in advance of attachment of his earnings, the purpose of which is to give the workman time to adjust his debts and avoid garnishment and possible loss of employment; and

Whereas, The intent and purpose of the legislature in adopting this legislation is rendered ineffective due to workman's lack of knowledge of his legal remedies and defenses, and lack of funds enabling him to acquire legal counsel to protect his interests; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, now assembled in the Fifth convention, instruct the officers of the State Labor Federation to propose and support legislation requiring that the employers post notices, in conspicuous places, informing the worker of the available remedies and defenses to garnishment including, but not limited to, the "Wage Earner's Plan," Chapter Thirteen (13), under the Bankruptcy Laws of the Federal Government; and requiring further that the availability of these rem-

edies and defenses, including the Wage Earner's Plan, be made known to the worker by including in the service of notice, printed matter explaining the same.

Referred to Committee on Legislation.  
Adopted, p. 125.

### **Collective Bargaining for Public Employees**

**Resolution No. 23**—Presented by Alameda School Employees No. 257, San Leandro; Los Angeles Co. Federation of Labor, Los Angeles.

Whereas, The Legislature of the State of California in 1961 enacted a bill which was signed by the Governor, on the subject of employer-employee relations in public employment; and

Whereas, Said bill (2375), which is now Chapter 10 of the Government code, was intended by its sponsors, the Public Employees Council of California, to be a foundation upon which we could build toward our objective; namely, the extension of the benefits of collective bargaining to the public employees of our state; and

Whereas, No progress toward this objective was made in the 1963 session of the State Legislature; therefore be it

Resolved, That this Fifth Convention of the California Labor Federation, AFL-CIO endorse the following proposed amendment to Chapter 10, Government Code, and make it part of the State Labor Federation's 1965 legislative program:

The people of the State of California do enact as follows:

**Section 1.** Section 3500 of the Government Code is amended to read:

3500. It is the purpose of this chapter to promote the improvement of personnel management and employer-employee relations within the various public agencies in the State of California by providing a uniform basis for recognizing the right of public employees to join organizations of their own choice and be represented by such organizations in their employment relationships with public agencies. This chapter is intended to strengthen merit, civil service, and other methods of administering employer-employee relations through the establishment of uniform and orderly methods of communication between employees and the public agencies by which they are employed.

**Section 2.** Section 3502 of said Code is amended to read:

3502. Except as otherwise provided by

the Legislature, public employees shall have the right to form, join, and participate in the activities of employee organizations of their choosing for the purpose of representation on all matters of employer-employee relations.

**Section 3.** Section 3505 of said Code is amended to read:

3505. The governing body of a public agency, or such boards, commissions, administrative officers or other representatives as may be properly designated by law or by such governing body, shall meet with and confer with representatives of employee organizations upon request, and shall consider fully such presentations as are made by the employee organization on behalf of its members, prior to arriving at a determination of policy of course of action. Upon failure to reach agreement, the difference shall be referred to arbitration.

**Section 4.** Section 3506 of said Code is amended to read:

3506. Public agencies and employee organizations shall not interfere with, intimidate, restrain, coerce, or discriminate against public employees because of their exercise of their rights under Section 3502. Violation of this Section shall be a misdemeanor.

**Section 5.** Section 3508 of said Code is repealed.

Referred to Committee on Legislation.  
Filed, p. 128. See Resolution No. 170.

#### **Political Activity for State Employees**

**Resolution No. 24**—Presented by School Employees No. 257, San Leandro; East Bay Municipal Employees No. 390, Oakland.

Whereas, The 1963 state legislature enacted legislation relating to political activities of public workers; and

Whereas, This measure represents some improvement over former practices but still provides substantial restrictions against full freedom in political action; and

Whereas, Public workers at all governmental levels are entitled to the same freedom of political action which is enjoyed by workers in private industry; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation instruct the officers of the Federation to prepare and support the necessary legislation for the 1965 legislature, to accomplish the following purposes: that the applicable statutes of this state be amended to pro-

vide that state employees and employees of all governmental agencies in California be permitted to participate without restriction in political activities during their off hours; and that the limits now set forth in existing law which restrict such political activities be eliminated.

Referred to Committee on Legislation.  
Filed, p. 131. See Resolution No. 25.

#### **Repeal Denial of Political Activity**

**Resolution No. 25**—Presented by School Employees No. 257, San Leandro; Los Angeles Co. Federation of Labor, Los Angeles.

Whereas, The 1963 session of the California Legislature wrote into the law a bill, AB 2947, which amends Chapter 1 of the Government Code; and

Whereas, The provisions of this enactment tend to deny to Public Employees the right of full participation in political activity; and

Whereas, Such denial constitutes an invasion of the civil liberties of public employees and in effect places them in the status of second-class citizens; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation, AFL-CIO adopt, and make a part of the 1965 legislative program of the State Labor Federation, a resolution calling for the repeal of the operative provisions of AB 2947 by the State Legislature, and the substitution of a law to the effect that the State of California pre-empts the field of regulation of political activity by public employees; with the further provision that the only legal limitation of such activity shall be the prohibition of political activity by public employees during their active duty hours.

Referred to Committee on Legislation.  
Adopted, p. 131.

#### **Collective Bargaining for Private Hospital Workers**

**Resolution No. 26**—Presented by Hospital and Institutional Workers No. 250, San Francisco.

Whereas, Hospital workers in California have no effective method available to them for obtaining employer recognition of their collective bargaining representatives; therefore be it

Resolved, That the 1964 convention of the California Labor Federation instruct and authorize its officers to seek to have the following legislation introduced in

the 1965 California legislature, and to use its good offices in working for the passage of this much-needed legislation:

#### Section 1.

It is the public policy of the State of California that the majority of workers in an appropriate unit in a health care facility shall have the opportunity to select a collective bargaining agency.

#### Section 2.

In the interpretation of this chapter, the following definitions shall govern:

- a) "Health care facility" means a hospital, nursing home, convalescent home, sanatorium or establishment having as one of its principal purposes the preservation of health or the care of sick, injured or infirm individuals, or both. However, "health care facility" does not include any state, county, city or city and county institution, nor does it include any institution operated by or for the adherents of any religion, denomination or sect the tenets of which provide for the sole reliance upon prayer or spiritual means in the healing of disease, nor does it include any facility with fewer than 10 workers.
- b) "Worker" means any nonsupervisory employee in any health care facility as defined in subdivision (a) of this section.
- c) "Labor organization" means any bona fide organization or agency or any local unit thereof in which workers participate directly or by representation and which exists in whole or in part for the purpose of representation of workers in collective bargaining concerning wages, hours and other conditions of employment.

#### Section 3.

Whenever a majority of workers in a health care facility in a unit appropriate for collective bargaining indicates a desire to be represented by a labor organization, the employer, upon determining as provided in Section 4 below, that such labor organization represents the workers in the appropriate unit, shall bargain, upon request, with the labor organization as exclusive representative of all the workers in the unit in respect to rates of pay, wages, hours of employment or other

conditions of employment; and if any understanding is reached on such matters, shall embody such understanding, upon request, in a signed agreement.

#### Section 4.

A labor organization is considered to be the duly designated representative of all the workers in an appropriate unit for the purposes of Section 3 above if it can show evidence that bargaining rights have been assigned to it by a majority of the workers in that unit. If the right of a labor organization to represent the workers in a bargaining unit is questioned by the employer, the labor organization may petition the State Conciliation Service for a determination. Upon receipt of such petition the State Conciliation Service shall determine the appropriate unit or units and determine whether or not the labor organization or organizations involved represent a majority of workers in such unit for the purposes of collective bargaining; provided that, in determining the appropriateness of such unit, the State Conciliation Service shall not decide that any unit is appropriate for such purposes if it includes registered professional nurses and workers who are not registered professional nurses unless a majority of such registered nurses indicate their approval of inclusion in such a unit; and provided further that, in the event a labor organization is seeking to represent workers of a health care facility who are already represented by another labor organization, only the unit of all workers of such health care facility which such other labor organization represents shall be considered appropriate by the State Conciliation Service.

In determining the questions of majority representation and appropriateness of collective bargaining units, the State Conciliation Service may provide for an election among workers involved, either by a cross check of appropriate employer and labor organization records or by a secret ballot, and shall certify the results of any such election to the parties. Any certification of a labor organization to represent or act for the workers in any collective bargaining unit shall not be subject to challenge on the ground of a new substantial question of representation within such unit until the lapse of at least one year from the date of certification or the expiration of any collective bargaining agreement between the parties, whichever is later.

Referred to Committee on Legislation.  
Adopted, p. 128.

### **Collective Bargaining for Public Hospital Workers**

**Resolution No. 27**—Presented by Hospital Institutional Workers No. 250, San Francisco.

Whereas, There exists today in California considerable confusion concerning the collective bargaining rights of employees in local hospital districts; and

Whereas, Some local hospital districts bargain collectively with representatives of their employees and enter into written agreements, while other local hospital districts have adopted a policy of refusing to follow such procedures; and

Whereas, The Local Hospital District Law is silent with respect to collective bargaining rights of employees; and

Whereas, A precedent for establishing such collective bargaining rights of public district employees is found in the various California Transit Authority Acts; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation, AFL-CIO recommend that Division 23 of the California Health and Safety Code, known as the Local Hospital District Law, be amended by adding the following provisions to Chapter 2, Article 2; and that the officers of the California Labor Federation be hereby authorized and instructed to seek to have introduced and to support legislation for this purpose at the 1965 session of the California Legislature:

**Section 1.** Employees of any local hospital district shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection. It is declared to be in the public interest that a district shall not express any preference for one union over another. Notwithstanding any other provision of this division, whenever a majority of the employees employed by the district in a unit appropriate for collective bargaining indicate a desire to be represented by a labor organization, the district, upon determining as provided in Section 3 below that such labor organization represents the employees in the appropriate unit, shall enter into a written contract with the accredited representative of such employees governing wages, salaries, hours and working conditions. In case of a dispute over wages, salaries,

hours or working conditions, which is not resolved by negotiations in good faith between the district and the labor organization, upon the agreement of both, the district and the labor organization may submit said dispute to the decision of the majority of an arbitration board, and the decision of the majority of such arbitration board shall be final. The arbitration board shall be composed of two representatives of the district, and two representatives of the labor organization, and they shall endeavor to agree upon the selection of the fifth member. If they are unable to agree, the names of five persons experienced in labor arbitration shall be obtained from the Supervisor of Conciliation of the Division of Conciliation, Department of Industrial Relations. The labor organization and the district shall, alternately, strike a name from the list so supplied and the name remaining after the labor organization and the district have stricken four names, shall be designated as the arbitrator. The labor organization and the district shall determine by lot who shall first strike from the list. The decision of a majority of the arbitration board shall be final and binding upon the parties thereto. The expenses of arbitration shall be borne equally by the parties. Each party shall bear his own costs.

**Section 2.** No contract or agreement shall be made with any labor organization, association, group, or individual, or be assumed under the provisions of this section, where such organization, association, group, or individual denies membership to or in any way discriminates against any employee on the grounds of race, creed, color or sex; provided, that such organization may preclude from membership any individual who advocates the overthrow of the government by force or violence. The district shall not discriminate in regard to employment against any person because of his race, creed, or color.

**Section 3.** If there is a question whether a labor organization represents a majority of employees or whether the proposed unit is or is not appropriate, such matters shall be submitted to the State Conciliation Service for disposition. The State Conciliation Service shall promptly hold a public hearing after due notice to all interested parties and shall thereupon determine the unit or units appropriate for the purposes of collective bargaining. In making such determination and in establishing rules and regulations governing petitions, the con-

duct of hearings and elections, the State Conciliation Service shall be guided by the relevant federal law and administrative practice developed under the Labor Management Relations Act, 1947, as presently amended.

The State Conciliation Service shall provide for an election to determine the question of representation and shall certify the results to the parties. Any certification of a labor organization to represent or act for the employees in any collective bargaining unit shall not be subject to challenge on the grounds that a new substantial question of representation within such collective bargaining unit exists until the lapse of one year from the date of certification of the expiration of any collective bargaining agreement, whichever is later; provided, that no collective bargaining agreement shall be construed to be a bar to representation proceedings for a period of more than two years.

**Section 4.** The obligation of the district to bargain in good faith with a duly designated or certified labor organization and to execute a written collective bargaining agreement with such labor organization covering wages, hours and working conditions of the employees represented by such labor organization in an appropriate unit, and to comply with the terms thereof shall not be limited or restricted by the provisions of the Government Code or other laws or statutes and the obligation of the district to bargain collectively shall extend to all subjects of collective bargaining, including without limitation retroactive pay increases, which are or may be proper subjects of collective bargaining with a private employer. Notwithstanding the provisions of the Government Code or other laws or statutes, the district shall make deductions from wages and salaries of its employees upon receipt of authorization therefor for the payment of union dues, fees or assessments, for the payment of contributions pursuant to any health and welfare plan or pension plan or for any other purpose for which deductions may be authorized by employees of any private employer, where such deductions are pursuant to a collective bargaining agreement with a duly designated or certified labor organization.

Referred to Committee on Legislation.  
Adopted, with statement, p. 128.

#### Support H.R. 11522

**Resolution No. 28**—Presented by Build-

ing Service Employees No. 87, San Francisco.

Whereas, The Federal Government now contracts for janitorial services without requiring contractors to pay prevailing wages and fringe benefits; and

Whereas, This policy has resulted in non-union contractors taking jobs in United States Government buildings and/or other Government installations, hiring substandard labor and paying low wages without regard to established union conditions; and

Whereas, Representative James G. O'Hara of Michigan has introduced H.R. 11522, the Service Contract Act of 1964, in the present session of Congress, which would require a contractor of a Federal government job to pay prevailing wages and fringe benefits, and which has been reported favorably out of the House Committee on Education and Labor; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation go on record in support of the Service Contract Act of 1964, H.R. 11522; and be it further

Resolved, That the Secretary be instructed to write to all California Congressmen enclosing a copy of this resolution and urging their support.

Referred to Committee on Resolutions.  
Adopted, p. 109.

#### 35 Hour Workweek

**Resolution No. 29**—Presented by Building Service Employees No. 87, San Francisco.

Whereas, The great goal of the American labor movement has been the continuing improvement in the conditions and living standards of the American working men; and

Whereas, The standard 8-hour day and 40-hour week were achieved only through the great efforts and sacrifices of the American labor movement; and

Whereas, The utilization of advanced technological devices and the introduction of automatic machinery have not only increased the productivity of the American workers but have also resulted in mass layoffs; and

Whereas, The American worker has an undeniable right to share the rewards of increased productivity and the resulting profits; and

Whereas, A reduction in the workweek to 35 hours would not only insure a higher standard of living and more leisure

time for the American workers but it would mean more jobs and increased purchasing power for our economy; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation reaffirm its historic support for a 35-hour work-week and lend its prestige and support to this goal.

Referred to Committee on Resolutions.  
Adopted, p. 62.

#### Support King-Anderson Medicare

**Resolution No. 30**—Presented by Building Service Employees No. 87, San Francisco.

Whereas, Millions of our older citizens are confronted with the dread realization of bankruptcy and poverty because of the economic catastrophe of serious illness and extensive surgery; and

Whereas, The health problems of our aged and the tragic economic crisis resulting from their inability to meet the soaring costs of medical and surgical fees constitute a grave domestic challenge; and

Whereas, A goal of the American labor movement has been the enactment of a comprehensive prepaid medical care program on a national level to provide adequate medical care for all Americans regardless of income; and

Whereas, The Kerr-Mills Bill is ineffective stop-gap legislation and is completely inadequate and fails to meet the bare minimum needs of our elderly and retired; and

Whereas, The King-Anderson "Medical Care Bill," patterned after our Social Security system, would provide improved hospital care for our aged; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation reaffirm its support for this type of social legislation; and be it further

Resolved, That copies of this resolution be sent to President Johnson and all members of the California Congressional delegation.

Referred to Committee on Resolutions.  
Filed, p. 85. See Resolution No. 219.

#### Saturday Holidays for Public Employees

**Resolution No. 31**—Presented by City Employees No. 347, Los Angeles.

Whereas, The purpose of granting paid holidays is to enable workers to commemorate events of significance by free-

ing them from the responsibilities and anxieties of a regular workday; and

Whereas, Workers in many public jurisdictions are deprived of holidays, normally celebrated, which fall on a Saturday; and

Whereas, Workers in private industry normally are granted Saturday holidays through celebrating them either on the preceding Friday or the following Monday; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation affirm its support of the right of public workers to truly participate in Saturday holidays by observing them either on the preceding Friday or on the following Monday.

Referred to Committee on Resolutions.  
Adopted as amended, p. 109.

#### Rule of One In Civil Service

**Resolution No. 32**—Presented by City Employees No. 347, Los Angeles.

Whereas, One of the avowed objectives of a civil service system is to insure that advancement is based on merit and ability rather than bias or favoritism; and

Whereas, The "Rule of One" helps insure the furtherance of this admirable principle; and

Whereas, A number of agencies still retain the unfair outmoded "Rule of Three"; and

Whereas, Opponents of a genuine civil service system are continuing to mount attacks against the "Rule of One"; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation go on record strongly affirming its support of the "Rule of One" as an important guarantee of a true merit system.

Referred to Committee on Resolutions.  
Adopted, p. 109.

#### Social Security for City Employees

**Resolution No. 33**—Presented by City Employees No. 347, Los Angeles.

Whereas, The Employees of the City of Los Angeles are among the few cities within the State of California who do not have Social Security Coverage in addition to, or co-ordinated with their present retirement plan; and

Whereas, Employees of the State of California are also covered with Social Security or a co-ordinated type plan; and

Whereas, Because of the lack of action on the part of the City of Los Angeles to

provide protection to its employees, the Los Angeles City Employees are not covered; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation call for appropriate legislation to be prepared and adopted by the State of California to provide social security coverage in addition to, or co-ordinated with the present retirement plans of all employees of the cities within the State of California.

Referred to Committee on Legislation.  
Filed, p. 128.

#### Civil Service Longevity Pay

**Resolution No. 34**—Presented by City Employees No. 347, Los Angeles.

Whereas, The Los Angeles City Employee as a public servant does not enjoy collective bargaining rights as does his counterpart in private industry; and

Whereas, Even though the laws of the charter clearly provide for the City Employees' wages to be equal to those paid for comparable work in private industry, there is a traditional three-to-five-year time lapse in bringing about this adjustment; and

Whereas, The result of this time lapse is that the wage earner in private industry will, during his working life, earn many thousands of dollars more than his counterpart in city service; now, therefore, be it

Resolved, That the Fifth Convention of the California Labor Federation instruct its legislative representatives to seek to have a longevity pay plan added to the Civil Service Code.

Referred to Committee on Legislation.  
Filed, p. 128.

#### Union Scale for City Skilled Craftsmen

**Resolution No. 35**—Presented by City Employees No. 347, Los Angeles.

Whereas, Salaries presently paid to employees of the City of Los Angeles engaged in the various skilled crafts are seriously lagging behind the scale paid for comparable work in private industry; and

Whereas, It is the moral obligation of the City of Los Angeles to pay comparable wages for comparable work performed; therefore, be it

Resolved, That the Fifth Convention of the California Labor Federation urge, by appropriate action, that the City of Los Angeles pay salaries to its skilled craft

employees equal to those paid to Union craftsmen in private industry.

Referred to Committee on Resolutions.  
Withdrawn at request of sponsors, p. 109.

#### Oral Examinations In Civil Service

**Resolution No. 36**—Presented by City Employees No. 347, Los Angeles.

Whereas, Civil Service examinations are a means of recruiting thousands of employees to public agencies; and

Whereas, After being employed by such agencies these workers may advance through promotional examinations on an oral and written basis; and

Whereas, Experience has shown that discrimination is practiced, particularly in reference to oral examinations; and

Whereas, By their nature such oral examinations are subjective and unfair; now, therefore, be it

Resolved, That the Fifth Convention of the California Labor Federation seek the limiting of the weight of the oral portion of such examinations to a maximum of 15 percent; and be it further

Resolved, That legislation be sought on a state and local level to provide that each examination or test, written or oral, conducted by a public agency, shall conform to standards that are sufficiently objective to be capable of being challenged and reviewed, and shall be recorded in a manner and to a degree sufficient to the purpose.

Referred to Committee on Legislation.  
Filed, p. 127. See Resolution No. 82.

#### Lower Retirement Age

**Resolution No. 37**—Presented by City Employees No. 347, Los Angeles.

Whereas, In the period of industrial revolution and automation in all phases of industry, men and women are being displaced by machines at an ever increasing rate; and

Whereas, Industry in general has apparently adopted a policy of replacing older workers with younger men and women without due consideration being given to the older employees for their experience, dedication to their jobs or reliability; and

Whereas, These older workers are being placed in an untenable economic position by being declared by management as being too old for a job, when they are too young to qualify for social security and/or other pension benefits; and

Whereas, These men and women are

desperately in need of assistance in solving their economic problems; now, therefore be it

Resolved, That this Fifth Convention of the California Labor Federation, AFL-CIO, go on record as endorsing legislation to lower the retirement age requirements from 70 to 60 years for men and women; and be it further

Resolved, That recipients of Social Security be permitted to earn the sum of \$1,800 annually before any deductions are made; and be it further

Resolved, That the Secretary of the California Labor Federation be requested to send copies of this resolution to the proper Committees of the Congress of the United States, the two Senators and the Congressmen of California.

Referred to Committee on Resolutions.  
Filed, p. 86. See Resolution No. 257.

#### **City Pay Full Health and Welfare**

**Resolution No. 38**—Presented by City Employees No. 347, Los Angeles.

Whereas, Advanced Management knows the benefits it enjoys when its operating personnel enjoy a genuine feeling of well-being and security; and

Whereas, The ever-present threat of illness in the family, frequently of catastrophic proportions, hangs heavy on the mind of the breadwinner; and

Whereas, To alleviate this threat, to some extent, it is now the custom to carry "group hospital" insurance; and

Whereas, Modern labor contracts provide as a condition of employment that such "group hospital" and other welfare coverage be paid by the employer; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation support the position that Los Angeles City Employees be granted as a condition of employment full health and welfare coverage such as has been set up in the majority of union contracts and at no direct cost or charge to the employee.

Referred to Committee on Resolutions.  
Withdrawn at request of sponsor, p. 109.

#### **Escalator Clause for Retired City Employees**

**Resolution No. 39**—Presented by City Employees No. 347, Los Angeles.

Whereas, Retired City Employees are living on annuities which were estab-

lished at a relative level constant with need, as of a date of retirement; and

Whereas, Living costs have continued to spiral, thus invoking severe hardships on faithful City Employees; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation support legislation to provide that retired employees' benefits include an escalator clause, to adjust retirement benefits as living costs increase, based on the Bureau of Labor Statistics Index.

Referred to Committee on Legislation.  
Withdrawn at request of sponsor, p. 129.

#### **Endorse and Assist Youth for Service**

**Resolution No. 40**—Presented by San Francisco City and County Employees No. 400, San Francisco.

Whereas, Youth for Service is an interracial, interfaith, non-profit organization which enables youth to serve the community by means of volunteer work projects for elderly, sick, or handicapped people and low-budget social agencies; and

Whereas, Youth for Service volunteers also help to solve problems peacefully between youth groups in San Francisco; and

Whereas, Youth for Service helps to raise individual standards by constructive use of leisure time; and

Whereas, Through volunteer community service work projects Youth for Service seeks to develop in young men who are often ignored by other agencies and who get into difficulty with the law a stake in the community life and a sense of their worth to society; and

Whereas, One aspect of the Youth for Service program is to help young men learn how to find employment and hold down jobs in a reliable manner and to encourage employers to hire young men who have been termed "hard to reach" and "delinquent"; and

Whereas, The support of labor organizations is indispensable to the attainment of one of our goals of assisting young men to develop into responsible adult citizens of our society; and

Whereas, Youth for Service has received the endorsement of the San Francisco Labor Council and many civic groups; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation, AFL-CIO, hereby concurs in the endorsement



of Youth for Service's community work which is having an increasing impact on young men who are joining the ranks of labor in San Francisco and the state of California; and be it further

Resolved, That the California Labor Federation urge its affiliated organizations to assist YFS not only in developing training opportunities for youth but in giving Youth for Service the necessary financial assistance to continue this worthwhile program.

Referred to Committee on Resolutions.  
Filed, referred to Executive Council, p. 103.

### **Third Panel for Industrial Accident Commission**

**Resolution No. 41**—Presented by Lumber & Sawmill Workers, State Council, San Francisco.

Whereas, The Industrial Accident Commission has two panels in the State of California consisting of a Northern Panel and a Southern Panel; and

Whereas, The population in the State of California has increased substantially with a corresponding increase in the number of industrial injuries; and

Whereas, The services of the Industrial Accident Commission could in our opinion be more efficiently and expeditiously handled with less decentralization within the panel areas with corresponding more control within each panel area; therefore be it

Resolved, By this Fifth Convention of the California Labor Federation, AFL-CIO, that the Federation prepare and have introduced for consideration of the next regular session of the California State Legislature appropriate legislation for the amendment of Section 114 of the California Labor Code to provide for a third panel of the Industrial Accident Commission.

Referred to Committee on Legislation.  
Filed, referred to Executive Council, p. 122.

### **Workmen's Compensation Section 4453**

**Resolution No. 42**—Presented by Lumber & Sawmill Workers State Council, San Francisco.

Whereas, The Industrial Accident Commission in the past generally provided benefits based upon earnings at the time of injury; and

Whereas, In the lumber industry this past practice has been substantially

changed to average annual earnings; and

Whereas, Some insurance carriers are now demanding average earnings over a five-year period; and

Whereas, This is solely for the purpose of decreasing the amount of benefits otherwise payable; and

Whereas, Section 3202 of the Labor Code requires that the provisions of the Code be liberally construed for the protection of injured persons; and

Whereas, Clarification to so protect injured persons should be accomplished through legislation to avoid any continuance of this practice; therefore be it

Resolved, By this Fifth Convention of the California Labor Federation, AFL-CIO, that the Federation prepare and have introduced for consideration of the next regular session of the California State Legislature appropriate legislation to remedy this inequity.

Referred to Committee on Legislation.  
Filed, p. 122. See Resolution No. 61.

### **Workmen's Compensation Transportation Expenses**

**Resolution No. 43**—Presented by Lumber & Sawmill Workers State Council, San Francisco.

Whereas, Time delays are incurred in obtaining the workmen's compensation settlements due to delays in determining the transportation expenses; and

Whereas, Some insurance carriers do not pay transportation expenses unless specifically requested, which results in injured workmen losing such benefits where they do not know such benefits are available; and

Whereas, The mileage rate, where private transportation is required, varies from carrier to carrier, and a uniform mileage rate should be applicable for all members irrespective of the insurance carrier; therefore be it

Resolved, By this Fifth Convention of the California Labor Federation, AFL-CIO, that the Federation prepare and have introduced for consideration of the next regular session of the California State Legislature appropriate legislation establishing a required uniform mileage rate of not less than 10¢ per mile, where private transportation is required, for industrially injured employees required to travel for purposes of medical examination or treatment at the request or authorization of the workmen's compensa-

tion insurance carrier or self-insured employer.

Referred to Committee on Legislation.  
Adopted, p. 122.

#### **Workmen's Compensation Section 4601**

**Resolution No. 44**—Presented by Lumber & Sawmill Workers State Council, San Francisco.

Whereas, The California Labor Federation has been successful in gaining many benefits for the employees suffering in industrial injuries; and

Whereas, Certain serious inequities have been found in the way the present laws are applied, and specifically because many companies compel the employees to go to one single doctor of the company's choice; and

Whereas, Employees should have the right to a choice of doctor at the initial date of injury irrespective of the seriousness of such injury; therefore be it

Resolved, By this Fifth Convention of the California Labor Federation, AFL-CIO, that the Federation prepare and have introduced for consideration of the next regular session of the California State Legislature appropriate legislation amending Section 4601 of the Workmen's Compensation Laws to provide that an employee shall be entitled to an initial free choice of doctor at the expense of the employer.

Referred to Committee on Legislation.  
Adopted, p. 122.

#### **Permit Use of Industrial Safety Reports**

**Resolution No. 45**—Presented by Lumber & Sawmill Workers State Council, San Francisco.

Whereas, The provisions of the Labor Code of the State of California now prohibit the use of Division of Industrial Safety's reports, orders and reports on violations as admissible evidence in serious and wilful misconduct workmen's compensation cases; and

Whereas, Some of the best available evidence would be such reports of the Division of Industrial Safety; therefore be it

Resolved, By this Fifth Convention of the California Labor Federation, AFL-CIO, that the Federation prepare and have introduced for consideration of the next regular session of the California State Legislature appropriate legislation to amend the Labor Code in this respect.

Referred to Committee on Legislation.  
Adopted, p. 122.

#### **Support Medical Benefits Through Social Security**

**Resolution No. 46**—Presented by Lumber & Sawmill Workers State Council, San Francisco.

Whereas, Congress will be considering legislation to provide minimum hospital and surgical benefits for retired employees under the Social Security Act or some other act; and

Whereas, Under the circumstances of modern life caring for our retired people is one of our most important and perplexing problems; and

Whereas, The large majority of older people in this country do not have hospital and surgical insurance; and

Whereas, Due to the skyrocketing cost of hospital and medical care and the increased medical needs of the aged and their low annual income, benefits must be provided through federal legislation; and

Whereas, The average social security benefits for widows of retirement age is less than \$1,000 annually and the benefits for the average worker retiring under social security is about \$1,000 annually, which cannot provide the cost of medical care; therefore be it

Resolved, That this Fifth Convention of the California Labor Federation, AFL-CIO, go on record in support of legislation to accomplish these objectives; and be it further

Resolved, That copies of this resolution be sent to all California Congressmen and U. S. Senators.

Referred to Committee on Resolutions.  
Filed, p. 85. See Resolution No. 219.

#### **Unemployment Insurance Section 1262**

**Resolution No. 47**—Presented by Lumber & Sawmill Workers State Council, San Francisco.

Whereas, The Department of Employment has issued rulings that employees locked out by unilateral action of an employer are in some cases "engaged in a trade dispute" and therefore ineligible to receive unemployment insurance benefits; and

Whereas, The unilateral action of an employer in locking out employees should not be considered as a trade dispute for the purpose of depriving employees of unemployment insurance benefits; and

Whereas, The California State Department of Employment has extended the

ineligible period for benefits beyond the time a plant was permanently closed on the basis that employees who were engaged in a trade dispute remain ineligible for a period of time even though the plant is permanently closed; and

Whereas, The employees cannot conceivably be engaged in a trade dispute when an employer has permanently closed his plant, therefore be it

Resolved, By this Fifth Convention of the California Labor Federation, AFL-CIO, that the Federation prepare and have introduced for consideration of the next regular session of the California State Legislature appropriate legislation to correct these points in the Unemployment Insurance Code.

Referred to Committee on Legislation.  
Referred to Executive Council, p. 118.

#### Amend the Social Security Act

**Resolution No. 48**—Presented by Lum-ber & Sawmill Workers State Council, San Francisco.

Whereas, Many employers will not hire employees of age 45 and particularly those over age 55; and

Whereas, This problem of unemployment for older employees has become a serious nation-wide social problem as well as a problem in the State of California; and

Whereas, The inability to obtain a job constitutes involuntary retirement; and

Whereas, Such involuntary retirement should be protected by minimum social security benefits; therefore be it

Resolved, That this Fifth Convention of the California Labor Federation, AFL-CIO, recommend that the Social Security Act be amended to provide early retirement at age 55 years and to increase the maximum benefits to not less than \$200.00 per month; and be it further

Resolved, That a copy of this resolution be sent to the Social Security Administration, Department of Health, Education and Welfare, to California Congressmen and U. S. Senators, and to the national AFL-CIO with a request that such organization sponsor legislation to accomplish the objectives as set forth in this resolution.

Referred to Committee on Resolutions.  
Filed, p. 86. See Resolution No. 257.

#### Defeat Proposition No. 14

**Resolution No. 49**—Presented by Brotherhood of Sleeping Car Porters, Oakland.

Whereas, The people of California face their greatest civil rights challenge in our history in the form of the Proposition No. 14, which was proposed by the California Real Estate Association to give them a special exemption from regulation by the representatives of the people, and

Whereas, The proponents of Proposition No. 14 are the same people who supported Right to Work in 1958; and

Whereas, The enactment of Proposition No. 14 would cost California jobs because of the loss of federal funds; and

Whereas, Labor is committed to the proposition that all Americans, whatever their religion, race or national origin, should be able to buy a home which they can afford on the same basis as the rest of us; therefore be it

Resolved, That the 1964 Convention of the California Labor Federation, AFL-CIO, go on record in opposition to Proposition No. 14 and calling on all people to vote NO on Proposition No. 14; and be it further

Resolved, That we call on our officers to conduct an all out campaign to bring the facts on this proposition to every possible voter so that people will be able to understand the dangers involved in this proposition; and be it finally

Resolved, That we pledge our unceasing efforts to work, in cooperation with other groups, to defeat Proposition No. 14 in November.

Referred to Committee on Resolutions.  
Filed, p. 99. See Resolution No. 122.

#### Eliminate All Discrimination

**Resolution No. 50**—Presented by Brotherhood of Sleeping Car Porters, Oakland.

Whereas, The labor movement in California has taken the lead in pressing for the elimination of job discrimination, as witnessed by our campaigns for the enactment of a state FEPC law, of a Fair Housing Law and to support the program of Minority Opportunities in Apprenticeship and Training; and

Whereas, Many employers have tried to place the responsibility for job discrimination on the unions; and

Whereas, Labor can gain members, jobs and community support from an extension of its program of non-discrimination to one of affirmative action in support of increasing the job opportunities for minority workers; therefore be it

Resolved, That the California Labor

Federation, AFL-CIO, meeting in Convention in 1964 call on its affiliates to give leadership in the development of affirmative programs in their communities aimed at improving job opportunities for minority workers; and be it further

Resolved, That we support the FEPC in its efforts to develop affirmative programs; and be it further

Resolved, That we call on all affiliates to examine the ethnic pattern of their own membership and to develop an affirmative program to make their union an integrated organization, accurately reflecting all of the working people of our State; and be it finally

Resolved, That we commend Thomas Pitts, George Meany and the AFL-CIO Civil Rights Department for their continuing commitment to equal opportunity in the AFL-CIO and for their leadership and hard work to eliminate any possible remaining islands of discrimination.

Referred to Committee on Resolutions.  
Adopted, p. 67.

#### Implement Civil Rights

**Resolution No. 51**—Presented by Brotherhood of Sleeping Car Porters, Oakland.

Whereas, The passage of the United States Civil Rights Act of 1964 is a tremendous achievement and marks the end of 100 years of waiting by Negro Americans for the rights guaranteed all of us by our Constitution; and

Whereas, The AFL-CIO gave full and vigorous support to the Civil Rights Bill during the long months of debate, amendment and filibuster which preceded its enactment; and

Whereas, This bi-partisan victory, although late in history, is a tribute to our American democratic system; and

Whereas, Although most parts of the Civil Rights Act are either already the law in California or are aimed at problems which do not exist in California, we are deeply concerned that all vestiges of second class citizenship in every part of our nation shall be eliminated; therefore be it

Resolved, That the 1964 Convention of the California Labor Federation go on record as commending President Lyndon B. Johnson and Senators Humphrey, Mike Mansfield, Everett Dirksen and Thomas Kuchel for their leadership in winning passage of the Civil Rights Act of 1964; and be it further

Resolved, That we call upon the AFL-

CIO to take every possible step to assist in the implementation of the Civil Rights Act of 1964; and be it finally

Resolved, That we call on the officers of the California Labor Federation to develop an intensive program of education of all working people in California so that they will know the facts about the Civil Rights Act passed by Congress and the civil rights laws of California, all enacted with the support of the AFL-CIO.

Referred to Committee on Resolutions.  
Adopted, p. 67.

#### Support AFL-CIO Civil Rights Meeting

**Resolution No. 52**—Presented by Brotherhood of Sleeping Car Porters, Oakland.

Whereas, AFL-CIO President George Meany in the meeting of the Executive Council August 3, 1964, requested permission to call a meeting of Representatives of all the AFL-CIO Unions for the purpose of mapping out plans for organized labor to take steps to implement, complement, and see that the Federal Civil Rights Law is enforced; and

Whereas, This will be the greatest step to educate the American people in general and the members of labor in particular on the Civil Rights Law and the legal and moral obligation all of us have to help enforce it; therefore be it

Resolved, That the California Labor Federation in its 1964 Convention meeting in the City of San Francisco go on record as commending President Meany for his farsighted leadership of the trade union movement; and be it further

Resolved, That the Executive Council of the AFL-CIO be commended for backing up President Meany in his efforts to implement the Civil Rights Revolution; and be it finally

Resolved, That this Convention go on record in support of the above referred to action and call upon all of our affiliates to eagerly and enthusiastically participate in the meeting when it is called.

Referred to Committee on Resolutions.  
Adopted, p. 67.

#### Legalized Lottery

**Resolution No. 53**—Presented by Painters, Decorators and Paperhangers, No. 1178, Hayward.

Whereas, Illegally operated lotteries have been operated in many sections of the U. S. A.; and

Whereas, Although there are many laws prohibiting such lotteries these

clandestine gambling games seem to flourish, although the public itself never seems to benefit from these possibly vast sums of money; and

Whereas, A percentage of the people of California are willing to travel hundreds of miles to participate in gambling in other areas where legal gambling is allowed; therefore be it

Resolved, That the labor movement of California go on record to try to bring about legislation to legalize a lottery whose profits will be used only for schools and construction of highways.

Referred to Committee on Legislation.  
Nonconcurrence, p. 126.

#### **Unfair Disqualification from Unemployment Insurance**

**Resolution No. 54**—Presented by Painters, Decorators and Paperhangers, No. 1178, Hayward.

Whereas, As required by law, a copy of the new claim by unemployed claimant is sent to his last employer, and the present law requires the employer to send to the State any facts he may have as to why claimant left his job with the employer; and

Whereas, A claimant who voluntarily quit his last job without "good cause" must be disqualified from receiving unemployment benefits for five weeks; and

Whereas, The above quotations from the California State unemployment handbook for claimants, give the boss the exclusive right to HIRE AND FIRE, but the law gives no worker the right to HIRE AND QUIT, unless that worker is willing to face a five week penalty from benefits, and it is particularly hard on loyal union members who combat the increasing hazards of unsafe working conditions, of "speed-up," "pushers," and gradual indignities of automation; therefore be it

Resolved, That the labor movement of California go on record to bring about legislation to abolish that clause entitled, "voluntarily quitting your last job without good cause, and five weeks disqualification."

Referred to Committee on Legislation.  
Filed, p. 119.

#### **Alcatraz Island**

**Resolution No. 55**—Presented by Painters, Decorators and Paperhangers, No. 1178, Hayward.

Whereas, A previous resolution has

been endorsed by vote of body of Local Painters 1178, which resolution recommends that the labor movement of California try to bring about legislation to legalize lottery in California; and

Whereas, It is common knowledge that future congestion of population in California will make or cause public recreational areas to be increasingly overcrowded; therefore be it

Resolved, That the California labor movement go on record to actuate means for political bodies to purchase or acquire the Island of ALCATRAZ from the U. S. Federal Government as soon as possible.

Referred to Committee on Resolutions.  
Nonconcurrence, p. 103.

#### **Oppose Proposition 17**

**Resolution No. 56**—Presented by Locomotive Firemen & Enginemen Legislation and Education Board, San Francisco.

Whereas, The California Railroads and other powerful interests which they represent have initiated an insidious anti-labor scheme known as Proposition 17 which will appear on the November ballot; and

Whereas, This proposition is an attempt by selfish business interests to force compulsory arbitration in place of collective bargaining, by writing such a requirement into the State Constitution with respect to labor negotiations concerning manning of trains in California; and

Whereas, The promoters of this scheme are using false issues and misleading slogans designed to trick the people of California into voting against their own interests; and

Whereas, Passage of Proposition 17 would wipe out all authority of the State Public Utilities Commission to regulate the size of train crews for public safety, leaving no control whatever by any public body or agency with respect to manning of trains for safety purposes; and

Whereas, All of organized labor in California is threatened by such moves to weaken long established and harmonious labor-management relations, and leading national and state labor authorities have already denounced this measure; and

Whereas, The same selfish interests which attempted to perpetrate the tyrannical provisions of the so-called "Right-To-Work" anti-labor measure upon the people of California 5 years ago are behind this scheme aimed at California's railroad workers; therefore be it

Resolved, By the Fifth Convention of

the California Labor Federation, AFL-CIO, that Proposition 17, the Anti-Labor Initiative Scheme sponsored by the California Railroads, be fully rejected and actively opposed; and be it further

Resolved, That all members of the California Labor Federation, AFL-CIO, their families and friends, and the general public, be urged to oppose this measure which is contrary to the interests of trade unionism and all of the people of California, by voting NO on Proposition 17 at the California General Election on November 3, 1964.

Referred to Committee on Resolutions.  
Adopted, p. 102.

#### Lower Social Security Age

**Resolution No. 57**—Presented by Carpenters State Council, San Francisco.

Whereas, In this period of industrial revolution and automation in all phases of industry, men and women are being displaced by machines at an ever increasing rate; and

Whereas, Industry in general has apparently adopted a policy of replacing older workers with younger men and women without the consideration being given to the older employees for their experience, dedication to their jobs, or reliability; and

Whereas, These older workers are being placed in an untenable economic position by being declared by management as being too old for a job while they are too young to qualify for Social Security and/or other pension benefits; and

Whereas, These men and women are desperately in need of assistance in solving their economic problems; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, introduce or support legislation that will lower the retirement age requirements for Social Security benefits applicants from 62 years to 58 years for men and from 62 years to 57 years for women; and be it further

Resolved, That the recipients of Social Security benefits, both men and women, be permitted to earn a sum of \$2,125.00.

Referred to Committee on Resolutions.  
Filed, p. 86. See Resolution No. 257.

#### Service on Wage Claims

**Resolution No. 58**—Presented by Carpenters State Council, San Francisco.

Whereas, Present laws limit the authority and services of the Labor Commissioners and the State Industrial Com-

pensation Board, and the welfare of workers is damaged by these restrictions; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, will sponsor amendments to the State Labor Laws at the next legislative session to provide:

1. That a local union can file wage claims and process such claims for and in behalf of its members;

2. That the appropriation for the staff of the Labor Commissioner be increased to provide adequate service;

3. That the Deputy Labor Commissioners be required to act immediately to inspect books and time records of companies who demonstrate bad faith in meeting obligations and where wage claims are filed;

4. That the Labor Commissioner be designated to and empowered with legal authority to require a company to post a wage bond if it has failed at any time to meet payrolls or has filed bankruptcy.

Referred to Committee on Legislation.  
Adopted as amended, p. 126.

#### Industrial Accident Statute of Limitations

**Resolution No. 59**—Presented by Carpenters State Council, San Francisco.

Whereas, There exist certain statutes of limitation wherein an injured employee can institute proceedings or reopen his case; and

Whereas, The extent of the original injury is not known to the individual in the period of these limitations; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, introduce or support legislation permitting an injured employee to institute proceedings for medical, surgical and hospital benefits at any time after the date of the injury and during his life-time and further granting the Industrial Accident Commission continuing jurisdiction for such purposes.

Referred to Committee on Legislation.  
Adopted, p. 122.

#### Industrial Accident Re-Hire Rights

**Resolution No. 60**—Presented by Carpenters State Council, San Francisco.

Whereas, Many Union members have been refused employment upon recovery from an industrial injury; and

Whereas, The primary responsibility for the conditions leading up to the in-

jury is that of the employer; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, introduce or support legislation making it a misdemeanor for an employer to discharge or refuse to hire, because of injury, an individual who incurred such industrial injury while in the employment of the employer, and also to prohibit blacklisting of injured employees by insurance companies or employer groups.

Referred to Committee on Legislation.  
Adopted, p. 122.

#### **Workmen's Compensation Payment Base**

**Resolution No. 61**—Presented by Carpenters State Council, San Francisco.

Whereas, Workmen's Compensation Law of California provides for weekly benefit allowances to employees during periods of disablement caused by job injuries; and

Whereas, The same Law provides for benefits to dependents in the case of employee's job-connected loss of life; and

Whereas, Many workmen are discriminated against by the present law in the determination of benefits payable on the basis of work experience; and

Whereas, An injury or death may occur at any time after a workman enters a work force without regard to the existence or lack of prior earnings; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, sponsor the introduction of amendments to the Workmen's Compensation and Insurance Law designed to provide that weekly benefit amounts shall be based on the hourly rate of pay of the worker at the time of injury or death, and that the present death benefits be used as minimum payments with additional benefits to be paid based on the normal amount of productive years remaining to the workman had he not suffered loss of life, said benefits to be computed without regard to previous work experience.

Referred to Committee on Legislation.  
Adopted, p. 122.

#### **Establish Workmen's Compensation Insurance Division**

**Resolution No. 62**—Presented by Carpenters State Council, San Francisco.

Whereas, There are numerous complaints from injured workers about the lack of adequate medical care and the promptness and accuracy of benefit pay-

ments and the lack of information to workers on the progress of their particular case or hearing; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, introduce or support legislation to establish a Division of Workmen's Compensation Insurance within the Department of Industrial Relations in order to supervise the adequacy of medical care, audit the promptness and accuracy of benefit payments and provide information to victims of work injuries.

Referred to Committee on Legislation.  
Filed, p. 122. See Resolution No. 221.

#### **Temporary Disability Dependency Benefits**

**Resolution No. 63**—Presented by Carpenters State Council, San Francisco.

Whereas, The present schedule of temporary disability benefits is totally inadequate to maintain a workman's standard of living during the period of disability; and

Whereas, Some form of financial relief is urgently needed in this area; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, introduce or support legislation providing dependency benefits payable during temporary disability in the amount of an additional \$7.00 for the first dependent and \$5.00 for each additional dependent up to six.

Referred to Committee on Legislation.  
Adopted, p. 122.

#### **Interim Disability Benefits**

**Resolution No. 64**—Presented by Carpenters State Council, San Francisco.

Whereas, It has become common practice with a compensation carrier to cease making compensation payments immediately after the injured employee or his representative has filed for a hearing on said injury, thereby compounding the lack of financial aid by stopping such payments; and

Whereas, Owing to an under-staffing of the Department and the lack of an adequate number of referees, the period is averaging about two months before a hearing is held, and additional lengthy periods of time are required for an appeal from the determination of the referee, thereby compounding the lack of financial reimbursement to the individual; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, introduce or support legislation providing for payment of

temporary disability benefits until injured worker is either returned to normal employment or until determination and payment of his permanent disability rating.

Referred to Committee on Legislation.  
Adopted, p. 122.

#### **Compensation Payment for First Week**

**Resolution No. 65**—Presented by Carpenters State Council, San Francisco.

Whereas, A definite financial hardship is imposed upon an injured worker due to the lack of payment of Workmen's Compensation for the first seven days of injury; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, introduce or support legislation providing for retroactive payment of the seven-day waiting period when the disability extends beyond seven days, rather than the existing forty-nine days as contained in the present law.

Referred to Committee on Legislation.  
Adopted, p. 123.

#### **Late Workmen's Compensation Payments**

**Resolution No. 66**—Presented by Carpenters State Council, San Francisco.

Whereas, The Workmen's Compensation Law of California provides for timely payment of disability benefits to injured employees; and

Whereas, It is becoming increasingly more difficult for said employees to obtain such timely payments; and

Whereas, Unreasonable burdens are being imposed on these employees and their dependents as a result thereof; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, prepare and submit for introduction an amendment to the Workmen's Compensation and Insurance Law which will require payment of a 50% penalty, payable to the employee, on late temporary disability payments when such late payment is the fault of the insurance carrier.

Referred to Committee on Legislation.  
Adopted, p. 123.

#### **Labor Representation on School Boards**

**Resolution No. 67**—Presented by Auto Workers No. 887, Los Angeles; Los Angeles Co. Federation of Labor, Los Angeles.

Whereas, Organized labor's voice and organized labor's viewpoints are not

known in the California public school system because local school boards are dominated or controlled by conservative or employer-oriented persons who have little sympathy with or understanding of the labor movement's contributions to our free and democratic society; and

Whereas, This domination and control of local school boards has come about by default because organized labor has not recognized the urgent need to maintain an active interest in our public school system despite labor's historic fight to establish the public education program; and

Whereas, This lack of knowledge by public school students of labor's role in our society and of labor's contributions has direct, immediate and practical impact on the labor movement in terms of union organizing, of political education, and support of unions and union programs; and

Whereas, Organized labor rightfully should have adequate representation on local school boards to insure the teaching in the schools of a balanced viewpoint, including an understanding of the American trade union movement; and

Whereas, It is the official policy of the California Labor Federation and the labor movement to "seek representation on school boards and other duly constituted educational bodies . . . (and to) encourage local central labor bodies to take an active interest in the operation of our schools and to seek representation on all advisory bodies . . ."; and

Whereas, The California public school system is now undergoing basic and substantial change at the primary, secondary, college and university levels because of enactment of AB 145 (the Unruh Aid-to-Education Bill), implementation of the State Colleges Master Plan, and growth of the University of California; and

Whereas, Enactment of AB 145 will increase state aid to schools, reduce the number of students per class, and reduce the number of school districts from more than 1500 to about 350; therefore be it

#### **Resolved:**

1. That the California Labor Federation make it a priority program to implement labor's policy of urging labor representation on school boards and other duly constituted educational bodies, and to seek representation on advisory bodies concerned with the public school system, and

2. That local central labor bodies do



everything possible to implement this program in their areas, and

3. That organized labor seek to have qualified labor representatives elected or appointed to serve on local school boards throughout the State of California.

Referred to Committee on Resolutions.  
Adopted, p. 70.

#### **AFL-CIO Summer School in California**

**Resolution No. 68**—Presented by Auto Workers No. 887, Los Angeles.

Whereas, Labor education is a vital necessity to train the leadership of the American trade union movement, and to keep unions and union leaders alert to the needs and trends in the labor movement, in business and industry, in government and in our society; and

Whereas, A week-long Summer School program planned, staffed and sponsored by AFL-CIO union leaders provides the best means to give this leadership training for maximum value at minimum cost; and

Whereas, Such week-long Summer School programs are especially valuable to provide education and training for the smaller National and International Unions, District Councils or Local Unions that cannot provide such programs on their own; and

Whereas, The National AFL-CIO encourages and gives every support to Summer School programs sponsored by State Federations of Labor through its Education and Research Departments; and

Whereas, More than 25 State Federations of Labor planned week-long Summer School programs in 1964, to provide a place where labor's views and labor's programs could be discussed by AFL-CIO union representatives with thousands of AFL-CIO leaders and members; and

Whereas, There is an urgent need for a week-long Summer School program in California, especially for AFL-CIO unions who find it difficult or impossible to set up programs by themselves; therefore be it

**Resolved:**

1. That the California Labor Federation sponsor a week-long Summer School program starting in 1965, and

2. That the larger local central labor bodies be encouraged to sponsor or support such Summer School programs for their affiliated unions, or join with the CLF in sponsoring a statewide program.

Referred to Committee on Resolutions.  
Filed as amended from floor, and referred to Executive Council, p. 70.

#### **Israel and Histadrut**

**Resolution No. 69**—Presented by Clothing Workers Southern California Joint Board, Los Angeles.

Whereas, During its brief 16 years of history, the State of Israel has demonstrated almost miraculous growth. Histadrut, the trade union arm of Israel, has been an essential link in this "miracle in the Middle East." Israel's growth and vitality continues despite external dangers of openly hostile neighbors and internal difficulties arising from the great influx of peoples of diverse cultures and backgrounds. Nevertheless, Israel continues to be a democratic oasis surrounded by a sea of hostile nations; and

Whereas, The maintenance of peace and stability in the Middle East is paramount not only to the well-being of the people of that area but is of deep concern and interest to the United States because it is an area fraught with danger to the peace of the world. Israel has repeatedly offered to negotiate a direct peace with its neighbors and to join in a program of mutual disarmament, regional economic cooperation and mutual development of water resources to overcome poverty, ill health and illiteracy. All such approaches to a peaceful solution have been rebuffed; and

Whereas, As a result, the situation remains critical and threatening and the needlessly burdensome arms race continues to drain the economies of Israel and the Arab nations. The threshold of peace is further threatened by Arab employment of German scientists to devise even more destructive weapons to annihilate the infant State; therefore be it

**Resolved,** That the Fifth Convention of the California Labor Federation, AFL-CIO, urge:

1. That the United States call upon the governments and peoples of the Middle East to resolve their differences by means of direct negotiations on the basis of mutual recognition of their territorial integrity and national independence;

2. That the President of the United States meanwhile use his good offices with the states of that area to negotiate, either through the United Nations or directly, a pledge of a moratorium by all the Middle East nations to refrain from border strife and to utilize the moratorium period for exploring the possibilities of negotiating outstanding issues and developing a program of joint regional cooperation;

3. That we reaffirm the principle of freedom of navigation in the Suez Canal for all nations, including Israel;

4. That we express concern at the continued activities of German scientists employed in the construction of destructive weapons for the annihilation of Israel and welcome the expressed readiness of parties in the West German Government to curb this activity; and

5. That we express our feelings of solidarity with Histadrut and commend its contribution to the State of Israel and the welfare of its people.

Referred to Committee on Resolutions.  
Adopted as amended, p. 103.

#### **Federation Report on Workmen's Compensation**

**Resolution No. 70**—Presented by Electrical Workers No. 595, Oakland.

Whereas, The California Workmen's Compensation Act needs additions and changes to fulfill its original purpose and intent; and

Whereas, Senate Bill 783 was passed in 1963 setting up a Commission to study needed changes to this Act; and

Whereas, 47% of the injured workers in California in 1963 did not receive 61¾% of their weekly wage in compensation while off work; and

Whereas, There is no rehabilitation compensation during the period of retraining when the injury to the worker is such that he will not be able to return to his regular trade or occupation; and

Whereas, In the case of a worker's death due to on the job injuries the lump sum payment to his dependents is not sufficient to compensate until new means of support is found for the dependents; therefore be it

Resolved, That the Secretary-Treasurer of the California Labor Federation, AFL-CIO, prepare a report on the changes and additions needed to correct the inadequacies in the Workmen's Compensation Act of California, and to establish in the Act provisions for rehabilitation compensation; and be it further

Resolved, That this report and a copy of this resolution be sent to the Workmen's Compensation Study Commission at, Suite 1300, 611 Wilshire Blvd., Los Angeles, Calif., and to the Governor of this State at Sacramento.

Referred to Committee on Resolutions.  
Filed, pp. 66-67.

#### **Compensation for Jury Duty**

**Resolution No. 71**—Presented by Electrical Workers Union 848, San Bernardino.

Whereas, In many of the state's industries and in many phases of employment in the State of California, (and we make particular reference to the railroad industry), the employees therein, are required by the state's several counties and municipalities to serve on jury duty; and

Whereas, Most of the civic minded and liberal state industries, through negotiations with their respective union organizations, have made jury duty a service to be compensated for at the regular rate of pay for the industry; and

Whereas, It has been next to impossible for the union organizations in the railroad industry to obtain this condition-compensation for jury duty; therefore be it

Resolved, That this California Labor Federation assist those railroad industry union organizations to obtain for their membership, compensation for jury duty, since the railroad union organizations' membership fully realize that the only possible means available for this accomplishment is by this California Labor Federation's using their political influence and their good offices to have this matter introduced in the California State Senate and in the California State Assembly in regular sessions as an amendment to the State Constitution; and therefore be it further

Resolved, That this California Labor Federation instruct its representatives and its officers to have such a State constitutional amendment introduced for action by the California State Senators and the California State Assemblymen.

Referred to Committee on Legislation.  
Adopted as amended, p. 126.

#### **Outlaw Strikebreaking**

**Resolution No. 72**—Presented by Allied Printing Trades, San Francisco.

Whereas, Unprincipled employers continue to resort to the use of strikebreakers to thwart the need and aspirations of their employees and weaken, and if possible break, their unions; and

Whereas, Professional strikebreakers have been imported and are now working in certain printing plants struck by an

affiliated union of the California Allied Printing Trades Conference; and

Whereas, Strikebreakers disrupt orderly labor-management relations and peaceful community life. In some industries, strikebreaking has become a business in itself. Unscrupulous agents maintain pools of professional strikebreakers and offer these mercenaries for hire to promote strife between employer and union, and these strikebreakers, after causing as much trouble as possible, then leave to ply their vicious trade elsewhere, taking their loot with them; and

Whereas, Any attempt to break a strike with professional strikebreakers would be a threat and danger to all organized labor because of the precedent it would set, and because it would encourage other anti-union employers; and

Whereas, No labor dispute or strike, whatever the issues, or however just it may be, can be settled under such conditions as exist when strikebreakers are imported; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation hereby endorse the enactment of state legislation to (1) prohibit employment of professional strikebreakers to take the place of employees involved in a labor dispute and (2) prohibit the recruitment of employees to replace employees involved in a labor dispute by a person or agency not directly involved in the labor dispute, and (3) provide that the above practices shall be unlawful and be punishable by fine or jail sentence or both, and call upon the California State Legislature to adopt such legislation at its next regular sessions.

Referred to Committee on Legislation.  
Filed, p. 127. See Resolution No. 217.

#### **Prohibit Deficiency Judgments on Automobiles**

**Resolution No. 73**—Presented by Building Service Employees Union No. 87, San Francisco.

Whereas, the California Labor Federation made a commendable advance in the area of consumer protection by winning enactment at the 1963 Legislature of a law prohibiting deficiency judgments on household items repossessed from a defaulting buyer and subsequently resold; and

Whereas, the law has saved and will save many working families from the injustice of being forced to pay the full

price of an item which has been repossessed; and

Whereas, deficiency judgments are still allowed on cars because automobile sales are covered by a different act than that reformed by the Federation bill; and

Whereas, extensive abuses still prevail in the selling and repossession of cars, and auto dealers are still able to win deficiency judgments and thus make a person pay the difference between the contract price and the proceeds from sale of the repossessed car; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation mandate its legislative representatives to introduce and seek passage of legislation to prohibit the awarding of deficiency judgments with respect to repossessed automobiles.

Referred to Committee on Legislation.  
Adopted, p. 125.

#### **Reduce Mandatory State Retirement Age**

**Resolution No. 74**—Presented by State Employees Union No. 411, Sacramento.

Whereas, Unemployment in this nation continues at an alarming rate; and

Whereas, The trend throughout industry is to lower the retirement age, both in order to make jobs available and to enable veteran employees to enjoy longer years of leisurely retirement in return for a lifetime of service; therefore, be it

Resolved, That the California Labor Federation, AFL-CIO, recommend that mandatory retirement age for State employees be reduced from the present 70 years to 65 years of age; and be it further

Resolved, That the officers of the Federation be instructed to introduce and support legislation to accomplish this objective at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Filed, p. 129 See Resolution No. 78.

#### **Escalator State Retirement Plan**

**Resolution No. 75**—Presented by State Employees Union No. 411, Sacramento.

Whereas, It must be recognized that the purchasing power of the dollar continues to diminish and will continue to do so; and

Whereas, Many State employees following long and faithful service do retire on fixed income without other means of support; and

Whereas, All too frequently these retired persons in a relatively short period

of time are reduced from a reasonably pleasant life to desperately bare existence by reason of diminishing purchasing power of their fixed annuity; and

Whereas, The solution to this problem has been demonstrated as practical in certain industries by adoption of retirement escalator plans; and

Whereas, The awful spectre of our retired associates being ultimately reduced to the barest existence, even to the need for public welfare assistance in some instances, must be erased; therefore, be it

Resolved, That this Convention of the California Labor Federation declare the need for an escalator retirement plan geared to cost of living index; and be it further

Resolved, That such a plan be (as it properly should) entirely underwritten by the State of California and not at increased cost to the employee; and be it further

Resolved, That the officers of the Federation shall be instructed to introduce and support legislation to accomplish this objective at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Nonconcurrence, p. 129.

#### **Tightening Job Descriptions**

**Resolution No. 76**—Presented by State Employees Union No. 411, Sacramento.

Whereas, The purpose of job descriptions is to insure that employees perform only the specified duties for which they were hired and are being compensated; and

Whereas, Many State employees are required to work out of classification but are not compensated accordingly when they perform work of a higher classification; and

Whereas, The practice of working employees out of classification has resulted in adverse morale in many State agencies; therefore be it

Resolved, That this Convention of the California Labor Federation endorse the position that the phrase "and other duties as required" be removed from all State job descriptions; and be it further

Resolved, That any State employee who is required to work out of classification be compensated at the higher rate of pay whenever he performs the duties of a higher classification; and be it further

Resolved, That Federation officers be instructed to introduce and support legis-

lation to this end at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Adopted, p. 127.

#### **Civil Service in State Colleges**

**Resolution No. 77**—Presented by State Employees Union No. 411, Sacramento.

Whereas, Non-academic State college employees do not now enjoy the protection of a civil service system; and

Whereas, Many poor personnel practices now exist in the State colleges, such as working employees out of classification, neglecting to inform employees of promotional job opportunities and arbitrarily hiring workers without regard to merit or ability in many cases; therefore be it

Resolved, That this Convention of the California Labor Federation seek to obtain establishment of a civil service system for non-academic State college employees; and be it further

Resolved, That the officers of the Federation shall be instructed to introduce and support legislation to accomplish this objective at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Withdrawn at request of sponsor, p. 127.

#### **Increase State Retirement Benefits**

**Resolution No. 78**—Presented By State Employees Union No. 411, Sacramento.

Whereas, The purpose of retirement allowances is to enable retired workers to maintain an adequate standard of living without having to accept charity or to seek employment; and

Whereas, The present State retirement system based on the 1/60 formula does not afford most retired State employees the necessary minimum living standards; therefore be it

Resolved, That this Convention of the California Labor Federation seek to increase the present 1/60 formula to 1/50 in order to provide increased retirement benefits; and be it further

Resolved, That the officers of the Federation shall be instructed to introduce and support legislation to accomplish this objective at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Adopted, p. 129.

#### **Employee Organization Health Plans**

**Resolution No. 79**—Presented by State Employees Union No. 411, Sacramento.

Whereas, The Meyers-Geddes State Employees Medical and Hospital Care Act now permits State employees to secure coverage through a multitude of plans; and

Whereas, The Act authorizes the Board of Administration of the State Employees Retirement System to contract with carriers for basic health benefit plans, and also authorizes the Board to approve basic health benefit plans offered by employee organizations; and

Whereas, State employees are faced with nearly impossible choices because of the multiplicity of similar plans and at the same time the administrative costs under such a program are unnecessarily high; and

Whereas, Some employee organizations are misleading State employees into a belief that membership in an organization is necessary to obtain coverage; and

Whereas, The basic health benefit plans contracted by the Board offer an adequate choice of coverage for State employees; therefore, be it

Resolved, That the Fifth Convention of the California Labor Federation go on record as favoring an amendment to the State Employees Medical and Hospital Care Act which will eliminate all references to plans offered by employee organizations and will provide State contribution only to plans contracted for by the Board; and be it further

Resolved, That the officers of the California Labor Federation be instructed to prepare necessary legislation toward this end and to introduce and support such legislation at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Adopted, p. 129.

#### **Increase State Benefits Contribution**

**Resolution No. 80**—Presented by State Employees Union No. 411, Sacramento.

Whereas, The 1961 legislature, creating the State Employees Medical and Hospital Care Act, provided for a contribution of \$5.00 per month by the State for each employee; and

Whereas, The 1963 Legislature increased the State contribution to \$6.00 per month; and

Whereas, The prevailing practice under collective bargaining agreements in private industry is that the employer pays the full cost of employee coverage and frequently also the cost of dependent coverage, and many public agencies in Califor-

nia also pay the full cost of such coverage; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation support an amendment to the State Employees Medical and Hospital Care Act which will provide that the State's contribution shall be the amount necessary to pay the full cost of a basic health benefits plan for each employee and annuitant; and be it further

Resolved, That the officers of the Federation shall be instructed to introduce and support legislation to accomplish this objective at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Adopted, p. 129.

#### **Disability Insurance for State Employees**

**Resolution No. 81**—Presented by State Employees Union No. 411, Sacramento.

Whereas, Employees of the State of California are not presently covered by a disability insurance program; and

Whereas, Public workers throughout the State of California are also without this protection enjoyed by workers in private industry; and

Whereas, The total cost of such a program is paid for by the employees through payroll deduction; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation instruct its officers to introduce and support appropriate legislation to provide disability insurance for all public employees within the State of California, on a voluntary basis if possible.

Referred to Committee on Legislation.  
Adopted, p. 118.

#### **Oral Examinations in Civil Service**

**Resolution No. 82**—Presented by State Employees Union No. 411, Sacramento.

Whereas, Civil service examinations are a means of recruiting employees to public agencies; and

Whereas, After being employed by such agencies these workers may advance through promotional examinations on an oral and written basis; and

Whereas, Experience has shown that discrimination is practiced, particularly in reference to oral examinations; and

Whereas, By their nature, such oral examinations are subjective and unfair; therefore, be it

Resolved, That the Fifth Convention of

the California Labor Federation seek the limiting of the weight of the oral portion of such examinations, except in the case where no written examination is given, to a maximum of 15 per cent; and be it further

Resolved, That the officers of the California Labor Federation be instructed to introduce and support legislation to attain this objective.

Referred to Committee on Legislation.  
Adopted, p. 127.

#### Rule of One in Civil Service

**Resolution No. 83**—Presented by State Employees Union No. 411, Sacramento.

Whereas, One of the avowed objectives of a civil service system is to insure that advancement is based on merit and ability rather than bias or favoritism; and

Whereas, The "rule of one" helps assure the furtherance of this admirable principle; and

Whereas, The State of California still retains the unfair, outmoded "rule of three"; therefore, be it

Resolved, That the Fifth Convention of the California Labor Federation strongly affirm its support of the "rule of one" as an important guarantee of a true merit system; and be it further

Resolved, That the officers of this Federation be instructed to introduce and support such legislation to achieve this objective at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Adopted, pp. 127-28.

#### Saturday Holidays for State Employees

**Resolution No. 84**—Presented by State Employees Union No. 411, Sacramento.

Whereas, The purpose of granting paid holidays is to enable workers to commemorate events of significance by freeing them from the responsibilities and anxieties of a regular work day; and

Whereas, Employees of the State of California are deprived of holidays normally celebrated which fall on a Saturday; and

Whereas, Workers in private industry normally are granted Saturday holidays through celebrating them either on the preceding Friday or the following Monday; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation affirm its support of the right of State employees to truly participate in Saturday

holidays by observing them either on the preceding Friday or the following Monday; and be it further

Resolved, That the officers of the California Labor Federation be instructed to introduce and support legislation toward this end at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Adopted as amended, p. 129.

#### 35 Hour Week for State Employees

**Resolution No. 85**—Presented by State Employees Union No. 411, Sacramento.

Whereas, Because greater productivity brought about by the great skill of American workers and the increasing use of advanced technology has resulted in a trend toward a shorter work week; and

Whereas, The specter of growing unemployment caused by automation represents the greatest economic danger now facing our nation; and

Whereas, A reduced work week would result in countless new jobs to help alleviate the unemployment problem; and

Whereas, The more than 100,000 employees of the State of California are now working a 40 hour week; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation go on record as recommending that the work week for State employees be reduced to 35 hours on a five-day basis without loss of pay or privileges; and be it further

Resolved, That the officers of the Federation be instructed to introduce and support legislation at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Adopted, p. 129.

#### Pay Every Two Weeks for State Employees

**Resolution No. 86**—Presented by State Employees Union No. 411, Sacramento.

Whereas, It is the policy of the State of California to require private employers to pay employees at no less than twice a month; and

Whereas, employees of the State of California presently are paid only once a month; and

Whereas, This practice results in an anxiety and hardship for most State employees, particularly in the low income brackets; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation affirm

its support of pay every two weeks for State employees, and be it further

Resolved, That officers of the Federation be instructed to introduce and support legislation to this end at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Adopted, p. 129.

#### Overtime Pay for State Employees

**Resolution No. 87**—Presented by State Employees Union No. 411, Sacramento.

Whereas, The principle of premium pay for work performed beyond the established work week has been long won by the American labor movement; and

Whereas, The principle of premium pay is both to discourage employers from requiring overtime work and to reward employees for the inconvenience and hardship caused by overtime work; and

Whereas, Employees of the State of California now receive only straight-time pay or straight compensable time off for overtime work performed; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation affirm its support of the principle that all State employees should be paid in cash or compensable time off at the rate of time and one-half for any work performed beyond the established work week; and be it further

Resolved, That Federation officers be instructed to introduce and support legislation to this end at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Adopted as amended, p. 129.

#### Night Shift Premium for State Employees

**Resolution No. 88**—Presented by State Employees Union No. 411, Sacramento.

Whereas, It is the practice in private industry to pay a shift differential for work performed on a night shift; and

Whereas, Such premium is paid to compensate night shift employees for the inconvenience and hardship resulting from being required to work unusual hours; and

Whereas, The State of California does not pay this differential, thus varying from the accepted doctrine of like pay for like work; therefore be it

Resolved, That the Fifth Convention of

the California Labor Federation support legislation to this end at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Adopted, p. 129.

#### Increased Disability Retirement for State Employees

**Resolution No. 89**—Presented by State Employees Union No. 411, Sacramento.

Whereas, If a State employee is injured and incapacitated from further employment he is required to live on the income received under disability provisions of the State Employees Retirement System; and

Whereas, Such disability retirement benefits are totally inadequate in today's inflated economy; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation support legislation to provide that disability retirement benefits for State employees be increased from the present 25 percent to 33½ percent of the base now established for this purpose; and be it further

Resolved, That Federation officers be instructed to introduce and support legislation to this end at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Adopted, p. 129.

#### Oppose "California Plan"

**Resolution No. 90**—Presented by State Employees Union No. 411, Sacramento.

Whereas, in recent years bona fide AFL-CIO unions organized many thousands of employees of the State of California; and

Whereas, The company union, California State Employees Association, has for many years enjoyed a monopoly in State employee representation; and

Whereas, This employer-dominated association is now attempting to destroy AFL-CIO public worker unions in the State Service through enactment of AB 2500, known as the "California Plan," which would limit the representation of State employees to a single employee organization; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation vigorously oppose enactment of the "California Plan" or similar legislation at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Filed, p. 128. See Resolution No. 170.

### **Major Medical Insurance for State Employees**

**Resolution No. 91**—Presented by State Employees Union No. 411, Sacramento.

Whereas, Major medical insurance is an important form of security to workers in this era of exorbitant medical costs; and

Whereas, Employees of the State of California do not have major medical insurance available to them through the State Employees Retirement System, although SERS does make health care insurance available; therefore be it

Resolved, That the Fifth Convention of the California Federation support the position that major medical insurance be made available to all State employees through SERS under the Meyers-Geddes Health Care Act of 1961; and be it further

Resolved, That the Federation officers be instructed to introduce and support appropriate legislation to this end at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Adopted, p. 129.

### **Union Scale for State Building Tradesmen**

**Resolution No. 92**—Presented by State Employees Union No. 411, Sacramento.

Whereas, Salaries presently paid to employees of the State of California engaged in building trades work are seriously lagging behind the union scale paid for comparable work in private industry; and

Whereas, It is the moral obligation of the State of California to pay comparable wages for comparable work performed; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation recommend that the State of California pay salaries to its skilled building trades employees equal to those paid union craftsmen in private industry; and be it further

Resolved, That Federation officers be instructed to introduce and support appropriate legislation to this end at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Adopted, p. 132.

### **Longevity Pay for State Employees**

**Resolution No. 93**—Presented by State Employees Union No. 411, Sacramento.

Whereas, It is an increasingly common practice in private industry to reward

veteran employees with longevity pay increases following a specified number of years of employment; and

Whereas, Many jobs in the State service are terminal in nature and are generally considered as "dead end" jobs; and

Whereas, These jobs are essential to the proper functioning of the State's vital operations; and

Whereas, Years of experience in these jobs are required for efficient performance; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation support the establishment of a system of longevity pay for all State employee classifications similar to that established in the Federal civil service; and be it further

Resolved, That the officers of the Federation be instructed to introduce and support legislation to attain this objective at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Adopted, p. 130.

### **Unemployment Insurance for State Employees**

**Resolution No. 94**—Presented by State Employees Union No. 411, Sacramento.

Whereas, The State of California requires employees in private industry to be covered by unemployment compensation insurance; and

Whereas, Employees of the State of California are not protected by this important form of security; and

Whereas, A number of State employees are involuntarily separated each year because of changing work requirements; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation support the position that State employees are entitled to the same unemployment compensation benefits as are employees in private industry; and be it further

Resolved, That Federation officers be instructed to introduce and support legislation to attain this objective at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Filed, p. 119. See Resolution No. 185.

### **In-Service Training Program**

**Resolution No. 95**—Presented by State Employees Union No. 411, Sacramento.

Whereas, An increasing number of employees in the State service are being displaced by automation; and

Whereas, These displaced workers be-



cause of their seniority deserve top priority in obtaining other State jobs; therefore be it

Resolved, That the State of California institute an in-service training program geared specifically to retrain employees displaced by automation for other positions in the State service; and be it further

Resolved, That Federation officers be instructed to introduce and support legislation to the end at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Adopted, p. 130.

### Marking Organized Labor Sites

**Resolution No. 96**—Presented by State Employees Union No. 411, Sacramento.

Whereas, The State Landmarks Commission has as its express purpose the marking with bronze plaques of sites of historic interest throughout California; and

Whereas, Many of these plaques mark the sites of historic business and commercial ventures; and

Whereas, The marking of sites is accompanied by considerable publicity including the recording of the site in the official Landmarks Guide of California; and

Whereas, Noticeably lacking up to now are any official landmark plaques marking the sites of events of importance in the history of the organized labor movement in this state; and

Whereas, Organized labor has played a magnificent role in helping achieve the pre-eminent position which California now enjoys, particularly in the often bloody battle to win decent working conditions and fair pay for all workers; therefore be it

Resolved, That this Convention urge the erection of official State landmark plaques at sites important in our labor history; and be it further

Resolved, That Federation officers be instructed to confer with the State Landmarks Commission and take whatever other actions are necessary to implement this resolution.

Referred to Committee on Resolutions.  
Filed, referred to Executive Council, p. 104.

### Protect State's Women Employees

**Resolution No. 97**—Presented by State Employees Union No. 411, Sacramento.

Whereas the State of California re-

quires private employers to adhere to certain rules and regulations promulgated under the State Labor Code for the protection and well being of women (and minors); and

Whereas, Female employees of the State of California are not protected by these provisions in the State Labor Code; and

Whereas, Female Employees of the State of California are frequently required to perform duties which their counterparts in private industry are prohibited from doing; therefore be it

Resolved, That this Convention of the California Labor Federation endorse extension of provisions of the State Labor Code which protect female workers in private industry to workers of the State of California; and be it further

Resolved, That Federation officers introduce and support necessary and remedial legislation at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Adopted, p. 130.

### Workmen's Compensation Rates

**Resolution No. 98**—Presented by State Employees Union No. 411, Sacramento.

Whereas, Public employee unions are charged by the State Compensation Insurance Fund a premium rate for workmen's compensation 400 percent greater than the rate charged competing independent employee associations; and

Whereas, This 400 percent rate differential grossly discriminates against public employee unions since it violates the State Fund's explicit principle that organizations conducting identical operations should receive uniform rate classification treatment of their payroll; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation endorse the principle that public worker unions and competing independent employee associations should be charged the same premium rate for workmen's compensation insurance; and be it further

Resolved, that the Federation officers be instructed to initiate and support whatever actions are necessary to implement this resolution.

Referred to Committee on Legislation.  
Withdrawn at request of sponsor, p. 123.

### **Tying Retirement Increases to Salary Increases**

**Resolution No. 99**—Presented by State Employees Union No. 411, Sacramento.

Whereas, The cost of living continually increases; and

Whereas, This cumulative increase carries the same impact for the retired State of California employee as for the employed worker; and

Whereas, Adjustments in retirement payments to retired State employees lag behind pay increases to employed State workers as to both frequency and amount; therefore be it

Resolved, That the California Labor Federation recommend that whenever the California Legislature grants general salary increases to State employees, the identical increase be made across the board in retirement benefits to retired State employees, with the State bearing the full cost; and be it further

Resolved, That if the State would not pay this cost, the proposed bill incorporating the above paragraph be referred to legislative interim study to determine the cost of this plan through regular contributions; i.e., regular payroll deductions by employed State workers.

Referred to Committee on Legislation.  
Filed, referred to Executive Council, p. 130.

### **Pay for Unused Sick Leave**

**Resolution No. 100**—Presented by State Employees Union No. 411, Sacramento.

Whereas, State employees do not now receive any remuneration for unused sick leave time; and

Whereas, Failure to pay for unused sick leave time creates a temptation for some State employees to use up all sick leave time even when they are not sick; and

Whereas, There is a growing practice in private industry to compensate workers for unused sick leave time; therefore be it

Resolved, That this Convention of the California Labor Federation endorse the policy of compensating State employees in full for unused sick leave time at retirement or resignation from the State service; and be it further

Resolved, That Federation officers be instructed to introduce and support legislation to this end at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Filed, p. 130.

### **Benefits for Law Enforcement Personnel**

**Resolution No. 101**—Presented by State Employees Union No. 411, Sacramento.

Whereas, There are a number of classifications of State employees engaged in law enforcement, including Harbor Police, State Police and Bureau of Narcotic Enforcement Agents, who do not receive retirement and disability benefits equal to those enjoyed by the California Highway Patrol; and

Whereas, The nature of their duties is extremely hazardous; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation support the right of these employees to participate on an optional basis in a pension and disability program equal to that of the California Highway Patrol, thereby protecting these officers and agents and their families with the disability and retirement benefits that the equity of law implies; and be it further

Resolved, That the Federation instruct its officers to introduce and support legislation to achieve the objective at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Adopted, p. 130.

### **Overtime Pay for Narcotics Agents**

**Resolution No. 102**—Presented by State Employees Union No. 411, Sacramento.

Whereas, Agents of the State Bureau of Narcotic Enforcement average nearly 40 hours of overtime work per month for which they are not compensated whatsoever; and

Whereas, Organized labor has long operated on the principle that workers should be compensated for all work performed; and

Whereas, Law enforcement agents in the Federal service receive a premium of 15 per cent of their starting salary to compensate them for overtime work performed; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation support the principle that State Narcotics Agents should be remunerated for all overtime work performed; and be it further

Resolved, That this remuneration be in the form of a premium amounting to 15 per cent of their starting salary in accordance with the practice in the Federal service; and be it further

Resolved, That the Fifth Convention of the California Labor Federation instruct

its officers to introduce and support legislation to this end at the 1965 Legislative Session.

Referred to Committee on Legislation.  
Filed, p. 129. See Resolution No. 87.

### **Labor Code Rights for Public Employees**

**Resolution No. 103**—Presented by Santa Clara Council, AFSC&ME No. 27, San Jose; San Jose City Hall Empls., AFSC&ME No. 348, San Jose.

Whereas, The Constitution of the United States gives equal rights to all persons in the United States; and

Whereas, Persons in California employed by the State, Counties and Municipalities are being discriminated against by exemption from all the rights and privileges of the State of California Labor Code; therefore be it

Resolved, That this Convention recommend that the California Labor Federation do its utmost to have the California Legislature revise the California State Labor Code to give all California State, County, Municipal and School Employees the same rights and privileges granted to other employees in California under the State Labor Code.

Referred to Committee on Legislation.  
Filed, p. 130. See Resolution No. 120.

### **Traffic Court During Non-Working Hours**

**Resolution No. 104**—Presented by San Diego Labor Council, San Diego.

Whereas, The worker cited in violation of traffic laws is required to appear before the courts on two separate dates—one date for arraignment, and one date for trial; and

Whereas, The judicial system of the State of California and certain of its counties provide court room facilities only on the five working days and during working hours; and

Whereas, The hour for arraignment and the time for trial cannot be precisely determined, thus requiring that the individual pleading innocent to cited violations lose two full days' work and wages; and

Whereas, The proper and adequate defense of a traffic citation often requires workers to appear before the court as witness under subpoena or upon their own volition according to their legal and moral duty, and thereby lose a day's work and wages; and

Whereas, The worker relies on his

weekly income, based on five (5) working days, to provide for himself and his family; and is deprived of full five (5) days' work and wages, under the present system, in fulfilling his legal and moral obligations; therefore be it

Resolved, That the fifth convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives to propose and support legislation providing for the establishment of traffic courts which shall be in session during the non-working hours of the five work days.

Referred to Committee on Legislation.  
Adopted, p. 126.

### **Increase the Minimum Wage**

**Resolution No. 105**—Presented by Int'l. Ladies' Garment Workers Nos. 55, 58, 84, 96, 97, 266, 452, 482, 483, 496, 497 & 512, L.A. Cloak Jt. Bd., Los Angeles.

Whereas, Employers of labor have the moral responsibility to provide decent income as a condition of work and no employee should be expected to work for less than a living wage; and

Whereas, Millions of American families live in abject poverty—some receiving only a few cents hourly and only the most meager annual earnings; and

Whereas, The cost of living has steadily risen over the past several decades; and

Whereas, Lower wages paid in some localities and states—as a result of so-called "right-to-work" laws and other repressive anti-labor laws and programs—undermine wage levels in other areas; and

Whereas, Additional consumer spending to stimulate production will be provided by the increased income of workers benefiting from higher minimum wages; and

Whereas, The fruits of past technological progress should be shared by workers through higher wages; therefore be it

Resolved, That this Fifth Convention of the California Labor Federation favor federal and state legislation setting minimum hourly wages at \$1.50 in order to help assure at least a minimum standard of living for all Americans.

Referred to Committee on Resolutions.  
Filed, p. 62. See Policy Statement III, a.

### **Reapportion California State Senate**

**Resolution No. 106**—Presented by Int'l. Ladies' Garment Workers Nos. 55, 58, 84,

96, 97, 266, 452, 482, 483, 496, 497 & 512, L.A. Cloak Jt. Bd., Los Angeles.

Whereas, In a history-making decision in June, 1964, the United States Supreme Court ruled that both Houses of the State Legislatures must be apportioned on the basis of substantially equal population subdivisions; and

Whereas, This decision was made to assure each citizen equal weight for his vote, pursuant to the United States Constitution Fourteenth Amendment guarantee that "no state shall . . . deny to any person within its jurisdiction the equal protection of the laws"; and

Whereas, In California, the right to vote for State Senatorial representation of the individual citizen residing in some large urban centers and populous counties has been impaired because his vote "is in substantial fashion diluted when compared with votes of citizens living in other parts of the state"; and

Whereas, Reapportionment of the State Senate has in the past been and continues today to be a vital goal of organized labor in California to assure equitable representation from the people, the effective functioning of state government and consistent social progress; and

Whereas, Prior to the Supreme Court decision a variety of devices were used to discredit and block equitable reapportionment of the State Senate; therefore be it

Resolved, That this Fifth Convention of the California Labor Federation calls for the initiation of appropriate action with all deliberate speed by authorized governmental entities to reapportion the State Senate in accordance with the principles stated by the United States Supreme Court in its recent decision.

Referred to Committee on Resolutions.  
Referred to Executive Council, p. 111.

#### **Oppose Proposition No. 14**

**Resolution No. 107**—Presented by Int'l. Ladies' Garment Workers Nos. 55, 58, 84, 96, 97, 266, 452, 482, 483, 496, 497 & 512, L.A. Cloak Jt. Bd., Los Angeles.

Whereas, Proposition 14 to amend the California Constitution has been placed on the November 3 ballot by the California Real Estate Association to wipe out all existing fair housing legislation and permanently prevent the enactment of new legislation; and

Whereas, Proposition 14 would legalize bigotry, prejudice and discrimination

based on race, color, creed and ancestry; and

Whereas, The Constitutional Amendment contained in Proposition 14 would, if passed, tie the hands of the legislature, state and local government, and the courts and bar them from taking action of any kind to deal with human relations problems in housing; and

Whereas, Widespread racial discrimination and segregation in the sale and rental of housing requires affirmative remedial legislation such as the Rumford law and the Unruh Act, both of which are among the targets of Proposition 14; and

Whereas, Legislation similar to the Rumford Fair Housing Law has proven successful in 10 other states, without hardship to anyone; and

Whereas, Proposition 14 proposes an amendment to the California Constitution which is new, extreme, and would open up a Pandora's box of litigation as yet unknown; therefore be it

Resolved; That this Fifth Convention of the California Labor Federation unequivocally opposes Proposition 14 and that the California Labor Federation will conduct a vigorous campaign of public education to defeat it.

Referred to Committee on Resolutions.  
Filed, p. 99. See Resolution No. 122.

#### **Low Rent Public Housing**

**Resolution No. 108**—Presented by Int'l. Ladies' Garment Workers Nos. 55, 58, 84, 96, 97, 266, 452, 482, 483, 496, 497 & 512, L.A. Cloak Jt. Bd., Los Angeles.

Whereas, The right of citizens to procure decent, safe and sanitary housing accommodations is a proper concern of a free society; and

Whereas, There are substantial numbers of Americans in the United States today who are unable to obtain such housing for themselves and for their families; and

Whereas, These people, numbering in the millions and including members of minority groups, senior citizens, young people, unemployed and underemployed, are being forced to settle for housing which is inadequate, substandard, dangerous and often diseased; and

Whereas, The concentration of low income persons in distinct and often run-down areas of the city creates a segregation at least as invidious as segregation by race; and

Whereas, If our great urban areas are

to remain vital forces in the growth of the country, they must be made accessible and desirable to all people, regardless of income; and

Whereas, It is the clear responsibility of government to take actions in the field of housing which insure to citizens that their right to decent accommodations is not denied; therefore be it

Resolved, That this Fifth Convention of the California Labor Federation call upon local, state and federal governmental agencies and legislative bodies to provide funds for and direction of programs designed to meet the need for low rent public housing for all who need it, and to create such housing in such a way as to maintain the dignity of its inhabitants and to contribute to the revitalization and beautification of American cities.

Referred to Committee on Resolutions.  
Adopted, p. 68.

#### Federal Aid to Education

**Resolution No. 109**—Presented by Int'l. Ladies' Garment Workers Nos. 55, 58, 84, 96, 97, 266, 452, 482, 483, 496, 497 & 512, L.A. Cloak Jt. Bd., Los Angeles.

Whereas, An educated citizenry is a cornerstone of a free, democratic society; and

Whereas, The American labor movement recognized early in the nation's history that public education was the key to individual and social progress; and

Whereas, The number of persons seeking education in the United States today at all levels is greater than ever before and the facilities they are using are becoming increasingly overtaxed; and

Whereas, America faces a continuous, serious shortage of teaching personnel largely because they remain among the lowest paid professional workers; and

Whereas, Despite the high rate of school construction, the classroom shortage throughout the country remains acute; and

Whereas, The enormous and increasing cost of higher education deprives millions of our talented youth of the benefits of a college education; and

Whereas, We must not lose sight of the fact that there can be no "equal rights" for all American citizens when a substantial segment of the population is squeezed out of the benefits of an education partly because of inadequate facilities; and

Whereas, The ability of individual

states and communities to meet these complex problems varies tremendously, with the result that there is not, presently, equality of opportunity in education for the young people of this nation; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation urge the Congress of the United States to adopt a comprehensive program of Federal Aid to Education including construction of school facilities at the primary, secondary and college level; programs to train more and better teachers as well as to provide compensation for them commensurate with the importance of their task; and a federally financed system of scholarships that would insure that no able youth will be denied the opportunity for higher education because he lacks the necessary funds.

Referred to Committee on Resolutions.  
Adopted, p. 68.

#### Program to Eliminate Poverty

**Resolution No. 110**—Presented by Int'l. Ladies' Garment Workers Nos. 55, 58, 84, 96, 97, 266, 452, 482, 483, 496, 497 & 512, L.A. Cloak Jt. Bd., Los Angeles.

Whereas, Millions of Americans live in poverty which deprives them of even a minimum decent standard of living—income sufficient to meet the material needs of themselves and their families, adequate shelter and sanitation, educational opportunities, and useful employment; and

Whereas, Among these Americans are many of the aged, the youth, the physically and psychologically handicapped, the uneducated and under-educated, those displaced by technological change and economic dislocation, workers in seasonal occupations, the victims of racial and ethnic discrimination and many millions of others; and

Whereas, Poverty in America undermines our political freedom, conflicts with our ideals of economic opportunity and a better life for all, and violates our standards of social justice; and

Whereas, Escape from the cruel web of circumstances which entraps the victims of poverty requires aid from the community and nation; therefore be it

Resolved, That this Fifth Convention of the California Labor Federation expresses its deep concern with the problem of poverty in America, supports the projects initiated by President Lyndon B. Johnson to deal with the problem, and favors a comprehensive program of fed-

eral legislation, federal-state-local cooperation, and collaboration of public institutions and private enterprise to eradicate poverty in America through assistance for:

1. Improved educational opportunities;
2. Occupational re-training;
3. Relocation;
4. Minimum wage standards;
5. Expanded public works;
6. Aid to distressed areas;
7. Higher retirement benefits;
8. Special youth projects;
9. The shorter work week with increased pay for the employed;
10. Higher unemployment benefits;
11. Utilization of the benefits of automation to assist displaced workers to find a new useful place in society.

Referred to Committee on Resolutions.  
Adopted, p. 87.

#### Protest Against Anti-Semitism in Russia

**Resolution No. 111**—Presented by Int'l. Ladies' Garment Workers Nos. 55, 58, 84, 97, 452, 483, 497 & 512, L.A. Cloak Jt. Bd., Los Angeles.

Whereas, Anti-Semitism has been a continuing and distinct characteristic of Soviet Russian governmental policy for decades; and

Whereas, Although the Khrushchev regime admitted and disavowed Stalin's anti-Semitic reign of terror, a government-inspired and Party-cultivated campaign of anti-Semitism is once more flourishing; and

Whereas, Present Soviet anti-Semitic policies bear ominous similarities to the period following the Second World War—when Jewish communal institutions were suppressed; Jewish cultural institutions closed; Jewish theatres, newspapers, periodicals, and publishing houses closed; Jewish language teaching eradicated; Jewish synagogues eliminated; Jewish communal and cultured leaders arrested, exiled and executed; and

Whereas, Discrimination against, frequently total eradication of, Jews exists in all areas of Soviet society including employment, education, scientific endeavor, and government service; and

Whereas, The cultivation of anti-Semitic stereotypes and anti-Semitic utterances, both blatant and subtle, in Soviet mass media has led to many incidents; and

Whereas, Imposition of criminal penalties, including the death penalty, with

particular severity on Jews, for "economic" crimes, is common; and

Whereas, Recent new restrictions have been instituted on Jewish religious ritual; and

Whereas, The Soviet regimes all-pervasive totalitarian oppression is directed with particular ferocity against the Jewish minority—a recognizable symptom of the most reactionary form of police state seeking a scapegoat for economic failure and political difficulty; and

Whereas, The International Confederation of Free Trade Unions has protested to the United Nations and is engaged in a world-wide effort to inform the public in every nation of extent of Soviet internal anti-Semitism; therefore be it

Resolved, That this Fifth Convention of the California Labor Federation vigorously condemn the Soviet Russian government and the Soviet Communist Party for its anti-Semitism; and be it further

Resolved, That the California Labor Federation cooperate with other civic groups to inform the public, to encourage public protest, to support the International Confederation of Free Trade Unions' representation to the United Nations and to demand termination of Soviet anti-Semitic policy.

Referred to Committee on Resolutions.  
Filed, p. 104.

#### Health Care for Elder Citizens

**Resolution No. 112**—Presented by Int'l. Ladies' Garment Workers Nos. 55, 58, 84, 96, 97, 266, 452, 482, 483, 496, 497 & 512, L.A. Cloak Jt. Bd., Los Angeles.

Whereas, There are more than one and a third million persons over sixty-five years of age in California; and

Whereas, The earnings and income of the great majority of these individuals is drastically lower than in their younger years; and

Whereas, Illness, disability, hospitalization and medical care needs are substantially higher among elder citizens than among the rest of the population; and

Whereas, Lowered income and greater medical needs combine to make adequate health care for the aged inaccessible to large numbers of elder citizens; and

Whereas, The health problems of the aged create anxiety and misery which blight their chances of happiness and frequently precipitate conditions of utter disaster for them; and

Whereas, Only through an insurance

system related to the Social Security system can an adequate, inclusive and practical program for health care for the aged be achieved; therefore be it

Resolved, That this Fifth Convention of the California Labor Federation declare health care for the aged to be a major and continuing goal which organized labor cannot and will not forsake; support federal legislation for comprehensive health care for the aged related to the Social Security system, and affirm its cooperation with other concerned community groups to attain this human goal.

Referred to Committee on Resolutions.  
Filed, p. 85. See Resolution No. 219.

### **Support Jewish Labor Committee**

**Resolution No. 113**—Presented by Int'l. Ladies' Garment Workers Nos. 55, 58, 84, 97, 452, 483, 497 & 512, L.A. Cloak Jt. Bd., Los Angeles.

Whereas, The Jewish Labor Committee has long been an integral part of the American labor movement; and

Whereas, The Jewish Labor Committee has shared the concern of the AFL-CIO for the extension of social justice and the advancement of human dignity; and

Whereas, The Jewish Labor Committee has to this end been a leader in the movement to eliminate all forms and vestiges of prejudice, discrimination and segregation based on race, creed, color or national origin, which are inherently destructive to a democratic society; and

Whereas, The Jewish Labor Committee maintains a comprehensive program of promoting equality of rights and opportunities through education, legislation, litigation and cooperative community action; and

Whereas, The Jewish Labor Committee is in continual and close cooperation with the organized labor movement through such organizations as the Jewish Labor Committee National Trade Union Council for Human Rights, and in addition provides unions with information, research, materials, staff and consultation services to promote human relations programs both in the local and in the community; and

Whereas, The Jewish Labor Committee through this activity remains an invaluable participant in the worldwide fight for freedom, and thus opposes Communism, Fascism and all other forms of totalitarian extremism and authoritarianism, both in the United States and abroad; therefore be it

Resolved, That this Fifth Convention of the California Labor Federation reaffirm endorsement of the Jewish Labor Committee, commend it for continued community leadership and service to the labor movement, and urge the Federation's affiliates and their individual members to continue their fullest cooperation with and support of its program of promoting civil rights, social welfare, and better human relations.

Referred to Committee on Resolutions.  
Adopted, p. 104.

### **Reaffirm Endorsement of Community Service Organization**

**Resolution No. 114**—Presented by Int'l. Ladies' Garment Workers Nos. 55, 58, 84, 97, 452, 483, 497 & 512, L.A. Cloak Jt. Bd., Los Angeles.

Whereas, The Community Service Organization, national organization of the Mexican-American people, has long enjoyed the support of organized labor, having been previously endorsed by the conventions of the California State Federation of Labor; and

Whereas, This organization, through its many branches throughout the State of California, has attained many achievements in the fields of community betterment and human relations; and

Whereas, This organization has always been oriented to the same program of social progress espoused by organized labor; and

Whereas, The Community Service Organization continues to perform important functions in the areas—both rural and urban—where it is organized; therefore be it

Resolved, That this Fifth Convention of the California Labor Federation reaffirm its endorsement of the Community Service Organization and strongly urge all affiliated bodies to continue to provide this organization with the support and assistance necessary for it to continue in its essential program of service to all the people of our community.

Referred to Committee on Resolutions.  
Adopted, p. 114.

### **Defeat Proposition No. 14**

**Resolution No. 115**—Presented by Steelworkers No. 1845, Huntington Park.

Whereas, Organized labor in the State

of California has been in the forefront of the fight for human liberties; and

Whereas, The Rumford Act that provides all people of this state with an equal opportunity for decent housing is under vicious attack by the right wing extremists; and

Whereas, The minority groups of this state joined with organized labor to defeat the "right to work" proposals sponsored by the same reactionary groups who are now active in turning back progress in the field of civil and human rights; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, mobilize its affiliated International and Local Unions in an all-out effort to defeat Proposition 14 in the forthcoming elections, and prove again to the people of the country that organized labor in California will never compromise itself in the field of human and civil rights.

Referred to Committee on Resolutions.  
Filed, p. 99. See Resolution No. 122.

### Equal Pay for Equal Work

**Resolution No. 116**—Presented by Office and Professional Employees No. 3, San Francisco; San Francisco Labor Council, San Francisco.

Whereas, Office and Professional Employees, Local No. 3 submitted a resolution on "Equal Pay for Equal Work" at the California Labor Federation Convention in Long Beach in 1962, which was unanimously adopted; and

Whereas, It was referred to the Executive Council for the purpose of introducing legislation as was set forth in this resolution; however, after a review of the resolution, it was subsequently determined that it would not be appropriate to introduce this type of legislation at the 1963 session; and

Whereas, Federal legislation providing for equal pay for comparable work was enacted as an amendment to the Fair Labor Standards Act, and became effective June 11, 1964; and

Whereas, An Executive Order to encourage equal employment opportunity for women in hiring, training, and promotion, was enacted in the Civil Rights Act that was recently passed by the Congress of the United States; and

Whereas, The above-mentioned laws will benefit only 7.4 million women,

which is only one-third of the 23.3 million women in the work force; and

Whereas, Legislation should be introduced along the lines of the Federal legislation which was strongly supported by the AFL-CIO; therefore be it

Resolved, That the California Labor Federation urge that, in view of the tremendous population growth in the State of California, the present California Equal Pay Law be re-evaluated, and consideration be given to proposed legislation that would closely resemble Federal legislation to strengthen the present Equal Pay for Equal Work Law; and be it further

Resolved, That all Central Labor bodies in the State of California, as well as the Governor of the State of California, and members of the California State Legislature, be informed by the California Labor Federation on this issue.

Referred to Committee on Legislation.  
Adopted, p. 126.

### State Fair Labor Standards Act

**Resolution No. 117**—Presented by Office and Professional Employees No. 3, San Francisco; San Francisco Labor Council, San Francisco.

Whereas, The California Labor Federation has been continually working through its legislative program to enact a State Fair Labor Standards Act patterned closely after the Federal Law, with penalty pay provisions beyond the 40-hour week to a maximum of a 48-hour week only in an emergency, as a minimum protection against excessive working hours; and

Whereas, Such a law should provide coverage for all workers—male and female alike; and

Whereas, A statutory minimum per hour and statutory penalty pay provisions as a minimum protection against excessive working hours should be included in a State Fair Labor Standards Act; therefore be it

Resolved, That the California Labor Federation inform all Central Labor bodies in the State of California, as well as the Governor of the State of California and members of the California State Legislature, of its position on this issue.

Referred to Committee on Legislation.  
Re-referred to Committee on Resolutions, p. 34.  
Adopted as amended, p. 62.

### Governor's Commission on the Status of Women

**Resolution No. 118**—Presented by Of-



fice and Professional Employees No. 3, San Francisco; San Francisco Labor Council, San Francisco.

Whereas, On December 14, 1961, the late John Fitzgerald Kennedy, President of the United States, recognized the need to eliminate prejudice and outmoded customs that would act as barriers to the full realization of women's basic rights, which he felt should be respected and fostered as part of our Nation's commitment to human dignity, freedom and democracy, and set up a National Commission on the Status of Women; and

Whereas, There are 32 Governors' Commissions on the Status of Women in the United States, five of which are in the West, namely, Washington, Oregon, Utah, Nevada and Hawaii; and

Whereas, The growth of problems in California, as they relate to participation of women in the labor market, lend urgency to this need; therefore be it

Resolved, That a statutory Commission on the Status of Women be established in the State of California, patterned after the Federal Commission; and be it further

Resolved, That all Central Labor bodies in the State of California, as well as the Governor of the State of California, and members of the California Legislature, be informed by the California Labor Federation on this issue.

Referred to Committee on Resolutions.  
Adopted, p. 126.

#### Support Proposition No. 16

**Resolution No. 119**—Presented by Boilermakers No. 92, Southgate.

Whereas, Proposition 16 provides for a California State Controlled Lottery; and

Whereas, 64% of each dollar will go to help support California schools; and

Whereas, This will greatly relieve the overburdened taxpayer; therefore be it

Resolved, That this Fifth California Federation Convention support Proposition 16 and do everything in its power to promote its endorsement by the State COPE.

Referred to Committee on Resolutions.  
Nonconcurrence, p. 102. See Ballot Proposition No. 16.

#### Protection for School Employees

**Resolution No. 120**—Presented by Public Employees No. 1409, San Jose.

Whereas, The Constitution of the United States gives equal rights to all persons in the United States; and

Whereas, Persons in California em-

ployed by the State, Counties and Municipalities are being discriminated against by exemption from all the rights and privileges of the State of California Labor Code; therefore be it

Resolved, That the California Labor Federation do its utmost to have the California Legislature revise the California State Labor Code to give all California State, County, Municipal School Employees the same rights and privileges granted to other employees in California under the State Labor Code.

Referred to Committee on Legislation.  
Adopted, p. 130.

#### Tuberculosis Incurred by Fire Fighters

**Resolution No. 121**—Presented by Fire Fighters No. 748, Los Angeles.

Whereas, Section 3212.6 of the Labor Code, dealing with Workmen's Compensation, provides that tuberculosis incurred by policemen is compensable; and

Whereas, In all other sections pertaining to "presumptions" in the case of diseases as being work-incurred, both fire fighters and policemen are covered; and

Whereas, Fire fighters are frequently exposed to smoke inhalation and to individuals whom they rescue or with whom they work who are victims of tuberculosis; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, seek to secure the passage of legislation covering fire fighters under the provisions of Labor Code Section 3212.6, whereby it will become a presumption that tuberculosis incurred by fire fighters is work-incurred.

Referred to Committee on Legislation.  
Adopted, p. 131.

#### Oppose Proposition No. 14

**Resolution No. 122**—Presented by Los Angeles County Federation of Labor.

Whereas, The heads of the California Real Estate Association have sponsored a proposed amendment to the California Constitution which will appear on the ballot on November 3rd as Proposition 14; and

Whereas, If adopted, this constitutional amendment contained in Proposition 14 would nullify all existing legislation to promote equal opportunity in housing and would permanently bar any and all future action by the Legislature, by state and local governmental agencies, and by the Courts to assure equal opportunity for

acquiring, enjoying or disposing of a home by purchase or rental; and

Whereas, Proposition 14 is designed to give the multi-billion dollar real estate lobby unrestrained and unlimited power to control, manipulate and profit from the housing market; and

Whereas, This self-interest scheme by the California Real Estate Association heads would place them beyond regulation which may be needed in the future to protect the housing consumer—the home owner, home buyer, home seller, renter or tenant; and

Whereas, Proposition 14 is a self-interest scheme through which the California Real Estate Association heads seek for themselves a position of special privilege which no other business group in America expects or enjoys; and

Whereas, Proposition 14 is a novel and radical proposal, never before considered in any other state in the United States, with unexplored legal ramifications and dangers which are just beginning to come to light; and

Whereas, In contrast, California's fair housing legislation (which is one of the targets of Proposition 14) is similar to such legislation now working successfully in ten other states and fair employment practices legislation in 22 states; and

Whereas, Proposition 14 would deprive California of \$237,000,000 in Federal funds for urban renewal and of federal aid for other home building programs; and

Whereas, Proposition 14 would give legal sanction to bigotry in violation of the principles of the United States Constitution; and

Whereas, The reactionary philosophy and disregard of human rights which underlies the California Real Estate Association heads' sponsorship of Proposition 14 was also their motivation for spreading anti-labor propaganda during the "Right-to-Wreck" Proposition 18 Campaign of 1958; and

Whereas, Proposition 14 is contrary to the spirit of our times and the great moral and spiritual values now moving our nation forward to implementation of our constitutional principles of equal rights and opportunities and a full measure of freedom for all; therefore be it

Resolved, That this Convention of the California Labor Federation oppose Proposition 14 because it would grant special privilege to the real estate lobby, legalize bigotry, wipe out existing legislation to

promote equal opportunity in the sale and rental of homes, and permanently tie the hands of the legislature, state and local administration agencies, and the courts, so that they could never deal with human relations problems in housing in the future; and be it further

Resolved, That the California Labor Federation will conduct a vigorous campaign in cooperation with responsible community leadership to defeat Proposition 14.

Referred to Committee on Resolutions.  
Adopted, p. 99.

### Support Federated Fund-Raising Drives

**Resolution No. 123**—Presented by 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 Service 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 Chest, United Crusade, United Fund 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, United Funds, and their federated service agencies; therefore be it

Resolved, That the Fifth 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, United Funds, 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. 104.

**Amend Sections 1253 C - 1257 B  
of U.I. Code**

**Resolution No. 124**—Presented by Los Angeles County Federation of Labor.

Whereas, The terms "refusal of suitable work" and "not available" are wholly unrelated and separate reasons for ineligibility for unemployment benefits; and

Whereas, The two are often used in conjunction in a fishing expedition to sustain a disqualification for one reason or the other; and

Whereas, If an individual is not available for work he is not effectively in the labor market; and

Whereas, A refusal of suitable work implies that the individual is actively in the labor market but has refused some particular offer of suitable work; and

Whereas, The reasons for refusal of suitable work may disclose restrictions that indicate that the individual is not available for suitable work; therefore be it

Resolved, That the California Labor Federation support the view that a finding of unavailability is incompatible with the finding of a refusal of suitable work without good cause; and be it further

Resolved, That the California Labor Federation instruct its legislative representatives to prepare legislation to prohibit the practice of imposing a disqualification under Section 1253 C and 1257 B on the same set of facts.

Referred to Committee on Legislation.  
Adopted, p. 119.

**Amend Section 1253 (d) of U.I. Code**

**Resolution No. 125**—Presented by Los Angeles County Federation of Labor.

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 California Labor Federation instruct our legislative representatives to seek to have amended Section 1253(d) of the California Unemployment Insurance Code whereby no claimant who is unemployed and otherwise eligible for California State Unemployment Insurance at the time his benefit year expires will be required to establish a waiting period for the new benefit year.

Referred to Committee on Legislation.  
Adopted, p. 119.

**Amend Sec. 3503(e) of U.I. Code**

**Resolution No. 126**—Presented by Los Angeles Co. Federation of Labor.

Whereas, The principle of extended unemployment compensation was recognized as an economic necessity by the 1959 California Legislature; and

Whereas, We in the AFL-CIO have repeatedly called for an absolute extension of at least 13 weeks making a total of 39 weeks unemployment insurance coverage; and

Whereas, The 1959-enacted extended duration coverage is still inadequate particularly in view of the serious nationwide increase in chronic unemployment; therefore be it

Resolved, That in the event the California Legislature fails in its next session to extend the basic UI benefit from 26 weeks to 39 weeks, the California Labor Federation instruct its legislative representatives to secure amendment of Sec. 3503(e) to read:

" 'Extended duration quarter' means a calendar quarter for which the extension ratio equals or exceeds 0.03" (0.03 would equal 3 percent unemployed of total state work force).

Referred to Committee on Legislation.  
Adopted, p. 119.

**Amend Sec. 1277 of U.I. Code**

**Resolution No. 127**—Presented by Los Angeles Co. Federation of Labor.

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

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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 California Labor Federation 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.  
Adopted, pp. 119-20.

#### Amend Sec. 1279 of U.I. Code

**Resolution No. 128**—Presented by Los Angeles Co. Federation of Labor.

Whereas, Section 1279 of the California Unemployment Insurance Code restricts the amount of money which may be earned in excess of unemployment benefits to \$12.00 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 \$12.00 limitation has not kept pace with the times and the cost of living; therefore be it

Resolved, That the California Labor Federation instruct its legislative representatives to work for the amendment of Section 1279 to raise the amount from \$12.00 to at least 50 percent of the claimants weekly benefit amount, whichever is greater.

Referred to Committee on Legislation.  
Adopted, p. 120.

#### Delete Sec. 1262 of U.I. Code

**Resolution No. 129**—Presented by Los Angeles Co. Federation of Labor.

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 California Labor

Federation 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.  
Adopted, p. 120.

#### Amend Sec. 1252 of U.I. Code

**Resolution No. 130**—Presented by Los Angeles Co. Federation of Labor.

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 California Labor Federation 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 lay-off is not to be considered as wages for the purposes of this section."

Referred to Committee on Legislation.  
Adopted, p. 120.

#### Eliminate Sec. 1262 of U.I. Code

**Resolution No. 131**—Presented by Los Angeles Co. Federation of Labor.

Whereas, Disqualification of claimants who have been denied work as a result of a trade dispute works a severe hardship on said claimants; and

Whereas, Major industrial states provide for compensation of people idled by strike; therefore be it

Resolved, That the California Labor Federation instruct its legislative representatives to secure elimination of Sec. 1262, California Unemployment Insurance Code.

Referred to Committee on Legislation.  
Adopted, p. 120.

#### Repeal Sec. 1263 of U.I. Code

**Resolution No. 132**—Presented by Los Angeles Co. Federation of Labor.

Whereas, It is an established principle of Anglo-American jurisprudence that the placing of an individual in double jeopardy is contrary to all tenets of human rights; and

Whereas, Section 1263 is used to place double penalties on claimants by exacting

not only criminal, but administrative retribution; therefore be it

Resolved, That the California Labor Federation instruct its legislative representatives to secure the repeal of Sec. 1263 which provides a usurpation of the Court's decision with an additional 51-week penalty over and above that which was determined by the Court.

Referred to Committee on Legislation.  
Adopted, p. 120.

#### **Amend Sec. 1032 of U.I. Code**

**Resolution No. 133**—Presented by Los Angeles Co. Federation of Labor.

Whereas, Many employers are notorious for using this section to further decrease their unemployment tax charges by discharging or causing their employees to quit, thereby concealing what actually constitutes a lay-off due to lack of work; and

Whereas, This reprehensible behaviour by the employers causes undue distress and hardship on workers and their families; therefore be it

Resolved, That the California Labor Federation instruct its legislative representatives to secure amendment of Sec. 1032 to provide no relief for an employer from reserve account charges where a discharge or quit occurs unless the job opened is filled within a 5-day period following the termination.

Referred to Committee on Legislation.  
Adopted, p. 120.

#### **Repeal Sec. 1264 of U.I. Code**

**Resolution No. 134**—Presented by Los Angeles Co. Federation of Labor.

Whereas, Section 1264 takes away all U.I. benefits from employees who quit their jobs to move with their spouse, etc.; and

Whereas, Section 1264 takes away all U.I. benefits from employees who quit their jobs to be married or who quit their jobs to move with their spouse. Furthermore, this section takes away all U.I. benefits from employees who do not quit to move with their spouse, but quit for a compelling reason that is related to their domicile, and who would otherwise be eligible, except that they are not the major or sole support at the time of quitting and at the time of filing their U.I. claims; and

Whereas, This so called domestic quit section of the Code imposes harsh and extreme penalties upon employees who

are guilty of nothing more than entering into, or maintaining the matrimonial state; therefore, be it

Resolved, That the California Labor Federation instruct its legislative representatives to work for the complete abolition of Sec. 1264.

Referred to Committee on Legislation.  
Adopted, p. 120.

#### **Amend Section 1260 of U.I. Code**

**Resolution No. 135**—Presented by Los Angeles Co. Federation of Labor.

Whereas, Section 1260 of the Code imposes an automatic five weeks penalty in cases of voluntary quit and cases of discharge for misconduct; and

Whereas, The loss of benefits for five weeks, places the average worker and his family in an extremely difficult economic situation; and

Whereas, Certain voluntary quits or misconduct discharges may inadvertently include mitigating or extenuating circumstances; therefore be it

Resolved, That the California Labor Federation instruct its legislative representatives to work for the amendment of Sec. 1260 so that the present five weeks penalty is changed to read one to five weeks depending upon circumstances.

Referred to Committee on Legislation.  
Adopted, p. 120.

#### **Amend Sec. 1281(a) of U.I. Code**

**Resolution No. 136**—Presented by Los Angeles Co. Federation of Labor.

Whereas, The so-called 75% rule places an additional qualification upon the minimum amount of wages needed to become eligible for U.I. benefits; and

Whereas, This 75% rule usually disqualifies those who need U.I. benefits the most, that is, the workers in the lower income groups; therefore be it

Resolved, That the California Labor Federation instruct its legislative representatives to work for the complete elimination of so-called 75% rule from Section 1281(a) of the Code.

Referred to Committee on Legislation.  
Adopted, p. 120.

#### **Amend Articles Nos. 3 and 4 of U.I. Code**

**Resolution No. 137**—Presented by Los Angeles Co. Federation of Labor.

Whereas, Since the experience rating system for employer unemployment insurance tax charges went into effect in

## RESOLUTIONS

1941, employers have insidiously twisted the law to evade their just payments; and

Whereas, The continued increase in chronic unemployment in California is in many aspects due to pernicious economic policies pursued and espoused by said employers, and is resulting in dangerous depletion of the unemployment insurance fund; and

Whereas, The additional 1.5 billion dollars that would have been paid by employers since 1941 had the original tax schedule remained in effect would alleviate the present problem; therefore be it

Resolved, That the California Labor Federation instruct its legislative representatives to secure repeal of the experience rating system and a return to a more equitable system of taxation to adequately maintain the California Unemployment Insurance fund.

Referred to Committee on Legislation.  
Adopted, p. 120.

#### Add Dependency Benefits to U.I. Code

**Resolution No. 138**—Presented by Los Angeles Co. Federation of Labor.

Whereas, A basic purpose of California Unemployment Insurance legislation is to ease the burden of involuntary unemployment on the unemployed worker and his family; and

Whereas, Existing legislation does not provide for the relating of benefit rates to the cost of necessities of life for the various family sizes, and makes no distinction between an unemployed single person and the unemployed breadwinner for a family; therefore be it

Resolved, That the California Labor Federation instruct its legislative representatives to secure additions to the State Code to provide for dependency benefits as presently are enacted into the Michigan Unemployment Insurance Act or a minimum of \$5.00 additional added to the weekly benefit for each dependent up to five.

Referred to Committee on Legislation.  
Filed, p. 120. See Policy Statement V.

#### Increase U.I. Benefits

**Resolution No. 139**—Presented by Los Angeles Co. Federation of Labor.

Whereas, The Disability Insurance Fund receives its revenue paid entirely by the workers of the State of California; and

Whereas, Claimants now receive a max-

imum weekly disability insurance payment of \$77 per week; and

Whereas, This \$77 represents approximately two-thirds of the average weekly wage; and

Whereas, An unemployed individual should have the same benefits as a disabled individual; therefore be it

Resolved, That the California Labor Federation instruct its legislative representatives to work for increases in Unemployment Insurance benefits to a maximum of \$77 per week, as provided by Sec. 2655.5 of the present D.I. Code.

Referred to Committee on Legislation.  
Filed, p. 120. See Policy Statement.

#### Eliminate Sec. 2677 of U.I. Code

**Resolution No. 140**—Presented by Los Angeles Co. Federation of Labor.

Whereas, Section 2677 of the Unemployment Insurance Code presumes the disqualification of claimants for disability benefits where a disqualification has already been assessed under Section 1262 (which denies benefits to those claimants engaged in a trade dispute); and

Whereas, This presumption of "guilt" is contrary to the principles of Anglo-American Law; and

Whereas, This section causes undue distress to workers and their families, by forcing the sick or injured worker to bear the burden of truth at a time when he is physically incapacitated and unable to continue to provide for his family; therefore be it

Resolved, That the California Labor Federation instruct its legislative representatives to seek to secure the repeal of Section 2677 of the California Unemployment Insurance Code.

Referred to Committee on Legislation.  
Adopted, p. 120.

#### Amend Sec. 1262 of the U.I. Code

**Resolution No. 141**—Presented by Los Angeles Co. Federation of Labor.

Whereas, The State of California professes to be neutral as between employers and employees in the event of a trade dispute; and

Whereas, Employers by protesting claims in the period of a trade dispute can and do greatly delay the payment of claims to those eventually determined as eligible under Section 1262; and

Whereas, The delay in payment of benefits that ensues when employers appeal under Section 1262 allows the employers

to exert economic pressure upon employees whose claims are appealed; and

Whereas, Employers involved in a trade dispute are not subject to any similar economic pressure under the provisions of the California Unemployment Insurance Code; therefore be it

Resolved, That the California Labor Federation instruct its legislative representatives to work for an amendment of the Code that will prevent the abuse of Section 1262 as an instrument for putting economic pressure upon workers, either by making benefits payable immediately if the claimant is found eligible by the Department or by imposing a mandatory penalty upon employers whose appeals under Section 1262 do not prevail.

Referred to Committee on Legislation.  
Adopted, p. 120.

#### **Amend Section 1030.5 of U.I. Code**

**Resolution No. 142**—Presented by Los Angeles County Federation of Labor.

Whereas, The addition of Section 1030.5 at the last legislative session recommended that in the interest of fairness, justice and logic, the employer is and by right should be a responsible party in the accumulation and presentation of evidence that carries great weight in the ultimate determination of a claimant; and

Whereas, There has already developed a preponderance of cases showing the existence of wilful misstatements by employers proving the justification of 1030.5; and

Whereas, Those employers whose contributions to their reserve account, based on their experience rating are at a maximum, become, in fact, exempt from the provisions of 1030.5 and as such may commit and continue to commit wilful and wanton misstatements and misrepresentation of the facts, thus relegating claimants under the jurisdiction of such employers' reserve accounts to an untenable position of no redress or equality of justice; and

Whereas, Such employers have and can continue to falsely represent without the presence of due process for such violations, thus establishing a status of immunity for such specific employers; and

Whereas, Such exemption of immunity status is not consistent with the purposes and intent of the law, justice and the code; therefore be it

Resolved, That the California Labor Federation support the view that, in the

event an employer is contributing the maximum amount to his reserve account at the time he is found to be in violation of 1030.5, an amount equal to the reserve account charge penalty that would have been imposed for such violation, be in the form of a cash penalty to such employer; and be it further

Resolved, That the California Labor Federation instruct the legislative committee to work for an additional amendment of 1030.5 to rectify this present inequality of justice.

Referred to Committee on Legislation.  
Adopted, p. 120.

#### **Amend Section 1030.5 of U.I. Code**

**Resolution No. 143**—Presented by Los Angeles County Federation of Labor.

Whereas, The employer, or his agent's word and statements have in practice been the basic reason which initiates a 1257 determination against a claimant; and

Whereas, Such determination is usually not disclosed to be erroneous until long periods of time necessitating appeals, hearings and decisions; and

Whereas, The disclosure that a violation of 1030.5 by its very nature may not manifest itself until the procedures of an appeal and hearing take place; and

Whereas, There exists no provision in the code that a 1030.5 violation should be initiated if such violation is eventually brought to light during the appeal, hearing procedure, or who should initiate such action; therefore be it

Resolved, That the California Labor Federation recommend that the referee be empowered to instruct the Department of Employment to charge an employer with a 1030.5 violation, if in his opinion at a referee hearing such evidence is disclosed; or, in such event it be incumbent on the referee, as an officer of judicial status of the Department of Employment to charge such employer with a 1030.5 violation and that it be reduced in writing and entered into the referee's decision, and that the legislative committee be urged to pass such amendment.

Referred to Committee on Legislation.  
Adopted, p. 120.

#### **Amend Section 2627 (B) of U.I. Code**

**Resolution No. 144**—Presented by Los Angeles County Federation of Labor.

Whereas, The purpose and intent of disability insurance is to compensate in

part for wage losses because of sickness or injury; and

Whereas, The imposition of a seven day waiting period, unless hospitalized, is not humane, but is by its presence, contradictory in principle and fact as specifically spelled out in section 2601 which in part provides "to reduce to a minimum the suffering caused by unemployment resulting therefrom" . . . "shall be construed liberally . . ." "declared purpose to mitigate the evils and burdens which fall on the disabled worker and his family . . ."; and

Whereas, Many illnesses, are of themselves, serious, evil and do cause a burden and suffering to a sick or injured worker without necessitating hospitalization; therefore be it

Resolved, That the California Labor Federation recommend that the seven (7) day waiting period as provided in Section 2627 (B) be deleted, and that the legislative committee be instructed to urge passing of such deletion.

Referred to Committee on Legislation.  
Filed, pp. 118-19. See Policy Statement.

#### Amend Section 1280 of U.I. Code

**Resolution No. 145**—Presented by Los Angeles County Federation of Labor.

Whereas, Section 1280 provides that the weekly benefit amount is predicated upon the earnings of the highest quarter of the base period; and

Whereas, Economic conditions of steady employment are very often not within the control of a potential claimant; and

Whereas, It is not only conceivable but has been proven in practice that claimants earnings total wages during their base period exceeding the earning of total wage of other claimants for their base period nevertheless are eligible for lesser weekly benefits amounts because their base period earnings were evenly spread through four (4) quarters; and

Whereas, This represents an economic condition that may be construed to penalize the steady employer worker; therefore be it

Resolved, That the California Labor Federation work to have Section 1280 amended by adding: "In the event 25% of the total wages of the claimant during the base period earnings are higher than the wage of the highest quarter, that amount shall prevail in the computation of high quarter earnings," or "the computation of weekly benefit amounts shall be determined by the gross wages of the

highest quarter of the base period or 25% of the total gross wages of the base period, whichever is the highest", and that we instruct our legislation committee to urge such passage.

Referred to Committee on Legislation.  
Adopted, p. 119.

#### Prohibit Employment of Strikebreakers

**Resolution No. 146**—Presented by So. Calif. Typographical Conf., Pomona, and Los Angeles Co. Federation of Labor.

Whereas, Many Employers are supporting one or more agencies whose business is to recruit and maintain a mobile force of Strikebreakers, whose principal source of income is from employment in struck plants; and

Whereas, Such strikebreakers have been moved from state to state and city to city on demand by the employers for the purpose of taking jobs of regular employees; and

Whereas, Strikebreakers and their masters have a vested interest in promoting industrial disputes and disrupting normal collective bargaining relations, thereby subverting established public policy encouraging organization of workers into unions of their own choosing and orderly settlement of labor-management differences; therefore be it

Resolved; That the Fifth Convention of the California Labor Federation hereby endorse the enactment of state legislation to:

- (1) Prohibit employment of strikebreakers to take the place of employees involved in a labor dispute; and
- (2) Prohibit the recruitment of employees involved in a labor dispute by a person or agency not directly involved in the labor dispute; and
- (3) Provide that the above practices shall be unlawful and be punishable by fine or jail sentence or both and call upon the California State Legislature to adopt such legislation at its next regular session.

Referred to Committee on Legislation.  
Filed, p. 127. See Resolution No. 217.

#### Oppose Proposition 17

**Resolution No. 147**—Presented by Los Angeles Co. Federation of Labor.

Whereas, The California Railroads and other powerful interests which they represent have initiated an insidious anti-labor



scheme known as Proposition 17 which will appear on the November ballot; and

Whereas, This proposition is an attempt by selfish business interests to force compulsory arbitration in place of collective bargaining, by writing such a requirement into the State Constitution with respect to labor negotiations concerning manning of trains in California; and

Whereas, The promoters of this scheme are using false issues and misleading slogans designed to trick the people of California into voting against their own interests; and

Whereas, Passage of Proposition 17 would wipe out all authority of the State Public Utilities Commission to regulate the size of train crews for public safety, leaving no control whatever by any public body or agency with respect to manning of trains for safety purposes; and

Whereas, All of organized labor in California is threatened by such moves to weaken long established and harmonious labor-management relations and leading national and state labor authorities have already denounced this measure; and

Whereas, The same selfish interests which attempted to perpetrate the tyrannical provisions of the so-called "Right to Work" anti-labor measure upon the people of California five years ago are behind this scheme aimed at California's railroad workers; therefore be it

Resolved, That the California Labor Federation fully oppose and actively reject Proposition 17, the anti-Labor Initiative Scheme sponsored by the California Railroads; and be it further

Resolved, That all AFL-CIO members, their families and friends, and the general public, be urged to oppose this measure which is contrary to the interests of trade unionism and all of the people of California, by voting NO on Proposition 17 at the California General Election on November 3, 1964; and be it finally

Resolved, That copies be forwarded to all affiliated locals and unions of the Federation, California State Constitutional offices, members of the legislature, and candidates for election in November General Election.

Referred to Committee on Resolutions.  
Filed, p. 102. See Resolution No. 56.

#### Free Enterprise and Proposition 15

**Resolution No. 148** — Presented by Screen Actors Guild, Hollywood.

Whereas, Organized labor has in the

past supported, does now and will in the future support the establishment of new industries under the American free enterprise system, in order to create new jobs for the American working man; and

Whereas, Proposition 15 on this year's state ballot would prohibit the new medium of pay television, including wired subscription pay television in the home, but excluding theatre pay television; and

Whereas, Some unions in California have adopted positions favoring Proposition 15 and others have adopted positions opposing Proposition 15; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation, AFL-CIO, go on record as affirming its support of America's free enterprise system. However, recognizing that some of its member unions favor all forms of pay television and others oppose pay television except in the theatres, let it adopt no recommendation for or against Proposition 15.

Referred to Committee on Resolutions.  
Adopted, p. 100.

#### Don't Buy H.I.S. Clothing

**Resolution No. 149**—Presented by Amalgamated Clothing Workers No. Calif. Jt. Bd., San Francisco.

Whereas, The Amalgamated Clothing Workers of America, AFL-CIO, is intensifying its nationwide consumer education campaign against H.I.S. men's and boys' wear manufactured by the Henry I. Siegel Co. of Tennessee, by means of picketing and handbilling stores selling these products and appealing to consumers generally not to buy H.I.S. clothing; and

Whereas, The H.I.S. firm, through intimidation and pressure, has interfered with the rights of its workers to unionization, and been judged guilty of unfair labor practices by the National Labor Relations Board; and

Whereas, Retail establishments which sell H.I.S. clothing are subsidizing the substandard working conditions in these plants and undermining the hard-won union gains of organized workers; and

Whereas, The Executive Council of the American Federation of Labor - Congress of Industrial Organizations has endorsed the drive against H.I.S. products, as did the 1962 convention of the California Labor Federation, AFL-CIO; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation, AFL-CIO, reaffirms its position of wholehearted support to the consumer education cam-

paign against H.I.S. products and urges its affiliates to give the fullest cooperation in this drive; and be it further

Resolved, That the California Labor Federation, AFL-CIO, urge its affiliates and their members to use their massive purchasing power as consumers to support the Union Label, Shop Card and Union Button as powerful weapons to defend and extend the achievements of the organized labor movement.

Referred to Committee on Resolutions.  
Adopted, p. 111.

### Agricultural Labor

**Resolution No. 150**—Presented by Amalgamated Clothing Workers No. Calif. Jt. Bd., San Francisco.

Whereas, Agriculture is the largest industry in California, with direct receipts to producers amounting to more than \$3,000,000,000 per year; and

Whereas, Agriculture is the sole industry singled out for exemption from the bulk of the social and labor legislation enacted in the past thirty years; and

Whereas, Consequently, hired agricultural workers and working farmers and their family helpers labor under conditions of poverty, insecurity, and indignity without parallel in any other industry in our State and Nation; and

Whereas, The Governor and the President have "declared war" on poverty; and

Whereas, The bracero system, which guaranteed a reservoir of foreign contract workers at artificially depressed wage levels, will terminate on December 31, 1964, creating more than 50,000 job openings in California agriculture; therefore be it

Resolved, That the California Labor Federation urge State and Federal legislators and administrators not to permit the development of a bracero-type system, under some other name, with government guarantees of any form of cheap, disadvantaged labor at artificially depressed "prevailing rates"; and be it further

Resolved, That the Fifth Convention of the California Labor Federation, AFL-CIO, urge the Governor of California, the State legislature, and the agricultural industry to work for a comprehensive program of upgrading agricultural employment to levels reasonably comparable to other forms of employment, including:

1. Creation of machinery to guarantee

the effective right of all workers to organize and bargain collectively;

2. Extension of unemployment insurance to agricultural workers;
3. A minimum wage of \$2.00 an hour;
4. Overtime provisions in agriculture comparable to related industries;
5. Revision of the Industrial Welfare Commission wage order for women and minors in agriculture, to make it comparable to all other wage orders;
6. Revision of child labor laws in agriculture to make them comparable to such laws in other industries;
7. Removal of the agricultural exclusion from California's Fair Employment Practices Act of 1959.

Referred to Committee on Legislation.  
Adopted, p. 132.

### Teacher Organization

**Resolution No. 151**—Presented by California Federation of Teachers, Sacramento.

Whereas, There is a growing awareness on the part of teachers of the meaning of and goals of unionism; and

Whereas, There is a widespread movement across the country on the part of teachers to choose as their organization an affiliate of the AFL-CIO; and

Whereas, In some school districts in California coercion and pressure are used to prevent teachers from affiliating with the California Federation of Teachers, AFL-CIO; and

Whereas, National and state labor laws long ago declared employer coercion and pressure to be an unfair labor practice; therefore be it

Resolved, That the California Labor Federation introduce legislation to have the following rules incorporated into the Education Code:

1. Teachers and all other employees of school districts shall have complete freedom in selecting the professional organizations which they may wish to join, without coercion of any kind from any administrative officer or other school employee.
2. All teacher organizations shall receive the same rights and privileges.
3. Coercion and pressure by any principal or other administrative officer shall be deemed to be unprofessional conduct and a misdemeanor.

Referred to Committee on Legislation.  
Adopted as amended, p. 128.

### Teacher Representation

**Resolution No. 152**—Presented by California Federation of Teachers, Sacramento.

Whereas, Some school districts refuse to recognize or talk with AFL-CIO Teacher Unions because the union does not represent some arbitrary percentage of the employees; and

Whereas, Some school districts have adopted recognition procedures requiring submission of names and number of employees; and

Whereas, Such procedures historically have been used to harass and intimidate union and potential union members; and

Whereas, Such undemocratic procedures are designed to prevent the AFL-CIO Teacher Unions from organizing and representing teachers; therefore be it

Resolved, That the California Labor Federation support legislation prohibiting public agencies from requiring divulgence of names and/or numbers or percentage of membership as a requirement for representation.

Referred to Committee on Legislation.  
Adopted, p. 128.

### Probation Subsidy

**Resolution No. 153**—Presented by L. A. Co. Probation Officers.

Whereas, Probation caseloads in California are more than three times higher than the nationally recommended average, frequently exceeding 100 juvenile cases and 225 adult cases assigned to individual probation officers; and

Whereas, Probation officers serving in the juvenile and adult criminal courts of California will be able to rehabilitate and salvage many more human beings if their case loads are reduced to manageable proportions; and

Whereas, When the courts have highly trained probation officers in sufficient numbers with reasonable caseloads and other adequate working conditions, prison commitments can be reduced by 50 percent with a corresponding tax dollar saving and avoidance of human suffering; and

Whereas, The cost of probation is less than one-tenth the cost of prison or jail incarceration; and

Whereas, The California Council on Crime and Delinquency and the National Council on Crime and Delinquency have urged the Governor to submit to the legislature proposals for a state subsidy for

probation services which will assist in financing the reduction of probation caseloads at the County level; and

Whereas, Effective control of crime and delinquency can best be achieved by early detection and correction of delinquent patterns through effective probation services; and

Whereas, The California Labor Federation is deeply concerned with the mounting rates of crime and delinquency in California at a present estimated cost of \$3 billion per year; and

Whereas, The effective use of probation presents an intelligent and reasonable means of saving human lives and large sums of money which will otherwise be spent in building jails, prisons and juvenile institutions; therefore be it

Resolved, That the California Labor Federation endorse the principle of state subsidy for probation services in order that probation caseloads may be reduced and probation service made more effective, and urge the Governor and the State Legislature to submit, adopt and approve legislation granting counties a state subsidy for probation services.

Referred to Committee on Resolutions.  
Referred to Executive Council, p. 111.

### Rights of Public Employees

**Resolution No. 154**—Presented by Sacramento County Empls. No. 146, Sacramento; AFSCME No. 107, Santa Clara; Contra Costa Co. Empls. No. 1675, Martinez.

Whereas, The Constitution of the United States gives equal rights to all persons in the United States; and

Whereas, Persons in California employed by the State, Counties and Municipalities are being discriminated against by exemption from all the rights and privileges of the State of California Labor Code; therefore be it

Resolved, That the California Labor Federation do its utmost to have the California Legislature revise the California State Labor Code to give all California State, County and Municipal Employees the same rights and privileges granted to other employees in California under the State Labor Code.

Referred to Committee on Legislation.  
Filed, p. 130. See Resolution No. 120.

### City of Hope

**Resolution No. 155**—Presented by Steelworkers No. 3941, Huntington Park.

Whereas, Since its founding date in 1913, the City of Hope has been supported by organized labor. Begun as a tuberculosis hospital, the City of Hope has grown into a Pilot Medical Center which has won international recognition for its contributions to medical and scientific knowledge directed to discovery of the causes and cures of the major catastrophic diseases of our era: cancer and leukemia, and maladies of the heart, blood and chest; and

Whereas, No patient pays at the City of Hope and admission is without regard for race, creed or national origin; and

Whereas, From both its hospitals and basic science laboratories have emerged some 450 original findings, each an advance against human disease, and with ever-increasing support of the men and women of organized labor, the City of Hope will be enabled to sustain its humanitarian philosophy while going forward toward new discoveries leading to the eradication of the most dreaded maladies of the Twentieth Century; therefore be it

Resolved, That this 1964 Convention of the California Labor Federation, AFL-CIO, go on record as urging its member unions, their locals and individual members to support all efforts to raise funds for the City of Hope in the year ahead.

Referred to Committee on Resolutions.  
Adopted, p. 104.

#### Support AB 2638 and/or 2348

**Resolution No. 156**—Presented by Machinists No. 1546, Oakland; Machinists No. 1305, San Francisco.

Whereas, The Fourth Convention of the California Labor Federation, AFL-CIO, assembled at the City of Long Beach 1962, unanimously adopted Resolution No. 36, calling for the enactment of Regulatory Legislation in the Automotive Service and Repair Industry; and

Whereas, As a result of said Resolution there are now pending in the legislature two Bills identified as AB 2638 and AB 2348, which were referred by the legislature to Interim Committee Study and Hearing; therefore be it

Resolved, That this Fifth Convention of the California Labor Federation, AFL-CIO, in session assembled in the City of San Francisco, August 17 through August 24, 1964, instruct its incoming elected officers, and its Executive Secretary to vigorously and effectively pursue the pas-

sage of legislation as proposed by AB 2638 and/or AB 2348 as amended.

Referred to Committee on Legislation.  
Adopted, p. 132.

#### Revision of Penal Code

**Resolution No. 157**—Presented by Los Angeles Co. Probation Officers AFSCME, No. 685, Los Angeles.

Whereas, The California State Legislature has appointed a Joint Legislative Committee to study revision of the Penal Code; and

Whereas, Specific and extensive recommendations on this subject have been made by Local 685, AFSCME, for improvement of the philosophy and procedures in the field of criminology; therefore be it

Resolved, By the California Labor Federation, AFL-CIO, in convention assembled, that we will support the aforesaid program of Local 685 by appropriate representation before the Legislature and its Committee.

Referred to Committee on Legislation.  
Filed, p. 126.

#### Transact With Union Insurance Agents

**Resolution No. 158**—Presented by Insurance Workers No. 83, Los Angeles.

Whereas, The principle of patronizing Union-made goods and Union services has been advocated by organized labor from the earliest days of its existence; and

Whereas, The principle has proven itself to be sound on both moral and economic grounds wherever it was applied in an intelligent and collective fashion; and

Whereas, The fundamental principle applies to insurance with the same force and for the same reasons that it applies to any other commodity or service, and particularly so when we are mindful of the fact that when an insurance company formulates an insurance policy, it writes into the policy all of the benefits that the insured is to receive, as well as the cost of the policy, and whether the insurance policy is sold by a union insurance agent or by a non-union insurance agent, the benefits and the cost to the insured are identical. In view of these considerations, there is every reason why organized labor ought to transact all insurance matters with members of the Insurance Workers International Union, AFL-CIO.

In view of these practical and moral reasons; therefore be it

Resolved, That this convention of the California Labor Federation, AFL-CIO, earnestly declare that the time-honored principle of patronizing union-made goods and union services is as applicable to the purchase of insurance as it is to the purchase of any other commodity or service; that it is just as unfitting for an officer or member of organized labor to patronize a non-union insurance agent; and be it further

Resolved, That this convention respectfully but urgently call upon all affiliated unions to transact all insurance matters with members of the Insurance Workers International Union, AFL-CIO.

Referred to Committee on Resolutions.  
Adopted as amended, p. 111.

#### Public Funds for Nursery Schools

**Resolution No. 159**—Presented by San Francisco Federation of Teachers, No. 61, San Francisco.

Whereas, Many children enter our public schools, burdened with a learning handicap stemming from homes and neighborhoods where formal education and thus learning climate is poor; and

Whereas, These learning problems continue and often intensify throughout these children's school careers; and

Whereas, The large body of research data shows that pre-school or nursery school experience dramatically reduces such learning problems by an early introduction to cultural and educational activities; and

Whereas, At present, law prohibits the expenditure of public funds for the education of children below kindergarten age; therefore be it

Resolved, That the California Labor Federation sponsor and/or support legislation to extend the use of public funds into the area of nursery school education.

Referred to Committee on Legislation.  
Adopted, p. 126.

#### Oppose Proposition 14

**Resolution No. 160**—Presented by San Francisco Federation of Teachers No. 61, San Francisco.

Whereas, Racial discrimination in housing is the chief cause of *de facto* segregation in our public schools; and

Whereas, It is a social fact as well as

the law of the land that segregated school facilities produce unequal and inadequate education; and

Whereas, Proposition 14 would saddle the State with a perpetual pattern of segregated housing, thus inferior education in certain residential areas; therefore be it

Resolved, That the California Labor Federation continue and intensify its opposition to Proposition 14 and work with all diligence to see the proper enforcement of the Rumford Housing Act.

Referred to Committee on Resolutions.  
Filed, p. 99. See Resolution No. 122.

#### Disability Insurance for Every State

**Resolution No. 161** — Presented by Ladies Garment Workers Nos. 96, 266, 482 and 496, Los Angeles.

Whereas, Through Congressional enactment, and followed through by the individual states, there now exist unemployment insurance programs in all 50 states, most of which have built-in reciprocity programs; and

Whereas, These unemployment insurance programs have contributed invaluable aid to the stabilization and moral dignity of working men and women who through no fault of their own have become unemployed; and

Whereas, Throughout the years the unemployment insurance programs have become accepted not only throughout the country, but throughout the entire civilized world as an absolute social necessity; and

Whereas, Only four states in the entire Union have recognized the vital necessity of implementing this unemployment insurance program with disability unemployment which in many cases, if not available, presents a much graver and more serious condition to the unemployed who, in addition to curtailed income or lack of income, are faced with medical costs that could place them in debt for the rest of their lives; and

Whereas, The nonexistence of unemployment disability insurance programs in 46 states is a dark and antiquated mark of backward thinking and illogical application of vitally needed social programs; therefore be it

Resolved, That this Fifth Convention of the California Labor Federation urge the National AFL-CIO to introduce, favor and support federal legislation to bring about

the unemployment insurance disability programs in every state of the Union.

Referred to Committee on Resolutions.  
Adopted, p. 66.

#### **Repeal Section 14B (Taft-Hartley)**

**Resolution No. 162** — Presented by Ladies Garment Workers Nos. 96, 266, 482 and 496, Los Angeles.

Whereas, The economic conditions and the standards of living and the earning levels of the working men and women in the so-called "Right to Work" states are far below the levels in the states where no such laws exist; and

Whereas, The continuance of Section 14B of the Taft-Hartley Act allows bigots and forces of reaction to keep these low levels of economics not only in those states, but are continuously attempting the encroachment and strangulation of "Right to Work" laws into other states which through enactment would seriously endanger the present standard of living and the dignity of working men and women; and

Whereas, The records are clear that wherever such "Right to Work" laws exist there is a blight and strangulation on the economic growth of that state; therefore be it

Resolved, That this Fifth Convention of the California Labor Federation strongly urge the National AFL-CIO to favor and support federal legislation repealing Section 14B of the Taft-Hartley Act.

Referred to Committee on Resolutions.  
Adopted, p. 62.

#### **National 35-Hour Work Week**

**Resolution No. 163** — Presented by Ladies Garment Workers Nos. 96, 266, 482 and 496, Los Angeles.

Whereas, The percentage of unemployment even during prosperous times is still maintaining a seriously high level; and

Whereas, The continuance of growing technological changes and automation is on the rise, preventing readjustment downward of this great amount of unemployment; and

Whereas, The division of available work through the shortening of working hours will greatly contribute to the elimination of unemployment by the sharing by workers of whatever work is available, through shorter work weeks; and

Whereas, Such a shorter work week would raise the economy by bringing more

money into the hands of more people; therefore be it

Resolved, That this Fifth Convention of the California Labor Federation support and urge federal legislation to establish a national 35-hour basic work week.

Referred to Committee on Resolutions.  
Filed, p. 62. See Resolution No. 29.

#### **Child Day-Care Centers**

**Resolution No. 164** — Presented by Ladies Garment Workers Nos. 55, 58, 84, 96, 97, 266, 452, 482, 483, 496, 497 and 512, Los Angeles.

Whereas, The number of women, comprising the work force is steadily increasing; and

Whereas, In many instances working women are the sole support for their children; and

Whereas, The need for reliance on Day-Care Centers for these children while their mothers are at work is a prime and real necessity to the continuance of gainful employment; and

Whereas, It is the community at large that should provide the moral and real assistance to give peace of mind to these mothers while at work; and

Whereas, There, at this time, exist inadequate funds and unrealistic qualifying standards for the expansion of services and facilities of Child Day-Care Centers; therefore be it

Resolved, That this Fifth Convention of the California Labor Federation support and urge legislation for the expansion and improvement of Child Day-Care Centers and facilities which would permit greater participation by working mothers and the reduction of costs to the individual working mother needing and utilizing such centers.

Referred to Committee on Legislation.  
Adopted, p. 126.

#### **Union Label**

**Resolution No. 165** — Presented by Ladies Garment Workers Nos. 55, 58, 84, 96, 97, 266, 452, 482, 483, 496, 497 and 512, Los Angeles.

Whereas, The Union Label is a symbol of the progress of the organized union labor movement, and by its presence signifies decent working conditions and the safeguards to perpetuate and improve these working conditions; and

Whereas, The Union Label is an effective means of advertising and informing

the public at large as to the identity of union-made goods and services; and

Whereas, The task of organizing the unorganized can be greatly implemented and morally improved with the utilization and promotion of the Union Label; therefore be it

Resolved, That this Fifth Convention of the California Labor Federation urge greater emphasis on the support, promotion and programming of the Union Label.

Referred to Committee on Resolutions.  
Adopted. p. 111.

### Agricultural Workers

**Resolution No. 166**—Presented by Packing, Food & Allied Workers Dist. No. 4, Huntington Park.

Whereas, Migratory farm workers are probably the most exploited and underprivileged section of the American working population. Hired farm workers have been denied almost every kind of protection associated with national labor legislation. They are excluded from the national policy of encouragement to self-organization and collective bargaining as embodied in the National Labor Relations Act. They are excluded from the Fair Labor Standards Act. They are not covered by Unemployment Compensation. Their participation in the Social Security system is fragmentary and wholly inadequate; and

Whereas, Not only are agricultural workers excluded from the provisions of laws which might help them. They are the victims of laws which hurt them. In the latter category is Public Law 78 which permits the wholesale importation of foreign contract labor by large factory-type growers of agricultural commodities. There is no doubt, whatever, that over the course of many years the availability of unlimited supplies of foreign agricultural labor has exerted a depressing effect upon wages and working conditions of the hundreds of thousands of domestic workers who seek to make their livings by toil in the nation's orchards and fields; therefore be it

Resolved, That the California Labor Federation make every effort to insure that the Congress shall not grant any more extensions to P.L. 78, which is due to expire this year; and be it further

Resolved, That we call upon the Congress, as a fundamental move in the war on poverty, to extend to agricultural workers all the benefits of social legisla-

tion and the guarantee of the right to organize and bargain collectively which industrial workers have enjoyed for a generation or more; and be it finally

Resolved, That we urge the immediate passage by the Congress of measures associated with the name of Senator Harrison J. Williams of New Jersey, which are designed to alleviate many of the special problems which migratory farm workers must face as they follow the crops.

Referred to Committee on Resolutions.  
Adopted, p. 66.

### Farm Labor

**Resolution No. 167**—Presented by Packing, Food & Allied Workers Dist. No. 4, Huntington Park.

Whereas, The California Welfare Study Commission in 1963 reported that four million Californians, one-fourth of the State population, live on the edge of poverty and the State's 300,000 farm workers constitute a group "so deeply locked in poverty that it is set off from all others," with a standard wage of \$1 an hour and a work period of some 130 days a year; and

Whereas, Agribusiness interests have strenuously opposed all legislative efforts to improve the scandalous wages and working conditions of farm workers, fought all attempts to unionize these workers; and

Whereas, The \$3 billion agribusiness industry has the same responsibility as any other industry to build a stable labor force by improving the wages, working and housing conditions, and the duration of employment, and to let the mechanism of the free labor market operate; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation, AFL-CIO, call upon State and Federal agencies to focus their efforts on developing maximum job opportunities and earnings for local farm workers; and be it further

Resolved, That this Convention instruct the California Labor Federation's legislative representatives to work for the enactment of a State minimum wage law to cover all worker; for the extension of unemployment insurance coverage for farm workers; for collective bargaining rights for farm workers; and ending their exclusion from legislation passed to protect workers.

Referred to Committee on Legislation.  
Filed, p. 132. See Resolution No. 150.

**Support HR 7670**

**Resolution No. 168**—Presented by Laboratory Technicians No. 683, Hollywood.

Whereas, The American public is continuously being deceived by the ever-increasing number of foreign-produced motion pictures and television films being shown in the United States without informing the viewers of their foreign origin; and

Whereas, Many such foreign-made motion pictures and television films are produced, financed, or sponsored by American companies who are engaged in "run-away" motion picture production at the expense of American film workers while concealing that fact from theatre and television audiences whose patronage they seek; and

Whereas, Loopholes in the marking requirements of existing U. S. customs laws permit such foreign-produced motion pictures and television films to be exhibited and exploited in this country without being clearly labeled with their country of origin like most other imported products; and

Whereas, The U. S. Tariff Commission has suggested that this kind of unfair and deceptive competition from foreign-produced films can best be dealt with by Congress in a direct manner by granting the Federal Trade Commission authority to adopt internal regulations requiring that all types of motion pictures photographed abroad shall be labeled with their country of origin; and

Whereas, Congressman Cecil R. King of California has introduced a bill so amending the Federal Trade Commission Act for this purpose, **HR 7670**, which would prohibit as an "unfair method of competition" and an "unfair and deceptive act or practice" the exhibition, advertisement, or dissemination of any motion picture photographed wholly or partly outside the United States without plainly setting forth in such picture and any advertisements thereof the name of all countries where the picture was photographed; therefore be it

Resolved, By this Fifth Convention of the California Labor Federation that it officially go on record as favoring and supporting **HR 7670**, introduced in the 88th Congress by Congressman King of California, as a sound and constructive legislative measure.

Referred to Committee on Resolutions.  
Adopted, p. 111.

**Cooperative Personnel Services**

**Resolution No. 169**—Presented by Contra Costa County & Municipal Empls. No. 1675, Martinez.

Whereas, The Cooperative Personnel Services is a quasi-public agency sponsored by the California State Personnel Board; and

Whereas, The Cooperative Personnel Services is used by management in cities, special public districts and authorities to keep down the wages of union members; and

Whereas, The personnel who work for the Cooperative Personnel Services are anti-union in attitude and their jobs depend upon pleasing the local management; and

Whereas, The Cooperative Personnel Services is underwritten by tax money paid by all citizens including union members; and

Whereas, The Cooperative Personnel Services has gone on record in several public agencies in Contra Costa County against the principle of paying parity or a percentage of parity of Building Trades Union rates for comparable work performed by employees in public agencies; and

Whereas, Personnel who work for the Cooperative Personnel Services have publicly urged public officials to ignore legitimate union requests; and

Whereas, This same personnel has gone on record as stating before public agencies that they should resist union pressures in order to protect the non-union unorganized workers; therefore be it

Resolved, That the 1964 Convention of the California Labor Federation, AFL-CIO, go on record as being opposed to the continued sponsorship of the Cooperative Personnel Services by the California State Personnel Board; and be it further

Resolved, That this Convention condemn the anti-union attitudes and positions taken by the personnel who work for the Cooperative Personnel Services; and be it finally

Resolved, That this Convention send copies of this resolution to the members of the State Personnel Board and to Governor Pat Brown, to each member of the State Legislature, and to the public press.

Referred to Committee on Resolutions.  
Nonconcurrence, p. 111.



**Public Employees' Right to Strike**

**Resolution No. 170**—Presented by Contra Costa County & Municipal Employees No. 1675, Martinez.

Whereas, The right of workers to strike is an inalienable right guaranteed to all workers in a democratic society and by the Constitution of the United States; and

Whereas, Many public employers assert that their public employees do not have the right to strike; and

Whereas, It is important that public employees have the right to strike and to collective bargaining with their public employer; therefore be it

Resolved, That this 1964 Convention of the California Labor Federation go on record as dedicating all of its resources in the 1965 Legislative session of the State of California to enacting a law which will guarantee the right of public employees to strike and to engage in collective bargaining with their public employers.

Referred to Committee on Legislation.  
Adopted, p. 128.

**Eliminate EBMUD Board**

**Resolution No. 171**—Presented by East Bay Munic. Util. Dis. Empls. No. 444, Oakland.

Whereas, The members of the Board of Directors of the East Bay Municipal Utilities District are elected by the voters every four years; and

Whereas, The number of voters in their District is as large as, if not larger than, most Congressional districts; and

Whereas, The election history of this district proves that the voters do not know the issues involved in such an election nor the candidates; and

Whereas, The Board of Directors of EBMUD for the last forty years have had nothing but Republicans sitting on the Board; and

Whereas, As soon as a member is ready to retire, he resigns and a hand picked choice of management is appointed to fill his vacancy; and

Whereas, In such a large District and in such an apathetic race the incumbent has an overwhelming edge; and

Whereas, In this case the election of these officials does not accrue to the benefit of democracy nor the welfare of the users of the District nor the citizens of the communities serviced; therefore be it

Resolved, That this 1964 Convention of

the California Labor Federation go on record as being in favor of abolishing the elected Board of Directors of the East Bay Municipal Utilities District; and be it further

Resolved, That this Convention instruct its officers to introduce legislation which will abolish the elected Board of Directors of the East Bay Municipal Utilities District; and be it further

Resolved, That this Convention instruct its officers to introduce legislation which will authorize the Boards of Supervisors in Alameda and Contra Costa Counties to appoint members of the Board of Directors of the East Bay Municipal Utilities District, three by Alameda County and two by Contra Costa County; and be it finally

Resolved, That this legislation go into effect so as to replace those present Board members as their term of office elapses.

Referred to Committee on Legislation.  
Filed, p. 131.

**Amend EBMUD Act**

**Resolution No. 172**—Presented by East Bay Munic. Util. Dis. Empls. No. 444, Oakland.

Whereas, The Organic Act which established the East Bay Municipal Utilities District provides in such Act that an appeals Board for listening to the appeals of employees from reprimands, suspensions or dismissals be established by the Governing Board of the District; and

Whereas, The Organic Act stipulates that this governing board shall be composed of officers of the District, which means administrators or bosses of the District; and

Whereas, It is a very unfair appeals system where the bosses sit in judgment on the workers; and

Whereas, This is contrary to the long standing traditional position of the organized labor movement; therefore be it

Resolved, That the 1964 Convention of the California Labor Federation go on record as being in favor of amending the Organic Act which established the East Bay Municipal Utilities District so as to strike from such Act the above stipulation that the bosses must sit in hearing the appeals of the employees; and be it further

Resolved, That this Convention instruct its officers to introduce legislation which will amend the Organic Act so as to provide the arbitration of all such appeals; and be it further

Resolved, That this arbitration panel

shall be composed of a member to be chosen by the Board of Directors of the District, one arbitration panel member to be chosen by the majority of the employees and/or their bargaining union, and the third member of the arbitration panel to be chosen by the above two selected members and shall act as Chairman; and be it finally

Resolved, That this legislation shall provide that decisions of the arbitration panel shall be final and binding on both parties.

Referred to Committee on Legislation.  
Filed, p. 131.

#### **Bargaining for EBMUD Employees**

**Resolution No. 173**—Presented by East Bay Munic. Util. Dis. Empls. No. 444, Oakland.

Whereas, Members of Local 444 have for several years been attempting to bargain collectively with the Board of Directors of the East Bay Municipal Utilities District; and

Whereas, The local union has gone to court in an attempt to get declaratory relief for their right to have a representational election and to enter into collective bargaining; and

Whereas, The courts ruled that this is not a mandatory action; therefore be it

Resolved, That this 1964 Convention of the California Labor Federation go on record as being in favor of legislation which will amend the Organic Act establishing the East Bay Utilities District so as to provide for proper representational election and for collective bargaining for the majority organization chosen by the employees; and be it finally

Resolved, That legislation to this effect be introduced by the officers of the California Labor Federation at the 1965 Legislative Session of the California State Legislature.

Referred to Committee on Legislation.  
Filed, p. 131.

#### **Collective Bargaining in Public Employment**

**Resolution No. 174**—Presented by Electrical Workers No. 1245, Oakland.

Whereas, The rights of collective bargaining have long been sought by those engaged in public employment; and

Whereas, There is growing acceptance of the principle that collective bargaining rights, at least similar to those available in private employment, should be avail-

able to employees of public agencies. (For example, Executive Order 10988 in federal employment); and

Whereas, There is a lack of unanimity among organizations representing public employees, including some affiliates of the California Labor Federation, AFL-CIO, as to the form such collective bargaining should take; and

Whereas, This disagreement does not carry over in any significant degree when applied to collective bargaining with public agencies engaged solely or primarily in proprietary functions. (Municipal Utility Districts, Public Utility Districts, Irrigation Districts, Transit Districts or Authorities and Municipal Boards or Commissions); and

Whereas, Such public agencies are engaged in proprietary functions many times in direct competition to private industry where true collective bargaining exists; and

Whereas, Some such public agencies are successors to private industry where collective bargaining agreements were in effect prior to public ownership; and

Whereas, Collective bargaining with public agencies engaged solely or primarily in proprietary functions would supply a true yardstick as to the effects of collective bargaining in public employment; therefore be it

Resolved, That the California Labor Federation, AFL-CIO undertake a legislative program designed to obtain collective bargaining rights in a form comparable to that contained in AB 570 as introduced in the 1959 General Session of the California State Legislature for employees of public agencies engaged solely or primarily in proprietary functions; and be it further

Resolved, That such legislative program be the primary one in the field of collective bargaining in public employment to be carried on by the California Labor Federation, AFL-CIO, at the 1965 General Session of the California State Legislature.

Referred to Committee on Legislation.  
Adopted, p. 128.

#### **Prevent Extension of P.L. 78**

**Resolution No. 175**—Presented by Packinghouse Workers No. 78-A, Salinas.

Whereas, Public Law 78 has for many years permitted Employers to import Mexican laborers (Braceros) to the detriment of American workers; and

Whereas, Employers have from year to

year been able to convince the United States Congress that American workers were not available to perform the work (agricultural) done by the Braceros thereby causing Public Law 78 to be continually extended; and

Whereas, State and Federal Legislators are now contending that Public Law 78 has been extended for the last time; also employers are going through the motions of making plans to recruit American workers after December 31, 1964, the termination date of Public Law 78; and

Whereas, The membership of Local 78-A believe this to be a smoke screen prior to asking for another extension of Public Law 78 or some other similar law; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, do everything possible through its offices to prevent any extension of Public Law 78 or any other such law; and be it further

Resolved, That the California Labor Federation, AFL-CIO, request the International to use its god offices to prevent any further extension of Public Law 78 or any similar law.

Referred to Committee on Resolutions.  
Filed, p. 66. See Resolution No. 166.

### Shipbuilding Industry

**Resolution No. 176**—Presented by Shipyard & Marine Shop Laborers No. 886, Oakland.

Whereas, Too much stress cannot be placed on the necessity of maintaining the Shipbuilding and Ship Repair Industry on the Pacific Coast, in a condition which would make rapid expansion possible in time of a National Emergency; and

Whereas, Unemployment in this Industry has forced many of the skilled and unskilled workmen to seek employment outside of the Industry and/or try to exist on unemployment insurance; and

Whereas, The economy of the State of California would be greatly helped if the Shipbuilding Industry was on a par with other areas in the United States; therefore be it

Resolved, That the California Labor Federation in Convention assembled in San Francisco, California on August 17, 1964 go on record in support of this resolution and urge all Congressmen, Senators and Agencies of Government who have anything to do with Shipbuilding, to do everything within their power to re-

vive this Industry on the Pacific Coast; and be it further

Resolved, That copies of this resolution be sent to the AFL-CIO headquarters in Washington, D.C. and to the Metal Trades Department of the AFL-CIO and the Maritime Trades Department.

Referred to Committee on Resolutions.  
Adopted, p. 104.

### Separate Principal and Interest

**Resolution No. 177**—Presented by Shipyard & Marine Shop Laborers No. 886, Oakland.

Whereas, It has become the practice of money lending organizations to combine principal and interest in loan contracts, with repayment to be made on a number of coupons in specified amounts, but without the separation of principal and interest; and

Whereas, The average person is often confused and inconvenienced when it becomes necessary to separate these two items for income tax and other purposes; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, meeting on Convention in San Francisco on August 17, 1964, go on record as sponsoring the enactment of a law which will make mandatory that in all loan contracts, principal and interest shall be specifically stated and separately columnized in payment books, coupons and other payment forms.

Referred to Committee on Legislation.  
Adopted, p. 125.

### Overtime for Public Workers

**Resolution No. 178**—Presented by Los Angeles County Employees No. 434, Los Angeles.

Whereas, Most Public Jurisdictions claim to adhere to the prevailing practice in private employment in the matter of salaries within their areas; and

Whereas, It is almost a universal practice to pay time and one-half for overtime by employers in private industry; and

Whereas, Most Public Jurisdictions allow straight time off in lieu of overtime payment; therefore be it

Resolved, That this State Convention of the California Labor Federation favor and support local Public Workers Unions in their efforts to obtain time and one half in payment for overtime worked.

Referred to Committee on Resolutions.  
Nonconcurrence, p. 110.

### **Benefits for Public Employees**

**Resolution No. 179**—Presented by Los Angeles County Employees No. 434, Los Angeles.

Whereas, Hospital-Medical and Retirement plans are traditionally being negotiated by unions representing workers in private industry; and

Whereas, These plans call for full payment of the cost by the employer; and

Whereas, Public Workers as a whole do not have full employer participation in this protection for themselves and their families; therefore be it

Resolved, That this Convention of the California Labor Federation call for appropriate legislation to be adopted by the State of California to provide a fully employer-paid Hospital-Medical plan for full family coverage and employer-paid retirement plans for all Public Employees within the State of California.

Referred to Committee on Legislation.  
Filed, p. 129. See Resolution No. 80.

### **Equal Pay for Public Employees**

**Resolution No. 180**—Presented by Los Angeles County Employees No. 434, Los Angeles.

Whereas, Most Public Jurisdictions within the State of California select employees on a competitive Civil Service test basis; and

Whereas, Only those who are qualified by prior experience, acknowledged skills or other predetermined factors are accepted to take such qualifying examinations; and

Whereas, Only those three who have received the highest grade in the examination are called for interview to fill the vacant position; therefore be it

Resolved, That the California Labor Federation endorse salary levels for Public Employees within the State of California computed on the basis of equality with the highest rates paid for the same classes within the community.

Referred to Committee on Resolutions.  
Adopted as amended, p. 110.

### **Amend Retirement Systems**

**Resolution No. 181**—Presented by Los Angeles County Employees No. 434, Los Angeles.

Whereas, A constant increase in the cost of living is being faced by public employees who have retired; and

Whereas, The retired employee is faced

with a difficult living problem in facing these increases with a fixed income; therefore be it

Resolved, That the California Labor Federation urge that all Public Agencies amend their retirement systems to account for increases in living costs after retirement date.

Referred to Committee on Resolutions.  
Nonconcurrence, p. 110.

### **Limit Weight of Oral Examinations**

**Resolution No. 182**—Presented by Los Angeles County Employees No. 434, Los Angeles.

Whereas, Weight granted the oral part of Civil Service Examinations varies greatly in Public Jurisdictions within the State of California; and

Whereas, This weight often reaches 45 percent of the examination; and

Whereas, Personal prejudice too often prevents an objective evaluation on the part of the examiner; therefore be it

Resolved, That the California Labor Federation urge that a general policy statement placing the weight of the oral portion of Civil Service Examinations at no more than 15 percent, be adopted by all Civil Service Commissions within the State of California.

Referred to Committee on Resolutions.  
Withdrawn at request of sponsor, p. 110.

### **Rule of One**

**Resolution No. 183**—Presented by Los Angeles County Employees No. 434, Los Angeles.

Whereas, The usual practice of making appointments from civil service eligible lists is the "rule of three"; and

Whereas, This practice has led to abuses on the part of many hiring agencies; and

Whereas, Practically every public jurisdiction provides for a six months probationary period; and

Whereas, Only those applicants who have established prior experience, acknowledged skills or other predetermined factors are allowed to take the examination; and

Whereas, The number one person who has placed himself as number one on the eligible list by virtue of the highest score both in the written and oral examinations; therefore be it

Resolved, That the California Labor Federation urge that appointments from

the civil service eligible list be made on the basis of the "rule of one."

Referred to Committee on Resolutions.  
Filed, p. 109. See Resolution No. 82.

#### **Disability Insurance for Public Employees**

**Resolution No. 184**—Presented by Los Angeles County Employees No. 434, Los Angeles.

Whereas, Employees of the County of Los Angeles are not presently covered by the Disability Insurance Program; and

Whereas, Public workers throughout the State of California also are without the protection enjoyed by those workers in private industry; and

Whereas, The total cost of such a program is paid for by the employee through payroll deduction; therefore be it

Resolved, That the State Convention of the California Labor Federation call for appropriate legislation to be prepared and adopted by the State of California to provide Disability Insurance for all Public Employees within the State of California.

Referred to Committee on Legislation.  
Filed, p. 118. See Resolution No. 81.

#### **Unemployment Insurance for Public Employees**

**Resolution No. 185**—Presented by Los Angeles County Employees No. 434, Los Angeles.

Whereas, Employees of the County of Los Angeles are not presently covered by the Unemployment Insurance Program; and

Whereas, Public Workers throughout the State of California also are without the protection of this coverage enjoyed by those workers in private industry; therefore be it

Resolved, That the State Convention of the California Labor Federation call for appropriate legislation to be prepared and adopted by the State of California to provide Unemployment Insurance for all public employees within the State of California.

Referred to Committee on Legislation.  
Adopted, p. 119.

#### **Workmen's Compensation Insurance**

**Resolution No. 186**—Presented by State Building and Construction Trades Council, San Francisco.

Whereas, The financial burden imposed by an industrial injury is a heavy one for

the injured workman and his family, and the expeditious receipt of compensation payments is important.

(1) There is often delay in the initial starting and prompt weekly payment of benefits. This is due to the tardy filing of reports of injury by the employer and the doctor selected by the insurance company. The law requires the employer to report to the insurance company within five days of injury. If he does not do so, no penalty imposes. The doctor is required to report the injury promptly, but this is not done.

We suggest that the employer should send a copy of the Report of Injury to the injured workman and the insurance company within three days, and the doctor send a First Report of Injury to the injured workman and the insurance company within forty-eight hours. If this is not done, a penalty of at least one day's compensation for each day of delay if a compensation check is not paid on the day called for under the law.

(2) In cases where an insurance company is contending that the disability or need for treatment is due to a second or prior injury, the insurance company so contending should continue to pay benefits and provide treatment, and to protect their interest may petition the Commission for a determination and reimbursement rather than stop compensation and leave the man without funds or treatment until the matter is heard, or a special fund should be set up so that the man can be receiving treatment or payments during this interim period.

(3) Where a doctor selected by the insurance company recommends surgery and the applicant wishes to have the surgery performed, but the insurance company delays the matter for several weeks attempting to find another doctor who will suggest conservative treatment, which delay only adds to continued temporary compensation and does not assist in the prompt returning of the injured workman to work, and where it ultimately develops that surgery is performed, to discourage the above practice compensation should be increased 50 percent for those weeks where surgery is delayed.

(4) Compensation benefits are stopped in most cases prior to any notice to the employee, or only one or two days notice to the injured workman. The injured workman should be advised by the insurance company at least two weeks before compensation is

to be terminated and the basis for said cessation of payments in writing. This will give the injured workman an opportunity to get contrary evidence if it is indicated and submit it to the insurance company for consideration prior to the actual cessation of payments, or will give him sufficient opportunity to have a job available when he is actually released for work.

(5) Where the injured workman is on temporary compensation and there is an obvious permanent disability, the insurance carrier should be required to continue compensation at the permanent disability rate rather than stop compensation and wait for the Industrial Accident Commission to determine permanent disability. This will give the man some money while waiting for the Commission to decide his case.

(6) In all cases, the injured workman should be given a written release for work. In those cases where the doctor releases the man for light or modified work, the doctor of the insurance company should give the man notice in writing to that effect. If the insurance company does not receive notice from the employer within five days that the man has returned to work, temporary compensation benefits shall be continued.

(7) The present rate is a maximum of \$70 a week. In those cases where there is an extended period of disability this is wholly inadequate. Many families have to use their savings, lose their car and home, in order to get by. A stepped-up payment of benefits should be provided in those cases where there are long periods of disability. Further, the current maximum of \$70 a week is not adequate for the average wage earner with a family.

(8) It should also be determined that temporary compensation should be based on the hourly rate of pay existing at the time of an industrial injury. The formula should be the hourly rate of pay times the number of days and number of hours per week. This should exist in all cases except those where there is truly seasonal work. The Building Trades Industry and general occupations working on a year around basis should not be considered seasonal.

(9) Provisions should be made in the law for the keeping alive of Unemployment Benefits while the man is disabled due to industrial injury. A man released to go to work after seventeen

months would not be eligible to draw Unemployment Insurance benefits even though he was ready, willing and able to return to work. This would be so even though he had been working steadily for more than fifteen months prior to his industrial injury. He could only protect his rights (which 99 percent of the people do not know) by filing for Employment Insurance about a year after his injury even though he is unable to work and thereby freeze his claim. The law should protect all the injured workmen's rights; and

Whereas, Medical treatment under existing law creates a problem. One of the basic faults of our existing system is that the doctors treating industrial injuries feel that they are treating the man for the insurance company. The usual relation of doctor-patient does not exist. The doctor will not give much information to the patient relative to his condition and refers him to the insurance company. The doctor will refuse to give the man any reports he sends to the insurance company regarding the man's condition. Confidence in a doctor is the first step toward cure. We believe the injured workman should have free selection of doctors. We further feel the insurance company should be required to send copies of all medical reports as soon as received to the workman so that he can be made aware of his condition and the probable length of time he will be disabled so that he can make what financial arrangements are necessary for himself and family. There is no reason to keep the man in the dark.

As the medical treatment at the present time is under the direction and control of the insurance company, the insurance company should be required to furnish doctors who will see injured workmen after hours or on Saturday if requested so that the man will not lose time from his normal work day. If this cannot be provided, then the man is free to see his own doctor after hours or on Saturday, or the insurance company should pay the amount of actual wages lost; and

Whereas, The suggestion relative to the elimination of all ratings less than 10 percent is not a good one. Men get hurt, not because they want to, but usually due to carelessness or negligence of a fellow employee or an employer. Certainly it is an unfair system to leave men with the following disabilities that have been rated a minimum of 10 percent by the Rating Schedule, and advise such men that although they are to have this condition for the rest of their lives, which will affect

their working ability or ability to compete in the open labor market, that no workmen's compensation benefits are provided:

- Slight vertigo or dizziness.
- Reduction of vision to 20/60.
- Loss of hearing in one ear.
- One square inch skull aperture.
- Loss of the index finger.
- Loss of the middle finger.
- Loss of the ring finger.
- Loss of the little finger.
- Stiff thumb.
- Stiffness of the index, middle, ring, and little finger.
- Loss of all the toes except the great toe.

These types of disabilities, if you will just stop and think for a moment, leave the man less than whole, interferes with his everyday living, exposes him to further injury, makes him less employable; and the compensation he receives assists in some way in compensating him for the disability he will have for the remainder of his life; and

Whereas, Permanent disability rating should include subjective complaints. The subjective complaints of pain and discomfort are one of the main causes of disability and inability to perform certain types of activities. The medical profession will tell you that subjective complaints are a real positive thing. An individual with an amputated finger will have sensitivity and neuromas in the stump which will render him unable to grasp or handle tools. The amputation in and of itself may not disable him from handling tools or equipment but the sensitivity might be such that he cannot do the work. To say that he is not entitled to a permanent disability rating for the subjective complaints is unrealistic.

Pain and discomfort resulting from a back injury is a subjective complaint, yet all doctors will agree that this is an important factor in disability—that it exists—that it is incapacitating; and

Whereas, The Commission is concerned with the increased litigation over the past several years.

It is our feeling that increased litigation has been due to the method of handling and administration of the Workmen's Compensation Act by the insurance companies. In the past two weeks, we have had to file an application because the insurance company refused to pay for a pair of glasses. After an application was filed the glasses were paid for and the

case was dismissed. In another case, the man waited six weeks for his weekly compensation benefits, contending there were two weeks compensation due. Application was filed and the compensation benefits for the two weeks were paid. Many insurance companies will refuse to furnish the applicant medical reports because they are not required to do so. Under the law the applicant must file an application with the Industrial Accident Commission in order to obtain the medical reports even though filing of the application is premature.

If the insurance companies would carry out their charge and responsibility and function in accordance with the spirit, the letter, the court interpretations, and the legislative dictates that the Workmen's Compensation Act be liberally construed, the filing of formal claims would be reduced 50 percent; and

Whereas, Rehabilitation under the present system leaves much to be desired. There should exist a closer relationship and liaison between those in charge of the administration of the Workmen's Compensation Act and the Department of Vocational Rehabilitation.

A plan should be devised wherein the treating doctor and the insurance company should advise a State Rehabilitation Counselor that an injured workman because of his age, occupation and estimated permanent disability will probably be unable to return to his former occupation. This can be done many months in advance of the date that the man's condition becomes permanent and he is released to return to the labor market.

These reports should be submitted by the insurance company to a Counselor in charge of the Rehabilitation of the Industrial Injured Workers and a program of rehabilitation would immediately be instituted while he is still on temporary compensation. This would mean that when the man is ultimately released to return to the labor market he would be retained and able to earn a livelihood.

At the present time, rehabilitation is usually thought of after the man has been off work many, many months and is advised that he is ready for a permanent disability and that he cannot return to his former job or occupation.

With all the facilities available at the present time consisting of Apprenticeship Training, Vocational Rehabilitation and Retraining Programs, if a worker is selected early enough he will be an employable

person when he is released by the doctor to return to the labor market.

In those cases where training is already started and another six months to a year's training is needed to complete the rehabilitation process, supplementary financial aid should be given in addition to payments of permanent disability. This supplement with permanent disability payments should be enough to meet the man's financial requirements during this additional period. It is possible that with satisfactory training programs and the applicant returning to the open labor market, that a permanent disability rating which had previously been issued, could be reduced. This program would act to the benefit of the injured workman, the insurance company and society; therefore be it

Resolved, That the California Labor Federation introduce and if possible obtain appropriate legislation consistent with the intent of this Resolution.

Referred to Committee on Legislation.  
Adopted, p. 123.

#### **Amend Sec. 1275 of U.I. Code**

**Resolution No. 187**—Presented by State Building and Construction Trades Council, San Francisco.

Whereas, There exists a gap in the protection afforded employees by the Unemployment Insurance Act and the Workmen's Compensation Act of the State of California by reason of which employees who are in the greatest need of unemployment insurance benefits are deprived thereof; and

Whereas, An employee who is disabled by reason of an industrial injury for a lengthy period of time loses the credits which he earned during the establishment of his eligibility for unemployment insurance so that upon the termination of his disability, during which he has been receiving only sufficient workmen's compensation benefits to support life, he finds himself unemployed and ineligible for unemployment insurance benefits; and

Whereas, Need exists to remedy this situation by making unemployment insurance benefits available to employees who have sustained substantial periods of industrial disability; therefore be it

Resolved, That the California Labor Federation seek legislative amendment of the Unemployment Insurance Code by seeking the adoption of the following amended Section 1275 thereof:

"Wages used in determination of bene-

fits payable to an individual during any benefit year shall not be used in determining such individual's benefits in any subsequent year provided, however, that should such individual have been temporarily, totally disabled by reason of an industrial injury within the scope of Division 4 of the Labor Code for a period in excess of 180 calendar days, the four calendar quarters of the base period immediately preceding the onset of such disability shall be considered the base period for the computation of unemployment compensation benefits"; and be it further

Resolved, That the California Labor Federation introduce and if possible obtain appropriate legislation consistent with the intent of this Resolution.

Referred to Committee on Legislation.  
Filed, p. 119. See Resolution No. 11.

#### **D.I. Coverage for Public Employees**

**Resolution No. 188**—Presented by State Building and Construction Trades Council, San Francisco.

Whereas, Building trades employees of Public Bodies, University of California, Boards of Education, Cities and Counties, etc. are not presently covered by the Disability Insurance Program; and

Whereas, Public Employees throughout the State of California also are without the protection of this coverage enjoyed by employees in private industry; therefore be it

Resolved, That the California Labor Federation call for appropriate legislation to be prepared and adopted by the State of California to provide Disability Insurance for all Public Employees within the State of California, and be it further

Resolved, That the California Labor Federation introduce and if possible obtain appropriate legislation consistent with the intent of this Resolution.

Referred to Committee on Legislation.  
Filed, p. 118. See Resolution No. 81.

#### **U.I. Coverage for Public Employees**

**Resolution No. 189**—Presented by State Building and Construction Trades Council, San Francisco.

Whereas, Building trades employees of Public Bodies, University of California, Board of Education, Cities and Counties, etc. are not presently covered by the Unemployment Insurance Program; and

Whereas, Public Employees throughout the State of California also are without the protection of this coverage enjoyed



by employees in private industry; therefore be it

Resolved, That the California Labor Federation call for appropriate legislation to be prepared and adopted by the State of California to provide Unemployment Insurance for all public employees within the State of California; and be it further

Resolved, That the California Labor Federation introduce and if possible obtain appropriate legislation consistent with the intent of this Resolution.

Referred to Committee on Legislation.  
Filed, p. 119. See Resolution No. 185.

### Legislators' Salaries

**Resolution No. 190**—Presented by State Building and Construction Trades Council, San Francisco.

Whereas, Organized Labor's traditional position has been that the Laborer is worthy of his hire; and

Whereas, The salaries of Legislators of the State of California are, and have been, for years, notoriously inadequate; and

Whereas, This imposes a financial hardship on those who serve our State as Senators and Assemblymen; and

Whereas, The present inadequate salaries deter many persons of great capabilities, and of strong interest in the welfare of the people of this State, from offering themselves as candidates for these high offices; and

Whereas, The salaries of the Legislators should be adequate to compensate them for the time and effort actually expended; and

Whereas, It is particularly appropriate that the responsibility of sponsoring such legislation should be accepted by the Labor Movement in California rather than being forced upon the Legislators themselves; therefore be it

Resolved, That the California Labor Federation go on record as supporting a salary for State Legislators in an amount equal to one-half that of a Superior Court Judge in California; and be it further

Resolved, That this proposed change of salary shall not result in a raise in the present pension and other benefits of the Legislators; and be it further

Resolved, That the Labor Movement actively solicit the cooperation of all segments of the public, whether Labor or Management, toward the passage of such

legislation and the adoption of the necessary changes in the State Constitution; and be it further

Resolved, That we concur in the purpose and intent of the Resolution; and be it finally

Resolved, That the California Labor Federation is requested to introduce and if possible obtain appropriate legislation consistent with the intent of this Resolution.

Referred to Committee on Legislation.  
Adopted, p. 126.

### Increase Workmen's Compensation

**Resolution No. 191**—Presented by State Building and Construction Trades Council, San Francisco.

Whereas, Many workmen injured on the job need all the finances they can muster; and

Whereas, In many instances, the workman is the breadwinner and sole support of the family; and

Whereas, State Compensation and private carriers pay only \$70.00 per week for on the job injuries; therefore be it

Resolved, That the California Labor Federation urge that State Compensation and other carriers increase payments for on the job injuries to \$90.00 per week; and be it further

Resolved, That we concur in the purpose and intent of the Resolution; and be it further

Resolved, That the California Labor Federation introduce and if possible obtain appropriate legislation consistent with the intent of this Resolution.

Referred to Committee on Legislation.  
Filed, p. 123. See Policy Statement.

### Increase State Disability Payments

**Resolution No. 192**—Presented by State Building and Construction Trades Council, San Francisco.

Whereas, Many workmen become ill, and in many instances they are the sole support of the family; and

Whereas, Any cut in income adds to the burden caused by their illness; and

Whereas, State Disability and private carriers pay only \$75.00 per week; therefore be it

Resolved, That the California Labor Federation urge that State Disability be increased to \$90.00 per week; and be it further

Resolved, That we concur in the pur-

pose and intent of the Resolution; and be it further

Resolved, That the California Labor Federation introduce and if possible obtain appropriate legislation consistent with the intent of this Resolution.

Referred to Committee on Legislation.  
Filed, p. 118. See Policy Statement.

#### **Repeal Operative Provision of AB 2947**

**Resolution No. 193**—Presented by State Building and Construction Trades Council, San Francisco.

Whereas, The 1963 session of the California Legislature wrote into the law a bill, AB 2947, which amends Chapter 1 of the Government Code; and

Whereas, The provisions of this enactment tend to deny to Public Employees the right of full participation in political activity; and

Whereas, Such denial constitutes an invasion of the civil liberties of public employees and in effect places them in the status of second-class citizens; therefore be it

Resolved, That the California Labor Federation adopt and make a part of its 1965 legislative program a resolution calling for the repeal of the operative provisions of AB 2947 by the State Legislature, and the substitution therefor of a law to the effect that the State of California pre-empts the field of regulation of political activity by public employees; with the further provision that the only legal limitation of such activity shall be the prohibition of political activity by public employees during their active duty hours; and be it further

Resolved, That we concur in the purpose and intent of the Resolution; and be it further

Resolved, That the California Labor Federation introduce and if possible obtain appropriate legislation consistent with the intent of this Resolution.

Referred to Committee on Legislation.  
Filed, p. 131. See Resolution No. 25.

#### **Amend Chapter 10, Government Code**

**Resolution No. 194**—Presented by State Building and Construction Trades Council, San Francisco.

Whereas, The Legislature of the State of California enacted a bill which was signed by the Governor, on the subject of employer-employee relations in public employment; and

Whereas, Said bill (AB 2375), which is

now Chapter 10 of the Government Code, was intended to be a foundation upon which we could build our objective, namely: the extension of the benefits of collective bargaining to the public employees of our State; and

Whereas, No progress toward this objective was made in the 1963 session of the State Legislature; therefore be it

Resolved, That the California Labor Federation endorse the following proposed amendment to Chapter 10, Government Code, and that it be made a part of its 1965 legislative program.

The people of the State of California do enact as follows:

Section 1. Section 3500 of the Government Code is amended to read:

3500. It is the purpose of this chapter to promote the improvement of personnel management and employer-employee relations within the various public agencies in the State of California by providing a uniform basis for recognizing the right of public employees to join organizations of their own choice and be represented by such organizations in their employment relationships with public agencies. This chapter is intended to strengthen merit, civil service, and other methods of administering employer-employee relations through the establishment of uniform and orderly methods of communication between employees and the public agencies by which they are employed.

Section 2. Section 3502 of said Code is amended to read:

3502. Except as otherwise provided by the Legislature, public employees shall have the right to form, join and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations.

Section 3. Section 3505 of said Code is amended to read:

3505. The governing body of a public agency, or such boards, commissions, administrative officers or other representatives as may be properly designated by law or by such governing body, shall meet with and confer with representatives of employee organizations upon request, and shall consider fully such presentations as are made by the employee organization on behalf of its members prior to arriving at a determination of policy or course of action. Upon failure to reach agreement, the difference shall be referred to arbitration.

Section 4. Section 3506 of said Code is amended to read:

3506. Public agencies and employee organizations shall not interfere with, intimidate, restrain, coerce, or discriminate against public employees because of their exercise of their rights under Section 3502.

Violation of this section shall be a misdemeanor.

Section 5. Section 3508 of said Code is repealed; and be it further

Resolved, That we concur in the purpose and intent of the Resolution; and be it further

Resolved, That the California Labor Federation introduce and if possible obtain appropriate legislation consistent with the intent of this Resolution.

Referred to Committee on Legislation.  
Filed, p. 128. See Resolution No. 170.

#### **Prompt Payment of Workmen's Compensation**

**Resolution No. 195**—Presented by State Building and Construction Trades Council, San Francisco.

Whereas, The prompt payment of Workmen's Compensation Insurance, particularly Temporary Disability, is of vital importance to the injured workman and his family; and

Whereas, There are some carriers who for reasons best known to themselves not only do not promptly make temporary compensation payments but in fact use every artifice and device to delay payment and wear down the claimant; and

Whereas, It is necessary and advisable that legislation be enacted either to prevent such misuse of the Workmen's Compensation Act or to make such conduct by the carrier so expensive as to discourage the few companies who so act from continuing this practice; therefore be it

Resolved, That the California Labor Federation, in convention assembled, condemn this practice; and be it further

Resolved, That such steps as may be necessary be taken to obtain legislation to correct these abuses; and be it further

Resolved, That we concur in the purpose and intent of the Resolution; and be it finally

Resolved, That the California Labor Federation introduce and if possible obtain appropriate legislation consistent with the intent of this Resolution.

Referred to Committee on Legislation.  
Adopted, p. 123.

#### **Workmen's Compensation and Safety Violation**

**Resolution No. 196**—Presented by State Building and Construction Trades Council, San Francisco.

Whereas, Under the present law and the decision of the Courts of this State it is practically impossible to prove serious and willful misconduct on the part of the employer in those cases in which a violation of the State Laws, Rules and Regulations governing safety is involved; and

Whereas, There is no excuse or justification for the violation of the State Laws, Rules and Regulations governing safety by any employer; therefore be it

Resolved, That the California Labor Federation take such steps as may be necessary to amend the Workmen's Compensation Act of this State to provide that in all cases in which a violation of any State Safety Law, Rule or Regulation in any way and in the slightest degree contributed to the injury of any employee, the Temporary and Permanent Compensation of such injured craftsman be increased, and in those cases in which the employee would not have been injured but for the violation of a State Safety Law, Rule or Regulation, the Temporary and Permanent Compensation of such injured employee be further increased; and be it further

Resolved, That we concur in the purpose and intent of the Resolution; and be it further

Resolved, That the California Labor Federation introduce and if possible obtain appropriate legislation consistent with the intent of this Resolution.

Referred to Committee on Legislation.  
Adopted, p. 123.

#### **Establish Coro Scholarships**

**Resolution No. 197**—Presented by Cleaning & Dye House Workers No. 3009, Oakland.

Whereas, Coro Foundation of California is a non-profit, non-partisan public trust conducting educational programs dedicated to training young men and women for constructive roles in public life; and

Whereas, Coro Foundation includes as a vital part of its training programs first-hand exposure to the people and day-to-day operations of labor unions as a part of a comprehensive view of the entire community; 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, Coro graduates, in attaining ever more responsible positions in the community, are important to the achievement of the goals of the American labor movement due to their first-hand understanding of labor; and

Whereas, Coro Foundation has been endorsed by over 125 unions and councils of organized labor; and is supported financially by unions, business, individuals and other foundations, but mainly by a Ford Foundation grant which expired last year; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation hereby establish two scholarships to be awarded annually in its name to two members of the Coro Internship classes, one in Northern and one in Southern California, and that these be underwritten by the Federation in the amount of \$2250 for each scholarship, this being the minimum subsistence stipend awarded to successful scholarship applicants; and be it further

Resolved, That the California Labor Federation again endorse the work of this unique and worthwhile service to the community and organized labor.

Referred to Committee on Resolutions.  
Nonconcurrence, p. 118.

#### Amend Sec. 1256 of U.I. Code

**Resolution No. 198**—Presented by Los Angeles County Federation of Labor.

Whereas, This section of the Code is utilized to unjustly penalize unemployment insurance claimants; and

Whereas, This has taken place because of the vague wording of this section, and in particular the word "presumed"; therefore be it

Resolved, That the California Labor Federation instruct its legislative representatives to secure elimination of the word "presumed" from this section, so as to disqualify a claimant from benefits only if the employer has given written notice setting forth sufficient facts regarding termination within the stipulated five day period.

Referred to Committee on Legislation.  
Adopted, pp. 120-121.

#### Amend U.I. Code

**Resolution No. 199**—Presented by West-

ern Federation of Butchers, San Francisco.

Whereas, The Department of Employment has been disqualifying unemployed individuals from receiving benefits where they are receiving payments of vacation, holiday or severance pay while on layoff, as provided under a collective bargaining agreement; and

Whereas, This practice is unfair and undesirable and should be corrected by an amendment to the Unemployment Insurance Code, if one is required; therefore be it

Resolved, That the California Labor Federation instruct the Secretary-Treasurer to prepare and introduce an amendment to the Unemployment Insurance Code at the next session of the Legislature amending the law so as to prevent any disqualification of an unemployed individual solely on the ground he is receiving vacation, holiday or severance pay while on layoff in accordance with the collective bargaining agreement.

Referred to Committee on Legislation.  
Adopted, p. 121.

#### Extra Duty Postal Clerks

**Resolution No. 200**—Presented by United Federation of Postal Clerks No. 82T, Los Angeles.

Whereas, The Mobile Unit Superintendent has declared that clerks on extra duty trips will start work at the outer terminal at actual train time, with no regard as to whether trains are arriving on time or late, giving no set time to report to work; and

Whereas, This penalizes the extra duty clerk for late running of the train, over which he has no control; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, go on record as desirous that all extra duty clerks in the Mobile Unit report for work at the outer terminal and be paid according to the scheduled arrival time of the train at the outer terminal.

Referred to Committee on Resolutions.  
Adopted as amended, p. 110.

#### Jurisdiction of Mobile Unit Clerks

**Resolution No. 201**—Presented by United Federation of Postal Clerks No. 82T, Los Angeles.

Whereas, Mobile Unit Clerks distribute transit mail from all California Sectional Centers and are not restricted to working mail in one location, but are distributing and dispatching mail en route; and

Whereas, Clerks at Air Mail Facilities are working mail from many Sectional Centers, receiving and dispatching mail from all parts of the country; and

Whereas, Transfer Clerks are working with Railroads and Airlines and have nothing to do with local mail distribution; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, go on record as desirous that Airmail (Facility) Clerks, Mobile Unit Clerks and Transfer Office Clerks be transferred from the jurisdiction of the local Postmaster to the jurisdiction of the local Mobile Unit Superintendent, who will be under the control of the Regional Director of Transportation.

Referred to Committee on Resolutions.  
Adopted as amended, p. 110.

#### Repeal of the Hatch Act

**Resolution No. 202** — Presented by United Federation of Postal Clerks No. 82T, Los Angeles.

Whereas, The Bill of Rights of the Constitution of the United States applies to all citizens of the United States; and

Whereas, Constitutional guarantees of freedom of speech, political action, collective bargaining, and a public conscience are all denied to the Federal Civil Service employee; and

Whereas, These injustices reduce these employees to the status of second class citizens; therefore be it

Resolved, That the California Labor Federation go on record as being opposed to the Hatch Act as oppressive and unjust, as denying Constitutional guarantees under the Bill of Rights; and be it further

Resolved, That this Federation, through its duly constituted officers and agents press for the repeal of this unjust legislation, the Hatch Act.

Referred to Committee on Resolutions.  
Adopted as amended, pp. 110-11.

#### Congressional Action on Executive Order 10988

**Resolution No. 203** — Presented by United Federation of Postal Clerks No. 82T, Los Angeles.

Whereas, The late President of the United States, John F. Kennedy, brought into being Executive Order 10988 for the purpose of giving recognition to employees' organizations to represent Postal personnel; and

Whereas, These rights include the right

to negotiate with management regarding wages, hours and conditions of employment; and

Whereas, Executive Order 10988 requires management to negotiate in good faith and to bargain collectively with such employees' organizations and to honor agreements thereby negotiated; and

Whereas, President Johnson has approved and endorsed Executive Order 10988 in affirmative terms; therefore be it

Resolved, That the California Labor Federation, through its duly authorized agents and officers, shall work for and press for positive legislation through the Congress of the United States to embody this Order into positive law in order that its beneficent purposes be made a part of the laws of the United States.

Referred to Committee on Resolutions.  
Filed, pp. 111-12.

#### Proposition to Build Up San Francisco Waterfront

**Resolution No. 204**—Presented by Marine Cooks & Stewards, San Francisco.

Whereas, A few years ago, the Marine Cooks & Stewards, along with the other two Pacific District unions, the Sailors and Firemen, donated thousands of dollars on a proposition to float a \$50,000,000.00 bond issue for the purpose of building up the San Francisco waterfront, including a passenger terminal; and

Whereas, No public statement has been made in regard to this issue except before elections when we have witnessed politician after politician, trying to hoodwink the voters, coming out with programs that never materialize after the election is over; and

Whereas, We, the Marine Cooks & Stewards, and all the maritime workers who make our living on the waterfront and add to the economy of the City, feel that the people responsible for doing something in regard to building up the San Francisco waterfront, especially after being mandated to do so by the voters, have been laying down on the job or trying to subvert the bond issue into programs not consistent with the proposition on the ballot; therefore be it

Resolved, That the California Labor Federation take this up at the State Legislature, with the Governor and the Commissioners, and whoever else is responsible, and that a report be forthcoming with regard to what has been done on this proposal; and be it further

Resolved, That all deals, whether under the table or on top of the table, and all public interest programs, that might have been started with the voting-in of the \$50,000,000.00 bond issue be brought out so that all the people of the City of San Francisco, and especially the maritime workers, will know exactly what has been done with the time, money and effort that we spent to support this bond issue; and be it finally

Resolved, That the Harbor Commissioners or any committee appointed or elected to administer the \$50,000,000.00 bond issue, which was voted on and passed by the people of the State of California in 1958, be asked to prepare a complete report of what has happened in the years gone by since this issue was passed and that the past action and all action planned for the future be made available to all interested parties so all parties can let their ideas and thoughts, on the issues involved, be known, and, if this resolution is passed by the California Labor Federation, the Marine Cooks & Stewards Union will do everything possible to bring about the publication of such a report.

Referred to Committee on Resolutions.  
Nonconcurrence, p. 104.

#### Amend Federation Constitution

**Resolution No. 205**—Presented by Marine Cooks & Stewards, San Francisco.

Whereas, The responsible officers in the California Labor Federation should be bound by convention action, by the constitution, and by past practice and procedures in filling vacancies on the Executive Board; and

Whereas, In line with the policy of the California Labor Federation, when a large union—especially one paying a large per capita tax into the California Labor Federation—changes Executive officials, it has always been customary in the past for the incoming officials of that particular local or district union to receive from the Executive officers of the California Labor Federation the courtesy of at least being asked who they would like to designate as a replacement for their outgoing member on the Executive Board; and

Whereas, The California Labor Federation Executive officers in choosing a member of the district union or local union to fill the vacancy without consultation with the incoming officials and without their executive officers' consent, create an inter-union problem and put

the California Labor Federation in the position of playing politics within the local union or district union, regardless of the rank and file's feeling in the district union or local union; therefore be it

Resolved, That the California Labor Federation amend its constitution so the Secretary-Treasurer and the President of the California Labor Federation will not be able or allowed to deal in inter-local politics by snubbing the duly elected officials of that local in favor of lower echelon officials in the local to promote disharmony, distrust, and disunity within the local or district union; and be it finally

Resolved, If the Delegates to the California Labor Federation adopt this resolution, that rules be established that the Executive officers of the California Labor Federation must follow in filling vacancies occurring between conventions. This will, if adopted, not only protect the duly elected officials but will remove the stigma of politics being played within local or district unions by the California Labor Federation and will assure that the duly elected officials by the rank and file members of the local or district union shall be recognized by the California Labor Federation.

Referred to Committee on Constitution.  
Nonconcurrence, pp. 107-08.

#### Uphold Rumford Act

**Resolution No. 206**—Presented by Marine Cooks & Stewards, San Francisco.

Whereas, The Marine Cooks & Stewards Union has supported and adopted resolutions supporting all legitimate civil rights movements not inconsistent with policies of our union; and

Whereas, The Marine Cooks & Stewards Union has donated several hundred dollars and put in many hours of work in regard to the Rumford Housing Act that was passed by the Legislature in Sacramento, California, for the whole State of California; and

Whereas, We see now that the Board of Realtors has been successful in getting enough signatures to put a counter-measure on the ballot this coming fall; and

Whereas, This group of people by their actions can only be interested in selling real estate, and by going to the expense and effort to stop legitimate movement of civil rights in housing have put the buck above the rights of human beings to live without discrimination regardless of color, religion, or nationality; and

Whereas, To be truthfully frank the Rumford Housing Act was passed mainly to help the Negro, and it would be a fair statement to say that 99 per cent of discrimination in housing has been against the Negro members of the community; and

Whereas, In the policies, position, constitution, shipping rules and actions of the membership and officials, we of the Marine Cooks & Stewards Union have long since the inception of this union declared ourselves in regard to this cancerous and vicious system of discriminating against one American for another because of nationality, origin, or color of his skin; therefore be it

Resolved, That the California Labor Federation go on record to act as the strongest committee possible and to do everything humanly possible by work, money, and donations to see that the Rumford Housing Act passed by the Legislature in California is upheld by the voters of the State of California.

Referred to Committee on Resolutions.  
Filed, p. 99. See Resolution No. 122.

#### Board of Harbor Commissioners

**Resolution No. 207**—Presented by Marine Cooks and Stewards, San Francisco.

Whereas, The Harbor Commissioners appointed by the Governor of the State of California are help responsible for the maintenance and operation of the San Francisco waterfront; and

Whereas, The Harbor Commissioners hold a grave responsibility in their jobs as Commissioners to protect the City and the citizens of the County of San Francisco, and also hold a grave responsibility to the employers and the unions involved in working on the waterfront; and

Whereas, The time has come for the Harbor Commissioners to have the best tools to use in carrying out their grave responsibilities to the people of San Francisco as well as to the State of California; therefore be it

Resolved, That the Marine Cooks & Stewards Union go on record to seek the return of the Port of San Francisco to the legal and administrative control of the City and County of San Francisco; and be it further

Resolved, That the California Labor Federation support our position in asking the Governor that the Harbor Commissioners, by appointment, be made up of people who are from labor and management on the waterfront and of people who are

familiar with maritime problems, and further that appointments be made with the idea in mind that harbor commissioners have a responsibility, and must answer, to the people they represent. This would create a Board of Harbor Commissioners who would not only have their responsibilities outlined by the duties given them by the State of California but further would make them answerable to their own people; and be it finally

Resolved, That the California Labor Federation, when this resolution is finally passed, propose legislation that would require the appointment of interested people from the waterfront, such as at least one harbor commissioner from the group of maritime workers and at least one harbor commissioner from the employers, who are vitally interested in building up the San Francisco waterfront; and, if this legislation is impossible, that the Marine Cooks & Stewards Union and the California Labor Federation sponsor legislation that would require the State of California to lease, rent, or sell such property so it can be turned over to a commercial operator, as is the case in other cities in the State of California, and that the free enterprise system be exercised as it is in other successful businesses across our nation.

Referred to Committee on Legislation.  
Filed, p. 125. See Resolution No. 222.

#### Medical Care for Industrial Injuries

**Resolution No. 208**—Presented by Los Angeles County Dist. Council of Carpenters, Los Angeles.

Whereas, Under the Workmen's Compensation Act of the State of California, a worker who is injured in the course of his employment is deprived of the right to freely choose the physician to treat him for his injury, and there exists a system of "closed panel" medicine which is controlled by the insurance carriers and employers; and

Whereas, The presently existing system of "closed panel" medical care has led to great abuses and to a standard of medical care for industrially injured workers which is inadequate; and

Whereas, The "closed panel" system of medical care has resulted in a small, select group of doctors who cooperate with insurance carriers and employers being given franchise to treat all industrially injured workers, while the vast majority of physicians in the state are excluded from the program for treatment of industrially injured workers; and

Whereas, The "closed panel" system of

medical care prevailing under the Workmen's Compensation Law of this state creates a situation where the average industrially injured worker is dubious of the qualifications of the doctor chosen for medical care by the insurance carrier, and distrusts said physicians because of their association with and servitude to Workmen's Compensation carriers and employers; and

Whereas, The California Medical Association has recently announced that it is against "closed panel" medicine in the Workmen's Compensation system and is in favor of "free choice" of physicians in the Workmen's Compensation Program; therefore be it

Resolved, That the California Labor Federation seek legislation whereby:

(1) Industrially injured workers will secure the right of free choice of physicians to treat them.

(2) All doctors desiring to participate in the program and qualified to do so should be permitted to treat workers injured in the course of their employment.

(3) A list of doctors qualified and competent to treat industrially injured workers should be prepared under the direction of the Industrial Accident Commission, and any worker given the right to choose from said list of doctors whom he desires to treat him.

(4) The industrial fee schedule presently in effect should be increased so that all doctors will have an incentive to adequately and fully render treatment to industrially injured workers, thereby not limiting the treatment of injured workmen to a small group of physicians who are willing to work at low fees because they get large volumes of business from the insurance carriers and employers.

(5) The treatment of industrially injured workers should be under the direction and control of the Industrial Accident Commission who should have the right, when a question arises as to the adequacy of medical treatment, to supervise change of physicians and the furnishing of adequate and competent medical care to the industrially injured worker.

Referred to Committee on Legislation.  
Filed, p. 122. See Resolution No. 44.

#### **Salaries of Industrial Accident Commission Referees**

**Resolution No. 209**—Presented by Los Angeles County Dist. Council of Carpenters, Los Angeles.

Whereas, The Industrial Accident Com-

mission was created by Constitutional amendment and legislative enactment to provide a tribunal separate from the regular courts in order that the disputed claims of the working man for compensation for work-connected disability might be determined "expeditiously, inexpensively and without encumbrance of any character"; and

Whereas, The competence and qualifications of the Industrial Accident Referee are of the greatest importance to the injured workman who seeks to secure his rights under the Workmen's Compensation Law and desires to secure his benefits "expeditiously, inexpensively and without encumbrance of any character"; and

Whereas, The salary scale of Referees of the Industrial Accident Commission has failed to keep pace with salaries commensurate with those paid to persons required to fulfill jobs of equal competence, due to lack of legislative action or action by the State Personnel Board; and

Whereas, The present scale of Referees of the Industrial Accident Commission has resulted in a situation whereby highly qualified persons have ceased to be attracted to seek the position of Referee by taking Civil Service examinations therefor, and has actually resulted in resignation of five experienced Referees since January 1, 1963; and

Whereas, The California Assembly Interim Committee on Judiciary, in its report of January 7, 1963, concluded as follows:

"The Assembly Interim Committee on Judiciary has concluded from its study that the duties and responsibilities of Industrial Accident Commission Referees are similar to those of trial court judges. Unfortunately, however, the salary differential between referees and trial judges is considerable.

"Accordingly, the Committee recommends that the State Personnel Board re-evaluate its salary schedules for Referees, taking cognizance of the fact that they perform essentially judicial functions"; and

Whereas, The State Personnel Board has failed to follow such recommendation of the Assembly Interim Committee on Judiciary, thereby leaving the matter unremedied; therefore be it

Resolved, That the California Labor Federation seek legislation appropriate to implement the findings of the Assembly Interim Committee on Judiciary, by fixing the level of maximum salaries of



**Referees of the Industrial Accident Commission at the same level as that established for Judges of the Municipal Courts of the most populous counties.**

Referred to Committee on Legislation.  
Filed, referred to Executive Council, p. 123.

### **COPE Pre-Primary Endorsements**

**Resolution No. 210—Presented by Los Angeles County Dist. Council of Carpenters, Los Angeles.**

Whereas, The practice of pre-primary endorsements by COPE has served only to divide the Labor Movement and cause dissension and disunity in the House of Labor; and

Whereas, The practice of pre-primary endorsements by COPE has in the past resulted in situations where various affiliates have bolted from the primary endorsements made by COPE and endorsed candidates not endorsed by COPE; therefore be it

Resolved, By the Convention of the California Labor Federation, AFL-CIO, that its political arm and affiliate, COPE be instructed in the future to refrain from making pre-primary endorsements.

Referred to Committee on Resolutions.  
Transmitted to COPE Executive Council for consideration and action, p. 118.

### **Industrial Accident Commission and State Compensation Fund**

**Resolution No. 211—Presented by Los Angeles County Dist. Council of Carpenters, Los Angeles.**

Whereas, The Industrial Accident Commission of the State of California is a quasi-judicial body, totally lacking in administrative duties and powers and without the legal right to supervise the administration of injury claims by insurance carriers and employers; and

Whereas, Because of the basic judicial function of the Industrial Accident Commission, insurance carriers are unsupervised as to the manner in which they pay claims, resulting in a free ride on the part of insurance carriers who can withhold and frequently do not pay claims of injured workmen, when such claims are justified; and

Whereas, In other states and provinces an administrative structure centered in the Industrial Accident Commission has worked to the advantage of the injured worker, resulting in speedy payment of claims, the avoidance of unnecessary litigation, and the payment of benefits to which the injured worker is entitled; and

Whereas, The proliferation of Workmen's Compensation insurance among more than 120 insurance carriers, results in unnecessary litigation and confusion in securing payment of the claims of injured workers, in unjust profits, and unjustified costs of administration; therefore be it

Resolved, That the California Labor Federation seek to secure the passage of legislation which will:

(1) Vest the Industrial Accident Commission with administrative powers and duties to enable the Industrial Accident Commission to supervise the payment of claims, adjust claims, investigate claim payments, and administer the benefits under the Workmen's Compensation program.

(2) Establish a so-called "monopolistic" or single State Compensation Insurance Fund so as to center the handling of Workmen's Compensation insurance claims in one insurance carrier and thereby reduce the cost of administering said insurance and secure the prompt, diligent and effective payment of benefits to injured workers, and substantially reduce litigation.

Referred to Committee on Legislation.  
Filed, p. 122. See Resolution No. 221.

### **Increase Workmen's Compensation Benefits**

**Resolution No. 212—Presented by Los Angeles County Dist. Council of Carpenters, Los Angeles.**

Whereas, Present levels of Workmen's Compensation benefits are inadequate, unrealistic, and not in line with the original designs of the Workmen's Compensation Act; therefore be it

Resolved, That the California Labor Federation seek to secure passage of legislation which will:

(1) Raise temporary disability weekly benefits for industrially injured workmen to a maximum of \$150.00 per week.

(2) Raise permanent disability benefits to a maximum of \$100.00 per week.

(3) Alter the system for the payment of death benefits so that the death benefits are paid during entire periods of dependency at the same rate as temporary disability, and if there are dependents other than the widow, each dependent shall be entitled to the addition of \$25.00 per week to the basic weekly death benefit, said additional dependency

allowance to be paid during the continued existence of dependency.

Referred to Committee on Legislation.  
Filed, p. 123. See Policy Statement.

### **Rehabilitation of Industrially Injured Workers**

**Resolution No. 213**—Presented by Los Angeles County Dist. Council of Carpenters, Los Angeles.

Whereas, The present Workmen's Compensation Act of the State of California makes no provision or allowance for the furnishing or rehabilitation, vocational and physical, to seriously injured workmen; and

Whereas, There presently exists a crying need for a modern program of vocational and physical rehabilitation accompanied by the payment of rehabilitation benefits during periods of rehabilitation to seriously injured workmen; therefore be it

Resolved, That the California Labor Federation seek to secure from the next session of the State Legislature the passage of legislation which will:

(1) Provide for the establishment of rehabilitation, both vocational and physical, in the Workmen's Compensation system of the State of California.

(2) Provide for the payment of benefits equal to temporary disability during all periods when the injured worker is undergoing rehabilitation under the order and direction of the Industrial Accident Commission.

(3) Provide for the allotment of funds for the establishment of additional needed rehabilitation centers, to be financed through a tax upon insurance carriers and self-insured employers.

Referred to Committee on Legislation.  
Adopted, p. 123.

### **End Self Insurance for Workmen's Compensation**

**Resolution No. 214**—Presented by Los Angeles County Dist. Council of Carpenters, Los Angeles.

Whereas, Under the California Workmen's Compensation Act, employers have the right to self insure, thereby assuming the administration of the Workmen's Compensation program for their own employees; and

Whereas, Said right of employers to self insure has been abused by employers to delay payment of claims, induce litigation, and deprive workers of benefits that

they are entitled to under the Workmen's Compensation Act; therefore be it

Resolved, That the California Labor Federation seek to secure the passage of legislation whereby the right of employers to self insure as to Workmen's Compensation shall be terminated.

Referred to Committee on Legislation.  
Adopted, p. 123.

### **Discharge for Filing Claims**

**Resolution No. 215**—Presented by Los Angeles County Dist. Council of Carpenters, Los Angeles.

Whereas, Despite a provision in the Workmen's Compensation Act to the contrary, many employers have engaged in the practice of discharging employees who file claims for benefits with the Industrial Accident Commission, often alleging that there is "no work available," or "no light work," or that the employees cannot perform the duties of the job, and for many other excuses; therefore be it

Resolved, That the California Labor Federation seek the passage of legislation whereby:

(1) The Workmen's Compensation Act should be strengthened and its language made clear that it is illegal to discharge a worker for filing a claim with the Industrial Accident Commission.

(2) The prosecution of criminal misdemeanor charges recommended by the Industrial Accident Commission for violation of the law against discharging workers for filing claims with the Industrial Accident Commission should be in the hands of the District Attorney of each county, rather than in the hands of the "City Attorney," as the present statute states.

(3) Employers should be required to retain in their employ workers who are unable to perform their previous duties, due to industrial injury, when work is available in the employer's business which the injured employee can do with his disability.

(4) It should be illegal for an employer to use the factors of permanent disability awarded to a worker by the Industrial Accident Commission as a justification for the worker's discharge.

Referred to Committee on Legislation.  
Adopted, p. 123.

### **Medical Examiners Who Work for Carriers**

**Resolution No. 216**—Presented by Los

Angeles County Dist. Council of Carpenters, Los Angeles.

Whereas, The Industrial Accident Commission makes extensive use of Independent Medical Examiners in resolving disputes as to medical issues in cases involving injured workmen; and

Whereas, In the past the Industrial Accident Commission has had on its panel and used the Independent Medical Examiners in various fields of medicine who also commonly engaged in the medical practice of treating and examining injured workmen for and on behalf of insurance carriers; and

Whereas, Due to the fact that insurance medical examiners are used in part to reduce the amounts of Workmen's Compensation payable to injured workmen, or deprive them of Workmen's Compensation; and

Whereas, A serious doubt has arisen in many cases as to the integrity and competence of Independent Medical Examiners who both advocate insurance company positions in disputed cases and also examine injured workmen on behalf of the Industrial Accident Commission as Independent Medical Examiners; and

Whereas, In some areas of the state, the Industrial Accident Commission has acted to put an end to this practice by removing from the list of Independent Medical Examiners any physicians who regularly and frequently treat and examine for Workmen's Compensation carriers; therefore be it

Resolved, That the California Labor Federation seek legislation which will prohibit the appointment and designation of physicians as Independent Medical Examiners who regularly and frequently treat or examine on behalf of insurance Workmen's Compensation carriers or self-insured employers.

Referred to Committee on Legislation.  
Adopted, p. 123.

### Prohibit Use of Strikebreakers

**Resolution No. 217**—Presented by San Francisco Labor Council, San Francisco.

Whereas, Many employers are supporting one or more agencies whose business is to recruit and maintain a mobile force of professional strikebreakers, whose principal source of income is from employment in struck plants; and

Whereas, Such strikebreakers have been moved from state to state on demand by the employers for the purpose

of taking the jobs of regular employees; and

Whereas, Professional strikebreakers and their masters have a vested interest in promoting industrial disputes and disrupting normal collective bargaining relations, thereby subverting established public policy encouraging organization of workers into unions of their own choosing and orderly settlement of labor-management differences; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation hereby endorse the enactment of state legislation to (1) prohibit employment of professional strikebreakers to take the place of employees involved in a labor dispute and (2) prohibit the recruitment of employees to replace employees involved in a labor dispute by a person or agency not directly involved in the labor dispute, and (3) provide that the above practices shall be unlawful and be punishable by fine or jail sentence or both, and call upon the California State Legislature to adopt such legislation at its next regular session.

Referred to Committee on Legislation.  
Adopted, p. 127.

### State Manpower Commission

**Resolution No. 218**—Presented by San Francisco Labor Council, San Francisco.

Whereas, Governor Brown should be commended for his leadership in establishing and activating a greatly needed Commission for Manpower, Automation and Technology; and

Whereas, Following an auspicious start, few results have been discernible from the Committee's activities; and

Whereas, Time is of the essence in the inauguration of programs designed to ameliorate the problems of today's rapidly increasing unemployment with its many ramifications; therefore be it

Resolved, That the California Labor Federation urge that the Commission for Manpower, Automation and Technology immediately activate at least two major types of activity:

1. Provide a central clearing house in which should be collected and reported, on a coordinated and continuing basis, current job vacancies; for the purpose of permitting a better matching of unemployed workers with available jobs and which would also furnish the necessary information for training projects so as to

provide the unemployed information on essential skills; and

2. Collect data showing the skill requirements of industry for years to come as to new products, plant expansion or curtailment, new equipment and processes, etc., so that various training programs may be established and necessary skills will be available in the labor force when needed and the presently unskilled will have a chance.

Referred to Committee on Resolutions.  
Adopted, p. 51.

### Medicare

**Resolution No. 219**—Presented by San Francisco Labor Council, San Francisco.

Whereas, Modern adequate medical care is a necessity in the life of all Americans, there can be no doubt the senior citizens of America are being short-changed and are in increasingly deplorable plight; and

Whereas, The Kerr-Mills program (MAA) has proven not only inadequate and uneconomical, but also administratively costly and demeaning to the dignity of the individual because of its means test requirement; and

Whereas, Each state must adopt supporting legislation to avail itself of Kerr-Mills assistance with the result that benefits are meager, spotty and uncertain; and

Whereas, Because of inadequate eligibility requirements and legislative implementation only seven out of 1,000 aged persons in the United States are receiving Kerr-Mills help and no short term care is included in the program; and

Whereas, The late President Kennedy proposed the adoption of the Anderson-King Bill which when amended also contained so many limitations that it has been named as being most inadequate although it did protect the principle of granting hospital care based on Social Security and Railroad Retirement contributions; and

Whereas, The limits of the Anderson-King Bill include the denial of any long term care for chronically ill aged persons, physicians services, diagnostic and preventive services and out-patient care; and

Whereas, Modern medical care demands a broad range of services to insure the best quality care at the most reasonable cost; and

Whereas, No commercial or non-profit pre-payment health insurance program is now serving this aged group with pre-

ventive diagnostic, therapeutic and rehabilitation benefits; and

Whereas, Of the approximately 60 percent of persons 65 or over covered by pre-paid insurance, only  $\frac{1}{2}$  to  $\frac{1}{4}$  of the cost of hospitalization is paid thus providing little relief to aged persons with medical needs and limited resources; and

Whereas, A sampling of 8 percent of the population demonstrated those 65 and over experience almost 40 percent of illnesses disabling for three months or more and account for 25 percent of the population in mental institutions; therefore be it

Resolved, That the California Labor Federation hereby endorse the enactment of Federal legislation to provide for the adoption of a comprehensive Medical Care program financed under Social Security and other retirement systems for all senior citizens to include all of those provisions of the original Anderson-King bill along with provisions to cover the cost of physicians care, diagnostic services, laboratory services, and any other medical requirement of the patient together with provisions for adequate quality care for chronically ill, aged persons and/or necessary rehabilitative services for such persons; and be it further

Resolved, That the California Labor Federation adopt as a policy the forthright demand for a completely comprehensive medical care program designed to meet the needs of our deserving senior citizens within the framework of our Social Security system.

Referred to Committee on Resolutions.  
Adopted, p. 85.

### Protect Agricultural Workers

**Resolution No. 220**—Presented by San Francisco Labor Council, San Francisco.

Whereas, The 1962 Convention of the California Labor Federation, AFL-CIO adopted the resolution presented by the San Francisco Labor Council calling upon the Industrial Welfare Commission to reopen the agricultural occupations order so as to establish minimum wages, maximum hours, and conditions of work for women and minors on a par with those established in other orders; and

Whereas, The wage orders now in effect for women and minors in all other occupations set a minimum hourly rate of \$1.25 for work performed either on an hourly or piece work basis; to be increased to \$1.30 an hour in September, 1964; and

Whereas, The order presently covering

agricultural occupations set a \$1 an hour minimum for hourly workers only and a \$4 per day minimum if paid on a piece work basis; and omits the protective clauses on maximum hours, overtime provisions, sanitary toilet and washing facilities, and other conditions of work found in other wage orders; and

Whereas, The Industrial Welfare Commission has pursued a double standard by its failure to accord equality of treatment to women and minors in agricultural occupations despite their greater need; and

Whereas, The decision of the Commission to re-open the agricultural occupations order in April, 1963, and their decision a year later to establish a Wage Board to make the necessary recommendations creates the opportunity whereby they may terminate the dual standard and second-class status accorded to agricultural workers under their orders; and

Whereas, The position of the labor movement remains constant on behalf of a much needed Fair Labor Standards Act and the purpose of this resolution is simply to cover the interim period until such legislation is enacted in the State of California; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation, AFL-CIO, call upon the Industrial Welfare Commission to discharge its responsibility of fixing a "wage adequate to supply the necessary costs of proper living to, and maintain the health and welfare of, such women and minors," by setting a minimum wage of \$2.00 an hour and establishing other working conditions on an equal basis to those in other orders.

Referred to Committee on Resolutions.  
Adopted, p. 66.

### **Establish Division of Workmen's Compensation**

**Resolution No. 221—Presented by San Francisco Labor Council, San Francisco.**

Whereas, In 1958 and 1959 and again in 1962 the San Francisco Labor Council proposed resolutions to the convention of the California Labor Federation that would substantially liberalize and bring up to date our Workmen's Compensation laws; and

Whereas, Rather than attempt to upset existing administrative organization and procedures, it is our feeling that existing compensation facilities should be augmented; and

Whereas, In the 1963 session of the Legislature of the State of California, consideration of a comparable resolution was given most cursory treatment and was referred to interim study with almost all other proposals designed to improve Workmen's Compensation and to this date no constructive or improving proposals have been made designed to improve the lot of injured workmen in the State of California; and

Whereas, The time has arrived for substantial changes and liberalization in our Workmen's Compensation law, we urge the forthcoming convention of the California Labor Federation to include in its legislative program the following resolves:

Resolved, That a new act shall be supported by this Fifth Convention of the California Labor Federation, establishing a Division of Workmen's Compensation which shall supplement the hearing and appeals functions of the Industrial Accident Commission as described in Division 4 and Division 4.5 of the Labor Code; and be it further

Resolved, That this new act shall provide that the functions of this Division of Workmen's Compensation shall be to administer the Workmen's Compensation and Insurance Act so that the full intent of the legislation shall be achieved. Its primary purposes shall be:

- a. to supervise the adequacy of medical care so that injured workers will receive competent and adequate care, including specialized treatment when necessary.
- b. to audit the promptness and accuracy of benefit payments to injured workers and their dependents so as to avoid delays, as well as to make certain that injured workers or their dependents receive the full amounts they are entitled to under the provisions of the Workmen's Compensation and Insurance Act.
- c. to make sure that permanently impaired workers who require physical rehabilitation are provided such care, as part of the medical care required of employers, and to arrange for vocational rehabilitation where that is necessary.
- d. to provide regular reports and statistical data on the activities of the Division.
- e. to provide information to victims of work injuries, as well as to the Di-

rector of the Department of Industrial Relations as he may require;

- f. to provide that the function of the Industrial Commission to hear contested cases or review agreements, or act as an appeals body is outside the function of the Division of Workmen's Compensation; and be it further

Resolved, That this Act shall be administered by the Administrator of the Division of Workmen's Compensation who shall devote his entire time to the duties of his office. The Administrator shall appoint such officers and employees and may establish such branch offices, sections, advisory medical panels and advisory committees as he finds necessary to administer the Workmen's Compensation Act, but exclusive of the hearing, appeals and review functions of the Industrial Commission; and be it finally

Resolved, That the proposals contained herein shall be included in the legislative program of the California Labor Federation by action of its convention starting August 17, 1964.

Referred to Committee on Legislation.  
Adopted, p. 122.

#### Port of San Francisco

**Resolution No. 222**—Presented by San Francisco Labor Council, San Francisco.

Whereas, The Port of San Francisco has been an historic keystone in the economy of the City of San Francisco, the Bay Area and the State of California; and

Whereas, The Port is of vital importance to the economic life of this community; and

Whereas, The Port of San Francisco has provided jobs within itself and in many related areas; and

Whereas, The Port of San Francisco has declined from its former position as the undisputed leader on the Pacific Coast; and

Whereas, This decline has contributed to an exodus of industry and warehousing and accompanying jobs out of the City to the serious detriment of working people heretofore employed in the maritime, distribution, production and all other allied and dependent industries; and

Whereas, The Port of San Francisco is the only state-controlled port in California and must operate on a self-sustaining basis in competition with other ports in the Bay Area and in California that are sub-

sidized either locally or by federal funds; and

Whereas, The City should have the right to determine just how its waterfront shall be used rather than having that decision made by a Legislature which might well reflect the special interests of competing ports; and

Whereas, The Port of San Francisco alone is state-controlled and although its bonded indebtedness is secured by its own property it is handicapped because it takes a vote of all the people of California before it can create bonded indebtedness to improve its facilities; and

Whereas, Although the Port is run by competent, dedicated men fully willing to cooperate with the city, they none-the-less have a responsibility to the state as a whole; therefore be it

Resolved, That the California Labor Federation urge the City of San Francisco to move with utmost speed to retain the Port of San Francisco which is so vital to its future as a great financial and commercial center of the Western United States; and be it finally

Resolved, That the California Labor Federation include this objective in its forthcoming legislative program in the interests of the working people in the San Francisco labor movement.

Referred to Committee on Legislation.  
Adopted, p. 125.

#### Centers for Labor Research

**Resolution No. 223**—Presented by San Francisco Labor Council, San Francisco.

Whereas, The Committee on Educational Policy of the Board of Regents of the University of California has agreed to the establishments of Centers for Labor Research and Education within the Institute of Industrial Relations at Berkeley and Los Angeles in cooperation with University Extension; and

Whereas, The same committee has further agreed to the establishment of a state-wide Joint Labor University Committee to act solely in an advisory capacity to the University; and

Whereas, The committee has further stated that it is understood that the program of the Centers for Labor Research and Education shall not be involved in partisan or adversary politics; and

Whereas, The San Francisco Labor Council has also studied the "Guidelines for Expansion of Labor Programs" developed jointly by the California Labor

Federation and the University of California; and

Whereas, We approve the action of the committee of Regents in amending the prohibition of "adversary research" so that it becomes a prohibition instead against "partisan or adversary politics"; and

Whereas, The San Francisco Labor Council also approves the establishment of Centers for Labor Research and Education as a much needed service to the labor movement and to the working people of the State of California; and

Whereas, The San Francisco Labor Council has insisted on such Centers for Labor Research and Education being autonomous and separated from the management-oriented Institute of Industrial Relations although they should conduct themselves with full cooperation with all schools, divisions and departments of the University; and

Whereas, The action of the Committee on Educational Policy of the Board of Regents in placing the Center for Labor Research and Education within the Institute of Industrial Relations creates problems and handicaps difficult to overcome; and

Whereas, Such are the needs of working people in this increasingly technological age that this failure of the University to give organized Labor the recognition that is its due in the form of an autonomous center should not be permitted to deprive the best interests of working people of the technical and research services of the University during the period when this weakness in the program is being corrected; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation go on record in tentative approval of the actions of the Regents of the University, the President of the University and the officers of the California Labor Federation in establishing the involved urgently needed Centers of Labor Research and Education; and be it further

Resolved, That all affiliated organizations in California be urged to lend their full support and good efforts toward a successful and meaningful activation of this program.

Referred to Committee on Resolutions.  
Filed, p. 85.

#### **Waterfront Passenger Terminal**

**Resolution No. 224**—Presented by San Francisco Labor Council, San Francisco.

Whereas, San Francisco with its Golden Gate has and always will be recognized as one of the great gateways to the Far East; and

Whereas, San Francisco has been a historic point of departure for great passenger liners for the Orient and around the world; and

Whereas, The arrival and departure of these passengers in San Francisco has been vital in creating jobs for working people throughout the entire structure of our labor movement and in building the City's tourist industry; and

Whereas, A passenger terminal would enhance the romance that makes the Golden Gate a magnetic attraction and a major asset in the economy of our entire State of California; and

Whereas, No present facilities exist except wind-swept piers that are in a state that makes them unattractive both to passengers and shipping lines; and

Whereas, Other Pacific Coast ports have been able to provide facilities of a modern character that have enhanced and improved their own cities; therefore be it

Resolved, That the California Labor Federation urge that the City of San Francisco and the Port of San Francisco move with deliberate speed toward a new passenger terminal worthy of San Francisco and of California; and be it further

Resolved, That the California Labor Federation lend its full support legislatively and otherwise to the efforts of the San Francisco labor movement to establish a modern and beautiful passenger terminal on the San Francisco waterfront.

Referred to Committee on Legislation.  
Adopted, p. 125.

#### **Oppose Extremism**

**Resolution No. 225**—Presented by San Francisco Labor Council, San Francisco.

Whereas, Recent years have seen a rebirth and development of extremism in the State of California both from the left and from the right; and

Whereas, The labor movement has long been in the forefront of the fight against the Communists, the Klu Klux Klan, the John Birchers, et al, because we have always realized that in the final analysis the efforts of all of these extremists are aimed against the interest of the working people of our state; and

Whereas, The recent actions of the Republican convention in its determinations of platform planks and candidates again

clearly raise the issues of extremism as they pertain to the future security and welfare of working people; and

Whereas, The same issue of extremism is raised among the proponents of State State Proposition 14 which would deny morality, equality, human dignity and the rights of America citizens; and

Whereas, This same issue of extremism is apparent again in State Proposition 17 which under the guise of controlling feather-bedding is actually a first assault on the working conditions, employment opportunities and job security of all working people; therefore be it

Resolved, That the California Labor Federation again state its opposition to extremism whether it be from the left or from the right, so that we might lend our utmost efforts to making certain that the working people of California, with clear understanding of this issue of extremism as it affects their own interests, will stand together and fight together against such reactionary philosophies and their threat to freedom and democracy.

Referred to Committee on Resolutions.  
Adopted, p. 118.

#### Aid to Shipping and Shipbuilding

**Resolution No. 226**—Presented by Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers No. 6, San Francisco.

Whereas, The American Merchant Marine throughout our history, has proven itself an indispensable strategic adjunct to our economy, both in peace and war; and

Whereas, It is unthinkable that any first-class nation, especially our own, whose very origin and destiny are both inextricably tied to ships, would permit the cash nexus solely to so dominate its maritime policy that its very existence is threatened; and

Whereas, This proximate extinction is evidenced by the following facts:

1. Block obsolescence of the merchant marine. Six hundred and fifty ships in the US-flag active, seagoing fleet have reached or are approaching the age of replacement; if the U.S. Great Lakes Fleet is included, a grand total of between 750 to 780 vessels need replacement.

2. More than 20 major private shipyards have gone out of business during the past sixteen years because of insufficient work,

notably and most recently the Bethlehem's giant Quincy yard.

3. Only 42% of the collective capacity of the private shipyards' construction and repair facilities was utilized during 1963.

4. Contrary to all you hear, new construction prices, first quarter '64, were nearly 20% below the price levels that prevailed six years earlier, and this despite much lower work backlogs, causing assignment of larger percentage of overhead expenses to the vessels being bid on.

5. The Nation's private shipyards began 1964 with only 45 merchant ships, totaling 517,000 G.T. building or on order, the smallest January 1st total since 1957; contrasted with Japan's 893,000 GT building or on order, almost 14 times as much shipbuilding for a Nation one-half ours in population.

6. Our Merchant Marine's share of all U.S. foreign trade has dwindled to 8.9% - 26.13 millions of the total of 293.7 millions. In 1936 it was 30%; and

Whereas, Major sources of jobs for unemployed craftsmen and technicians, job opportunities for minorities, apprenticeship and trainee opportunities for youth are all at stake in this crisis in our merchant shipbuilding industries; and

Whereas, Most of the decay is attributable to an inept merchant marine policy on the part of our own Federal Government, especially in its departments of Commerce, State and Agriculture, in not providing adequate capital for bolstering the competitive position of our Merchant Marine in both our foreign and inter-coastal trade, and allowing violations of the congressional 50-50 enactment, providing for shipping government-assisted cargoes in at least 50% American bottoms, as was most significantly exhibited in the altercation over shipping wheat to Russia, wherein President Kennedy's pledge of 100% American bottom shipment was violated by these departments of our Government; therefore be it

Resolved, That this California Labor Federation convention instruct its officers to select an emergency committee including representatives from the Metal Trades and Maritime Unions to prosecute a continuing campaign, on the legislative levels in both Washington and Sacramento, and directed to President Johnson with the aim of taking all measures necessary to restore our shipbuilding and shipping industries to full employment for American workers.

Referred to Committee on Resolutions.  
Adopted as amended, p. 104.



### Shipbuilding Conference

**Resolution No. 227**—Presented by Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers No. 6, San Francisco.

Whereas, The National AFL Convention in November, 1963, called for the creation of a National Planning Agency to advise on planning for full employment in our economy; and

Whereas, The Full Employment Act of 1946 still remains unimplemented; and

Whereas, The AFL-CIO Convention of September, 1959, called on "The Council of Economic Advisers to spell out economic goals for each major sector of the economy necessary to attaining full employment"; and

Whereas, This worthy goal will remain a mirage unless Labor itself addresses itself to the problem which has been considerably aggravated to the extent that American Corporations in search of super-profits in low wage areas, have built, since WW II, thousands of factories overseas, mostly in developed industrial countries, at the expense of hundreds of thousands of American workers' jobs, not only in shipbuilding, but in autos (Studebaker), textiles, and many other industries; and

Whereas, The Metal Trades Convention of January, 1963, adopted a resolution calling upon the National AFL-CIO to convene an International Trade Union Conference to organize the shipbuilding trade unionists of all countries against unemployment in the industry and to work for an FEC under the UN to cope with unemployment anywhere in the world, starting with ships; therefore be it

Resolved, That this California Labor Federation convention support the Pacific Coast Metal Trades Council convention call to President Meany to convene this necessary conference.

Referred to Committee on Resolutions.  
Adopted, pp. 104-05.

### Boilermakers' and Iron Shipbuilders' Program for Jobs

**Resolution No. 228**—Presented by Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers No. 6, San Francisco.

Whereas, The Convention of Boilermakers and Iron Shipbuilders California District, held last December, developed a list of concrete proposals for coping with the tremendous additional unemployment

threatened by Government arms cutbacks, which list was embodied in its "Resolution for Immediate Development of Plans for Peacetime Conversion," copy enclosed; and

Whereas, These aforesaid proposals, forwarded to responsible Government Officials at the Federal, State and local levels, elicited an encouraging response of interest and support for the exploration of these proposals, notably for example, from Governor Brown, who wrote "I think your brotherhood is on the right track in addressing itself toward specific projects which will increase the use of labor and manpower now engaged in defense-oriented programs. Certainly, if California is to lose federal defense contracts it should and must replace them with new or accelerated nondefense efforts such as those discussed in your resolution"; and

Whereas, Governor Brown's director of the State's Revenue and Management agency in the Department of Finance, Mr. Jack Halpin, was entrusted by the Governor with exploring these suggestions and asked for and received, on April 12th, an additional set of 9 specific proposals, including in addition to organized Labor's program on unmet social needs in community and construction areas, the application of Joint Venture enterprises, backed by both government and private capital, towards reducing the unemployment caused by defense cutbacks in naval shipyards and aerospace industries; and

Whereas, Under-Secretary of Labor, John F. Henning, formerly Sacramento spokesman for our California AFL-CIO, in reviewing both these proposals to Mr. Halpin and those in the original Boilermaker resolution, writes "I find the suggestions, which were made in response to Mr. Halpin's expressed desire for guidance in combating this impending situation, are original in concept and definitely worthy of serious exploration. The Department of Labor has great concern about the seriousness of this situation as well as about the implications of the possible cutback at the Lockheed installation at Sunnyvale"; and

Whereas, To date, we have not received one single word from either the Governor or the Deputy Director, Mr. Halpin, on this urgent matter; and

Whereas, Secretary of Defense McNamara stated on May 25th that the difficulty in finding job possibilities for shipyard workers was the reason for delay-

ing the decision on Navy Yard closings for 6 to 9 months; and

Whereas, The Boilermakers' job program provides the key to eliminating this unemployment, and, in addition, opening up new job opportunities for minorities and youth; therefore be it

Resolved, That this Convention of the California Labor Federation, AFL-CIO, call upon Governor Brown and other responsible Federal, State and Local officials to delay no further in beginning immediately serious exploration of the aforementioned proposals embodied in the Boilermakers District Resolution and the letter to Mr. Halpin; and be it further

Resolved, That Governor Brown be called upon to lend his aid and assistance to the responsible Boilermaker and Metal Trades Union officials in arranging for meetings and conferences to expedite bringing to realization the measures they have advanced to reduce drastically our unemployment problem.

Referred to Committee on Resolutions.  
Nonconcurrence, p. 106.

#### **Jobs and Safety Through Building Public Transportation**

**Resolution No. 229**—Presented by Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers No. 6, San Francisco.

Whereas, Congressional passage on June 30th, after a 5 year fight, of a program for Federal assistance to cities and metropolitan areas planning to build new or to modernize old public transportation facilities will make available funds paying  $\frac{2}{3}$  of the net project cost; and

Whereas, Government and Press surveys indicate that total capital requirements for mass transportation in the next decade will be \$9.8 billion, and that cities have plans for new transit lines or improvements in present ones already approximating \$2 billion; and

Whereas, The design, fabrication, construction and operation of these acutely needed transportation facilities create jobs in many classifications, from professional through trade to learners and the unskilled, as already demonstrated by the \$782 million B.A.R.T. District project with its structures for Contra Costa County and their  $3\frac{1}{2}$  mile Alameda tube, consisting of 62 tubes, each 35 feet in diameter and 300 feet long; and

Whereas, Besides work, the building of

mass transit offers, in addition, the following outstanding benefits:

- 1) Fulfilling a basic community need for transportation without incurring the annual 40,000 deaths, 1,200,000 injuries and \$5 billion in property and liability damage that are the results of the current over-emphasis and over-dependence on autos and freeways. This over-dependence has witnessed the shocking total of 810,000 Americans killed on the highways, and 29.5 million casualties.
- 2) Reducing the soaring cost of transportation to the average wage earner from the present 12 to 14% of the family income to the more reasonable 4 to 8% that prevailed as recently as 10 years ago.
- 3) Cutting down the main source of air pollution which has been demonstrated to be smog caused by auto exhausts; therefore be it

Therefore be it

Resolved, That the California Labor Federation instruct its officers to create a standing committee on Public Transportation that will protect Labor's and the community's interests in this field by:

- 1) Promoting and expediting planning in all communities where the need for public transportation is obvious.
- 2) Organizing an effective campaign to secure additional federal funds that will be needed for the construction and equipment of the facilities.
- 3) Securing labor representation on Public Bodies not only to protect our interests in jobs and transportation but to warn the community, whenever occasions so warrant, of unnecessary expenditures, topheavy bureaucracy or other malpractices such as have disfigured the Federal Highway Program; and be it finally

And be it finally

Resolved, That all affiliated locals be instructed to organize similar transportation committees in the community Central Labor, Building Trades and Metal Trades Councils to which they are affiliated.

Referred to Committee on Resolutions.  
Nonconcurrence, p. 106.

#### **Building of Tankers and Cargo Carriers**

**Resolution No. 230**—Presented by Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers No. 6, San Francisco

Whereas, Gigantic American Corporations, selling oil, aluminum, sulphur, gypsum, paper and other products in this country, have built 1128 tankers and other bulk cargo carriers, mainly in Japanese and German shipyards, to the extent that 31,972,546 Dead Weight tons since September, 1950, and valued at \$4.86 billion as built abroad, and \$7.78 billion had they been built in U.S. shipyards; and

Whereas, This excess profit, to the tune of \$2,900,000,000 was reaped by these firms by depriving between 50,000 and 70,000 American Shipbuilding craftsmen of a livelihood in this essential industry; and

Whereas, This trend is increasing as evidenced by the latest ship production figures which show Japan building 11,130,000 dead weight tons; W. Germany 3,334,000 dwt; and our country, the erst-while champ with only 740,000 dwt; and

Whereas, These same companies enjoy extraordinary income tax favors donated them by previous administrations such as the 27.5% oil depletion allowance and exemptions on super profits earned in foreign countries to which they have exported capital at the encouragement of our State Department under these previous administrations; and

Whereas, These lost jobs and tax favors have to be made up by imposing additional tax burdens on all other tax payers, employers as well as wage-earners; therefore be it resolved

Resolved, That the 1964 California Labor Federation Convention request the Johnson Administration's intercession in behalf of American shipyard workers with these giant oil companies for the purpose of getting a commitment to refrain from farming out any further contracts to foreign shipyards until full employment plus job opportunities for minorities and youth, are achieved in American yards; and be it further

Resolved, That if this change of policy is not achieved in a stipulated, reasonable time, that all tax favors on oil depletion allowances, foreign profits, etc., be taken from these companies by sponsoring legislation both in Congress and in the State Legislature, for such purposes; and be it further

Resolved, That in the event the oil companies refuse to cooperate with President Johnson for full employment in our shipyards that our State AFL-CIO officials call for a statewide boycott by all Labor of the products of the recalcitrant oil companies; and be it further

Resolved, That copies of this resolution be sent to all Congressmen and Senators as well as Administration Officials concerned, and that it be given the widest circulation in the National and Labor Press.

Referred to Committee on Resolutions.  
Nonconcurrence, p. 105.

### Shorter Work Week

**Resolution No. 231**—Presented by Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers No. 6, San Francisco.

Whereas, Recurring depressions have victimized from 10% to 50% of the membership in many of this Brotherhood's Locals with harassing unemployment and underemployment, in common with the membership of all the construction trades; and

Whereas, This unemployment and underemployment show no signs of diminishing, as graphically underscored by figures on pension trust fund contributions for our Brotherhood indicating that the covered membership averages only 1,350 hours annually, only 67½% of the work year, signifying that our people are unemployed for almost four months of the work year; and

Whereas, The ravages of unemployment have been increased by the continuing effects of automation, the movement of bankrupt farmers to industrial centers, the great population explosion; and

Whereas, All responsible parties admit the need for the creation of additional jobs for the minorities and our young people, both afflicted with unemployment rates of critical seriousness; and

Whereas, The shorter work week as long advocated by organized labor is one of the indispensable measures, though of course, not the only one, for providing jobs for all able and willing to work; therefore be it

Resolved, That this California Labor Federation convention go on record for amendment of the Fair Employment Standards Act to stipulate that the standard work week be shortened to 32 hours with no reduction in pay, to be attained in 3 graduated steps over the course of 3 years, by reducing in the first year the standard 40 hour work week to 37 hours; in the second year to 34 hours; and in the 3rd year to 32 hours, each time with no reduction in take home pay; and be it further

Resolved, That this method for achiev-

ing the shorter work week be urged upon all our political representatives in Washington; upon President Meany and the AFL-CIO Executive Council, and to all affiliated locals, some of the strongest of whom, i.e. Electricians and Plumbers, mainly have already secured agreements toward shorter work weeks by the gradual step method.

Referred to Committee on Resolutions.  
Filed, p. 62. See Resolution No. 29.

### TV and Labor Press Programs

**Resolution No. 232**—Presented by Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers No. 6, San Francisco.

Whereas, Goldwater's mass following, especially in the Southern part of the State, indicates that a great many voters, in and out of the unions are easy prey for the Senator's racist, anti-union and militaristic propaganda; and

Whereas, This susceptibility to propaganda has been abetted by a lack of labor education, not only in the schools and colleges, but even within the unions, so that millions of people go through life without any appreciation of Labor's profound and continuing contributions to the enhancement of their well-being, to their democratic heritage, to universal public education, and to the general enlargement of human dignity; and

Whereas, The lessons of Hitler's Germany warns us that we are in especially great danger of losing to the very active radical right the young people, made acutely resentful by a 15-17% unemployment rate; and

Whereas, It is unrealistic to expect that the common sense education given millions of our fellow citizens by the hard knocks of the depression thirties would rub off on the present generation, since 82% of our population of 192 million were either not born or were under 21 when the stock market crashed in 1929, and 50% of the total population today is under 28½ years of age; and

Whereas, The use of collegians to scab on striking union people has, for the first time since the great railroad strike in the twenties, increased, as shown in Indiana and the San Francisco typographical strike; and

Whereas, In reply to the question "Should legislation be passed making labor unions subject to antitrust laws?" 73.4% in Congressman Gubser's district replied, "Yes"; therefore be it

Resolved, That this California Labor Federation convention instruct its officers to sponsor legislation in Sacramento that will ensure that the teaching of the history of trade unionism and Labor's philosophy be a part of the public school and collegiate curriculum; and be it further

Resolved, That all affiliated locals sponsoring apprenticeship programs require the education of apprentices in the history and present problems of labor; and be it further

Resolved, That the Federation, especially in the short interval before the November election, sponsor the most enlightening programs with the liveliest speakers and entertainment possible on TV and radio, in order to make every listener and viewer acutely sensitive to the reactionary policies of the Republican Presidential candidate; and be it finally

Resolved, That the State Federation lead the Labor press of the State in expanding circulation of the Labor Press, in improving the presentation of the issues in this election campaign by lively, timely and interesting articles, and cartoons.

Referred to Committee on Legislation.  
Filed, referred to Executive Council, p. 126.

### Job Opportunities Through Oceanographic Research

**Resolution No. 233**—Presented by Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers No. 6, San Francisco.

Whereas, The Federal Government, in embarking on a 10-year oceanographic research program, budgeted at \$1,315 million, has provided the possibilities for a beneficial, if still inadequate, stimulus throughout our maritime industry, since it involves the construction of 85 to 97 vessels; therefore be it

Resolved, That the California Labor Federation convention request Governor Brown to work for the implementation of this oceanographic research program so that all California shipbuilding and research centers share in these job-creating funds.

Referred to Committee on Resolutions.  
Adopted as amended, p. 106.

### Increase Social Security Benefits

**Resolution No. 234**—Presented by Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers No. 6, San Francisco.

Whereas, Tremendous inequities exist

in the pensions paid our retiring workers, with those prematurely handicapped by unemployment, disability, or membership in weakening unions in declining industries, ending up with totally inadequate income for the last years of life; and

Whereas, Sweden offers an excellent guideline for ameliorating this situation since it supplements by government social security payments every retired worker's income from all sources and pensions so that he enjoys an income equal to two-thirds of what he earned during his fifteen best years, up to a maximum of \$5,700.00 per year; therefore be it

Resolved, That this California Labor Federation convention instruct its officers to inaugurate a vigorous campaign directed towards amending our social security laws so that this fine Swedish example of adequate pensions for a dignified old age becomes prevalent at the earliest moment in this rich country, as well.

Referred to Committee on Resolutions.  
Filed, p. 86. See Resolution No. 257.

#### **Investigate Department of Commerce**

**Resolution No. 235**—Presented by Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers No. 6, San Francisco.

Whereas, The Department of Commerce has been flagrantly derelict in guarding the public interest in two most important domains of our national economy, to-wit, railroads and shipping, wherein it has permitted tremendous deterioration in our passenger transportation by granting the railroads petitions for abandonment despite public and labor protests, and consistently violated both the spirit and letter of the Merchant Marine Act of 1936 and its subsequent amendments by refusing to heed the recommendations of Maritime Labor and industrial leaders for the preservation of our Merchant Marine and shipbuilding industry; therefore be it

Resolved, That this California Labor Federation convention instruct its officers to petition independent Congressional and Senatorial leaders of the calibre of Senator Wayne Morse and Senator Kuchel to conduct a comprehensive investigation into these two aspects of the activities of the Department of Commerce, i.e. shipping and railroads, so that remedial legislative and executive measures can be developed to correct this neglect of the public interest by the Department of Commerce.

Referred to Committee on Resolutions.  
Adopted as amended, p. 106.

#### **Priority for Uncollected Wages**

**Resolution No. 236**—Presented by Executive Council, California Labor Federation, AFL-CIO.

Whereas, A statute enacted by the United States Congress in 1797, and still in effect, provides that debts due to the United States shall be satisfied by a debtor before the claims of all other of his creditors; and

Whereas, This almost two hundred year old law runs counter to the present state of the law, which in recognizing the need of a wage earner to support his family from his earnings has provided generally that in insolvency situations and disposition of the estates of deceased debtors, unpaid wages due to employees shall have a preferred status to the claims of other creditors; and

Whereas, Each year many thousands of workers lose the pay for which they have worked because of the priority given to United States taxes under the 1797 statute; and

Whereas, This limited instance in which law places the base claims of the Federal tax collector ahead of the needs of the breadwinner is not in keeping with the social policy of the Government of the United States; therefore be it

Resolved, That this California Labor Federation Fifth Convention urge enactment of legislation by the Congress which will provide that, in cases where the assets of a debtor are insufficient to meet his obligations, wages due each employee earned within ninety days immediately prior to the general assignment of his assets by or the death of the debtor shall be satisfied prior to satisfaction of debts due to the United States; and be it further

Resolved, That this resolution be forwarded to the national office of the AFL-CIO with the request that they support such legislation before the Congress.

Referred to Committee on Resolutions.  
Adopted, p. 118.

#### **Wage Security Under Service Contracts with Federal Government**

**Resolution No. 237**—Presented by Executive Council, California Labor Federation, AFL-CIO.

Whereas, The Federal Government regularly enters into contracts with firms for the rendition of personal services as distinguished from the supplying of per-

sonal property or the construction of improvements to real property; and

Whereas, These contracts are commonly known as "service contracts"; and

Whereas, There is now no statutory protection for the wages of employees engaged in the performance of service contracts with agencies of the United States Government; and

Whereas, Failure of employers holding such service contracts to pay wages due their employees has often left the employees with no effective recourse to recover their unpaid wages; and

Whereas, This has resulted in loss of earned wages and its resultant hardships to people performing on such service contracts where the employer either has become insolvent or has evaded his responsibilities; and

Whereas, This problem can best be remedied through enactment of legislation which will require surety for wages to be provided by all employers who engage in United States government service contracts; therefore be it

Resolved, That this California Labor Federation Fifth Convention call for the enactment by the United States Congress of legislation which will require as a condition of letting a service contract with any Federal Department or Agency that all employers engaged in the performance of such contract provide surety for the payment of wages due all employees whose personal services have been used under the contract; and be it further

Resolved, That this resolution be sent to the national office of the AFL-CIO with the request that they support such legislation before the Congress.

Referred to Committee on Resolutions.  
Adopted as amended, p. 118.

#### **Amend Miller Act**

**Resolution No. 238**—Presented by Executive Council, California Labor Federation, AFL-CIO.

Whereas, The safeguard for the wages of workers employed on federal construction projects is provided by the U. S. Miller Act which requires that prime contractors and subcontractors performing such construction be bonded as surety for the wages of their employees; and

Whereas, The provisions of the Miller Act do not extend beyond the prime contractor and the subcontractor; and

Whereas, It is a growing practice in

the construction industry that contractors bidding on public work act as brokers without themselves employing workers; and

Whereas, This practice leads to a chain of subcontracting and sub-subcontracting, so that the actual employers of the workers who perform services on such projects are not covered by the terms of the Miller Act; and

Whereas, This creates a serious deficiency in the law intended to protect workers' wages; therefore be it

Resolved, That this California Labor Federation Fifth Convention urge enactment of remedial legislation by the United States Congress to amend the Miller Act so that its bonding provisions will cover all employers of workers engaged in construction projects paid for by the funds of the United States; and be it further

Resolved, That copies of this resolution be forwarded to the national office of the AFL-CIO and the AFL-CIO Building and Construction Trades Department with the request that they support such legislation before the Congress.

Referred to Committee on Resolutions.  
Adopted, p. 118.

#### **Adjust Salaries for Federation President, Secretary-Treasurer and General Vice President**

**Resolution No. 239**—Presented by Executive Council, California Labor Federation.

Whereas, The \$15,000 salary of the Federation's President in 1964 remains at the same level as was paid to the President as an employee of the California State Federation of Labor in 1956; and

Whereas, The \$25,000 salary of the Federation's Secretary-Treasurer in 1964 remains at the same level as was paid to the Secretary-Treasurer of the California State Federation of Labor in 1955; and

Whereas, The \$12,500 salary of the Federation's General Vice President today remains at the same level as was established in creating the office at the time of the merger in December 1958; and

Whereas, Salary adjustments in governmental service, as an example, have risen steadily as is evidenced from the following changes in remuneration for constitutional and appointive office in California between 1956 and 1964:

1. Governor—rose 76.4 percent from \$25,000 to \$44,100;

2. Lieutenant-Governor—rose 78.6 percent from \$14,000 to \$25,000;
3. Secretary of State—rose 78.6 percent from \$14,000 to \$25,000;
4. Treasurer—rose 78.6 percent from \$14,000 to \$25,000;
5. Superintendent of Public Instruction—rose 66.7 percent from \$15,000 to \$25,000;
6. Controller—rose 56.3 percent from \$16,000 to \$25,000;
7. Director of Employment—rose 44.1 percent from \$17,000 to \$24,500;
8. Director of Industrial Relations—rose 56.7 percent from \$15,000 to \$23,500;
9. Chief, Division of Labor Law Enforcement—rose 56.0 percent from \$12,500 to \$19,500;
10. Chief, Division of Industrial Safety—rose 77.3 percent from \$11,000 to \$19,500;
11. Chief, Division of Industrial Welfare—rose 41.0 percent from \$11,000 to \$15,500;
12. Chief, Division of Labor Statistics and Research—rose 47.4 percent from \$11,000 to \$16,212;
13. Chief, Division of Housing—rose 40.9 percent from \$11,000 to \$15,000;
14. Industrial Accident Commission members—rose 55.5 percent from \$13,500 to \$21,000;
15. Supervisor of Conciliation — rose 49.4 percent from \$11,400 to \$17,028;
16. Unemployment Insurance Appeals Board members—rose 40.0 percent from \$15,500 to \$21,000;
17. Supreme Court Associate Justice—rose 39.1 percent from \$23,000 to \$32,000; and

Whereas, Similar adjustments have transpired during this period with regard to the salaries for regional directors of such federal agencies as the National Labor Relations Board, Bureau of Labor-Management and Pension-Welfare Report, Bureau of Labor Statistics, Bureau of Employment Security, and the Office of Manpower, Automation and Training where, in all instances, the top of the salary range allowable for these GS-15 classifications rose by 44.5 percent from a level of \$13,335 in 1956 to \$19,270 in 1964; and

Whereas, Average hourly earnings of California workers employed by general building contractors rose 53.3 percent from a \$2.91 average during 1956 to a level of \$4.46 in June, 1964, while those of factory workers climbed 33.3 percent from \$2.22 to \$2.96 an hour for the same period; and

Whereas, The present salaries for the

above mentioned full-time officers of the Federation should be increased to prevent inequities between their salaries and that now required to obtain certain professional and technical staff personnel needed by the Federation; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation, AFL-CIO, amend its Constitution to provide salary increases for its President, Secretary-Treasurer and General Vice President that are reasonably consistent with the salary and wage adjustments noted above by:

- (a) Substituting "\$1,666.67" for "\$1,250" in Section 1 of Article XII; and

sisters; therefore be it

Resolved, That the Fifth Convention of the California Labor Federation, AFL-CIO, express our sorrow over the loss of these deceased brothers and sisters and our appreciation of their generous contributions by observing a moment of silence before adjourning.

Referred to Committee on Resolutions.  
Adopted as amended, p. 133.

#### **Eliminate One Week Waiting Period on U.I. Claims**

**Resolution No. 241**—Presented by Retail Clerks State Council, San Francisco.

Whereas, Most workers utilize all of their earnings from one payday to the next, and unnecessary hardships are often caused by the one week waiting period; and

Whereas, Most unemployed do not exhaust all of their benefits during the benefit year; and

Whereas, The one week waiting period places at a disadvantage the unemployed who do not exhaust their benefits; therefore be it

Resolved, That the California Labor Federation endorse and support proper legislation to the end that the one week waiting period now in effect be eliminated, thus allowing otherwise eligible claimants to receive benefits from the date the benefit year begins.

Referred to Committee on Legislation.  
Filed, p. 121. See Policy Statement.

to make the rehiring of injured employees compulsory once they have been released by competent medical authority; and be it further

Resolved, That the employer be prohibited by law from:

- (a) discriminating against applicants for employment who have sustained previous on-the-job injury;
- (b) discharging employees who failed to mention a previous industrial accident injury on the application for employment if the discharge is solely based on the omission of reporting the industrial accident.

Referred to Committee on Legislation.  
Adopted, p. 123.

### **Limiting Use of Non-Professional Private Employment Agencies**

**Resolution No. 244**—Presented by Retail Clerks State Council, San Francisco.

Whereas, The State of California maintains a tax-supported free employment service; and

Whereas, The growth of private employment agencies in the non-professional occupations has reached an unprecedented number; and

Whereas, The exorbitant fees charged by private employment agencies attest to the fact that they prey on the desperate need of the unemployed to find work; and

Whereas, Unless the growth of private agencies is curtailed, the valuable free employment service supported by the State will be rendered less effective, giving impetus to the idea of eliminating state supported free employment service; therefore be it

Resolved, That the California Labor Federation initiate and promote necessary legislation to amend the Labor Code to prohibit non-professional private employment agencies from collecting fees from applicants where the employer, covered under the unemployment insurance code, has not first placed a request to fill a vacancy with a labor union, if required by contract, or with the California State Department of Employment.

Referred to Committee on Legislation.  
Filed, p. 125.

### **Compulsory Hiring of Industrial Accident Injured**

**Resolution No. 243**—Presented by Retail Clerks State Council, San Francisco.

Whereas, the ever growing labor force in the State of California has brought about an increase in the number of industrial accidents; and

Whereas, The pressures of automation and "speed-ups" are a boon to the growth rate of industrial accidents; and

Whereas, The overwhelming majority of workers injured through industrial accidents recover within reasonable time and are once again fully employable; therefore be it

Resolved, That the California Labor Federation support the necessary action to amend the Industrial Accident Code

### **Governor's Commission on the Status of Women**

**Resolution No. 245**—Presented by Retail Clerks State Council, San Francisco.

Whereas, The late President John F. Kennedy set up a National Commission



on the Status of Women to study the barriers that stand in the way of the full realization of women's basic rights; and

Whereas, Longstanding prejudice and outworn custom have served to shrink women's dignity and freedom, and their right to an equal place in our national life; and

Whereas, The growing participation of women in the economic life of California and its public affairs gives rise to a need for state action to insure the status of women; and

Whereas, The Governors of thirty-two States have established Governors' Commissions on the Status of Women, five of them in the West; therefore be it

Resolved, That the California Labor Federation call on the Governor and the Legislature of California to create a statutory Commission on the Status of Women, patterned after the Federal Commission, for the State of California.

Referred to Committee on Legislation.  
Filed, pp. 126-27. See Resolution No. 118.

#### **Employer's Failure to Make Wage and Benefit Payments**

**Resolution No. 246**—Presented by Culinary Wkrs., Bartenders, Hotel, Motel and Club Service Empls. State Council, Long Beach.

Whereas, By action of previous session of the California State Legislature, laws have been enacted providing for the prompt and correct payment of wage and other payments due employees, including payments into health or welfare funds on behalf of such employees; and

Whereas, Such protections appear as various specific sections of the Labor Code of the State of California; and

Whereas, Experience has demonstrated that the penalties provided under these laws have not deterred employers in the culinary industry (operators of restaurants and bars) from failing to pay their employees their wages promptly; and

Whereas, Culinary employees lose millions of dollars per year in wages, health and welfare benefits because of such violations; and

Whereas, Many culinary employees continue to work after payment of wages is due and unpaid because of the employer's promise that said wages will shortly be paid; and

Whereas, In numerous cases the employer thereafter effects a technical change in the legal entity of the company,

or goes into receivership or bankruptcy, thereby avoiding such payments; and

Whereas, It is expensive, costly, burdensome and time-consuming for the Labor Commissioner's Office to prosecute all violations of the Labor Laws, therefore be it

Resolved, That the California Labor Federation, AFL-CIO, introduce laws at our next California State Legislature requiring all employers in the Culinary industry (operators of restaurants and bars) opening new establishments to post a bond with the Labor Commissioner, guaranteeing the full payment of all wages, health and welfare and other fringe benefits to employees of each employer; and be it further

Resolved, That the California Labor Federation, AFL-CIO, take all appropriate action, including the preparation and introduction of legislation for consideration of the next regular session of the California Legislature, as may be necessary to accomplish the aims and objectives of this resolution; and be it finally

Resolved, That copies of this resolution be sent to Governor Edmund G. Brown, to Ernest B. Webb, Director, Department of Industrial Relations and to Sigmund Arywitz, Chief, Division of Labor Law Enforcement.

Referred to Committee on Legislation.  
Adopted as amended, p. 127.

#### **Establish \$1.50 Per Hour Minimum Wage for All Employees**

**Resolution No. 247**—Presented by Culinary Wkrs., Bartenders, Hotel, Motel and Club Service Empls. State Council, Long Beach.

Whereas, The present \$1.25 per hour (going to \$1.30 per hour) minimum wage only covers women and minors in various industries throughout the State of California; and

Whereas, Thousands of male wage-earners in California also need the protection of a State minimum wage law; and

Whereas, The present \$1.25 minimum wage established for women and minors by the California Industrial Welfare Commission is already obsolete and unrealistic due to wage adjustments and improved living standards gained by most groups of workers in California during the past five years, as well as the substantial increase in prices of nearly all goods and services during the past five years, and the changes in other economic factors

directly or indirectly related to wages during the past five years; and

Whereas, As a practical matter, it is impossible for a man or woman wage earner receiving the \$1.25 per hour minimum to support even a single person or a small-sized family at a bare health and decency standard of living level, unless they work an unreasonable and burdensome number of hours per week; and

Whereas, Under the Fair Labor Standards Act, which is applicable through the 50 States, most of which have a lower cost of living level than California, the minimum wage provisions already are \$1.25 per hour; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, propose that the California State Legislature enact a minimum wage law adopting \$1.50 per hour as the minimum wage for men, women and minor in all industries in the State of California.

Referred to Committee on Legislation.  
Filed, p. 127. See Policy Statement III.

#### **Prevent Payment of Workmen's Compensation Benefits by Negotiated Plans**

**Resolution No. 248**—Presented by Culinary Wkrs., Bartenders, Hotel, Motel and Club Service Empls. State Council, Long Beach.

Whereas, The California Workmen's Compensation laws clearly define the responsibility of employers to provide necessary insurance of their employees against injuries or illnesses arising from or sustained in the course of employment; and

Whereas, Nearly all labor organizations in the State of California have negotiated health and welfare benefits through collective bargaining agreements establishing joint trust funds for the main purpose of providing hospital, medical and surgical benefits for employees covering non-industrial injuries or illnesses; and

Whereas, Many employers are referring employees who suffer an on-the-job injury to the welfare fund administrative offices instead of to the workmen's compensation insurance doctors, to avoid an unfavorable claims experience and premium rate increase; and

Whereas, The benefits provided under the workmen's compensation laws are far superior to those provided under health and welfare plans, in cases involving temporary as well as permanent disabilities; and

Whereas, The result of employers' escaping their responsibilities under the workmen's compensation laws is not only a loss of benefits to the employees, but an increase in the cost of providing the benefits under the negotiated welfare plan or else a reduction in the level of benefits that can be provided, or both, because of the resulting increase in welfare fund claims experience; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, prepare and have introduced for consideration at the next regular session of the California State Legislature appropriate legislation to make it mandatory that any injury reported to an employer must in turn be handled by the employer in accordance with the procedures applicable under the workmen's compensation laws, including referral of the employee to the appropriate physician pursuant to such laws.

Referred to Committee on Legislation.  
Filed, p. 124. See Resolution No. 44.

#### **Hospital Benefits for Pregnancy**

**Resolution No. 249**—Presented by Culinary Wkrs., Bartenders, Hotel, Motel and Club Service Empls. State Council, Long Beach.

Whereas, No. 2626 of the California Unemployment Insurance Code denies hospitalization benefits for causes arising out of or connected with pregnancy; and

Whereas, Hospital benefits are funded entirely by contributions from employees; and

Whereas, This arbitrary disqualification is unjust and results in severe hardship for working women and their families; and

Whereas, The absolute minimum change required to alleviate some of this inequitable hardship is to provide at least ten (10) days pregnancy hospitalization benefits; therefore be it

Resolved, That the California Labor Federation hereby go on record as endorsing amendments to the California Unemployment Insurance Code so that women shall be eligible to receive the same additional benefit for hospitalization or disability unrelated to employment; except that the maximum period shall not exceed 10 days for any one pregnancy disability; and be it further

Resolved, That the California Labor Federation, AFL-CIO, introduce appropriate and suitable legislation at the 1965

session of the California Legislature to accomplish this aim.

Referred to Committee on Legislation.  
Adopted, p. 119.

### **Unfair Disqualification From Unemployment Compensation Benefits**

**Resolution No. 250**—Presented by Culinary Wkrs., Bartenders, Hotel, Motel and Club Service Empls. State Council, Long Beach.

Whereas, Female applicants are being disqualified by the California Department of Employment from receiving unemployment compensation benefits because they refuse to accept employment at hours during which it is impossible for them to work because of their family commitments or because of other compelling reasons; and

Whereas, Some of these applicants who object to accepting night time work have customarily worked day shifts and would have no proper way of caring for their children at nights; and

Whereas, Such disqualifications are contrary to the spirit of the California Unemployment Insurance Law; and

Whereas, Such disqualifications are unjust and inequitable and result in the undermining of family life; therefore be it

Resolved, That the California Labor Federation hereby go on record as condemning these disqualification decisions by the Department of Employment which deny women unemployment benefits because they can not accept employment at hours when they must care for and be responsible for the welfare of their families; and be it further

Resolved, That the California Labor Federation hereby go on record as endorsing appropriate amendments to the California Unemployment Insurance Code so that women may refuse as unsuitable employment, any job which requires them to work at such hours when their family duties and responsibilities prevent them from accepting such work.

Referred to Committee on Legislation.  
Adopted, p. 121.

### **Increase "Additional Benefit" for Hospitalization**

**Resolution No. 251**—Presented by Culinary Wkrs., Bartenders, Hotel, Motel and Club Service Empls. State Council, Long Beach.

Whereas, Provision is currently made

in the Unemployment Disability Insurance program for payment of an "additional benefit" to eligible persons while hospitalized as the result of an injury or illness unrelated to employment; and

Whereas, This benefit is designed to cover the added expenses incurred by an individual that are related to hospitalization, apart from actual cost of hospitalization; and

Whereas, This additional benefit is currently set at \$12.00 a day not to exceed 20 days in any one disability benefit period; and

Whereas, The current benefit amount was last increased in 1957 from a previous \$10 per day amount; and

Whereas, It is recognized the additional costs associated with hospitalization have increased substantially since 1957; therefore be it

Resolved, That the California Labor Federation hereby go on record in favor of increasing the additional benefit for hospitalization to \$18.00 per day for the current maximum period of 20 days during any one disability benefit period; and be it further

Resolved, That the California Labor Federation, AFL-CIO, approve the introduction of such legislation at the 1965 general session of the California Legislature.

Referred to Committee on Legislation.  
Filed, p. 119. See Policy Statement.

### **Support Overtime at Double Time Rate**

**Resolution No. 252**—Presented by Electrical Workers State Association, Los Angeles.

Resolved, That the California Labor Federation go on record as being in full support of President Lyndon B. Johnson's proposed legislation providing that all overtime be at the double-time rate; and be it further

Resolved, That all California legislators, Congressmen and Senators be so advised.

Referred to Committee on Resolutions.  
Adopted, p. 62.

### **Amend Taft-Hartley**

**Resolution No. 253**—Presented by Electrical Workers State Assn., Los Angeles.

Whereas, The present language of the Taft-Hartley Act in regard to the definition of non-bargaining unit supervisory employees is basically anti-union; and

Whereas, It permits employers to re-

fuse to bargain with unions for workers who by all reason and interest should be a part of the bargaining unit; and

Whereas, This creates a situation where the employer can create a potential strike-breaking force to nullify the effectiveness of the bargaining agency; therefore be it

Resolved, That the California Labor Federation go on record as supporting a change in the language of the Taft-Hartley Act to grant the protection and right of collective bargaining to all workers now excluded from these rights.

Referred to Committee on Resolutions.  
Adopted, p. 62.

### San Diego Transit System

**Resolution No. 254**—Presented by Electrical Workers State Association, Los Angeles.

Whereas, The present owners of San Diego Transit System have published a desire to sell or relinquish the System, and

Whereas, The San Diego City Council and the Councils of adjoining cities have studied the matter without coming to any conclusion; and

Whereas, The employees, who are good Union members, desire to maintain and improve their wages and working conditions, won through years of careful collective bargaining; therefore be it

Resolved, That the California Labor Federation and its affiliated member Unions urge the furtherance of constructive legislative acts that may be brought before the California State Legislature bearing upon this vital problem.

Referred to Committee on Legislation.  
Filed, p. 127.

### Political Activity for City Employees

**Resolution No. 255**—Presented by Electrical Workers State Assn., Los Angeles.

Whereas, Assembly Bill 2947 introduced by Assemblyman George Danielson and adopted by the most recent session of the Legislature was intended to broaden the scope of political activities for governmental employees; and

Whereas, In the City of Los Angeles where little, if any, restrictive legislation previously existed, City employees are now restrained in their political activity; and

Whereas, Unions representing City employees which must deal with elected

City officials have been placed at a political disadvantage in fulfilling their obligations to adequately represent their members; therefore be it

Resolved, That this California Labor Federation Convention endorse an amendment to Assembly Bill 2947 which, if adopted, will have the effect of permitting employees in chartered cities of over two million population to engage in any normal political activity provided that this is not done on city time or at city expense.

Referred to Committee on Legislation.  
Filed, p. 131. See Resolution No. 25.

### Extend McAteer Act.

**Resolution No. 256**—Presented by Electrical Workers State Assn., Los Angeles.

Whereas, Millions of Americans and two and one-half million Californians, still live at a poverty level, with incomes below \$3,000 per year; and

Whereas, These victims of poverty suffer most from chronic unemployment, substandard housing, and gross inequality of access to a decent standard of living; and

Whereas, There are thousands of poverty-afflicted children in our public schools who are unable to profit by the general educational programs afforded by the public school system because of cultural and economic disadvantages; and

Whereas, The California State Legislature, during its 1963 session, affirmed its belief in the principle of equal educational opportunity by passage of Senate Bill 115 (McAteer Act), which provided for the establishment of experimental educational projects for disadvantaged students; and

Whereas, The California Labor Federation pledged its "strongest possible endorsement" of the McAteer Act of 1963 with the following statement: "The labor movement believes that California should move ahead in providing extra assistance for those capable students whose home and community environment leads to economic, cultural or language disadvantages making it difficult for them to complete the regular programs leading to completion of elementary and secondary education"; and

Whereas, It is now evident by the reports submitted by these projects that culturally and economically disadvantaged children can be helped to raise both their academic performance and their own self-esteem by providing them

with special services and techniques of a compensatory nature; therefore be it

Resolved, That the California Labor Federation, at its 1964 State Convention, go on record as reaffirming its endorsement of the principles embodied in the McAteer Act of 1963; and be it further

Resolved, That the California Labor Federation urge the State Legislature, at its 1965 session, to extend, and expand upon, the McAteer Act, thus allowing additional thousands of disadvantaged California children to benefit by such compensatory programs.

Referred to Committee on Legislation.  
Adopted, p. 127.

### Sixty Now, Inc.

**Resolution No. 257**—Presented by Retail Clerks State Council, San Francisco.

Whereas, Much public outcry is directed towards continuing unemployment, with many suggested remedies but little beneficial action forthcoming; and

Whereas, With many people, because of automation, being laid off, not temporarily but permanently; and

Whereas, It is practically impossible today for any one, not only over 45 but even in their thirties, to find new employment elsewhere; and

Whereas, Due to the "population explosion" millions of our young people are working short weeks, laid off or can find no jobs at all; and

Whereas, Unemployment compensation is of no value to an older worker who has exhausted his credits, and is of no benefit at all to a young person who has no opportunity to accumulate credits; and

Whereas, Social Security can, with simple revisions, be made to provide retirement incomes sufficient to stimulate mass retirement at decent and dignified levels of benefits, thus providing immediate job openings; and

Whereas, The retirement age can be lowered under Social Security, permitting workers to retire five to eight years sooner than they otherwise would, thus reducing the number of man-years available for production, and therefore trimming the labor force to fit the available jobs; and

Whereas, A National campaign to lower the retirement age to 60 and boost benefits to \$200 a month, plus \$100 for spouse regardless of age, would not interfere

with campaigns to retrain workers, or to shorten the work week; and

Whereas, Seven million workers between the ages of 60 and 68 cling to their jobs because they cannot afford to retire under present Social Security payments; and

Whereas, Revision of existing Social Security laws would offer a quick and nation-wide program that would start the unemployed back to work while making life easier for those who retire; and

Whereas, The revision of Social Security would affect the entire work force, and not just the 20% covered by union contracts; and

Whereas, The "60 NOW" organizations, a non-profit corporation, is already in operation to campaign for precisely these revisions in Social Security, for precisely these reasons; Therefore be it

Resolved, That the Calif. Labor Federation endorse the "60 NOW" campaign, and actively work for its success; and be it further

Resolved, That we put behind this "60 NOW" campaign the full weight of our prestige, organized strength and enthusiastic efforts.

Referred to Committee on Resolutions.  
Adopted, p. 86.

### Optional OASDI for Los Angeles City Employees

**Resolution No. 258**—Presented by State Employees No. 56, AFSCME, Sacramento.

Whereas, Over 200,000 employees of the State of California, the University of California, 2,500 public agencies, including 276 cities and 50 counties, are covered under the old-age survivors and disability insurance provisions of the Social Security Act; and

Whereas, The City Employees of Los Angeles, other than policemen, deputy sheriffs, and firemen are desirous of securing the same value in their retirement dollar; and

Whereas, Comparable enabling legislation as passed for the school districts, University of California, State of California and most recently the County of Los Angeles, would allow a divided plan to be adopted by initial vote for the City of Los Angeles; and

Whereas, This legislation would affect the only major city not now enjoying OASDI; now therefore be it

Resolved, That the California Labor

Federation, assembled in Fifth Convention, support legislation in the next session of the legislature which would enable city employees of Los Angeles to promptly obtain social security benefits under the divided plan in which those employees who desire OASDI have it on the same OPTIONAL basis as the state and school district employees of the State of California by initial vote.

Referred to Committee on Legislation.  
Filed, p. 130.

#### **Political Rights of Public Employees**

**Resolution No. 259**—Presented by State Employees No. 56, AFSCME, Sacramento.

Whereas, AB 2947, adopted by the Legislature in 1963, had the unintended effect of depriving many public employees of political rights previously enjoyed before the law was passed; and

Whereas, Recent decisions handed down by the California State Supreme Court set forth the constitutional rights of all citizens to participate in any or all lawful political activities; and

Whereas, It appears that denial of the right of public employees to participate in the political activities of their local governments may be of questionable legality; therefore be it

Resolved, That the California Labor Federation, assembled in Fifth Convention, use its good offices and facilities to introduce new legislation or amendments of AB 2947 to accomplish the following ends:

1. To delete those sections which pro-

hibit public employees from participating, as private citizens, in the political affairs of their home communities.

2. To clarify and specifically spell out the conditions under which public employees may donate, collect, and distribute political funds or contributions.
3. To provide for prosecution or dismissal from office of any public official who knowingly and illegally interferes with the legal political rights of any public employee over whom he has supervision.

Referred to Committee on Legislation.  
Filed, p. 131. See Resolution No. 25.

#### **"Prevailing Wage" Defined**

**Resolution No. 260**—Presented by State Employees No. 56 AFSCME, Sacramento.

Whereas, The prevailing wage concept for salary-setting purposes has been long established by the State and most of its political subdivisions; and

Whereas, There are strong differences of opinion with regard to the definition of the words "prevailing wage" between Management and Labor; therefore be it

Resolved, That the California Labor Federation, assembled in Fifth Convention, seek to enact legislation which would legally define the words "prevailing wage" for salary-setting purposes by the State and its political subdivisions to mean wages negotiated by unions in private industry for comparable positions.

Referred to Committee on Legislation.  
Filed, referred to Executive Council, p. 130.

## REPORTS OF OFFICERS

### REPORT OF THE EXECUTIVE COUNCIL

San Francisco, August 1, 1964.

To the Fifth Convention of the  
California Labor Federation, AFL-CIO  
Greetings:

Under the authority of the Constitution of the California Labor Federation, AFL-CIO, the Executive Council met in regular session on six occasions during the interim period following the August 1962 convention in Long Beach. The dates and locations of the meetings were as follows: Hollywood, November 29-30 and December 1, 1962; San Francisco, April 6-7, 1963; Long Beach, July 9-10, 1963; San Francisco, October 24-25, 1963; Sacramento, January 14-15, 1964; and Palm Springs, June 8-9, 1964. As of the date of this report, the next meeting is scheduled to be held in San Francisco August 13-14, prior to the opening of the Fifth Convention of the Federation on August 17, 1964.

#### ELECTION OF NEW MEMBERS

Two district Vice Presidents have resigned their office since the 1962 convention and the Executive Council elected replacements as follows:

At the April 6-7, 1963, meeting in San Francisco, Vice President Lowell Nelson, District No. 12, submitted his resignation upon being appointed to the State Unemployment Insurance Appeals Board by Governor Edmund G. Brown. In recognition of Lowell Nelson's many years of dedicated service to the labor movement, the Executive Council expressed deep regret on accepting his resignation, effective upon conclusion of the meeting. At the July 9-10, 1963, meeting of the Executive Council in Long Beach, Stanley Lathen, Secretary-Treasurer of Retail Clerks Local 373 in Vallejo, was elected to fill the vacancy in District No. 12.

Meeting in Palm Springs, June 8-9, 1964, the Executive Council reluctantly accepted the resignation of Vice President Newell J. Carman in District No. 9 (D), upon his assumption of the duties of General Secretary-Treasurer of the Operating Engineers International Union in Washington, D. C. William G. Dowd, International Representative of the Operating Engineers and a member of Local 3 in San Francisco, was elected to fill the vacancy at the same meeting.

#### LEGISLATIVE PROGRAM

The numerous resolutions and policy statements adopted by the 1962 Long Beach Convention were reviewed by the Executive Council at its three-day session in Hollywood, November 29-30 and December 1, 1962, for the purpose of approving legislation to be introduced at the 1963 General Session of the California Legislature. This review authority of the Executive Council is contained in Section 4 of Article IX of the Federation's Constitution, which provides that "the Secretary-Treasurer shall cause to be introduced only such legislation as the Executive Council or its Legislative Committee believes desirable and proper at the time the session of the Legislature commences." In recognition of the legislative burden imposed upon the Federation by the adoption of numerous legislative resolutions, delegates to the Long Beach Convention had stressed the importance of effective but judicious exercise of this discretionary authority by the Executive Council in the finalizing of the Federation's legislative program.

Accordingly, the Executive Council's Standing Committee on Legislation met in San Francisco on October 24, 1962, to review the convention mandates and make its recommendations to the Executive Council for final decision. Insofar as possible, draft legislation was prepared and distributed to each member of the Executive Council in accordance with the Committee's recommendations to permit the consideration of the actual text of legislation under consideration. In order to further facilitate the work of the Executive Council, the Legislative Committee's report grouped the resolutions in two parts: **Part 1**, consisting of resolutions interpreted by the Legislative Committee as simply requesting support, endorsement, administrative action, etc., short of introduction of legislation; and **Part 2**, consisting of resolutions interpreted as requiring the introduction of legislation but which under Article IX, Section 4, were subject to review by the Executive Council. The resolutions under Part 2 were further grouped by (1) those for which preparation of legislation had been initiated based on recommendations of the Committee, and (2) those for which, according to the Committee, legislation

should not be introduced, pending notice to the sponsors of the Committee's recommendations and inviting them to appear before the Executive Council to make appropriate representation regarding the Legislative Committee's report.

In connection with the latter group of resolutions, letters were sent to each of the responsible officers of the sponsoring organizations, advising them of the Committee's recommendations to the Executive Council, inviting them to appear before the Executive Council at a designated time, and informing them that if no representation was made before the Executive Council it would be assumed that their organization agreed with the recommendation of the Committee to withhold the introduction of legislation.

Following the above procedure, the Executive Council approved for introduction over 115 measures to be presented to the state lawmakers when the Legislature convened in General Session in January 1963. The program as a whole constituted a comprehensive forward-looking blueprint to enhance the conditions of life and labor of more than 6,000,000 workers in the state. (It should be noted that the details of the program were brought to the attention of affiliates through the Federation's Weekly News Letter as the bills were introduced. The Secretary-Treasurer's report to affiliates in the 1963 Sacramento Story also reviewed the entire program.)

#### Other Legislative Actions

In regard to Resolution No. 6, relating to regulation of private trade schools, it was agreed after discussion of the problem with sponsors of the resolution that it would be desirable to introduce modified legislation in place of the specific legislation proposed in the resolution. Accordingly, the Executive Council approved legislation for introduction (1) to remove the exemption of private schools from the Labor Code provisions regulating private employment agencies in Section 1649, and (2) to give the Labor Commissioner authority to establish standards regulating advertising and placement activities of these private schools.

In addition to the above resolutions, the Executive Council also withheld the introduction of legislation pursuant to Resolution No. 213, concerning the eligibility of strikers for unemployment insurance benefits once they have been terminated. At its Hollywood meeting, prior to the convening of the 1963 General Session, the Executive Council in-

structed the Secretary-Treasurer to prepare legislation but to withhold actual introduction pending the outcome of litigation on the subject in the Ruberoid Case.

At the San Francisco meeting in April 1963, the Secretary-Treasurer pointed out that a favorable decision had been rendered by the State Supreme Court in the Ruberoid Case, and the Executive Council agreed that it was no longer necessary to introduce legislation.

Initially also, the Executive Council held up the introduction of legislation to provide for the licensing of auto repair shops and the certification of mechanics under Resolution No. 34, until conflicting viewpoints of affiliated organizations could be reconciled. The interested parties appeared before the Executive Council at its April, 1963, meeting in San Francisco, where agreement between the parties made it possible for the Executive Council to approve the proposed legislation for introduction in Sacramento.

#### Tax Legislation

The Executive Council, at its April meeting in San Francisco, gave consideration to the policy position of the Federation in regard to several pending legislative proposals affecting the interest of workers, but not clearly covered by convention mandates.

Of major importance in this connection, was the Governor's tax reform program embodied in a series of eight bills, all of which were made available to members of the Executive Council by the Secretary-Treasurer, along with the Governor's Special Message to the Legislature setting forth his tax program. The scope of the tax program was reviewed in detail with particular reference to the Governor's proposal embodied in AB 1944 to establish a state income tax withholding system on wage and salary income commencing in July 1964 as part of the second phase of the Governor's over-all tax reform program. It was pointed out that the withholding program would be combined with forgiveness of one quarter of the 1964 income tax liability; a system of quarterly payments through estimated tax declarations by those who have substantial income from interest and dividends and other sources not subject to withholding; the required filing of estimated tax returns by large banks or corporations beginning in 1965; and a proposal to close the "principal office" loophole, together with other reforms in the premium tax paid by private insurance carriers.



As part of the first phase of the Governor's reform program, beginning in January 1964, it was noted that single persons now paying \$5 and married couples now paying \$10 would also have their income tax liability cancelled. This relief to some 850,000 taxpayers in the low and moderate income groups, it was noted, would be combined with other preliminary steps toward providing a "current" system of tax collection, effective also in January 1964, to include: elimination of the franchise tax installment option and payment by corporations of their taxes in full when they file their returns; provisions for quarterly remittance of the insurance premium tax by private carriers; and elimination of the present option enjoyed by only eight percent of the taxpayers at the upper income levels, who are permitted to pay their personal income tax in three installments.

With respect to fiscal impact, it was noted that the combined effect of the reform program under the time table advanced by the Governor would be to: (1) advance the payment of \$139 million to balance the Governor's 1963-64 state budget; (2) make available \$151 million toward balancing the budget in fiscal year 1964-65; and (3) add about \$50 million in permanent revenues in fiscal year 1964-65, and thereafter at an increasing rate, by updating collection methods and relating the collections more closely to the incidence of growth, primarily through income tax withholding and the filing of estimated tax returns by banks and corporations and by persons receiving significant amounts of income from non-withholding sources.

In regard to the state income tax withholding proposal, specifically, the following facts, among others, were brought to the attention of the Executive Council:

1. The withholding system would be patterned after the federal system in its technical aspects, but only about one half of regularly employed wage and salary workers would be subject to withholding because of the level of exemptions under the state's progressive income tax.
2. Approximately 44 percent of the state income tax yield comes from sources other than wages and salaries. Such income, it was noted, would be subject to the "quarterly estimate" method of current payment.
3. Any over-withholding, whenever this

may occur, would be readily refunded upon filing of the annual return. No one would be over-taxed, it was noted further, and many of those who currently escape their liability by not filing a return would be required to pay their fair share of the progressive income tax.

4. Withholding would be adapted to the type of pay period, with deductions starting with annual earnings of \$2,340 for single persons, \$4,680 for married couples, plus an exemption of \$600 for each dependent.
5. The withholding system would strengthen the income tax in California as a progressive source of revenue.

Following lengthy discussion of the program in its various aspects, with special attention to the income tax withholding proposal, the Executive Council adopted a motion to support the Governor's tax reform program before the Legislature. It was agreed that the program as a whole, and the proposed income tax withholding system specifically, were economically sound, financially necessary, and clearly in the best interests of working people and the public at large. Apart from the "windfall" aspects of the Governor's program, the Executive Council viewed the permanent enhancement of the state's revenue picture as the most significant factor for consideration. This permanent increase in revenues, it was noted, would come from a progressive source (ability to pay) in our tax structure—not by increasing taxes, but by updating collection methods, and relating the collections more closely to the incidence of growth, primarily through income tax withholding and the filing of estimated tax returns by banks and corporations and by persons receiving significant amounts of income from non-withholding sources.

#### **Labor Legislation**

In other areas of pending legislation, the Legislative Committee was instructed to maintain close contact with the Secretary-Treasurer in order to overcome the apathy of legislators toward important labor legislation. The Committee's advice and counsel was secured on several occasions in connection with policy decisions to be made at several stages of the legislative process. Toward the close of the session, it was necessary for the Committee to remain in Sacramento for several days to assist the Secretary-Treasurer in advancing the Federation's pro-

gram among legislators, along with various central labor and building trades council leaders, who had also been called to Sacramento for this purpose.

#### **Report on Legislative Session**

The Executive Council itself received a report on the progress of the 1963 session at its April meeting in San Francisco, and a preliminary report on the results of the session as a whole at its July meeting in Long Beach. As indicated, affiliates were kept fully advised of legislative developments through the Federation's Weekly News Letter.

The serious shortcomings of the 1963 general session, as detailed in the Secretary-Treasurer's final report to affiliates in the *Sacramento Story*, were reviewed initially by the Executive Council at its July meeting in Long Beach. In view of the specific hostile actions of legislators elected with the endorsement of labor, there was a general consensus that in the future labor endorsements should be jealously guarded, in order that their effectiveness may be enhanced in reference to legislative matters.

#### **Special Conference on Legislative Problems**

This was discussed again in greater length at the October 1963 meeting of the Executive Council in San Francisco. General approval was expressed regarding an announcement by the Secretary-Treasurer of his intention early in December to call a special conference on legislative and political problems, representative of a cross-section of the labor movement, to review procedures and programs to assure unity of action in the labor movement. The Secretary-Treasurer indicated that the participants in the conference would include representatives from international unions, central labor councils, and other district and state councils. He pointed out that the special meeting would not have any official standing, since the lines of authority under the Federation's Constitution are clear-cut, but that the conference would be invaluable in working toward a "consensus of opinion" regarding what needs to be done to bring about unity of action on both the legislative and political fronts to assure more effective results.

The special statewide conference on legislative and political issues was held at the Sheraton-Palace Hotel in San Francisco on December 5, 1963. In the interests of getting a broadly based consensus, the special conference call was

sent to the secretaries of all central labor councils, craft councils and similar bodies at the local, regional and state levels, as well as to designated representatives of international unions throughout the state. Approximately 150 AFL-CIO leaders attended the conference and expressed their determination to press for special session action in 1964 to correct some of the major shortcomings of the 1963 general session of the California Legislature.

The morning session of the day-long conference was devoted to a review in depth of the Legislature's performance, based on the 1963 *Sacramento Story*, which was issued on the eve of the conference by the Secretary-Treasurer and distributed to the conference participants. Pinpointing responsibility for failures, the Secretary-Treasurer carefully depicted how on several broad fronts, including social insurance programs, labor relations legislation, and economic housing programs, the session was turned into a field day for conservative and reactionary forces seeking to stem the tide of socio-economic progress.

The afternoon session of the December 5 meeting, with the focus on programming ahead to "more effectively relate endorsements and campaign efforts to the achievement of legislative goals," produced this consensus among the labor leaders:

1—It is a matter of urgency, in view of continued high levels of hard core unemployment in the state, that the Legislature be called into special session concurrently with the 1964 budget session to strengthen socio-economic programs that were either ignored or given inadequate attention by the 1963 session. Particular emphasis should be given to social insurance legislation, including state programs in unemployment insurance, workmen's compensation, and unemployment disability insurance.

2—The entire AFL-CIO movement must close ranks in pressing both the Governor and the Legislature to take constructive action on the specific legislative program that the Executive Council of the California Labor Federation advances to implement the consensus.

3—The evaluation of performance records of individual legislators should take into consideration not only floor votes, but also the legislators' activities and performance behind the scenes and in legislative committee operations. Prior to actual endorsements, the records and activities of individual legislators should

be reviewed with closer communication between the state and local labor movements.

4—Particular attention must be given to making endorsements more meaningful under California's closed primary system, to the end that the strongest possible candidates are developed, with special attention to the composition of the electorate in each Assembly, State Senatorial and Congressional district.

5—Closer coordination of endorsement procedures through the official COPE structures is essential at both the local and state levels to preclude the fragmentation of labor's strength, which invites legislators to play off one labor organization against another to the detriment of the labor movement as a whole.

6—Vigorous adherence to the principle of labor's non-partisan political action is an absolute necessity to guard against the possibility of either party's directing labor's political activities.

#### Meeting with Governor

Following the December 5 conference, the Executive Council held its January 14-15, 1964, meeting in Sacramento, on the eve of the 1964 budget session of the Legislature. It was generally understood that the Governor was also planning to call a special session of the Legislature to run concurrently with the budget session. In this connection, arrangements were made for the Executive Council to meet with the Governor as a group on January 14 regarding the possible inclusion in the special session call of matters of vital interest to the labor movement, specifically in regard to the social insurance programs. Consensus points 1 and 2 above, stemming from the December 5, 1963, special meeting, were discussed at length by the Executive Council, which voted to urge the Governor to include these social insurance programs on the special session call for liberalization. This action by the Executive Council was followed by a further discussion of the priorities for improvement of unemployment insurance, disability insurance and workmen's compensation to be placed before the Governor. The following three point program was approved:

1. Adjust the maximum unemployment insurance payment and revise the steps in the benefits schedule to re-establish a reasonable relationship between the amount of compensation and the wages lost due to unemployment.

2. Increase the maximum temporary disability benefit for injured employees under workmen's compensation from \$70 to at least the \$77 per week maximum prevailing under the state disability insurance program that is financed by employees. Under the proposed increase, within the \$77 maximum, workers injured on the job would have continued to receive an individual rate of compensation equal to 61.75 percent of their lost wages.
3. Require employers who remit social security taxes on a monthly basis also to remit employee contributions to the state's employee-financed unemployment disability insurance fund on a monthly basis. This improvement would have helped to smooth out collections and avoid any possibility of temporary borrowing by the state disability insurance fund under the present quarterly remittance procedure.

It was also agreed by the Executive Council that, if the opportunity permitted, the Governor should be urged to open the special session to housing legislation which would establish a Department of Housing and Development, with necessary powers to immediately implement new federal housing programs being recommended by President Johnson to increase the supply of low and moderate income housing, with emphasis on a "new towns" approach to balanced community development.

Although the Executive Council met as a group to discuss these matters with the Governor, it was generally agreed after the discussion session that the Governor maintained a non-committal position toward the Executive Council's requests, although he indicated sympathy with the objectives.

The Governor left the impression that he would give consideration to the inclusion of social insurance items, but only if support could be obtained from legislative leaders. This support was not forthcoming, and, as a consequence, the social insurance items were not added to the special session called by the Governor. A skeleton Department of Housing and Community Development without any significant program authority was proposed by the Governor to the Legislature, but even this failed to survive the opposition of the savings and loans associations and other financial interests. (The accomplishments and shortcomings of the 1964 budget and special

sessions are reviewed further in the Secretary-Treasurer's report to the Convention.)

### REFERRED RESOLUTIONS

By convention action at the 1962 convention, a number of resolutions were filed and their subject matter referred to the Executive Council for appropriate consideration and possible action. Disposition by the Executive Council was as follows:

**Resolution No. 81 — Federation TV Program.**

This resolution endorsed Federation sponsorship of a TV program to be financed by an increase in per capita tax payments as may be deemed necessary by the Executive Council.

Based on previous investigations, it was noted by the Executive Council that the financing of such a TV program would not be feasible unless the Council was prepared to recommend an increase of per capita taxes at the next convention. In view of the many pressing demands for expanded activities, it was decided not to pursue the matter further.

**Resolution No. 176 — California Union Label Department.**

This resolution called for a well formulated program to increase union label activities in the state through the establishment of a statewide Union Label Department within the California Labor Federation, under a full-time director with adequate staff to assist him. In referring the subject matter to the Executive Council, the convention Committee indicated sympathy toward the purpose of the resolution, but noted that the establishment of a department with adequate staff would require a substantial expenditure of funds and extensive programming to carry out the expanded activities.

The Executive Council referred the subject matter to its Standing Committee on Union Labels, Shop Cards and Buttons for further consideration and recommendations. The Committee, in turn, reviewed the current level of union label activities and indicated that the expansion proposed in the resolution would probably require an increase in per capita taxes. It recommended continuation of the present union label activities with the present staff, and the Executive Council adopted the Committee's recommendation.

**Resolutions Nos. 52 and 199 — Resolutions opposing extremist groups.**

These resolutions were adopted by the

convention, and they called upon the Executive Council to implement them. In this connection, the Executive Council reviewed the various activities of the Federation undertaken to expose extremist groups, and noted that the resolutions were already being fully implemented by the Secretary-Treasurer. Accordingly, the subject matter of the resolutions was referred to the Secretary-Treasurer with full authority to continue and expand the Federation's efforts to disseminate information concerning the threat extremist groups present to democratic institutions and the free labor movement.

**Resolutions Nos. 128 and 141 — Health and Welfare Benefits for State Employees.**

These resolutions called upon the state to absorb the full cost of health and welfare coverage for its employees, the same as do the vast majority of employers under collective bargaining agreements, and also urged that health and welfare plans approved under the Meyers-Geddes Act of 1961 be made available to all state employees as a condition of employment without regard to membership in any particular organization.

The Executive Council noted that pursuant to other resolutions adopted by the Long Beach convention, legislation was being introduced to require the state to pay the full cost of health and welfare coverage under the Meyers-Geddes Act. Likewise, it was noted that from the inception of the Meyers-Geddes Act, the Federation has actively opposed the participation of plans that are not open to all state employees. In view of these actions, the subject matter of these resolutions was filed. (See Secretary-Treasurer's report for later testimony before the Assembly Interim Committee on Civil Service and State Personnel in accordance with the purpose of these resolutions.)

**Resolutions Nos. 42, 195, 226, 233, 239, 271, and 275 — Salary classifications and wage adjustments for state employees in various classifications.**

The scope of these resolutions extended to the classifications and salaries of state Safety Engineers, Correctional Officers in the Department of Corrections, Apprenticeship Consultants, Psychiatric Technicians, and Adult Parole Agents. The Executive Council referred the resolutions to the Secretary-Treasurer for appropriate action consistent with previous policies in securing the elimination of various inequities between classifications.

**Resolutions Nos. 145 and 146 — Escalator Clauses regarding State Employees.**

These resolutions called for the establishment of escalator clauses for both the wages and retirement benefits of state employees. The Executive Council filed the subject matter of these resolutions because of the complexity of the issues involved and the necessity of first resolving fundamental policy considerations by organizations having jurisdiction within state employment.

**Resolutions Nos. 94, 133, 190, 194, and 270 — Holidays, Shift Differentials, etc., regarding State Employees.**

The scope of these resolutions extended to the observation of Saturday holidays on either Friday or Monday, the establishment of a differential shift or holiday premium pay in accordance with practice in private industry and federal civil service, the provision of a 10 percent night shift differential for employees required to work after six p.m. and before six a.m. daily, the granting of holiday-time-off for holidays worked on Saturday, and the provision of a minimum 10 percent salary increase for various salary classifications. In view of the varied approaches to these fringe benefit problems, the Executive Council referred the subject matter to the Secretary-Treasurer for study and appropriate action.

**Resolutions Nos. 36, 98, and 151 — Oppose Mandatory Merit System for Classified School Employees.**

These resolutions called for opposition to specific legislation that was to be introduced at the 1963 general session of the Legislature by the unaffiliated California School Employees Association. The Executive Council in turn referred the subject matter to the Secretary-Treasurer with full power to act and to oppose the legislation upon introduction. The legislation was defeated at the 1963 session.

**Resolution No. 272 — Oppose Abuses of Merit System.**

This resolution called for revision of the weights assigned to the written and oral portions of civil service examinations, including up to 10 points for seniority and provision for trade union representation on each oral appraisal panel. The Executive Council filed the subject matter because of apparent differences in approaches to this problem by various public employee organizations.

**Resolution No. 129 — Committee to Review Civil Service "Laws and Rules."**

This resolution called for extensive re-

vision of civil service regulations to bring them into general conformity with modern labor-management practices. The subject matter was filed by the Executive Council.

**Resolutions Nos. 283 and 285 — Investigate and Oppose Abuses in Department of Mental Hygiene.**

In both instances, the resolutions contained serious charges against the Department of Mental Hygiene. Although a representative of the sponsoring organization appeared before the Executive Council, no specific verifying evidence of the abuses was presented. Accordingly, the subject matter of these resolutions was filed.

**Resolution No. 277 — Hours and Fringe Benefits of State Employees.**

This resolution supported the introduction of legislation which would provide for the payment of time-and-one-half for overtime after 35 hours, double time for Saturdays and Sundays and/or legal holidays or their equivalent, together with hazard pay and night shift differentials. Inasmuch as some of the specifics of the resolution were in conflict with others approved for the introduction of legislation, the Executive Council filed the subject matter.

**Resolution No. 132 — System of Longevity Pay for State Employees.**

This resolution called for establishment of a system of "longevity pay" for all state employee classifications similar to that established in the federal civil service.

In referring the subject matter to the Executive Council, the convention committee noted in its report that the proposal for longevity pay required research and study to determine the feasibility and desirability of such a program. The subject matter was accordingly referred to the Secretary-Treasurer for appropriate action as deemed necessary.

**Resolution No. 26 — Arbitration Procedure for Fire Fighters.**

This resolution called for assistance to the Federated Fire Fighters of California in the introduction and passage of legislation providing for an arbitration procedure to help offset the disadvantage of not being able to strike. The Executive Council noted that the Fire Fighters were attempting to develop procedures that would facilitate the process of arriving at agreements without embracing a compulsory arbitration system, and that the Fire Fighters would cause the introduc-

tion of legislation along such lines. The subject matter of the resolution, therefore, was referred to the Secretary-Treasurer for implementation.

**Resolution No. 286 — Boycott of J. C. Penney Company.**

This resolution, which called for a statewide boycott of the J. C. Penney Company, based on anti-labor policies at store locations in Red Bluff and Fairfield, was referred to the Secretary-Treasurer for study and investigation of the problem. The Secretary-Treasurer, in turn, advised the Executive Council that he was working closely with the State Council of Retail Clerks to help work out a satisfactory solution to the problem.

**Resolution No. 90 — Disapprove Report of Presidential Railroad Commission.**

In discussing this resolution it was noted that the convention adopted other resolutions disapproving the report of the Presidential Railroad Commission and that these resolutions were widely distributed by the Secretary-Treasurer. Accordingly, the subject matter of this resolution was filed.

## STANDING COMMITTEES

During the interim period since the last convention, the Executive Council has been assisted in its work by the seven standing committees of the Council. Because of several vacancies, these committees were reconstituted and reappointed at the July 1963 meeting. They currently consist of the following Executive Council members:

### Legislation

Manuel Dias, Chairman  
Max J. Osslo  
M. R. Callahan  
William G. Dowd  
(Replaced Newell J. Carman in June 1964)  
Arthur F. Dougherty  
Herbert Wilson

### Education

Thomas A. Small, Chairman  
Robert Ash  
G. J. Conway  
Harry Hansen  
Edward Shedlock  
Pat Somerset

### Community Services

Emmett O'Malley, Chairman  
H. D. Lackey

Howard Reed  
Stanley Lathen  
Morris Weisberger  
Fred D. Fletcher

### Safety & Occupational Health

Hugh Allen, Chairman  
W. J. Bassett  
Webb Green  
Paul Jones  
E. A. King  
DeWitt Stone

### Civil Rights

Wilbur Fillippini, Chairman  
Manuel Dias  
Harry Finks  
Robert O'Hare  
Jerome Posner  
Charles J. Smith

### Housing

J. J. Christian, Chairman  
Chris Amadio  
Al Green  
William Sidell  
Charles J. Smith  
James Smith

### Union Label, Shop Cards and Buttons

Max J. Osslo, Chairman  
Harry Finks  
W. J. Bassett  
Wilbur Fillippini  
H. D. Lackey  
Jerome Posner

## CIVIL RIGHTS

The Executive Council, aided by its Committee on Civil Rights, has continued to press hard for the implementation of equal rights at all levels of community life. Reflecting the temper of the times, the Executive Council adopted the following statement at its July 1963 meeting, extending its full cooperation to the President, the Governor of California, the National AFL-CIO and to community groups pressing for civil rights action:

"The Executive Council of the California Labor Federation, in accordance with convention directives of long standing, pledges and reaffirms the active support of the California AFL-CIO movement in the initiation and development of positive programs at all levels of community action to eliminate the blight of discrimination from American life.

"Toward this end, we extend our full cooperation to President John F. Kennedy, Governor Edmund G. Brown, the

national AFL-CIO and the business, religious, minority and community groups that have demonstrated their dedication to the free society, democracy, and the inseparable drive for equal rights and opportunities.

"We are proud of the fact that our state AFL-CIO organization has been, and continues to be, in the main stream of this equal rights drive that has resulted in considerable civil rights progress in recent years at the state level. It was labor and the community of civil rights, religious and other dedicated groups, working through the California Committee for Fair Practices, that together secured the enactment of FEP legislation in 1959, the Rumford fair housing bill of the recent session, and other legislative advancements. All of these were accomplished over the opposition of many business and industry groups who would today have the public believe that labor is dragging its feet on the civil rights front.

"Let the record be straight, for it was also this Federation that initiated the action at a California Apprenticeship Conference a few years back that led to the creation of a standing state-wide committee to promote more apprenticeship opportunities for individuals of minority groups. This committee now has official state recognition and is pressing for the implementation of the "California Plan" which is recognized nationally as a model for the development of job training opportunities.

"We concur wholeheartedly with AFL-CIO President George Meany, in his statement supporting President Kennedy's civil rights program, that 'there is no public issue of greater importance to America than equal rights and equal opportunities of all citizens.'

"Specifically in response to President Kennedy's request of labor, President Meany has communicated with local central labor bodies throughout the nation urging them to take an active part in forming bi-racial committees 'to accelerate the destruction of racial barriers at the local level.'

"We commend our local central labor bodies and urge them to even greater efforts. At the state level, the Civil Rights Committee of the Executive Council, functioning through the office of Secretary-Treasurer Thos. L. Pitts, is prepared and anxious to lend all possible assistance to local affiliated organizations in the achievement of immediate and positive results.

"It must be recognized, however, that equal opportunity can have meaning only if there is opportunity for all. Maximum support must also be rallied, as President Kennedy has requested, to secure the adoption of economic programs at the national, state, and local level to reduce unemployment, spur economic growth and achieve full employment with the cooperation of government to satisfy social and community needs.

"In the same vein we extend our full cooperation to Governor Brown, who recently announced that he will use the full authority of his office to 'give leadership in translating policy from paper to practice.'

"However, while fostering the necessity of recognizing the rights of minority groups, we must point out the requirement of the correlative obligations that such groups must assume as equal participants in the accomplishment of the over-all community good.

"Status does not give rise to special privilege in any segment of our society.

"While we press for equal opportunity for all, the minority groups must realize that special privilege for them is equally repugnant to the concept of democratic treatment for all."

Throughout the interim period since the last convention the Executive Council's Civil Rights Committee has maintained close contact with the office of the Secretary-Treasurer regarding the initiation of activity to implement the equal rights policies of the Federation. These activities are covered by the Secretary-Treasurer's report to the Convention. They include among them:

—Dissemination of educational material to affiliated organizations, including a pamphlet covering civil rights policies and resolutions adopted by the 1962 convention, to promote active participation in the drive to implement equal rights.

—Communication of labor's views on civil rights measures to members of Congress and the State Legislature, and mobilization of California labor in support of the Rumford Fair Housing Act passed by the 1963 Legislature and the history-making civil rights bill recently passed by Congress.

—Active support for the implementation of the California Plan to expand minority group opportunities in apprenticeship programs.

—Coordination of labor's efforts locally and statewide with those of civil

rights, religious and other civic groups, through the California Committee for Fair Practices and the Citizens Committee against Proposition 13, to defeat the special privilege initiative constitutional amendment sponsored by the California Real Estate Association, which would prohibit all fair housing legislation in California and specifically repeal the Rumford Act and other anti-discrimination housing laws.

The Executive Council recognizes that, despite the passage of the federal Civil Rights Act, the drive to establish full equality of opportunity in California will suffer a serious setback if the CREA segregation initiative is not defeated at the polls in November.

### INDUSTRIAL SAFETY

The failure of safety programs over the years to significantly reduce the rate of industrial accidents to minimum levels possible under present knowledge of safety problems led the Executive Council's Standing Committee on Safety and Occupational Health to enter discussions with the Division of Industrial Safety regarding the possible development of a coordinated program of education to improve union industrial safety programs and provide for early detection of unsafe conditions. The Committee met with representatives of the Division to study the problem, and initiated the development, based on its findings, of the following statement of policy on safety programs which was adopted by the Executive Council at its October 1963 meeting:

"In 1962, a total of 1,023 deaths due to industrial accidents took place in California with consequences beyond measure upon the income and stability of the families immediately involved. During the same year, these tragic losses were augmented in our state by 166,008 lost time injuries of various durations, often with permanent effects such as inability to work any longer or to return to a job at equivalent rates of compensation.

"Although these statistics show improvement over earlier years, they continue to represent an intolerable price exacted too often from working people in exchange for the employer's so-called 'efficiency' and 'profitability.' Furthermore, the magnitude of the problem is actually on the rise in various industries where modern technology is accompanied by radiation, unprecedented noise levels, and other relatively new hazards.

"The Committee on Safety and Occupa-

tional Health of the Federation's Executive Council therefore feels a deep responsibility towards attempting to generate a more vigorous onslaught upon the problem at all levels of the labor movement in order that significant inroads can be made into this fearful toll in the future.

"This sense of responsibility stems from the knowledge that accidents do not just happen. Invariably they have immediate and contributing causes which, if not corrected and controlled will result in a repetition of the accident. It is reliably estimated that the thorough enforcement of safety rules governing unsafe acts as well as hazardous conditions can reduce accidents by 30 percent. Another gain of about 20 percent can be made through inspections designed to detect hazards. If safety instructions are conscientiously followed, a further 20 percent reduction in accidents is possible. But needless to say, this practical and highly desirable objective will remain out of reach unless wholehearted participation by workers and their organizations is made a reality.

"The Federation has an important contribution to make towards this objective by working to strengthen industrial safety orders and particularly by seeking more realistic appropriations for the educational, research and enforcement activities of the agencies involved.

"There are, however, two general areas where an expansion of local union activity represents the most fruitful avenue for coming to grips with the problem. One of these is the area of engineering control, that is, the designing of plant and equipment so as to minimize hazardous conditions. Each place of work is unique and presents potential hazards that can be pinpointed best by the individuals employed in that location and particularly by those who have acquired an understanding of the principles of industrial safety.

"The second area where the local union can effectively perform a service has to do with human behavior on the job. This is to say that the development of a more widespread appreciation of industrial safety principles on the part of rank-and-file union members is today perhaps one of the most fertile fields to be exploited in the area of accident prevention.

"In order to help local unions move in the direction of safer human behavior and engineering control, we have enlisted the cooperation of the California Department of Industrial Relations' Division of



Industrial Safety towards a coordinated and on-going program. In offering our consultation services regarding all phases of these efforts, we are suggesting that the following principles and approaches serve as the basis for an effective program:

"1. Encouraging a better mutual understanding between labor and management as to their relative degrees of responsibility in this field.

"2. Developing 'safety awareness' among members and their families by providing more information about the technical and behavioral causes of injury and the preventive measures necessary, stressing the fact that unsafe acts assume greater relative importance in accident causation as unsafe conditions are reduced.

"3. Comparing your local's accident record with that of your craft or industry.

"4. Documenting the economic and other costs paid by the families of fellow employees killed or injured on the job in order to make the issues more personal.

"5. Analyzing the causes of accidents on your job site to establish not only how they can be avoided in the future but also whether such preventive steps have been taken.

"6. Stimulating members to express their own ideas on safety and granting awards for outstanding individual contributions.

"7. Focusing speakers' messages and visual aids insofar as possible upon the actual conditions of your craft or industry.

"8. Keeping abreast of statutory, technical and other safety developments affecting your members.

"9. Clarifying and strengthening procedures and agencies available for reporting, recording and correction of hazardous conditions.

"10. Devising equitable corrective action to deal with deliberate flaunting of safety rules.

"11. Drawing upon labor's own safety resources wherever possible in order to maximize the membership's confidence that their interests are not being compromised.

"12. Participating in an exchange of views through intra-industry and inter-industry safety bodies or seminars in the community in order to develop concerted legislative and other approaches to the problem wherever possible.

"13. Utilizing the labor press and other communications media to publicize safety news in the most interesting form possible.

"14. Building safety into job training, paying special attention to safety indoctrination of new employees, and keeping the safety message before the entire membership constantly.

"15. Communicating to affected workers the dangers involved in such relatively new hazards as radiation, chemicals and excessive noise levels.

"While every local union knows how to set up a Safety Committee, the problem is primarily that of getting such a committee to function effectively by implementing the above purposes. The Federation is prepared to be of assistance in every possible way towards that end, including guidance toward individuals and agencies qualified to address themselves to any portion of your problems presenting special difficulties."

This statement was sent to all affiliated organizations early in November with a covering letter urging their cooperation to get beneath the surface of safety problems and significantly reduce the accident rate. The response however, has been less than encouraging, although there is some evidence of increased industrial safety activity as new production processes are introduced.

In accordance with recommendations of the Safety and Occupational Health Committee at the most recent meeting of the Executive Council in June, a follow-up communication will be sent to affiliates to ascertain more specifically what is being done at the local level to carry out an expanded industrial safety program. Also, at the same meeting, the Executive Council approved a recommendation of the Safety Committee to send a representative of the Federation to participate in both the AFL-CIO's and the President's Safety Conferences in Washington in July this year.

In construction safety there is new hope for a breakthrough in the reduction of accidents with the aid of twenty new safety engineers authorized by the 1964 Legislature. It is recognized, however, that the effectiveness of these additional engineers will be significantly increased to the extent that organized labor demands enforcement of industrial safety orders and establishes procedures for the immediate identification and correction of unsafe working conditions.

## EDUCATION

The pace of technological advances and the increasingly complex problems of our modern industrial society have underscored the necessity of expanding labor education and research programs. In this respect, the 1962 Long Beach convention adopted a resolution critical of the limited labor research and education services being made available to the labor movement by the University of California and indicated how these services might be increased to the level of services now available to business and industry. Implementation of the resolution was vigorously pursued by the Secretary-Treasurer who initiated a series of lengthy discussion sessions with representatives of the University, which led to the development of a series of Guidelines for the Expansion of Labor Programs. (The Guidelines are printed in the Secretary-Treasurer's Report to the convention.)

The Guidelines, which provide for the establishment of a Center for Labor Research and Education within the Institutes of Industrial Relations at both the Berkeley and Los Angeles campuses of the University, were approved by the Executive Council at its June 1964 meeting in Palm Springs. Provision is made in the Guidelines for appointment of a statewide Joint Labor-University Committee consisting of seven representatives selected by the Federation and seven by the University to function in an advisory capacity to "further develop and carry out the broadly conceived program for expansion agreed to by the Federation and the University." Potentially, the Guidelines open new horizons to the extent that the commitment of resources by the University is paralleled within the labor movement by a commensurate assignment of priority to labor education and research. An increased state appropriation to the Institutes totaling \$55,000, of which \$20,000 will go to Berkeley and \$35,000 to UCLA, will be added to the existing Institute funds to help launch the new Centers during the 1964-65 academic year. These augmented funds were secured through the Legislature largely as a result of the efforts of the Federation's Secretary-Treasurer.

### Federation Scholarship Program

The Federation's annual scholarship program has continued to achieve new successes under the guidance of the Executive Council's Education Committee. Eight \$500 scholarships were awarded to competing graduating seniors in

1963, and the number was increased to eleven in this year's competition.

The increase in the number of awards offered from the original three has been made possible by cooperating organizations which sponsor additional awards as part of the Federation's annual scholarship program. Eight of this year's eleven awards were sponsored by the following organizations: Los Angeles Building and Construction Trades Council (Two scholarships, one of which is known as the "Lloyd A. Mashburn Memorial Scholarship"); California Legislative Board of the Brotherhood of Railroad Trainmen; California State Council of Carpenters; Carpenters Ladies Auxiliary, California State Council; California State Council of Culinary Workers, Bartenders and Hotel & Motel Service Employees; Los Angeles District Council of Carpenters; and Painters District Council 36 of Los Angeles (scholarship to be known as the Roderick MacKenzie Scholarship Award). (See Secretary-Treasurer's report for additional information on the conduct of the program during 1963 and 1964.)

In reviewing the scholarship program at its most recent meeting, the Executive Council called for the development of statistical information showing the number of participants in each county by high schools. In the past this information has been provided to central labor bodies only on a countywide basis without identification of the participating high schools. The more detailed statistics will enable central labor councils and the Federation's Vice Presidents to more effectively solicit the cooperation of officials from high schools where the record of participation has been less than satisfactory.

## UNION LABEL ACTIVITIES

In recent years, the labor movement has placed strong emphasis on revitalizing the promotion and utilization of the union label, shop card, store card, and service button as potent weapons in the struggle to enhance wages and working conditions. In this connection the national Union Label and Service Trades Department of the AFL-CIO has launched an intensive organizing drive to establish a chartered Union Label and Service Trades Council in every area where there is a local central labor body of the AFL-CIO, in order to furnish local trade union members with more information concerning organized labor's products and services and in order to better serve the membership in their efforts to

strengthen organized labor's position through union buying and spending. At the present time, only nine of California's thirty-four central labor councils have chartered Union Label and Service Trades Councils.

During the past several months, the Union Labels, Shop Cards and Buttons Committee of the Executive Council has been working toward the development of an effective program on a statewide basis to promote the union label and the use of shop cards. As approved by the Executive Council, this program anticipates action along the following lines:

1. Each central labor council should be encouraged to establish a Union Label and Service Trades Council to promote and coordinate activities within its respective area.
2. In cooperation with the Union Label and Service Trades of the AFL-CIO, effective union label literature should be made available to the local committees for distribution in their areas to their membership. The cooperation of International organizations should also be encouraged.
3. To the extent possible, at the local level, union label teams should be established to work with the local councils to check stores for union label merchandise and the display of shop and store cards.
4. Through the distribution of usable materials, the Federation should encourage the labor press throughout the state to publish articles on union made goods and the importance of patronizing stores and shops that display union shop cards.

Steps to implement this program are being discussed with the AFL-CIO Union Label and Service Trades Department, which has extended its full cooperation. In connection with the Fifth Convention of the Federation in San Francisco, a union label display will be set up in cooperation with the Union Label Section of San Francisco. The national office department has contacted all international unions regarding union label materials which might be made available for distribution at the convention. Every effort will be made to encourage delegates to promote the union label and the shop cards when they return home.

### HOUSING

The development of action programs to meet the housing needs of California's

exploding population, with particular attention to the housing problems of low- and moderate-income families, has continued to receive priority consideration by the Federation and the Executive Council's Standing Committee on Housing. The membership of President Albin J. Gruhn and Vice President William Sidell on the Governor's Advisory Commission on Housing Problems, created by the 1961 Legislature, enabled the Executive Council to keep in close touch with the work of the Commission and with the development of its far-reaching recommendations to the Governor and the 1963 Legislature. As indicated above, the Executive Council had withheld the introduction of housing legislation pending release of the Commission's report and the development of implementing legislation by the Governor for submission to the Legislature.

The findings and recommendations of the Commission, which were reviewed by the Executive Council's Housing Committee, reinforced the long-standing position of the Federation that any workable solution to California's housing problems, and indeed the implementation of fair housing legislation, require a vast expansion of the supply of low- and moderate-income dwellings for families who are largely priced out of today's housing market. The report highlighted these facts of life about housing in California which point up the urgency of developing state housing problems and coordinating them with federal housing programs adapted to meet California's particular needs:

—Within the next 18 years nearly five million new homes—almost as many as presently exist in the state—must be built to house the more than ten million additional people who will be in the state in 1980.

—According to the 1960 census, 700,000 housing units, or 13.5 percent of the state's total housing supply, were substandard.

—California families with below average incomes, constituting 53 percent of the population, are already virtually barred from the home-buying market by increasing land and financing costs.

—Land costs in California have risen ten times faster than the Consumer Price Index, and financing costs are one to one-and-a-half percent higher in California than in the East.

—The exclusion of this vast segment of the population from the housing mar-

ket shrinks the market for the private home builder and reduces employment opportunities.

These cost factors are reflected in the fact that California's low-income families are spending an increasingly larger share of their incomes for housing, although nationally the share spent for housing by such income groups is declining. Lending agencies generally regard 20 to 25 percent of monthly incomes as the maximum that should be allotted to housing, but many California families are spending as much as 35 to 40 percent for their housing accommodations.

The Commission's report contained a warning that if present housing trends are allowed to continue, the people of California will be segregated according to rigid class standards with the poor, the elderly, and the minority groups in the older cities and the middle- and upper-class whites in the suburbs. To combat this, the Commission recommended among other things a "new towns" approach to achieving balanced community development in the suburbs, with adequate public facilities in fully integrated housing without income stratification.

California, the report noted, has only a small inventory of cheaper houses, and they are already occupied by low-income families. New houses within the means of those still to come can no longer be built because they are incompatible with modern social standards. Under these standards, adequate new housing can be built only for those earning upward of \$7,000 a year, according to the report, which stresses the importance of coming to grips with the problem of land speculation and providing low-interest funds to bring housing within the reach of moderate income families. For low-income families, in addition to public housing, the Commission called for direct subsidies to families to permit home ownership and the dispersal of low income housing units.

California, the report noted, gets a disproportionately low share of housing aid under federal legislation because the existing federal programs were created basically to meet Eastern and Southern needs; primarily, urban redevelopment. But California needs help in constructing new housing to meet rapid growth, as well as to rebuild decaying core cities. "While the urban renewal program is needed by California's older cities, its main concern shall be to prevent the slums before they form. California's communities, in short, require new tools and

techniques for land development and housing of all kinds to serve the needs of the future," the report declared.

Among its major recommendations, the Commission urged creation of a California Housing and Development Agency to administer the recommended new programs and to work for federal housing legislation to serve California's needs. In addition, the Commission suggested that the Legislature authorize the sale of revenue bonds to provide long term low-interest rate loans to private builders and non-profit groups to enable them to offer new housing—both sales and rentals—to families now priced out of the market. Under this program, the loans would be self-liquidating and the bond authorization would be coupled with a conditional guarantee by the state to appropriate any deficit in sinking fund requirements. It was proposed also that some of the bonds would be used for loans to cities or counties for their share in the initial cost of urban renewal projects, or, in rural areas, for community facilities. Other major recommendations included diversification of the Cal-Vet program to extend its benefits to families with lower incomes than the above average families almost exclusively served by it so far, and the appropriation of state funds to finance experimental building programs in the field of low-income housing.

Special attention to housing needs of agricultural workers was also recommended. The report summarized a 1962 agricultural housing survey that found that more than 80 percent of farm worker families lived in dwellings that could not be considered adequate by present standards of health, safety, and comfort. Assuming that 75 percent of the 117,500 year-round hired domestic workers were heads of families, this survey indicated that "the industry would barely be able to meet the housing needs of 17 percent of its permanent work force, let alone the additional housing of the total temporary work force averaging 95,500 and the average non-local domestic force of 30,700."

Despite the findings and recommendations of the Commission, as the Secretary-Treasurer reported in the Sacramento Story, no implementing legislation survived the 1963 general session. The Governor obtained introduction of a greatly watered-down bill that would have created a State Housing and Community Development Department, but the measure generally restricted the Department's activities to pressing for mod-

ifications in federal legislation to meet California's particular needs. Behind it was a meager \$2 million provision in the Governor's budget to allow the new Department to lend funds for experimental low cost housing developments to appropriate sponsors and to assist redevelopment programs where relocation problems exist. But this was purely experimental, and the bill was without any program authority to meet the pressing problems of low- and middle-income families. Even in this emasculated form, the measure was bitterly fought by the savings and loan associations, the banks and other financial interests, and was defeated. An attempt to revive a modified version of the bill at the 1964 special session, with the emphasis on farm labor housing problems, also failed.

### Trade Union Funds for Housing

While continuing to press for liberalized housing programs at both the state and national level, the labor movement has been giving increasing attention to the possibility of channelling more trade union funds into the moderate income housing field. At its February 24, 1964, meeting, the national AFL-CIO General Board approved a recommendation of the AFL-CIO's Executive Council "to establish a Mortgage Investment Trust to provide a medium for a mortgage investment program available to all affiliates of the AFL-CIO and any qualified labor-management welfare, pension or retirement plan desiring to participate, and to set up an auxiliary corporation which would provide 'seed money' to encourage and assist local non-profit sponsors with plans for the development of lower income housing."

In March of this year, AFL-CIO President George Meany sent a communication to state and local central bodies and other AFL-CIO affiliates outlining the new program and encouraging participation. According to President Meany's letter, "it is proposed that the Mortgage Investment Trust be a common trust fund that permits the pooling of funds under one trust agreement for the proportionate benefit of each participant." Such pooling of funds, it is hoped, "will provide an effective medium to construct socially desirable housing projects, and at the same time create additional and continuing employment for the construction trades and industries that provide material, furnishings, appliances, and other necessities for new developments." The mortgage investments of the pro-

posed trust, Meany's letter indicated, will be restricted to federally insured or guaranteed mortgage loans to finance single family dwellings and multi-family apartment projects.

The purpose of the Auxiliary Housing Corporation will be to "encourage and support the planning of low cost non-profit housing developments for moderate income families and the elderly, in rural and urban areas where research indicates the need for such housing to be greatest. Such projects, as approved for development, will be owned by local non-profit organizations sponsored by labor and civic groups." In this connection, President Meany's letter points out further that "funds of the corporation will be used to provide modest amounts of equity or 'seed money' required to supplement presently available federal assistance programs. Technical or other necessary assistance will also be made available to local sponsoring groups." It is contemplated that this assistance will help promote greater utilization of the federal "below market interest" program for middle-income housing.

The memorandum explaining this "self-help" program was studied by the Executive Council's Housing Committee which recommended at the Palm Springs meeting of the Executive Council in June this year that competent representatives of the AFL-CIO be invited to meet with the Housing Committee to explain the program more fully so that a constructive course of action may be taken at the state level. The recommendation was approved by the Executive Council, and Alexander Bookstaver, Director of the AFL-CIO Department of Investments, has been invited to address the convention delegates on the subject and to meet with the Housing Committee while he is here. It is anticipated that this visit will eventually lead to a greater utilization of trade union and health and welfare funds for housing construction with a social purpose.

### COMMUNITY SERVICES

The widespread participation of AFL-CIO organizations throughout the state in the vast array of community services programs is living testimony to labor's social conscience. The economy's failure to generate enough jobs to absorb increases in the labor force and offset the job displacement impact of technological advancements has put a strain on the resources made available by labor and the community at large for these essential

community activities. It is becoming more and more apparent that merely raising funds for additional facilities and staffing will not solve the social problems making such efforts necessary. Community service experiences in the state indicate a growing need for year-round planning for fund-raising activities and the potential effectiveness of year-round coordinated programs directed against the causes of social disturbance.

### **Surplus Foods**

The President's declared war on poverty requires the careful coordination of private community service activities with governmental programs that have been and are being developed. In this connection, the full potential for utilization of the federal surplus foods program is still not being realized in many areas of California. The counties containing the great bulk of the state's population in the principal metropolitan areas continue to remain outside the program. Since one of the main obstacles to participation has been the cost of distribution facilities and personnel to the counties, every effort should be made with the help of private agencies to remove this obstacle. The Federation accordingly has maintained a continuing interest in helping labor groups at the local level expand the utilization of the surplus foods program.

### **Food Stamps**

In the same vein, it is hoped that a more satisfactory solution to the food problem for the under-privileged will be found in the expansion of the food stamp program initiated by the late President Kennedy on a pilot basis to aid families too poor to buy their minimum food needs. Measures to do this have passed both the Senate and the House, but are still to be reconciled in conference committees because of minor differences between the Senate and House versions. These measures would boost the spending authorization for the program to \$75 million for the fiscal year beginning July 1, 1964, to \$100 million the next year, and to \$200 million for the 1966-67 fiscal year.

The program is now in operation on an experimental basis in 40 counties and three cities in 22 states, including California, at a cost of about \$50 million. Humboldt County was the only county in the state to participate in the initial program, and plans are currently being made by state officials to substantially expand the program in California once the measure is signed.

### **Aid To Families With Dependent Children—Extension to Unemployed (AFDC-U)**

The ineffectiveness of government action thus far in stemming the rising tide of hard-core unemployment places a heavy burden on local community services committees to help develop comprehensive programs of effective services to the unemployed, so that no member or his family will go without food, clothing, shelter and medical care. In this regard, the liberalization of social welfare programs by the state Legislature has provided some improved weapons to mitigate the impact of poverty.

One of the most important improvements has been the extension to the families of the unemployed, of Aid to Families with Dependent Children (AFDC). However, this long overdue extension has provisions that could lead to the exploitation of welfare recipients by counties seeking the utilization of cheap labor, unless local labor organizations participate actively in its implementation. Counties are required to develop work experience programs in connection with the extension of the AFDC-U benefits, and recipients of aid are required to take assignments in these work experience programs and also to hold themselves available and accept offers of private employment without regard to their prior work experience. The Federation has cautioned central labor bodies regarding the possible abuse of these provisions, and has sought to obtain adequate protections in the rules and regulations adopted by the State Social Welfare Department concerning administration by the counties. These rules and regulations have been sent to all central labor bodies with a covering memorandum describing both the pitfalls and the protections available in the rules and regulations. (See report of Secretary-Treasurer.)

### **RAIDING AGAINST AFL-CIO JURISDICTIONS**

Organizational raids against jurisdictions of AFL-CIO unions have continued to disrupt long established and constructive collective bargaining relationships. The Executive Council has reaffirmed its determination to assist AFL-CIO organizations in combating these destructive raids.

In this connection, at the October 1963 meeting of the Executive Council in San Francisco, the Director of the Maritime Trades Department Coordinating Commit-

tee appeared before the Executive Council to discuss the problem of raiding by the ILWU and other so-called independent organizations, and to strengthen efforts to block the unprincipled, unfair and unethical activities of these raiding organizations.

The Executive Council, accordingly, conducted a thorough review of ILWU raiding tactics and the activities of District 50 of United Mine Workers, the Christian Labor Association, and similar called independent organizations which appear to be operating in California in collusion with certain anti-labor employer groups. It was pointed out that the Federation had already established close working relationships with the Maritime Trades Department Coordinating Committee and that Federation representatives had been assigned to assist the Committee under the direction of President Gruhn as coordinator of the Federation's activities in connection with raids against AFL-CIO jurisdictions.

The Executive Council agreed to strengthen the Federation's efforts to assist the Maritime Trades Department Coordinating Committee, and reaffirmed its declared policy of resisting the "divisive raiding tactics being employed by the ILWU to gain job control over workers already organized into AFL-CIO unions." The Executive Council declared that this policy applied also to District 50, the Christian Labor Association, and other so-type employer-oriented front organizations whose unfair and unethical practices are destructive of harmonious collective bargaining relationships. The Executive Council instructed the Secretary-Treasurer to direct a letter to all affiliates urging their cooperation in resisting these raids.

The communication, sent to affiliates on December 11, 1963, read in part:

"It is not enough, of course, to merely condemn and denounce assaults against our jurisdictions. The seriousness of the situation requires the development of effective methods of combating the raids and preventing them in the first place. In this respect our primary obligation at the state level is to serve as a clearing house of information on raiding activities so that we in turn may assist local organizations in defending themselves against an attack, and preferably to correct situations that may invite raids.

"Thus, in carrying out our responsibilities, we are totally dependent upon

securing your cooperation on a continuing basis by:

1. Immediately informing our office of any raiding activities in your area or against your jurisdiction by the above organizations.
2. Providing us with the necessary background information in any raid, the circumstances that precipitated it, and the extent to which it may or may not be succeeding.
3. Advising us of defensive actions taken and the degree of success achieved.

"I want to emphasize that we need to be kept informed of any evidence of raiding activity in your area even though it may not directly affect your organization at the moment. If you wait for the raiding union organization to attack your jurisdiction it may be too late. Also the immediate reporting of raiding evidence will help us to determine the pattern of raids, and thus more effectively take preventive actions.

"Finally, it is also of vital importance that we be advised of any new so-called 'independent' organizations that spring up in your area. Give us the names of their officers and organizers if possible, and any other additional information which you may be able to uncover. It appears that the number of these organizations is definitely on the increase and that their emergence is usually related to the anti-labor activities of a particular employer or employer groups."

The information obtained from answers to this letter and by contacts in the field has been the subject of continued discussion and analysis by the Executive Council. Wherever possible, the Federation is seeking to work with local community groups to resist raids and develop techniques to place the raiding parties on the defensive.

There is strong evidence that the so-called independent organizations are stepping up their activities on the West Coast. For example, the May 1964 issue of the so-called **Union Labor News-Review**, a phony labor publication, which describes itself as the official publication of the Congress of Independent Unions, carries a story announcing the printing of a West Coast edition. "The unprecedented and continuous growth and activity of independent unions on the West Coast of the United States and particularly in the State of California, and

the resultant increase in circulation of this magazine," the article says, "has made it necessary to institute a West Coast edition of Union Labor News Review." It boasts that the West Coast edition "will be devoted to voicing the interests of all independent unions regardless of their affiliation with the National Federation." The notice of the West Coast edition continues:

"Mr. Edward Butler, an experienced labor press representative, has been appointed as manager for the edition and will be in contact with all independents for news, photographs, subscriptions, etc. Mr. Butler has been in the Kansas City office of the publication.

"Temporary headquarters for the West Coast edition have been set up in Venice, California, until permanent offices can be established."

### WORKMEN'S COMPENSATION

The 1963 general session of the Legislature, in failing to do anything to update the benefits for injured workers, established a Workmen's Compensation Study Commission consisting of four legislators and seven members appointed by the Governor. The Commission was directed to study the program as a whole and make its recommendations to the Legislature, but it was apparent in the Resolution's reference to specific problem areas such as permanent disability ratings and so-called "subjective" symptoms that the Resolution was biased against providing needed improvements. Although the Commission as appointed includes a labor representative, its over-all makeup is far from satisfactory.

The Secretary-Treasurer reviewed at length the problems connected with the State's Study Commission at the January 1964 meeting of the Executive Council. He advised the Council that it was necessary to follow the work of the Commission very closely since its composition indicated considerable sympathy toward legislation that would be detrimental to injured workers. He pointed out that it would be necessary for the Federation to engage an individual to work closely with the Commission and to help assert labor's position for long overdue liberalization in the administration of the program, the establishment of comprehensive rehabilitation benefits, and the updating of indemnification benefits. The Executive Council agreed that it would be necessary for the labor movement to demonstrate an active interest in the work of the Com-

mission and that the Secretary-Treasurer should communicate with all affiliates, urging them to request notices of all meetings of the Commission and to have representatives attend as many of them as possible.

This communication, which was sent to all affiliates on January 28, 1964, summarized the situation as follows:

"To: All Affiliates

"Dear Brothers and Sisters:

"I am writing to call to your attention a very serious development that may well have a far-reaching impact on the adequacy of California Workmen's Compensation program.

"As you know, the 1963 general session of the legislature failed to update lagging benefits under the program. Legislation, in fact, was advanced by the Assembly leadership which would have severely cut back on permanent disability benefits for approximately 50 percent of those suffering permanent disabilities at the lower PD rating levels, while providing for only a small increase in temporary disability benefits. This measure got caught in the log jam of bills at the end of the session and died in the Senate.

"Out of the confusion, the legislature created a Workmen's Compensation Study Commission which is given the authority to review all aspects of the program and to make recommendations for consideration at the 1965 general session. There is no doubt in our minds that the employer groups who advanced the idea of a Commission intend to use it as a vehicle to lower the overall cost of Workmen's Compensation in a manner detrimental to injured employees. Undoubtedly they will focus on permanent disabilities, as they did during the 1963 general session.

"It is therefore vital that every effort be made by affiliates to follow the activities of the Commission to let the Commission members know that organized labor will vigorously resist any effort to undermine the workmen's compensation program. This can be done by attending Commission sessions whenever possible, and indicating to Commission members at their sessions that labor is following their activities closely. Thus far the audience at Commission hearings has been composed almost exclusively of carrier and employer interests.

"If you are concerned about the future of Workmen's Compensation in



California, immediately contact the Chairman of the Commission and advise him that your organization wants to be placed on the mailing list for notices of all meetings. The Chairman is Conrad Moss and the Commission's mailing address is 611 Wilshire Blvd., Los Angeles, California 90017. Completion and return of the enclosed postal card to the Chairman will be sufficient to place your organization on the mailing list.

"Please give this matter your immediate attention, and advise this office of any action taken . . ."

The Federation itself set forth its overall position regarding the urgency of liberalization in a 35-page, comprehensive statement presented before the Commission at hearings in San Francisco on March 26, 1964. (See report of Secretary-Treasurer.) Despite organized labor's increasing involvement in the work of the Commission, it is still evident that employer and insurance groups are working to influence its report adversely to workers.

Also, in regard to workmen's compensation, the Executive Council has given serious consideration to the problem of determining the wages of building tradesmen for purposes of establishing the rate of compensation for temporary disabilities. There have been many examples where the presumption of seasonality by underwriters of workmen's compensation has led to the payment of only minimum benefits to injured workers pending review by the carriers of the injured individual's record of employment and earnings. This has caused serious hardships for those injured workmen entitled to a higher level of benefit payments.

In this connection, the office of the Secretary-Treasurer entered into discussions with the California Workmen's Compensation Institute, representing the insurance carriers, to find a solution to the problem. The following agreement, reflecting a measure of progress, was negotiated with the carrier representatives and presented to the Executive Council for consideration:

1. We recommend to California workmen's compensation carriers that full benefits based on wages at time of injury be paid where:
  - (a) The employer reports the employee as having a record of reasonably continuing employment, or
  - (b) The employer reports that it

was contemplated that the injured employee would be employed for an indefinite duration.

In such cases no wage justification will ordinarily be requested.

2. In cases where facts in the hands of the carrier indicate that neither a. nor b. (above) apply, it is recommended that the carrier initially pay full benefits based on wages at time of injury pending receipt of necessary supporting data, unless there is substantial special evidence to the contrary in a specific case. The employee is expected to cooperate and assist in providing necessary data. The carrier is entitled to adjust future payments if it is found that the initial rate was incorrect.
3. It is not intended that this statement in any way modifies existing statute or case law.

The Executive Council approved the statement as a clarifying interim guide in the administration of the program, subject to necessary corrective legislation. It is recognized by the Executive Council that the agreement reaffirms the so-called Montana Doctrine, but removes the presumption that the construction industry is seasonal while requiring that the employee prove attachment to the trade. As such, the agreement is a recommendation to the private carriers concerning the problem of properly establishing an initial temporary disability rate of compensation to be paid injured employees. It is anticipated that some improvement will take place as a result of the agreement, but that clarifying legislation may still be necessary.

## ASSISTANCE TO AFFILIATES

### CWA Strike Support

The Executive Council, at its October 1963 meeting, reviewed the circumstances that led to the prolonged strike last winter of CWA against the General Telephone Company in parts of Southern California. An appeal for strike support was received from the Communication Workers. In accordance with the AFL-CIO rules and regulations governing state central bodies, the strike support was made contingent upon determination that the CWA had received strike sanction from each of the central labor councils in the areas of operation of the General Telephone Company. This clearance was later obtained by the Secretary-Treasurer

by communication with the central labor councils involved.

The lengthy dispute, characterized by the determined effort of the Telephone Company to operate the system with supervisory personnel and what strike-breakers could be recruited, extended from September to March. Eventual settlement of the strike marked a significant victory against the effort of the company to break the union.

### EXONERATIONS

In the interim period since the last convention, the Executive Council has continued its policy, under authority of Section 1 of Article XIV of the Federation's Constitution, of granting exonerations in the payment of per capita taxes, to locals which have exhausted their funds because of a strike. As a matter of standing practice, such exonerations have been confined to the period of the strike and limited to those actually on strike. This form of indirect strike assistance was granted on request in the following instances:

At the October 1963 meeting in San Francisco, exonerations were granted to affiliated Locals Nos. 9574, 9571, 9576 and 9579 of the Communications Workers during the period of their strike against the General Telephone Company, as noted above. The Executive Council instructed the Secretary-Treasurer to arrange for the exonerations through the district office of the Communications Workers.

At the April 1963 meeting, exoneration was granted to the Sacramento local of NABET in its prolonged strike against television station KXTV (Channel 10), which was manned by professional strikebreakers. The strike, unfortunately, had to be abandoned eventually by the striking organization.

At the October 1963 meeting, exoneration was granted to Local No. 598 of the Chemical Workers in Torrance during the period of a strike involving their membership.

At the same meeting, exoneration was granted to Local No. 59 of the Grain Millers during the period of their strike against General Mills.

At its January 1964 meeting, the Executive Council granted exoneration to Rubber Workers Local No. 44 in Los Angeles for the duration of a strike involving their membership.

Also at the same meeting, exonera-

tion was granted to Steelworkers Local No. 3367 in Fremont for the duration of their strike against the Pacific States Steel Corporation in Union City.

At its June 1964 meeting, the Executive Council granted exoneration to Rubber Workers Local No. 458 in El Segundo for the period of their strike against the Mattel Company.

Postponement of per capita tax payment was granted Machinists Lodge No. 946 at Aero-Jet in Sacramento at the April 1963 meeting of the Executive Council. A letter was received from the Aerojet local indicating that they were unable to pay their per capita taxes because their funds were tied up in escrow pending the outcome of a representation dispute with a competing so-called independent organization, and requesting special consideration to avoid disaffiliation. The Executive Council voted to continue the local in affiliation as though they were paying per capita taxes under authority granted the Executive Council in Article XIV, with the understanding that, when funds were released, back per capita taxes would be paid.

In the case of all exonerations granted by the Executive Council, provision was made for allowing full credit to these locals for the amount of the exoneration in the calculation of voting and representation strength for the Fifth Convention of the California Labor Federation in San Francisco, August 17-21, 1964.

Section 1 of Article XIV of the Constitution provides that a suspended union may be reinstated by the Executive Council upon the tender of payment of four months' per capita tax, and that, in strike situations or for other good causes, the reimbursement fee may be suspended altogether. The Executive Council established the policy of handling reinstatement problems under this provision of the Constitution on a case by case basis. Accordingly, reinstatements were allowed as follows:

At the July 1963 meeting, the Executive Council waived the formal reinstatement requirements for Steelworkers Local No. 2058 in Fontana because of hardships stemming from the local's having been placed under receivership. The local was reinstated based on the resumption of payment of per capita taxes as of the month of April, 1963.

At its June 1964 meeting, the Executive Council waived suspension requirements altogether in regard to Machinists Lodge No. 2015 of San Diego, be-

cause of serious financial difficulties, and provided for reinstatement of the local upon resumption of payment of per capita taxes.

At the same meeting, the suspension requirements were also waived for Shopmen's Local No. 627 in San Diego, because of financial hardships. Reinstatement was authorized upon resumption of payment of per capita taxes.

In the case of all the above reinstatements, the Executive Council provided that for purposes of determining convention representation and voting strength, only those per capita taxes actually paid during the computation period shall be included in the calculation.

### **"WE DON'T PATRONIZE" LIST**

The following six San Diego motels were added to the Federation's official "We Don't Patronize" list upon request of the San Diego County Central Labor Council:

Bahia Motor Hotel and Restaurant  
 Catamaran Motor Hotel and Restaurant  
 Town and Country Hotel and Restaurant  
 King's Inn Motel and Restaurant  
 Mission Valley Inn Motel and Restaurant  
 Islandia Hotel and Restaurant.

Besides publicizing the boycotts in the Weekly News Letter, the Federation sent notice of these additions to all affiliates by direct mail.

In connection with boycott activities, it should be noted that the Federation has continued the policy of providing news coverage regarding the boycott activities of various AFL-CIO affiliates through the Federation's Weekly News Letter. This is the general procedure followed between meetings of the Executive Council when publicity is a matter of urgency and cannot wait for the meeting of the Executive Council. Such publicity mainly relates the boycott to the sponsoring organization as a news story citing the appeal of the sponsoring organization. The "news" approach is also necessary in lieu of addition to the Federation's "We Don't Patronize" list, when there are unanswered questions as to whether the organization requesting the boycott has complied with the procedures required by the rules and regulations of the AFL-CIO governing state central bodies.

During holiday periods when shopping

is generally above average, every effort is made to give publicity concerning unfair products.

### **FARM WORKER ORGANIZING**

During the period since the last convention there have been many far reaching developments on the farm labor front where the AFL-CIO is seeking to extend the benefits of organization to the nation's most depressed segment of the labor force. These developments are covered in the Secretary-Treasurer's report, but it is to be noted here that the Executive Council has continued to give its full support to the Agricultural Workers Organizing Committee (AWOC) in this historic struggle. Through reports of the Secretary-Treasurer and of Vice President C. Al Green, Director of AWOC, the Executive Council has been able to keep itself fully informed on various aspects of the organizing drive, including efforts to overcome the adverse impact of the bracero program on domestic workers, to block the drive of agribusiness to scare the public into renewing the program before its automatic expiration this December, or to provide agribusiness with a substitute supply of cheap labor through a "domestic bracero" program that would negate any improvements in wages and working conditions otherwise stemming from the expiration of Public Law 78.

The Executive Council has also given the Secretary-Treasurer its full support and backing in efforts to mobilize the labor movement to defend and extend the organizational rights of farm workers. In this regard, specifically, at its January 1964 meeting, the Executive Council approved a special appeal to affiliates by the Secretary-Treasurer for funds to support a pivotal long drawn-out battle to establish the rights of domestic farm workers to organize unions and bargain collectively. The appeal was contained in the following communication dated November 6, 1963:

"To: All Affiliates

"Dear Brothers and Sisters:

"This is a special appeal for the extension of financial support to the Agricultural Workers Organizing Committee at a critical period in its efforts to bring the benefits of organization to the most depressed segment of our labor force.

"The specific circumstances necessitating this appeal involve a prolonged dispute with the V. C. Britton Com-

pany, an alfalfa-processing firm in Firebaugh, that has challenged the extension to agriculture of the fundamental principles of representation and bargaining in good faith which have become the accepted standard for stable labor-management relations in other areas of employment.

"Back in March, 1962, AWOC initiated an organizing drive among the workers of this firm and won representation rights in an NLRB election that gave AWOC a 47-7 majority out of 57 workers eligible to vote in the collective bargaining unit. Since then, the company has steadfastly refused to bargain in good faith by adopting "Boulwarism" tactics and refusing to negotiate on any basis other than an "open shop." Throughout this period, which has been marked by unfair labor practices, AWOC has continued its efforts to negotiate an honorable contract under strike conditions that have caused a serious drain on AWOC's organizing funds.

"Because of the fundamental principles involved, the V. C. Britton Company dispute is being followed closely by growers and agribusiness interests generally in their determination to resist organization. The outcome of the dispute, therefore, has a significance far beyond the number of workers involved.

"It is because of these special circumstances that I am establishing a special account within the Federation which will be called the 'FARM WORKERS ORGANIZING ASSISTANCE FUND.' An initial contribution of \$1,000 is being made by the Federation into the Fund.

"The support of your organization is being solicited to the limit of your ability. Make your check payable to the 'FARM WORKERS ORGANIZING ASSISTANCE FUND,' and forward it to this office. If you are unable to make an immediate contribution, a future pledge would be greatly appreciated.

"Confident that this matter will be given careful consideration, I remain ...."

Although the appeal produced significant support, the Britton dispute has continued unresolved, and it was necessary in June this year to renew the plea for additional support in a second communication sent out to all affiliates by the Secretary-Treasurer. In this second appeal, it was pointed out that the firm has continued its "Boulwaristic" tactics in re-

fusing to negotiate a contract with AWOC except under "open shop" conditions. AWOC, the Secretary-Treasurer said, "must press this dispute to victory" at this stage of the farm labor organizing drive, and the Executive Council concurs fully.

## OTHER ACTIONS

### Support for Recreation Bonds

Following the tragic defeat of a state recreation bond issue at the polls in 1962, when an irresponsible minority in the Assembly forced a series of five bond issues to be placed on the primary ballot, the 1963 Legislature approved legislation to re-submit a \$150 million state recreation bond issue to the voters at the November 1964 general election. The measure will provide funds in amounts not exceeding: (a) \$85 million for acquisition of real property for the state parks system; (b) \$20 million for minimum development of property acquired for the state parks system; (c) \$5 million for acquisition and development of real property for wild life management; and (d) \$40 million for grants to counties, cities, or cities and counties for acquisition and development of real property for park and beach purposes. The legislation also provides for a state park and recreation finance committee to determine the necessity and desirability of issuing bonds and to prescribe the amounts and terms and conditions of the bonds to be issued by the State Treasurer. This measure is to be known as Proposition No. 1 on the 1964 General Election ballot.

Based on the traditional support of organized labor for the development of recreational facilities, and the Federation's active support of the defeated recreation bond issue in the 1962 primary, a statewide Citizens' Committee for Proposition No. 1 invited the Federation to designate an individual to work with the Committee in the development of an effective campaign to secure approval of the \$150 million bond issue in the general election. The Executive Council reviewed the entire matter at its January 1964 meeting, and based on long-established policy positions, gave approval to the request of the Committee. President Albin J. Gruhn is representing the Federation on the Committee to develop a broad base of public support for the bonds.

### Opposition to Compulsory Arbitration

At the August 1963 meeting, the Executive Council reviewed at length the problem of government intervention in col-

lective bargaining, marked by the growing tendency of some government officials to sidestep the conciliation service in recent years and also by the mounting disposition in Congress to resort to compulsory arbitration as an expedient solution. Such intervention, the Council noted, poses a major threat to the future of free collective bargaining in the United States, and must be effectively resisted by the labor movement. Accordingly, the Executive Council reaffirmed its determination to resist this unwholesome trend, in cooperation with the National AFL-CIO, and further specifically voted to go on record in opposition to compulsory arbitration legislation being proposed in Congress in reference to the shipping industry. These views were communicated to the entire California delegation in Congress by the Secretary-Treasurer.

#### **Public Employees Council Reaffiliation Request**

At its meetings in August 1962 and October 1963, the Executive Council denied requests of the Public Employees Council of California for reaffiliation with the Federation as a non-chartered subordinate body under Section I(d) of Article III of the Constitution. It is to be noted that this Public Employees Council was affiliated several years ago under standards and rules adopted by the Executive Council for the affiliation of subordinate bodies that are not chartered by the AFL-CIO, its departments or any of the affiliated international unions. (See Executive Council Report to the 3rd Convention, Proceedings, 1960, pages 369-371.)

In accepting affiliation of the Public Employees Council, it was understood that the primary function of the Public Employees Council would be to help resolve differences between public employee unions in their relationship to the labor movement as a whole. In practice, however, the direct opposite occurred after affiliation. The Federation was drawn into jurisdictional disputes between unions having public employee members, because of the denial of affiliation requests by the Public Employees Council to certain public employee unions affiliated with the Federation. Accordingly, the Council determined that the spirit of the standards and rules under which the Public Employees Council was affiliated were violated, and the Council was disaffiliated.

In denying request for reaffiliation the Council has reaffirmed its determination to render all assistance possible within

the limits of feasibility to public employee organizations affiliated with the Federation. Since all AFL-CIO public employee organizations as such are eligible for affiliation with the Federation, it is the Executive Council's position that a subordinate body such as the Public Employees Council of California which has no charter base in the organizational structure of the AFL-CIO must give evidence of its value within the labor movement as a continuously functioning body before it may again be considered for reaffiliation under the standards and rules of the Executive Council noted above. In the meantime, the Executive Council has pledged its wholehearted support to efforts to expand organization among public employees and to bring them within the mainstream of the labor movement.

#### **State College Job Placement Activities**

The Executive Council, at its April 1963 meeting reviewed a request from the Central Labor Council of Fresno and Madera Counties to consider the introduction of legislation aimed at curbing certain placement service activities by state colleges, with particular reference to Fresno State College, which are being utilized by anti-union employers to recruit strikebreakers. The matter was referred to the Executive Council's Committee on Legislation which concluded after lengthy discussion of the problem that the abuses were more appropriately a matter for administrative action than for legislative consideration. Accordingly, the Secretary-Treasurer was instructed to enter discussions with the Chancellor's Office of the State College System to explore possible remedies.

The Executive Council has been informed by the Secretary-Treasurer that although some progress was made by the Secretary-Treasurer at his initial meeting with the responsible authorities in the Chancellor's office, full discussion sessions will be necessary and are being sought in an effort to confine the placement services to bonafide activities, while precluding their use for purposes of strikebreaking.

#### **Pension and Retirement Plan**

At its January 1964 meeting, the Executive Council reviewed the Federation's Pension and Retirement Plan with regard to the possibility of extending coverage to employees of the California Labor Council on Political Education, as the separate but official arm of the California

Labor Federation. Accordingly, the Council approved an amendment, effective January 1, 1964, to the retirement plan, Article 101.11 to Article 101, regarding "Definitions," to provide for the coverage of California Labor COPE Employees. It was understood that separate action approving the coverage would be required by the Executive Council of the California Labor COPE and that coverage would also be subject to approval by the Internal Revenue Service.

### 1964 CONVENTION

By action of the 1962 convention, the City and County of San Francisco was selected as the site for the Fifth Convention of the California Labor Federation. The Secretary-Treasurer has engaged the Civic Auditorium for the convention dates set by the Constitution, August 17-21, and the Del Webb TowneHouse as the convention headquarters hotel. At its June meeting in Palm Springs, the Executive Council reviewed and approved all preliminary arrangements for the convention and designated August 13-14, 1964, as the dates for its meeting prior to the convention to develop and approve proposed statements of policy for submission to the convention.

Fraternally submitted,

THE EXECUTIVE COUNCIL,  
CALIFORNIA LABOR  
FEDERATION, AFL-CIO

Albin J. Gruhn,  
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Thos. L. Pitts,  
*Secretary-Treasurer.*

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H. D. Lackey  
C. A. Green  
Thomas A. Small  
Morris Weisberger  
Arthur F. Dougherty  
Chris Amadio  
William G. Dowd  
Robert S. Ash  
Paul L. Jones  
Howard Reed  
Stanley Lathen  
Harry Finks  
Harry Hansen  
Hugh Allen  
Charles J. Smith  
DeWitt Stone  
Edward T. Shedlock  
Herbert Wilson  
Jerome Posner  
E. A. King  
E. P. O'Malley  
Fred D. Fletcher  
G. J. Conway

*Vice Presidents*

## REPORT OF THE SECRETARY-TREASURER

San Francisco, August 1, 1964

To the Fifth Convention of the California Labor Federation, AFL-CIO . . .

Greetings:

The activities of the Federation since the Fourth Convention reviewed in this report in their broadest perspective, are a catalog of the challenges confronting the nation's largest and fastest growing state in a modern industrial economy that is struggling with problems of economic security in the midst of potential abundance. Our efforts have been directed toward achieving a fuller and more abundant life for the individual worker and his family within the framework of the free society, whose institutions we have steadfastly defended and sought to improve.

Understandably, the scope and intensity of the Federation's activities have reflected labor's mounting concern over continued high levels of unemployment despite advancements in the general level of economic activity. In California specifically, the seasonally adjusted rate of unemployment has hovered around the six percent level, consistently exceeding the average rate nationally, which was 5.3 percent in June. The job displacement impact of automation and other technological advancements has been coupled with a lag in purchasing power behind the nation's ability to produce. The resulting failure of the economy to generate enough jobs to fully employ our growing labor force, in turn has intensified individual problems of adjusting to technological change through job training and retraining programs aimed at keeping the nation's skills abreast of the needs of industry. At the same time, the buying power of the average workers has fallen behind productivity increases, and a run-away profits boom — without an adequate consumer purchasing power base — has failed to stimulate business investments enough even to use funds that are being generated internally by corporations. During the past three years, apart from the tax cut's heavy emphasis on investments, internally generated funds available for investment by corporations have exceeded plant and equipment expenditures by \$9 billion.

In this light, our activities have reflected the necessity of increasing effective demand both in the public and private sectors of our economy in order to

provide enough jobs to go around, for a growing and increasingly efficient labor force. We have expressed our concern about the economic literacy of those who worry about problems of over-production, abundance and so-called affluence when, in fact, some 25 percent of our population lives on the fringes of poverty—when two-thirds of all American families have incomes too low to provide minimum essentials of comfortable and decent living—and when we have a list of unmet public and social needs (in education, health services, resources development, recreation, urban redevelopment, transportation systems, and other fields) that is a mile long, and getting longer each day of public neglect.

Likewise, in pressing the policy mandates of the 1962 convention, we have expressed labor's concern about the hardening patterns of income distribution—the concentration of wealth ownership in the hands of the upper one percent, approaching the levels of accumulation in the '20s, that gave us the depression of the '30s. As the AFL-CIO Research Department pointed out recently, in 1961 the lowest-income 20 percent of the nation's families received only five percent of all spendable personal income. In contrast, the 20 percent at the top received over 43 percent, an amount larger than the share received by the lowest two-thirds of the nation's families.

On a broad front of socio-economic issues, we have asserted liberal, progressive and responsible policies. In our growth as a state, we have voiced labor's concern about the highly stratified living patterns that are developing in our communities. We have sought action to stop the ghettoizing of our core cities in metropolitan areas, and the spawning of suburban living areas resembling enclaves of racial, economic and age stratification. We have pointed to the adverse impact this kind of development is having on the individual and individualism, and on the environmental factors that influence the allocation of our educational resources, and indeed, our ability to come to grips with many of our structural problems in the labor force. On every front, the Federation has pressed for equality of opportunity, but, at the same time, we have insisted that the drive for equal rights shall amount to something more than a redistribution of empty stomachs and misery.

In all these activities, and more, we have been confronted with the rising menace of the radical right, which, like its counterpart of the Communist left, threatens the destruction of our free institutions, with the labor movement as a primary target. Of necessity, therefore, we have devoted a substantial portion of our energies to exposing this threat to a free and progressive America in the world-wide struggle against totalitarian philosophies.

In this concern, the assassination of the late President John F. Kennedy was a loss not only to America but to the whole free world. It clearly and crushingly demonstrated the impossible price that fanaticism in any form may exact from a nation. At the time of the tragedy, your Secretary-Treasurer attempted to voice the grief of the more than 1.4 million AFL-CIO members in California with these words:

"Seldom has our country called to its highest office a man of such vigor and determination, such ever-ready warmth and wit.

"Seldom have we had a President with such proven courage, such genuine concern for the needs of the working people, the impoverished, and the elderly; or one who so epitomized the vitality embodied in the nation's cherished freedoms.

"In mourning President Kennedy's death, we give vent to our own loss as much as we do to his personal martyrdom, for he was more than labor's friend; philosophically he was our brother, and we loved him."

In those grief-stricken days, however, there wasn't a moment of doubt concerning the continuity of our government. The unity displayed by the American people in rallying behind President Johnson as he assumed the reins of government was a true expression of the spirit of freedom that dominates our way of life. A less dedicated society could not have weathered the storm with such dignity and self-assurance.

Accordingly, your Secretary-Treasurer wired these words to the new President, Lyndon B. Johnson:

"The devastating events of the past several days have brought into focus the tremendous burden of continuity that rests on your shoulders upon assuming the grave obligations of the office of President.

"Out of grief and compassion, the

working people of California share with the nation a keen and new sense of unity, fully confident in your leadership, your ability and, above all, your dedication to the same human aspirations that endeared the late John F. Kennedy to all freedom-loving people.

"Your commitment to carry on the responsibilities of the office of the President is no less than our commitment to assist you in every way possible."

The sections that follow summarize the activities of the Federation against this backdrop of developments in the interim period since the 1962 convention.

## 1962 CONVENTION RESOLUTIONS

Upwards of 75 resolutions adopted by the Federation's 1962 convention called for further action by the Secretary in some form. A number of these were placed in two separately printed pamphlets—"Therefore Be It Resolved . . . 1962" and "Labor and Civil Rights, 1962." Copies of other resolutions, together with covering letters, were sent to the appropriate individuals and organizations, including federal, state and local government officials and agencies concerned with or interested in the various subject matters. Acknowledgment has generally been prompt and appreciative. Where a significant exchange of correspondence ensued, it has been summarized in this report.

### Labor Organizations Resolutions Sent to All Affiliates

Separated into appropriate categories, with each group preceded by a brief explanatory note, 11 resolutions were printed in a pamphlet entitled "Therefore Be It Resolved . . . 1962." This pamphlet was forwarded to all organizations affiliated with the Federation. An introductory message by the Secretary urged local unions, councils and individual members to take action toward achieving the objectives of the resolutions.

The pamphlet contained the following resolutions:

- No. 22—"Endorse and Assist the Coro Foundation."
- No. 39—"Support Community Chest and Other Federated Fund-Raising."
- No. 52—"Oppose Extremist Groups."
- No. 84—"Union Label."
- No. 92—"Political Activity of Public Employees."



- No. 157—"Support Asthma Research Institute."
- No. 177—"Don't Buy Henry I. Siegel (H.I.S.) Suits and Coats."
- No. 178—"Don't Buy Richman."
- No. 179—"Support Histadrut."
- No. 267—"Organizing the Unorganized Employees of Southern California Edison and Pacific Gas & Electric."

**No. 288—"Continue Sears Boycott."**

Fifteen additional resolutions and the Federation's policy statement on civil rights were included in the pamphlet entitled "Labor and Civil Rights, 1962," together with a foreword by the Secretary and a brief summary of the resolutions, stressing their bearing on international, national, state, local and internal union policies as well as their effect upon allied civil rights groups.

This pamphlet contained the following resolutions:

- No. 2—"Extension of FEPC Jurisdiction."
- No. 3—"Alliance with Racial and Minority Religious Groups."
- No. 7—"Federal Action for Civil Rights."
- No. 8—"Cooperation with NAACP."
- No. 11—"De Facto School Segregation."
- No. 12—"Support Committee for Equal Opportunity in Apprenticeship and Training."
- No. 50—"State Equal Rights Legislation."
- No. 51—"Discrimination in Housing."
- No. 137—"Commending Governor Brown for FEPC Leadership."
- No. 200—"No discrimination in Union Contracts and by Unions."
- No. 201—"McCarran-Walter Anti-Immigration Law."
- No. 203—"The Emancipation Proclamation and Civil Rights."
- No. 204—"Support Community Service Organization."
- No. 205—"Support Jewish Labor Committee."
- No. 207—"Condemn Anti-Semitism in Soviet Russia."

A large number of these pamphlets were sent on request to the Jewish Labor Committee's headquarters in New York. Several thousand others were distributed by the California J.L.C. and other groups. A copy was also sent to the AFL-CIO's

Committee on Civil Rights in Washington, D.C.

**Resolutions Sent to President George Meany**

- No. 40—"Federal Aid to Education."
- No. 77—"Anti-Trust Laws and Compulsory Arbitration."
- No. 78—"Support Railroad Brotherhoods."
- No. 164—"Loss of Longevity Benefits."
- No. 260—"Apprenticeship Programs in Federal Civil Service."
- No. 298—"Removal of Wage-Hour Exemption under FLSA for the Hotel, Motel and Restaurant Industries."

These five resolutions called directly upon the AFL-CIO for implementing action. Copies of 24 additional resolutions were sent to President Meany because they also urged federal legislative or administrative action of some type.

**Resolution Sent to All Central Labor Councils**

- No. 97—"Six Months Probation for County and Municipal Employees."

Since the purposes of this resolution could best be pursued at the local level, central labor councils were asked to assume the primary responsibility for developing the necessary local momentum.

**Resolutions Sent to Executive Officers of 13 Railroad Brotherhoods**

- No. 77—"Anti-Trust Laws and Compulsory Arbitration."
- No. 78—"Support Railroad Brotherhoods."

**Resolutions Sent to Amalgamated Clothing Workers of America**

- No. 177—"Don't Buy Henry I. Siegel (H.I.S.) Suits and Coats."
- No. 178—"Don't Buy Richman."

**Federal Officials and Agencies  
Resolutions Sent to President John F. Kennedy**

- No. 7—"Federal Action for Civil Rights."
- No. 14—"American Tankers Built in Foreign Shipyards."
- No. 77—"Anti-Trust Laws and Compulsory Arbitration."
- No. 78—"Support Railroad Brotherhoods."
- No. 203—"The Emancipation Proclamation and Civil Rights."

**No. 260—"Apprenticeship Programs in Federal Civil Service."**

These five resolutions specifically called for President Kennedy's attention or urged initiative emanating directly from his office. In addition, 21 other resolutions calling for support or opposition to various pieces of legislation or administrative action were forwarded to the President.

**Resolutions Sent to California Congressmen and Senators**

Shortly after the November 6 election, copies of the following resolutions were sent to members of the California delegation in the U.S. Senate and the House of Representatives:

- No. 7—"Federal Action for Civil Rights."**
- No. 14—"American Tankers Built in Foreign Shipyards."**
- No. 31—"Foreign Flag Vessels in American Trade."**
- No. 38—"Runaway' Productoin of Motion Pictures."**
- No. 40—"Federal Aid to Education."**
- No. 41—"Terminate Public Law 78."**
- No. 77—"Anti-Trust Laws and Compulsory Arbitration."**
- No. 78—"Support Railroad Brotherhoods."**
- No. 89—"Extend Manpower Development Act."**
- No. 100—"California Fine Arts Commission."**
- No. 121—"Full Tax Deduction for Child Care."**
- No. 123—"Support Equal Pay for Equal Work."**
- No. 158—"Medical Care for the Aged."**
- No. 160—"Increase Income Tax Exemption."**
- No. 173—"Prohibition of Railroad Mergers."**
- No. 175—"Tax Exemption for Retired State Employees."**
- No. 179—"Support Histadrut."**
- No. 184—"Aid to 16-17 Year Old Children."**
- No. 196—"Repeal Federal Anti-Union Laws."**
- No. 197—"Health Care for the Aged."**
- No. 201—"McCarran-Walter Anti-Immigration Law."**
- No. 203—"The Emancipation Proclamation and Civil Rights."**

**No. 212—" \$1.50 Minimum Wage."****No. 260—"Apprenticeship Programs in Federal Civil Service."****No. 298—"Removal of Wage-Hour Exemption under FLSA for the Hotel, Motel and Restaurant Industries."**

In addition to these resolutions, copies of the Policy Statements I-V and VIII-XIII, adopted by our 1962 convention, and of the pamphlet "Labor and Civil Rights, 1962," were sent to California Congressmen and Senators.

**Resolutions Sent to Certain Members of Congress****No. 108—"Jurisdiction over Passenger Trains."**

This resolution was sent to Senator Clair Engle as a member of the U.S. Senate Commerce Committee as well as to Representatives John E. Moss and J. Arthur Younger as members of the House Interstate and Foreign Commerce Committee.

**No. 160—"Increase Income Tax Exemption."**

This resolution was sent to Representatives Cecil R. King and James B. Utt as members of the House Ways and Means Committee; to Senator Harry F. Byrd as Chairman of the Senate Finance Committee; and to Representative Wilbur D. Mills as Chairman of the House Ways and Means Committee. A copy of the convention's policy statement on taxation was also forwarded to these members of Congress.

**No. 173—"Prohibition of Railroad Mergers."**

This resolution was sent to Senator Estes Kefauver as chairman of the Senate Judiciary Committee's Anti-Trust and Monopoly Subcommittee.

**Resolutions Sent to Certain Federal Officials and Agencies****No. 7—"Federal Action for Civil Rights."****No. 203—"The Emancipation Proclamation and Civil Rights."**

These resolutions were brought to the attention of U.S. Attorney General Robert F. Kennedy.

**No. 14—"American Tankers Built in Foreign Shipyards."****No. 77—"Anti-Trust Laws and Compulsory Arbitration."****No. 78—"Support Railroad Brotherhoods."**

These resolutions were sent to Secre-

tary of Labor W. Willard Wirtz. **Resolution No. 14** was also sent to Secretary of Commerce Luther Hodges.

**No. 109**—"Disapprove Subsidy of Foreign Motion Pictures."

**No. 179**—"Support Histadrut."

Copies of these resolutions were sent to Secretary of State Dean Rusk.

**No. 240**—"Apprenticeship Field Representatives."

**No. 262**—"Apprenticeship Center."

Both of these resolutions were sent to Director Edward E. Goshen and Regional Director B. R. Mathis of the Bureau of Apprenticeship and Training. **Resolution No. 240** was also sent to Secretary of Labor W. Willard Wirtz.

With regard to the two foregoing resolutions, Director Goshen responded as follows:

"There has been no policy by the Bureau of Apprenticeship and Training to down-grade jobs. GS-9 and GS-11 have been entrance grades for many years. As a matter of fact, at one time we employed a GS-7 in California. Under the current examination, which was approved under the last administration, favoritism can be given to those outside of Labor. When we use the GS-9 and can get a member of your organization whose background and experience is preferable in preference to a non-member, we do that.

"Our experience has shown that, under the provisions of the examination, we can hire one of your members at a GS-9 as an entering classification, whereas we cannot enter him at the GS-11 level. After one year at the GS-9, we are permitted to reclassify the GS-9 to a GS-11.

"Whoever wrote the resolution was mistaken on the salary level. The maximum of GS-9 under the old law was \$7,920, not \$7,425. The new schedule, as of October 14, 1962, provides for \$8,700 and for employees in this classification in January 1964, the maximum is \$9,100.

"We have attempted to eliminate the GS-9 classification, but I am sure you understand some of the difficulties in working under Civil Service regulations. We still are attempting to eliminate this and make the entrance classifications GS-11 and GS-12.

"I am happy to have your letter and copy of the resolutions. I shall forward them to Under Secretary Henning, who I am sure is sympathetic to raising the salaries of apprenticeship representatives on both the State and Federal levels.

"We shall be most happy to continue to support apprenticeship programs by manpower and technical assistance which would include the aims of Resolution No. 262. I am sure you understand that the Bureau of Apprenticeship and Training will co-operate fully with the state apprenticeship authorities on any program under this recommendation . . ."

**No. 260**—"Apprenticeship Programs in Federal Civil Service."

A copy of this resolution was sent to Secretary of Labor W. Willard Wirtz; members of the U.S. Civil Service Commission; Tom Murray, Chairman, House Post Office and Civil Service Committee; and Olin D. Johnston, Chairman, Senate Post Office and Civil Service Committee.

Part of the response received from John W. Macy, Jr., Chairman, U.S. Civil Service Commission, was as follows:

"Apprentice training in Government service has long been recognized as an effective technique for developing highly skilled craftsmen and providing a potential source of supervisory personnel. We know that in the military agencies in particular such programs have been widely used with marked success.

"Although we endorse apprenticeship programs as a means of staffing positions in the skilled trades, and actively assist agencies wishing to conduct such programs, we do not feel that it would be appropriate for the Civil Service Commission to support an across-the-board expansion of apprenticeship training as proposed in the resolution. In the Federal Service the responsibility for deciding what positions are needed to carry out an agency's mission rests wholly within the authority of the agency head. And rightly so, for it is the agency head who is ultimately responsible for seeing that his agency's objectives are met. If he feels that an apprentice program is necessary to fulfill long-range manpower requirements, and funds are available for this purpose, he is free to initiate action to establish such a program. On the other hand, he is also free to look to other sources for staffing positions in the skilled trades. This is a managerial prerogative.

"The Civil Service Commission's assistance to agencies wishing to establish apprentice training programs has consisted primarily of developing and announcing apprentice examinations, and providing guidance in establishing qualification standards for apprentice positions. You may be assured that we will

continue to provide such assistance wherever it is needed."

**No. 268**—"Label Foreign-Produced Motion Pictures as to Origin."

A copy of this resolution was sent to Secretary of State Dean Rusk and to Rowland Burnstan, Assistant Secretary for International Affairs, U.S. Department of Commerce.

**No. 302**—"Tribute to Governor Brown and Jack Henning."

A copy of this resolution was sent to Under Secretary of Labor John F. Henning.

#### **State Officials and Agencies Resolutions Sent to Governor Brown**

The following resolutions were sent to Governor Edmund G. Brown:

**No. 137**—"Commending Governor Brown for FEPC Leadership."

**No. 302**—"Tribute to Governor Brown and Jack Henning."

The preceding resolution paid tribute to both these officials for exceptional service to the safety of working men and women.

Nine other resolutions called for Governor Brown's initiative on some issue or were specifically called to his attention by convention action:

**No. 13**—"Revive California Ship-Building Industry."

**No. 33**—"Condemn the Labor Policies of U.C. Regents."

**No. 77**—"Anti-Trust Laws and Compulsory Arbitration."

**No. 78**—"Support Railroad Brotherhoods."

**No. 221**—"Loggers Lien."

**No. 228**—"University Extension Support."

**No. 253**—"Proposed Department of Labor at University."

**No. 254**—"Departments of Labor in State Colleges."

**No. 255**—"Labor Movement and Economic Education for Teachers."

Thirteen additional resolutions, expressing support or opposition to various pieces of legislation or administrative action, were forwarded to the Governor, who subsequently indicated they would be given serious consideration.

#### **Resolutions Sent to California State Legislators**

After the November 6 election, the fol-

lowing resolutions were sent to all members of the California legislature:

**No. 33**—"Condemn the Labor Policies of U.C. Regents."

**No. 100**—"California Fine Arts Commission."

**No. 228**—"University Extension Support."

**No. 229**—"State College Financing."

**No. 253**—"Proposed Department of Labor at University."

**No. 254**—"Departments of Labor in State Colleges."

**No. 255**—"Labor Movement and Economic Education for Teachers."

A telegram from the Secretary, conveying the essence of **Resolution No. 11** dealing with "De Facto School Segregation," was submitted into the record of the October 18, 1962, Los Angeles hearings held by Chairman Augustus F. Hawkins, Special Assembly Subcommittee on Economic Development and Automation.

#### **Resolution Concerning State Senate President Pro Tem and the Assembly Speaker**

**No. 150**—"Representation on Committees Governing Labor Legislation."

The Secretary personally advised President Pro Tem Hugh Burns and Assembly Speaker Jesse Unruh as to the convention's deep concern over this issue.

#### **Resolutions Sent to Superintendent of Public Instruction**

**No. 11**—"De Facto School Segregation."

**No. 15**—"Pinpointing Aid to Distressed Industries."

**No. 184**—"Aid to 16-17 Year Old Children."

**No. 255**—"Labor Movement and Economic Education for Teachers."

**No. 262**—"Apprenticeship Center."

#### **Resolutions Sent to Department of Industrial Relations**

**No. 221**—"Loggers Lien."

**No. 240**—"Apprenticeship Field Representatives."

Both of the above were sent to Director Margaret O'Grady and **Resolution No. 221** was sent to Sigmund Arywitz, Chief, Division of Labor Law Enforcement.

#### **Resolutions Sent to Other State Officials and Agencies**

**No. 256**—"Protect Women and Minors in Agriculture."

The above resolution was forwarded to

the members of the Industrial Welfare Commission.

**No. 262—"Apprenticeship Center."**

This resolution was forwarded to Board members of the California State Fair and Exposition, as well as to the Division of Apprenticeship Standards Chief Charles F. Hanna. The Division subsequently assured the secretary that it would do everything possible to promote the resolution's objective of including an apprenticeship center building containing workshops, classrooms and administrative offices in the proposed new State Fair site.

**No. 184—"Aid to 16-17 Year Old Children."**

This resolution was sent to Director of Employment Irving H. Perluss who subsequently wrote to the Secretary as follows:

"The Department of Employment has already taken preliminary steps toward combatting the problem which occasioned this resolution. The drop-out problem is particularly acute in Los Angeles and in Fresno. We have, therefore, asked our offices in those locations to determine training that might be appropriate for youngsters in the 16, 17 and 18 year-old group under the Manpower Development and Training Act provisions.

**No. 183—"Rehabilitative Services in Public Assistance Agencies."**

**No. 184—"Aid to 16-17 Year Old Children."**

These resolutions were forwarded to Director of Social Welfare J. M. Wedemeyer, who, in conveying his appreciation for labor's support of these objectives, noted that the "1962 amendments to the Public Assistance Titles of the Social Security Act will be a major assistance in achieving better results in these areas. I am taking the liberty of forwarding copies of your letter and the resolutions to the Welfare Study Commission."

**No. 193—"Pay for CTO of State Correctional Officers."**

**No. 245—"Retirement Credit for Military Service of State Employees."**

Both of these resolutions were forwarded to Director of Finance Hale Champion.

**No. 189—"Uniform Allowances for State Employees."**

This resolution was forwarded to Director of Corrections Richard A. McGee.

**No. 11—"De Facto School Segregation."**

This resolution was sent to the members of the State Board of Education. A uniformly favorable response was received from a number of these individuals. The letter from Board member William A. Norris noted that "... the State Board of Education has taken the initiative on the problem of de facto school segregation. We recently promulgated administrative regulations which direct local school boards to work toward maximum integration in drawing school attendance zone boundaries. The regulations also deal with the problem of segregation in the context of the formation of new school districts and the selection of school building sites. By working together, I am confident that all of us who are concerned about this vexatious problem will move toward its solution."

Responses from several officials of the Department of Education, who had also received a copy of this resolution, were equally cooperative in nature.

**No. 254—"Departments of Labor in State Colleges."**

This resolution was sent to Chancellor Glenn S. Dumke and 17 presidents of California's several state colleges. A number of responses were received, including one from Vice President D. T. Oviatt of San Fernando Valley State College, which read in part:

"We had delayed answer or comment on this pending the development of the Master Curricular Plan for state colleges. At the recent meeting of the Board of Trustees, the preliminary draft of this curricular plan was presented. There appears to be no provision in this proposal for the establishment of new programs such as your resolution envisions.

"Nonetheless, I do think it is possible that some greater emphasis can be developed relative to a better understanding of the achievements of organized labor in the American society. On this campus, for example, we have majors in economics and in political science, both already firmly established, where instruction relative to the labor movement might well be expanded and strengthened. We are also proposing an interdisciplinary development in the study of urbanization. We anticipate that a selection of courses related to organized labor may well be incorporated in this new field of endeavor."

It was decided that this matter should not be pursued further pending the outcome of discussions of a similar resolu-

tion(No. 253 below) relating to the University of California.

This resolution, along with Nos. 229 and 255 (listed among resolutions sent to state legislators), were also submitted to the trustees of the California State College System.

**No. 33**—"Condemn the Labor Policies of U.C. Regents."

**No. 253**—"Proposed Department of Labor at University."

**No. 255**—"Labor Movement and Economic Education for Teachers."

These resolutions were sent to the Regents of the University of California. Acknowledgments included one by President Clark Kerr who expressed his receptivity to a joint meeting to discuss outstanding problems. Such a joint meeting, called by President Kerr, was held late in 1962 and resulted in the formation of a joint committee to review building trades problems on a continuing basis and in some modifications in personnel policies regarding the recognition of unions. Resolutions Nos. 253 and 255 are covered below, starting at page 35.

**No. 125**—"In-service Training for State Employees."

**No. 127**—"Promotional Examinations for State Employees."

**No. 193**—"Pay for CTO of State Correctional Officers."

**No. 241**—"Salary of Apprenticeship Consultants."

These resolutions were forwarded to the members and the executive officer of the State Personnel Board. The reply from Executive Officer John F. Fisher asserted:

"In addition to being reviewed by the members of the Board, your resolutions are being called to the attention of staff members who work on the administration of our training and examination programs."

**No. 138**—"Increase Disability Retirement For State Employees."

**No. 236**—"Health and Welfare Programs for State Employees."

**No. 282**—"Health and Welfare for State Employees."

All three resolutions were brought to the attention of the State Employees' Retirement System's Board of Administration during its October 11, 1962, consideration of retirement and medical care insurance for state employees.

## Resolutions Sent to Certain Local Officials

**No. 11**—"De Facto School Segregation."

This resolution was sent to mayors of major California cities and to superintendents or presidents of local school boards.

**No. 93**—"Rule of One in Civil Service."

This resolution was brought to the attention of the Fresno City Council.

## Other Mailings of Resolutions

**No. 11**—"De Facto School Segregation."

This resolution was also sent to the California School Boards Association, Northern California Council of Churches, Southern California Council of Churches, the Urban Leagues of San Francisco and Los Angeles, Catholic Inter-Racial Conference, San Francisco Council for Civic Unity, Los Angeles County Improvement Association, Community Service Organization, the California and national offices of the Jewish Labor Committee, the Western Regional Office of the National Association for the Advancement of Colored People, and the California Committee for Fair Practices.

**No. 8**—"Cooperation With NAACP."

This resolution was sent to the Western Regional Office of the NAACP.

**No. 12**—"Support Committee for Equal Opportunity in Apprenticeship and Training."

This resolution was brought to the attention of the Statewide Committee For Equal Opportunity in Apprenticeship and Training for Minority Groups.

**No. 50**—"State Equal Rights Legislation."

This resolution was sent to the California Committee for Fair Practices.

**No. 22**—"Endorse and Assist the Coro Foundation."

This resolution was sent to both the San Francisco and the Los Angeles offices of the Coro Foundation.

**No. 157**—"Support Asthma Research Institute."

This resolution was forwarded to the Children's Asthma Research Institute and Hospital in Denver, Colorado.

**No. 179**—"Support Histadrut."

This resolution was sent to Histadrut's Tel Aviv headquarters as well as to its Western States Regional Office in Los Angeles.

**No. 204—"Support Community Service Organization."**

This resolution was forwarded to CSO president Joe Correa in Stockton.

**No. 205—"Support Jewish Labor Committee."**

Copies of this resolution were forwarded to JLC's New York, Los Angeles and San Francisco offices.

**Resolutions Referred to Federation Executive Council**

Action on resolutions referred by the 1962 convention to the Executive Council for decision is summed up in that body's report to this convention.

**UNIVERSITY OF CALIFORNIA  
LABOR PROGRAMS**

The services of the University of California in labor research and education were sharply criticized in Resolution No. 253 (presented by the the San Francisco Labor Council) which was adopted by the 1962 Long Beach Convention. Specifically, the resolution (1) called for the "establishment of a department of labor in the University of California which would be as adequately financed as the Departments of Business, Law, Medicine and Agriculture," and (2) instructed the Federation to "seriously study the means necessary to properly establish such a Department and the liaison necessary between the University and the labor movement of California."

The impact of this resolution was immediate and far-reaching. As the Federation entered exploratory discussions with the University to more clearly identify the nature of the problem, the Directors of the Institutes of Industrial Relations at the Berkeley and Los Angeles campuses launched plans to hold a weekend conference to discuss the ways and means of improving labor education and research services to the labor movement. This conference was held on January 11 and 12, 1963, at the Asilomar Conference Grounds on the Monterey Peninsula. The two-day session brought together some 50 labor leaders, union staff representatives and University personnel closely associated with the work of the Institutes, to engage in what the University sponsors called "a frank and constructive exchange of views between the university and the people in the labor movement so that we may best serve their needs as a major interest group in the community." The topics for discussion included: the

universities and labor education; labor research and the labor movement; and the training of teachers, and the development of curriculum in regard to economic education, collective bargaining and the history of the labor movement. (The latter subject was embraced in Resolution No. 255, adopted by the Long Beach Convention, which called for greater involvement of the University and State Colleges in preparing public school teachers and classroom materials in the fields of economics and industrial relations.)

Although the conference had no official status within the organizational structure of the labor movement in regard to implementation of Resolution No. 253, it did provide a forum for discussion "in depth" of both the needs of the labor movement and the performance of the University. It also helped to clarify in the minds of those present what was meant by the resolution's reference to a "Department of Labor." The overwhelming view was that this should not be a "teaching department" for college students as in the case of the Departments of Economics, Business Administration, and Agriculture, for example, but rather a service unit for labor education and research, located within the University, but independent of other teaching and research units. This, in turn, was reflected in a statement of consensus developed out of the conference which read as follows:

"We are in accord with the principles of the resolution adopted by the Long Beach Convention of the California Labor Federation in August, 1962.

"And we are agreed that to further this principle the University immediately should establish a University-Labor Joint Board composed of representatives of the University and of the labor movement in the area to be served, appointed by the President with the advice and consent of the California Labor Federation.

"The University should establish an autonomous center of labor education and of research useful to the labor movement.

"The Joint Board should be convened at the earliest opportunity to consult and advise on the structure of such a center and to work out the details of its administrative, program and research needs.

"The Joint Board should periodically thereafter review, consult and advise with the staff of the Center in developing programs of labor education and research geared to the needs of the unions it serves."

Following the conference, University of

California President Clark Kerr announced that the University would give "immediate, careful consideration" to the recommendations contained in the consensus. Your Secretary-Treasurer welcomed President Kerr's encouraging response and noted that the Federation had already entered into discussion with University officials to develop a labor education and research program within the University that would serve the varied needs of the labor movement. The mandate of the 1962 convention, which was the focus of the Asilomar conference, it was pointed out, was being actively pursued.

There followed almost a year and a half of intensive discussions between representatives of the University and the Federation, involving both your Secretary-Treasurer and U.C. President Clark Kerr. During the course of these discussions a series of Guidelines was prepared for the expansion of labor programs, setting forth plans for establishing new Centers for Labor Research and Education at the Berkeley and Los Angeles campuses of the University and creating a Joint Labor-University Committee to act in an advisory capacity to the University concerning the operation of the Centers.

At its meeting in Berkeley on July 23-24, 1964, the U. C. Board of Regents approved both the establishment of the new Centers and the formation of the statewide Joint Labor-University Committee with the understanding that the Centers would not become involved in "partisan or adversary politics." In the meantime—primarily through the efforts of your Secretary-Treasurer—the Legislature had increased by some \$55,000 the appropriations to the Institutes of Industrial Relations at the two campuses. These funds are to be added to existing funds to help finance and launch the new Centers, which will be operated as separate units for labor programs within the two Institutes. Twenty thousand dollars of the additional funds will go to Berkeley and \$35,000 to UCLA.

Immediately following the meeting of the Regents, U.C. President Clark Kerr advised your Secretary-Treasurer by letter that "with these actions by the Regents and the Legislature, the University is prepared to move ahead" to implement the expanded programs. A press release was also issued from the President's office announcing that the new Centers would go into operation during the coming 1964-65 academic year.

The Federation's Executive Council, as pointed out in its report to the Convention, approved the jointly developed Guidelines for expansion of labor programs, at its Palm Springs meeting, June 8-9, 1964. As such, with the implementing action taken by the U. C. Board of Regents, the Guidelines represents a long stride in the implementation of Resolution No. 253.

The framework for expansion of labor education programs under the Guidelines embraces a comprehensive series of classes, courses, and conferences to be undertaken by the Centers both on and off campus in cooperation with the labor movement. Training will take place at three broadly conceived orientation levels:

- (1) Training in basic principles of unionism for membership and emerging leadership.
- (2) Training of officers in union administration and education in problems of the union's environment.
- (3) Professional and academic training for leadership and staff officials.

The Statewide Joint Labor-University Committee is given major responsibilities under the Guidelines. Consisting of seven representatives selected by labor and seven by the University, the Committee will function in an advisory capacity to "further develop and carry out the broadly conceived program for expansion set forth in the Guidelines."

Training programs will stress the development and utilization as instructors of personnel within the labor movement itself and from the outside community, as well as the University faculty. Attempts will be made to bring some elements of the program, such as industrial relations conferences, to outlying areas in California, rather than just to the large cities.

In the area of research, the Guidelines specify that the labor education programs of the new Centers are to be closely coordinated with an expansion of research services of a "non-adversary" character to more adequately reflect the "requirements of the labor community." (Non-adversary means, for example, that involvement in a current labor dispute would be avoided.)

It is anticipated that the establishment of "effective liaison" with the labor movement will make it possible "to undertake more applied research projects that would bring academic scholars and research personnel into closer contact with industrial relations at all operational levels and with other functional problems of concern to the labor movement." The Guide-



lines point out that "this applied research activity, to increase its effectiveness, should be completely integrated wherever possible with the conference and program activity of the Centers." Thus, conferences, institutes, and seminars, would be organized in connection with research programs.

Numerous examples are set forth in the Guidelines for expansion of programs at each of the three levels of labor education orientation to guide the Joint Labor-University Committee in carrying out its implementing functions. The work of the statewide committee is to be supplemented by a series of local Labor-University advisory committees appointed "to assist in the planning and development of specific labor education programs."

The Guidelines also provide that "the commitment of resources by the University to any given program or programs should be paralleled in the labor movement at the appropriate level of organization by a commensurate assignment of priority to labor education and a commitment to encourage utilization of University services. It is recognized that the University's labor education programs cannot be effectively expanded without the active cooperation and support of the labor movement."

In providing for the establishment of the new Centers, the Guidelines also recognize that the labor movement must have "full confidence in and extend full support to the unit of the University that will provide the services." As separate units for labor programs within each of the Institutes of Industrial Relations at Los Angeles and Berkeley, "the centers would be operated under coordinators of labor programs independently of other Institute programs, but with access to all services and facilities of the Institutes, and under the over-all authority

Because of the importance of the Guidelines, they are printed in full as follows:

### **GUIDELINES**

**Developed by Representatives  
of the  
UNIVERSITY OF CALIFORNIA  
and the  
CALIFORNIA LABOR  
FEDERATION, AFL-CIO  
for the  
EXPANSION OF LABOR  
PROGRAMS**

"Following the adoption of Resolution No. 253 by the 1962 Convention of the

California Labor Federation, AFL-CIO, several discussion sessions were conducted between responsible officials of the University and the Federation to develop University programs that will enable the labor movement to function more effectively as an essential and responsible institution in our free society. From the outset, the University recognized that its labor education and related research programs were not meeting the needs and interests of the labor community as fully as both the University and the labor movement would wish. Similarly, it was recognized that the labor movement has not always taken full advantage of the University's resources. Accordingly, during the course of the discussion sessions, the past and present offerings of the University through its established Institutes of Industrial Relations at both the Berkeley and Los Angeles campuses were reviewed in detail together with program areas for the expansion and improvement of the University's services. This joint memorandum sets forth the guidelines that will provide the base for a more unified effort on the part of both the University and the Federation to meet labor's pressing educational needs. The memorandum is concerned primarily with labor education programs, but it is agreed that such programs will require a closely coordinated expansion of research services of a non-adversary character, more adequately reflecting the requirements of the labor community.

"Broadly conceived, the framework for expansion of labor education programs, as initially advanced by the Federation, embraces a comprehensive series of classes, courses, conferences, seminars, etc., that the University would undertake, both on and off campus, to meet the varied educational needs of existing leadership, new leadership, and union members. In general terms, therefore, the following three basic levels of program orientation are used in the memorandum to classify broadly the full range of activities that should be considered in the development of a comprehensive program of services:

- (a) Training in basic unionism for membership and emerging leadership;
- (b) Training in union administration and environment for emerging and existing leadership;

- (c) Professional and academic training for leadership and staff officials.

"The above three types of basic training, however, should not be considered mutually exclusive, since some programs would have a general purpose and would serve union members as well as the leadership at any given level. Thus, while specific programs may sometimes defy precise classification into these categories, the division is useful, for it identifies distinct, though inter-related, levels and objectives of labor education. Further, the three levels of orientation help emphasize that labor education services seek both to develop existing leadership and to train future leaders of the labor movement.

#### "Basic Guidelines

"Given the broad range of activities that would be embraced within a fully developed program of labor education services, it is agreed that there shall be a set of guiding principles which will cut across all labor programs, irrespective of the specific content of any given program. These guidelines and principles, designed to promote cooperation and encourage a high degree of utilization of the resources made available under an expanded effort, are as follows:

"(1) The three levels of orientation of labor education programs should provide for as much continuity and progression as possible, with respect to both subject matter and the levels of orientation. Such continuity, however, must accommodate the widely divergent educational needs of labor unions at the various levels of organization, i.e., local unions, district, state and area bodies, internationals, central labor bodies, and similar councils, and the Federation. Just as individual programs are tailored to meet varying needs, so the provision of continuity should extend to the cooperating organization or organizations.

"(2) All labor programs should be reviewed jointly with the labor movement, through channels established in accordance with paragraphs 6 and 7 below, at the appropriate level of organization. Apart from financing, enrollment and other administrative matters, there should be agreement on subject matter and instructors, consistent with the University's tradition of academic freedom. The quality of instruction should remain the responsibility of the University, and, where necessary, the University should also undertake programs for the training of instructors, especially in the case of

instructors drawn from the labor movement itself.

"(3) The commitment of resources by the University to any given program or programs should be paralleled in the labor movement at the appropriate level of organization by a commensurate assignment of priority to labor education and a commitment to encourage utilization of University services. It is recognized that the University's labor education programs cannot be effectively expanded without the active cooperation and support from the labor movement.

"(4) The expansion of University labor education services should have the objective of supplementing and encouraging labor education programs carried out directly by the labor movement itself, and should not endeavor to supplant such programs. One of the services of the University should be to assist labor organizations in the development of their own labor education potential for maximum effectiveness.

"(5) Within the limits of the resources made available by the University for labor education services, those programs of the Institutes which have demonstrated their value to the labor movement and other employee organizations should be continued in present or modified form. It does not necessarily follow, however, that such programs should invariably be given priority, when the need and demand for labor education programs exceeds the resources allocated. Since the past and present labor education offerings of the Institutes of Industrial Relations have been developed largely in the absence of an over-all framework—as demands were made known to them, or as users of their services could be found—it is understandable that many organizations most in need of labor education might not have utilized the services of the University for any number of reasons. Accordingly, to the extent that the contemplated expansion of services is conceived by the Statewide Joint Labor-University Committee, set forth below, with greater attention to program continuity and meeting actual needs, as well as 'felt' needs, a new set of priorities may develop.

"(6) Given the distinct possibility that 'demand' under an expanded program may exceed allocated resources, it is necessary that there be established procedures for determining priorities. The areas for expansion outlined below give an indication of what these priorities should be, but the determination of actual priori-

ties is contingent upon implementation of the programs and the pattern of utilization of expanded services. These considerations, and the necessity of maintaining flexibility in the development of programs, suggest that general priorities should be determined in the operational phase by a Statewide Joint Labor-University Committee, consisting of 7 representatives selected by the Federation and 7 representatives of the University, appointed to further develop and carry out the broadly conceived program for expansion agreed to by the Federation and the University. In this sense, it should be understood that the Statewide Joint Labor-University Committee would function in an advisory capacity on program budgeting with follow-up evaluation responsibilities. Its work would be supplemented by a series of local Labor-University advisory committees which the Statewide Joint Labor-University Committee may appoint to assist in the planning and development of specific labor education programs.

"(7) The Statewide Joint Labor-University Committee is conceived as an advisory body, and shall possess the authority necessary to carry out its broad functions concerning the implementation of this memorandum of agreement. Its 18 members, consisting of 9 representatives selected by the Federation and 9 representatives of the University, shall be appointed after prospective members of the committee have been considered in joint consultation between the Federation and the University. Members shall serve without reference to any term of office, and vacancies shall be filled by the appropriate appointing authority as vacancies occur. It is the responsibility of the Federation and University respectively to appoint members who will be able to participate fully in the meetings of the committee on a continuing basis. The committee shall organize itself and make provision for rotation of the chairmanship of the committee between representatives of labor and the University on a regular basis as the committee may determine. Minutes of the meetings and appropriate records of its activities shall be maintained with the assistance of staff services made available by the University. The committee shall meet regularly and as necessary carry out its responsibilities, but not less than every 6 weeks during the academic year. The committee shall have the general authority to make recommendations concerning the establishment, operation, and evaluation of all labor programs.

#### **"Center for Labor Research and Education**

"The expansion of University services contemplated in this memorandum of agreement anticipates a substantial increase in the allocation of University resources as additional resources become available and as the expanded programs are developed and implemented with the full participation and cooperation of the labor movement. It is recognized that such expansion will also require certain organizational adjustments within the unit that is to administer the services, so that the highest degree of cooperation possible between the labor movement and the University may be realized. The level of cooperation achieved will largely determine the success of the expanded effort, and for this reason, it is vital that the labor movement have full confidence in and extend full support to the unit of the University that will provide the services.

"The years of experience of the two Institutes of Industrial Relations on the Berkeley and Los Angeles campuses respectively fully corroborate this viewpoint. Up to the present time the Institutes have sought to administer their labor programs within an over-all structure that is geared to serving both labor and management without specifically establishing a formal organization that is exclusively oriented toward serving the labor community. Thus the degree of success achieved has varied considerably over the years. While there is considerable room and demand for continuing programs that bring labor and management together under a common 'industrial relations' roof, it is recognized and agreed that it is desirable at this time to establish a separate unit for labor programs within each of the Institutes to be known as the 'Center for Labor Research and Education.' The Centers would be operated under coordinators of labor programs independently of other Institute programs, but with access to all the services and facilities of the Institutes, and under the over-all authority of the Institutes' directors and associate directors.

"This arrangement envisions the designation of an associate director for each of the Institutes of Industrial Relations at Berkeley and Los Angeles, with special responsibility for research and education projects of interest to labor, and to serve as liaison with the labor movement concerning research and education projects. This should facilitate the close coordination of labor research and labor educa-

tion activities, utilizing the avenues for effective joint consultation established with the labor movement at various levels by the Statewide Joint Labor-University Committee. While it is understood and agreed that the University cannot engage in what might be called 'adversary' research, the establishment of effective liaison through the organizational structure outlined above will make it possible to undertake more applied research projects that would bring academic scholars and research personnel into closer contact with industrial relations at all operational levels and with other functional problems of concern to the labor movement. Such research would include the collection, analysis, and communication of information on policy issues of interest to organized labor. This applied research activity, to increase its effectiveness, should be completely integrated, wherever possible, with the conference and program activity of the centers to be established on both the Berkeley and Los Angeles campuses. Thus, conferences, institutes, and seminars should be organized in connection with research programs. This integration would help to promote the widest possible dissemination of research results within the labor community.

#### **"Orientation Levels for Expanded Program Activity**

"Although it is not possible to classify precisely every labor education program, the division of programs into the three enumerated categories provides a convenient framework for indicating the general areas of substantial agreement on both program emphasis and expansion. As such, the purpose of this portion of the memorandum of agreement is illustrative, rather than definitive. Because of the diversified needs of labor at all levels of orientation, it would be premature to be too specific. In this regard, the details of implementation are better left to the advisory structure for joint consultation set forth above.

"Accordingly, in each of the sections that follow, an attempt is made to describe in general terms the level of orientation, to present examples of present and past offerings of the Institutes, and to indicate areas of agreement on projected programs.

#### **"Training in Basic Trade Unionism for Membership and Emerging Leadership**

"The basic purpose here is to provide union members and shop stewards with

instruction in the basic knowledge and skills required of the effective union member and junior officer. Instruction is aimed more specifically at acquainting rank and file members and emerging union leaders with the policies and objectives of the union movement; at analyzing the kind of problems they face in reaching these objectives; and at helping to equip them with the kinds of tools (both knowledge and skills) which they may need in dealing with these problems.

"Important instructional categories include such subjects as grievance handling and arbitration, public speaking, parliamentary procedure, labor history and philosophy, the elements of labor law and legislation, and related courses. Instruction in these fields, when possible, shall relate fundamental trade union principles and skills to the broader aspects of the labor movement in the general community, to stimulate interest on the part of union members in further study and increased union activity.

"Since the courses are aimed primarily at the needs of members at the local union level, they necessarily would be 'tailor-made' as individual circumstances may require. A course for a newly organized local, for example, might deal heavily with grievance procedure, while a course for an older, established local might be more concerned with the economics of its industry in the state and the nation. The core of this type of instruction, however, is the history and special problems of the individual union and its industrial jurisdiction, with emphasis on and frequent reference to the particular union's policies and political processes, grievance handling, and economic environment.

"Typically, the courses would be sponsored by an individual local or international union, and conducted on union premises, ranging frequently from 6 to 10 weeks in duration, with a two-hour session once a week. Large locals may have courses specifically designed for themselves, while small locals may find it necessary to join with several others to sponsor a program. This may be done in some communities through the central labor council or by similar district, state, and area bodies as the circumstances may require. International unions might also organize courses to meet the needs of their unions in the state. In this connection it is particularly important to recognize that there are many small locals in outlying areas where it may not be

feasible for central labor councils or similar bodies to assume the responsibility for developing programs. In such cases, the nucleus for organization might be provided through the Federation.

"The planning of such courses and the selection of instructors are the joint responsibility of union representatives and University staff. Instructors may be drawn from both groups, but emphasis should be placed on developing instructors within the labor movement for courses at this level. When feasible and as necessary, trade union instructors might receive training at the University. (Indeed, whenever possible, the University should provide services to local organizations and union groups on how to develop their own labor education programs at this level.) Instructors also might be drawn from other qualified individuals in the community such as the professions, and from the state college and junior college faculties. In any event, the University should help faculty members plan and coordinate their offerings in order that the courses maintain a uniformly high quality.

"Past and present offerings of instruction in this category of labor education have reflected considerable variation in demand on the part of labor organizations. Many offerings have been non-repetitive, and most of them have lacked continuity in the sequence in which they have been offered, indicating both the absence of sustained interest by labor organizations and the omission of a conceptual framework necessary to sustain such interest. Examples of programs sponsored through the Institute at Berkeley include shop stewards' conferences for government employees, a basic course in the elements of labor law and legislation, and a series of weekly classes covering the 'main issues in America.' At Los Angeles, a number of courses have been developed in the past and continued as the sponsoring union has desired. Among the sponsors have been the Upholsterers, Auto Workers, Steelworkers, Teachers, Communication Workers, and Machinists. Although there is reported evidence of some slackening in demand, as a matter of priority, it would be incorrect to assume that labor education at this level has run its course, and that because of past offerings and what may appear to be diminishing requests, there is no longer any need to emphasize this type of labor education. Indeed, the general apathy that has permeated some organizations at the 'grass roots' constitutes *prima facie* evidence that the need for education

at the membership and emerging leadership levels has increased rather than decreased. In fact, within the framework of an ongoing program—and to the extent that the labor movement and the University move jointly toward an expansion of labor education efforts—it may even be necessary to give a higher priority to education at this level of orientation than to some of the programs developed on an ad hoc basis in the past without reference to the conceptual framework under consideration at this time. This, in turn, would depend upon the amount of resources made available through the University for an expanded labor education program.

"Given the demonstrated need, the following represents a desirable sequence of courses that might be developed and offered as part of an expanded labor education effort at the first level of program orientation, with provisions for desired flexibility to meet specific needs:

#### **"1. Grievance Procedure and Contract Administration**

"This bread and butter course would go step-by-step through the grievance procedure. It would define what a grievance is under the contract and also discuss how an officer or steward can help a member who has a non-contractual problem. Through role-playing and other techniques, class participants would acquire skills in interviewing grievants, investigating and writing up grievances, and presenting them to lower levels of management. Even though stewards and part-time officers are not likely to present cases to arbitration themselves, the course would discuss the essentials of the arbitration procedure and the types of investigation required to help business agents or international representatives present cases to arbitration. Mock arbitrations could be presented in some classes.

"For obvious reasons, classes in grievance procedures are likely to be most successful when 'tailor-made' for a given local or for a set of locals from one international or industry. Such classes could devote particular attention to the special problems faced in that industry—perhaps incentives, seniority, or fringe benefit calculation. However, when special classes of this nature are not feasible, they might be

held on a community basis, taking advantage of the variety of student experience, by featuring discussion sessions which would permit members of one local to learn from the successes (and failures) of others.

## **"2. Background Training for Emerging Leadership**

"This course, or series of courses, might be offered separately or following the conclusion of the course on grievance procedure. It would deal with subjects such as: (a) explaining the union to the new member or the non-member; (b) committee work involving both leadership and participation; (c) parliamentary law to explain how meetings are conducted; (d) public speaking; and (e) the elements of psychology of leadership. This could be expanded or divided into several courses as the demand is developed.

## **"3. Union Problems of Today**

"This course would be designed to give rank and file members and the emerging union officers background concerning the environment within which their union operates. Its over-all purpose would be to equip these members to be better citizens as well as better union members and to help them understand some of the problems faced by the labor movement and our free society generally. It might start with a discussion of union history and traditions, in order to give the students appreciation of the approaches to these problems which unions have adopted in the past. It could then examine current problems such as unemployment, automation, civil rights, medical care for the aged, labor legislation, and trends in union membership.

## **"4. Programs of the Labor Movement**

"The content of this course might be embraced in the course of 'union problems of today,' or it might be given separately to emphasize the programs advocated by the labor movement as solutions to the major problems confronting working people. The course would cover both collective bargaining and legislative programs, analyzing the

manner in which legislative activities and related political action supplement collective bargaining approaches.

## **"5. Liberal Arts**

"A logical culmination of the above courses would be the development of programs in the liberal arts specially designed to appeal to union members. However, given the varying levels of education and interest of members, a well developed liberal arts course could be offered at any stage. Based on the experience of the liberal arts for labor program at UCLA, this course offers many possibilities if a high quality of instruction is maintained and effectively related to the experience of adults.

"Although it may be unrealistic to expect a substantial number of union members to complete the entire sequence of courses, it would nevertheless be desirable to offer them in sequence whenever feasible. An appropriate certificate might be devised to encourage sustained interest on the part of individual union members and promote continuity.

## **"Training in Union Administration and Environment for Emerging and Existing Leadership**

"The participants who would benefit from this type of training would include business agents, officers of local unions, central labor councils and similar bodies at various levels, international representatives, and members stimulated by previous instruction to seek further study. The courses are typically problem-oriented, and their purpose is to offer more intensive study of subjects covered by primary courses, while raising new subjects that bear on the effectiveness of the labor movement.

"Present and past offerings include special leadership conferences conducted by the Berkeley and Los Angeles Institutes for various labor units on a state-wide, regional, or local basis, as well as special subject conferences on social insurance programs, health and welfare and pension plans, labor law, problems of older workers, international affairs, etc. These programs are usually conducted at conference centers and on University and hotel-type premises. While some are sponsored in cooperation with large local organizations, others are co-sponsored at the council level or through international or-

ganizations for leadership training of representatives in California. Programs in this category of instruction have been characterized by considerable diversity based on the demand generated through various organizations with widely divergent levels of educational achievement. While this would necessarily continue under an expanded labor education program, it is desirable to provide for more continuity in programming along with the necessary flexibility.

"The possibilities for expansion of labor education programs in this category are almost limitless since they involve the education of present leadership in all areas of community interest of the labor movement. It is desirable, therefore, to think of labor education programs at this middle level as primarily 'problem-oriented.' The emphasis should be on increasing the effectiveness of the labor movement by helping the leadership to become better informed on issues of importance to the welfare of working people that extend beyond immediate bread and butter issues and affect the welfare of the community as a whole. Emphasis should also be placed on the better utilization of community and government resources to enhance the conditions of life and labor of working men and women and indeed of all citizens, both within the metropolitan complex and also outside the urban centers.

"The relationship of programs at this middle level to those at both the lower and higher levels is particularly important. On the one hand, the quality and effectiveness of labor activities in the community at large are dependent on the degree of knowledgeability and interest prevailing among the membership and emerging leadership. On the other hand, the labor programs themselves should undergo consistent evaluation in an atmosphere removed from the daily decision-making process.

"The establishment of better liaison with the labor movement also offers unique opportunities to combine labor education and research at all levels of activity. Thus, for example, the related issues of 'Hours of Work' and 'Uses of Leisure Time' might be subjects of research and course work which would touch all three levels discussed in this memorandum.

"There are numerous programs that might be projected here as a basis for substantially expanding the University's labor education programs. The problems of job displacement by automation as

they relate to the maintenance of full employment have moved to the center of attention. Rapid advancements in productivity have increased interest in reducing the hours of work. There is the need to know more than is presently known concerning the organizational needs of white collar unions. There is a need also to examine the human use of time. 'Industrial sabbaticals,' 'day release' programs, extended vacations, and human relations committees are part of the new labor vocabulary. The entire community, led by labor representatives, is pressing for the need to give greater consideration to the unemployed and to the 'economically submerged fourth.'

"These foregoing are examples of present and future areas of interest and activity that could be embodied in expanded labor education programs either at the middle or the top level of orientation. Other possibilities for expansion include the following:

**"(1) Industrial Relations Conferences for Outlying Areas**

"As a first step toward correcting some of the past omissions of services to central labor bodies and local unions in distant parts of the state, industrial relations conferences heretofore confined largely to major metropolitan areas might well be conducted in outlying population centers. Such conferences would emphasize local as well as statewide and national issues in industrial relations and collective bargaining. Discussions would be initiated with local officers in accordance with the consultation procedures established in this memorandum, to survey needs and desires in order to enlist the local planning and support needed for the success of these conferences.

**"(2) Cooperative Program for Labor and Local Government**

"This could include a series of seminar meetings on metropolitan government, rapid transit, public education and health, housing and related issues under joint Labor-University auspices. These would utilize the specialized research programs being conducted by various units of the University. For example, the Institute of Governmental Affairs at Berkeley has produced a series of studies on the

metropolitan Bay Area which would provide basic materials for reading and discussion. Such a program would also represent a fruitful combination of labor education and research in pursuit of a high and common interest. However, this should not be restricted to the Bay Area. There are sufficient materials available to plan an effective statewide program, in cooperation with the Federation and other labor groups.

**“(3) Long-Term Non-Residential Study Institutes**

“These institutes would lead to some form of certification. Their purpose would be to offer a two-year non-residential course for union officers that would develop their acquaintance with the skills of leadership, the major social issues of the day, and the frontiers of knowledge in the arts and sciences. Particular emphasis might be placed on problems of our expanding population, housing and transportation, minority and inter-group relations, economic trends and the business outlook, the local impact of technological change, public education, law enforcement, social security and dependency, metropolitan planning and land use, water resources, fiscal policy, cultural activities, the mass media, the arts, and the current and prospective governmental structures of the geographical regions involved. Here again, the course would place heavy reliance on university research. Labor leaders enrolled in the full two-year course would meet once a week during academic sessions, and the curriculum might be divided into four principal divisions such as the following:

**“(a) The Trade Unionist and Labor Leadership.** Instruction would be offered here in the primary skills of leadership, i.e., in the psychology of leadership, the theoretical skills, the reading skills and the writing skills. Students would attend weekly evening sessions of two and a half hours for 18 weeks each semester. Each of the sessions would begin with an hour's lecture on the psychology of leadership. The remainder of each period

would be devoted to reading and writing skills. Supplementary or advanced courses could be made available for interested students. Supplementary materials would be provided during this and following semesters on trade union history and problems, as well as primary materials on the subject at hand.

**“(b) The Trade Unionist and the Metropolis.** The purpose here would be to provide an introduction to the problems of urban civilization and metropolitan government, with detailed and contemporary reference to the area involved, together with added instruction on national and international problems of interest to the union leader. Metropolitan problems to be discussed have already been mentioned. National and international issues include federal-state relations, the distribution of exercise of the state and federal powers, the relations between the United States and international organizations, defense, disarmament, and international trade.

**“(c) The Trade Unionist and the Sciences.** This course would be divided between the natural and the social sciences. The emphasis throughout would be on the social importance of new discoveries, dominant principles, and long-term trends. Its approach would be similar to that used in the 1955 Institute series on atomic energy for officers and members of Local 159 of the Plumbers Union, in which over 250 members participated. Thus the discussion would center, for example, on the industrial impact of chemical discoveries, the relationships between physical science and the development of nuclear power and space technology, the concern of the psychological and social sciences with the twin problems of adjustment and creativity in urban living, the idea of



social justice in economic and political thought, and the contribution of the social sciences to the institutions of the developing countries.

- “(c) **The Trade Unionist and the New Society.** The purpose here would be to bring to bear the materials of the three preceding semesters on a discussion of major policy issues affecting the labor movement. Among the issues to be discussed are the relationship of trade union policy and the public interest, the development of public policy towards trade unionism and collective bargaining, the policy and institutional aspects of trade union participation in political and community affairs, the role of organized labor in international political and economic development, and the implications of all such matters for labor education.

“The above examples also offer suggestions for any combination of seminars and conferences as well as short-term courses that might be developed to better inform union leaders and enable them to function more effectively in their working environment. The action orientation that would be given these programs, as discussed earlier, would enable them to utilize more fully the resources of the community in meeting problems of working people.

#### **“Professional and Academic Training for Leadership and Staff Officials**

“The orientation at this level of training requires a substantial commitment on the part of the participants from both the labor movement and the University. Its primary purpose is to bring to the immediate advantage of the labor movement the most specialized knowledge and finest talents available through training intended for full-time, career union officials, or part-time and staff officials of senior status. These individuals have typically participated in less advanced training programs at all levels, have often acted as instructors in such programs, and seek to improve their skills both as union leaders and teachers of union members.

“There are a number of past and present offerings at this level at the Berkeley and Los Angeles Campuses. The Indus-

trial Relations Certificate Programs at both campuses have enjoyed perhaps the longest period of operation. Participation, however, is not confined to union clientele, and the experience indicates that fewer trade unionists take advantage of the program than their counterparts from management. A more recent innovation is the liberal arts program operating in Los Angeles and which also cuts across all categories. It is oriented exclusively toward labor needs and also leads to a certificate. The program consists of regular weekly classes in the liberal arts extending over a substantial period of time. All of these certificate programs, developed in cooperation with the Institutes, are offered through University Extension.

“In Los Angeles, one of the most effective labor education programs developed during the postwar decade was one for Health Plan Consultants, jointly organized by the Institute and local labor bodies. This was also one of the first research-action programs. It was designed to provide information needed by union officials concerned with developing and improving the quality of health resources available to working people. A majority of the leading plan administrators of union health programs in the Los Angeles area participated in this project.

“Other Los Angeles efforts in this category of training have included the following: seminars for trust officers of union pension programs; a seminar on prepaid vision care cost analysis; seminars on various economic problems; and a conference on the cost of prepaid prescription drugs.

“On the Berkeley Campus, a 10-week residential training institute was presented in 1961 as an experimental program in cooperation with the National Institute of Labor Education (NILE). Designed to demonstrate what can be accomplished in educating union officials in fields broader than the traditional “bread-and-butter” subjects, the Berkeley NILE Institute was one of three such experimental programs conducted at designated campuses in close cooperation with the National AFL-CIO. It should be noted that the residential program conducted at Berkeley achieved considerable success, but that the following year, despite intensive recruiting efforts, it was not possible to obtain enough qualified participants to hold a second NILE Institute on the Berkeley Campus. In the second year only one residential training institute was held, and it was at a location outside of the state. This would appear to demon-

strate the difficulty of establishing continuity in major programs without a substantial commitment on the part of the labor movement as well as the University.\*

"A series of 'labor and the free society' conferences, now in their seventh year, has been presented through the Berkeley Institute. Similar conferences have been offered through the Institute at Los Angeles. Typically, they are conducted on a week-end basis, and have brought together full-time union officials and leading faculty members in a series of seminars designed to concentrate attention at the most sophisticated level possible on the broader issues in which organized labor has an interest. In general, however, they have been limited in geographical participation without a planned, progressive curriculum. The successes achieved indicate that the free society series could be effectively expanded to include (a) Seminars, with the same or comparable curriculum on each occasion, for groups of union officials in various geographical areas, and (b) Seminars involving a curriculum of increasing complexity and sophistication from session to session, with a constant group of participants from the labor movement. The latter format suggests possibilities for the intensive study and analysis, for example, of problems involving technological advancements and the displacement of workers, utilization of the nation's expanding labor force, and similar matters.

"At the union staff level, another example of the seminar approach is the Trade Union Seminar on Economic Policy, initiated in the Fall of 1963 on the Berkeley Campus. This has involved some 20 union staff persons who meet monthly with prominent specialists to discuss in considerable detail various economic issues that are of vital importance to the nation or the state, and the functioning of the labor movement. The success of this experiment also indicates that this type of seminar might be conducted in other subject matter areas, embracing initially, perhaps, (1) a seminar in eco-

nomic and social security, and (2) a seminar in labor and politics. The same format as in the Trade Union Seminar on Economic Policy could be followed: joint leadership of a University faculty member and a trade union specialist; participation limited to 20-30 interested individuals whose work and interest bring them into close contact with the problems under consideration. It should be emphasized again, however, that this seminar approach can have only limited success in handling complex problems under a necessarily progressive curriculum unless the group of labor participants is fairly constant.

"Along similar lines, seminars could be developed to meet the needs of executive bodies of councils and federations at any given level of the trade union structure. The subject matter could extend to any of the areas wherein policy discretion is exercised by officers. In this regard, one of the most recent developments in labor education has been the institution of educational programs involving University representatives and senior officials at a high level. One such program has recently been successfully conducted through the cooperation of the Brookings Institution, Michigan State University, and the National AFL-CIO. Sessions ranged from three days to a week in length and topics discussed were economic growth, urbanization, and the future of U.S. democracy. At the present time, this program is open only to international presidents and secretary-treasurers. A program for California might start with regular or occasional discussions between selected faculty representatives and the Executive Council of the California Labor Federation.

"In addition to the seminar-conference approach at this third level of labor education, further consideration should be given to the desirability of establishing on a permanent basis an annual residence training program for trade union officials in California, drawing from the experience of the NILE experimental program referred to above. Its launching could be on the following basis: A course of studies lasting 8 weeks might be provided on an annual basis in the summer so that University living facilities could be used. Participants would number from 20 to 25 individuals selected from nominees of various labor organizations, the main criterion being the potential ability of the participant to profit from the training. The course of study would be on a high academic level, using wherever possible regular members of the University facul-

\*The NILE experimental program drew faculty members from the labor relations schools of cooperating universities to conduct intensive courses in such subjects as the Central Economic Problems of the Times, American Government and Politics, Man and Society, and the American Labor Movement. Special seminars were held on specific union problems, such as automation, white collar organizing, labor law, civil rights, education and international trade. Tuition was free, and NILE covered about half the cost of room and board, but the remaining amount had to be supplied either by the participant or his union. Given the 10-week duration period, the major problem incurred was difficulty of securing 'release time' for qualified participants."

ty. Participants would be expected to devote full time to study throughout the course. The precise subjects to be taught would have to be considered carefully, and might include: the elements of economics, the history of the labor movement, American political and governmental institutions, new collective bargaining policies and practices, labor law, contemporary sociology and psychology, and both the political and economic aspects of international affairs. In addition to such regular course work, provision might be made for individual lectures by outstanding scholars drawn from both the physical and social sciences on those aspects of recent developments in their respective fields which might be of interest to labor officials. Special tutorial work to improve rapid reading and writing skills could also be given to those in need of it.

"Obviously, such a residential training program would be relatively expensive, thus requiring careful consideration of the financial details. In order to be successful it would probably be necessary for the participant's union to offset any salary loss and help with living costs while attending the residential training program. The University's contribution, on the other hand, might logically include classroom space, compensation for the faculty, and the provision of organization services.

"As indicated earlier, the areas suggested for possible expansion are considered illustrative rather than definitive. In expanding labor education efforts at this highest level of orientation, however, it is especially important to recognize that the educational experience must be a mutually rewarding one for both the labor and University participants. The subject matter is likely to embrace many of the socio-economic issues of great moment that relate to the fundamental goals of the labor movement and the nation. Many of these issues, furthermore, may be the subject of immediate consideration on the legislative scene as well as at the collective bargaining table. Under these circumstances, the courses developed should provide an educational climate for the free discussion of issues and problems, but without direct involvement in the decision-making processes that may be working at the time.

"Ideally, the educational climate for the trade unionist should be conducive to the evaluation of labor goals and policies by gaining a better understanding of the issues and problems confronting the

labor movement. Likewise, in the case of the University participants there should be equal opportunity for growth to the extent that current University thinking on problems besetting the labor movement would be put to the test of trade union practicality. It is conceivable that out of these educational experiences some significant steps might be taken toward breaking down barriers that too often separate the trade union leader and the intellectual on issues that are fundamental to the functioning and survival of our free society.

"In a very real sense, this potential for mutual benefit cuts across all the training programs reviewed in this memorandum as providing guidelines for expansion of the University's labor programs. The end product would be the strengthening of the free society within which both the University and the labor movement are essential institutions.

"Finally, in this connection, it is recognized that the quality of industrial relations education in the public schools below the college level might be substantially improved by more effective use of University resources. The problem in California is not so much that the subject matter of industrial relations is treated in a biased or prejudiced manner in the high school curriculum as that it is largely ignored. This reflects the lack of knowledge of modern industrial relations and collective bargaining on the part of social studies teachers in the high schools. To be sure, teachers with anti-union attitudes are found in the secondary school system, but the more typical problem seems to be the lack of information.

"The experience suggests that substantial progress can be made toward more satisfactory treatment of industrial relations in high schools' curricula through a well organized program of workshops, conferences, and seminars for social studies teachers. A promising start in this direction was made several years ago, but the follow-through has been far less than satisfactory. It is agreed that this effort should be revived, expanded, and made an important and continuing part of the community service programs of the Institutes. These programs should include as a minimum: (a) workshops, seminars, and conferences for teachers, (b) encouraging teachers to invite labor and management representatives to address their classes, and (c) suggesting and preparing appropriate materials on industrial relations for use in high school

courses. While some of the existing popular pamphlets published by the Institutes are useful in this connection, there is also a need for one or more pamphlets designed especially for high school students."

## CALIFORNIA AND THE ECONOMY

California's many economic problems have necessarily consumed a substantial portion of the energies of your Secretary-Treasurer and the Federation's staff. In our efforts to advance state programs and policies consistent with the achievement of labor's full employment goals, we have participated in numerous conferences, worked closely with the Governor's office in advancing administrative and legislative remedies, addressed numerous public forums, and testified before appropriate legislative committees at every opportunity to press recommendations for action.

It is understandable that a state like California, experiencing a disproportionately large population and labor force increase in a national economy that is not generating enough effective demand to utilize its productive capacity at full employment levels, should experience many special economic problems. Repeatedly, we have addressed ourselves to these problems, but at the same time we have been mindful of the fact that the reduction of California's six percent level of unemployment to full employment levels of two to three percent unemployment will not find a solution outside of national monetary and fiscal policies (and necessary socio-economic reforms) to utilize our production potential to meet individual and social needs.

Labor, we have pointed out, has no delusions about the job displacement impact of the new technology or its potential for material abundance. The Federation has urged public officials to keep their eyes on both facets of the employment problem, since we really have two questions to answer:

- (1) Will the demand for goods and services, and for manpower, be adequate to provide enough jobs to go around?
- (2) Will the supply of labor match skill requirements that change not only as the result of technological advancements, such as automation, but also in reference to shifts in demand (including government de-

mand) as between various types of output?

In testimony before the Ways and Means Subcommittee on Economic Development of the State Assembly, at hearings in Sacramento on January 28, 1964, the Federation sought to focus on the necessity of securing a proper division of responsibilities between the state and federal governments for the development of compatible policies in promoting full employment. It was pointed out that, fundamentally, the federal government's basic responsibility lies in the area of keeping an effective balance between the demand for goods and services and the nation's ability to produce, because the federal government alone has the authority and the capacity to bridge the present \$50 billion gap that exists between effective demand and the immediately available capacity of the nation to produce goods and services. The state's major obligation, on the other hand, centers in the area of matching men and jobs through skill development programs the responsibility for which cannot be effectively passed upward, and also in the area of structuring of spending programs along compatible lines to help reach the unemployed and the poverty groups.

## California's "New Jobs" Problem

The Governor's Economic Report—the first of its kind—issued earlier this year under full employment policy legislation passed by the 1963 Legislature, points out that on balance, considering net increases in the labor force and technological displacement, California needs at least 210,000 new jobs this year, and at least the same number each succeeding year as far ahead as we can foresee our growth. Last year the state's labor force increased 211,000, but only 189,000 new jobs were created, thus adding 22,000 to the unemployed. The prospects are that another 15,000 will be added to unemployment rolls this year, based on an anticipated increase in employment of 195,000 (as compared with the 210,000 anticipated labor force increase).

At the same time, the Governor's Report estimates that our production potential in California at this time is at least \$3 billion above actual production. This, in effect, is the measure of the degree to which demand is lagging behind existing capacity. Our immediate unmet public needs in resources development, higher education facilities, and highways—these alone, not considering many other public needs—would take up

the slack on the demand side and greatly facilitate the undertaking of programs in the skill development area.

### Defense Industry Problem

The above aggregate figures, however, tend to obscure California's major problem concerning defense industry employment. On many occasions, as for example in the address of your Secretary-Treasurer before the recent Department Convention of the American Legion in Sacramento and the Seventh Annual California Industrial Development Conference co-sponsored by the Federation with business and industrial groups in November 1963, we have warned that the defense problem cannot be swept under the rug. The simple fact is that California's tremendous contribution to the nation's defense effort in recent years has left the state vulnerable to severe economic dislocations and human and economic distress if changes in the nation's defense spending patterns are not offset by planned public and private investments to create jobs in labor market areas affected by defense cutbacks.

Last year, the four aerospace industries—electronics, aircraft, missiles, and instruments—employed over half a million wage and salary workers. This was a full 37 percent of all manufacturing employees in the state, compared to only 17 percent 13 years earlier, in 1950. Since 1950, California manufacturing industries have provided 661,000 new jobs, but 60 percent of these new jobs were in the aerospace industries.

As the Governor pointed out in his Economic Report to the Legislature earlier this year, the greatest problem in employment outlook is in aerospace. "This industry," the report states, "will no longer provide the growth and demand that in the past has helped so importantly in the employment of our labor force," even though the rapid growth of the defense sector of the economy has not been enough to maintain full employment in the state. The Economic Report notes that "all indications point to a decline in military procurement expenditures in the years immediately ahead. Any levelling off will eliminate a most important source of additional jobs for the expanding California labor force. Any decline in defense and space spending will be translated into actual job losses, while a shift of expenditures to older, more conventional weapon systems and increasing competition for defense contracts from other states are likely to create disloca-

tions in employment patterns and contribute to unemployment."

During the past year, a downturn in electronics—along with a slowing down in the rate of growth in missiles and instruments, and some reductions in aircraft—resulted in a net loss of 13,000 jobs. In pressing for action to update our unemployment insurance program, we have pointed out that under this program benefits exceeding \$50 million were paid last year to persons last employed in defense-related industries. In addition, an estimated \$45 million was paid to persons in service industries who were affected by the layoffs in defense and space-related jobs.

The health of our economy, we have pointed out, will greatly depend upon how California adjusts to the defense and aerospace changes. Our defense industry establishments are beginning to recognize the urgency of diversifying into non-defense areas of production. An advisory panel on the aerospace and electronics industries has been appointed by the Governor to work with agencies of the state and communities to plan adjustments. In this connection, we have pointed out that the development of effective "early warning" systems on contract phase-outs is vital. More importantly, as the Governor stated in his Economic Report, there should be "a deliberate federal policy to offset reductions in defense investments with investment to meet the vast unmet social needs of our state and nation." He has argued: "If we need less rockets, we need more recreational facilities. If Skybolt is phased-out, schools should be phased-in. If we can do with less military hardware, we can do with more mental hygiene."

The Federation has argued that by providing a substitute demand for goods in areas of urgent need, an important stimulus toward diversification may be given to some of our defense plants. But, in the same vein, we have urged recognition of the fact that the defense industry problem is more than a consideration of product demand. It also has far-reaching implications concerning the matching of men and jobs in the labor market. Our state's heavy concentration in research and development has placed a premium on the training and recruitment of technicians, engineers and scientists. Nearly 53 percent of all employees in the aerospace industry are in the white collar and technical category, as compared with 28 percent in other manufacturing industries.

This means that a cutback in "defense and other space goods" would effect the displacement of more skilled persons in the technical and white collar classifications than a comparable cutback in the demand for goods, stemming from an economic recession. On the other hand, if our future growth is more in the direction of non-defense industries and construction projects in our major metropolitan centers, we would move toward absorbing some of the lower level skills currently in surplus supply, while removing some of the pressures on technical skills that have been experiencing perhaps an inflated demand because of our defense and aerospace concentration in California.

Thus, in our support of efforts to expand and improve job training programs, we have cautioned the state to recognize that manpower development programs must be closely related to (1) the state's development plan required under 1959 legislation, (2) the functioning of the state's Economic Development Agency to achieve greater balance in our industrial growth, and (3) implementation of the state's Full Employment Act passed last year. The assumption of these responsibilities, as noted above, requires a better comprehension of federal and state obligations and a clear understanding of how state planning can tie in with federal policy and influence the development of fiscal policies that are compatible with California's particular needs. Indeed, we have urged the state Administration, in assuming its planning functions, to undertake to provide better leadership to the California Congressional delegation to achieve greater compatibility between federal programs and state full employment requirements.

### **MANPOWER TRAINING AND SKILL DEVELOPMENT PROGRAMS**

The Federation has continued its leadership role in the development of job training programs to realistically meet the requirements of the state's growing labor force and industry. In this regard, we have stressed the vital importance of the effective functioning of the state's Commission on Manpower, Automation and Technology, which was given a statutory base by the 1963 Legislature after more than a year and a half of prodding by the Federation.

The Commission, which includes six labor and six management representa-

tives, three from the general public, four Senators, four Assemblymen and six ex officio members from state agencies, was appointed by the Governor in December 1963. In addition to your Secretary-Treasurer, the labor representatives include: Wilbur Fillippini, Raymond W. Tucker, Hal Sheehan, Einar O. Mohn, and William S. Lawrence. Your Secretary-Treasurer also serves on the Steering Committee of the Commission and is one of the 13 Commission members who make up the State Manpower Advisory Committee on the implementation in California of the federal Manpower Development and Training Act of 1962, as amended and liberalized in 1963.

It is recognized that one of the main functions of this Commission, which has been handicapped by a lack of readily available funds in getting started, is to assume responsibility for promoting labor market studies and surveys on a continuing basis, the purpose being to project skill needs into the future in a meaningful manner so that proper training programs may be undertaken, not only within the framework of planned community approaches to skill development, but also to further the objective of maximizing job opportunities over a lifetime. We have pointed out that the implementation of the federal Manpower Development and Training Act and expanded vocational and industrial education programs, requires that this labor market information be made available.

Before various conferences of industrial and vocational educators, labor market specialists and others, we have cautioned against the tendency to focus on short-run, fragmented skills that have immediate employability at the expense of inaction on the long-term problem. Persons of limited skills, we have pointed out, are the first to be displaced as technology changes.

In this connection, the Federation has urged local labor movements to take an active part in the development of training programs under the Manpower Development and Training Act and related programs. A communication directed to all central labor councils in April, 1963, pointed out that under the federal law, provision is made for the appointment of community advisory committees to make certain that training programs being developed do in fact meet community needs, and do not adversely affect the labor market. Your Secretary-Treasurer noted that in a number of areas, community advisory committees had been appointed

without adequate representation of organized labor and that in other areas no advisory committees had been established. The communication stated in part:

"The purpose of this letter is to urge your council to immediately contact the Department of Employment to determine the extent and scope of labor participation in the development of training programs, and their supervision through functioning advisory committees. We know that in some areas advisory committees have been appointed without labor representation, and that in others, labor's voice is lost in committees completely dominated by industrialists.

"It is important that these advisory committees be established with adequate labor representation, but also that labor representatives be appointed only after consultation with the local central labor body to make sure that every organization having an interest in a training program being developed is fully advised at every stage of development, and also in the operation of the program once it is initiated . . .

"I need not remind you that the training programs developed under MTDA hold the potential of greatly upsetting existing apprenticeship and other on-the-job training programs and undermining wage levels and working conditions if organized labor does not assume responsibility to make certain that the training is in skill areas of actual short supply, and that the labor market is not flooded with partially trained individuals who would become the victims of future displacement as technology advances because of their lack of rounded skills."

The Federation, itself, has developed procedures in cooperation with state and federal agencies to provide for basic consultation with the labor movement on all training programs as they are developed. These procedures, however, are dependent upon effective union participation in the local advisory committees.

In regard to the federal Area Redevelopment Act, which provides for job training programs in designated depressed areas as part of an over-all redevelopment plan, the Federation has maintained close contact with this program through the active participation of the Federation's President as a member of the National Policy Advisory Committee on Area Redevelopment. Here again, labor membership is provided for on local

advisory committees established to work on redevelopment plans in a given area.

It is to be noted also in connection with the administration of state social welfare programs that a new emphasis is being placed on rehabilitation of recipients through job training programs. Specifically, in connection with the extension to the unemployed, of Aid to Families with Dependent Children (AFDC) the Legislature has established a requirement that administering county welfare departments establish work experience and training programs for such unemployed persons as a condition of eligibility for receipt of aid. The Federation has worked closely with the State Department of Social Welfare regarding the development of rules and regulations governing the administration of these county training programs, which are confined to public jurisdictions.

As reported below in the appropriate section of state administration, a number of safeguards have been included in these rules and regulations to curb the potential abuse of welfare recipients by counties and also to guard against the undermining of established on-the-job training programs. The Federation has urged that major emphasis in these training programs for social welfare recipients be placed on training to remove "functional illiteracy" so that welfare recipients may prepare themselves for entering training programs for which they are not now qualified. It is to be noted in this connection that one of the major 1963 Congressional amendments to the federal Manpower Development Training Act was to promote more training to remove "functional illiteracy." The Federation has strongly urged this also in connection with the development of anti-poverty programs.

#### **Apprenticeship and Other On-the-Job Training**

The Federation has been militant in its demands that with the new-found interest in skill development programs, balanced consideration be given to the necessity of employing on-the-job training techniques in accordance with the time-tested principles of apprenticeship training and other forms of on-the-job training. Repeatedly, your Secretary-Treasurer has cautioned labor market experts and legislators that the nation's expanded manpower programs are dangerously slighting apprenticeship and other on-the-job training programs by their emphasis on short-term results, and that this

policy, unless reversed, threatens to compound our long-run unemployment problem.

The problems and the related challenges presented for apprenticeship training were reviewed at length in a keynote address by your Secretary-Treasurer before the Third Biennial California Conference on Apprenticeship in May of this year. It was pointed out, the temptation is great when we look at the national scene to pat ourselves on the back for our achievements in California. One out of every seven registered apprentices in the nation is a Californian, and our more than 24,000 apprentices now in training represent a gain of better than 30 percent during the past ten years. Likewise, on the equal rights front, with the adoption of the California Plan we have led the nation with our efforts to open the door to equal opportunity in apprenticeship and training for minority groups.

Apprenticeship has proven itself to be an efficient system for the development of craftsmen's skills. Yet, as the Chief of the State Division of Apprenticeship Standards has pointed out:

"Educational techniques, economic and political organizations are not ends in themselves, but only tools for meeting human needs. Times change, and the traditional tools of society are always on trial to prove their relevance to the problems and needs of the present."

In this light, with a half million youths entering the California labor market during the present decade — most of them sadly in need of skill training — we must reconcile the fact that some of our apprenticeship programs are not training enough craftsmen to replace those who die or retire. Statistics by the Division of Apprenticeship Standards show that a few trades are replacing as many as three-fourths of the journeymen who leave the craft through death, retirement or other kinds of attrition. But in most trades, fewer than one-fifth are being replaced. Thus, while we have currently some 24,000 apprentices in training, it is very conservatively estimated that we should be training more like 100,000 craftsmen through apprenticeship. Further, it is known that only about one out of four eligible employers in the state is using the apprenticeship system of training.

From this background, your Secretary-Treasurer pointed out to the Apprenticeship Conference:

"During the past several years, we have

seen vast programs of job training and manpower development programs aimed at matching men and jobs and keeping the skills of our labor force abreast with technological advancements. The federal Manpower Development and Training Act clearly stands out as the most significant of these new programs, but it does not stand alone. The federal Vocational Education program has been both liberalized and expanded. The Area Redevelopment Act contains training provisions, and the Trade Expansion Act provides for adjustment assistance and training for those who are displaced by increased imports. The whole orientation in social welfare programs has been revamped to combine assistance grants with rehabilitation and training programs to promote self-sufficiency. Compatible and supplemental legislation has been enacted at the state level.

"The expanded special programs to assist minority groups and youths whose unemployment rates greatly exceed the national average also emphasize skill development and job training programs. The same is true of special programs to assist older workers who are displaced by automation and other technological advancements. Economists generally, along with the AFL-CIO, have pointed out repeatedly that although job training programs are vital to removing structural barriers in providing workers with the skills needed by industry, such training programs in themselves are doomed to limited success without fiscal programs to stimulate demand and keep purchasing power abreast of our productive ability, so as to provide enough jobs to go around. Our concern for a balanced approach to achieving full employment, with greater attention to the need for providing more jobs, should not however obscure the obvious trends that have developed under our expanded job training programs.

"Relatively speaking, apprenticeship and other on-the-job training programs have been largely by-passed by these expanded manpower programs.

"Under the federal Manpower Development and Training Act last year, for example, only about 6½ percent of the trainees were placed in on-the-job training projects. The program is heavily weighted in the direction of institutional training, despite the fact that the latest report on the program by the Secretary of Labor pointed out that 'the average cost of per trainee for on-the-job train-



ing is substantially less than that for institutional training.'

"Yet it was the expectation of the Senate Subcommittee on Employment and Manpower that when the Act was conceived that apprenticeship and on-the-job training would play a larger role in the manpower development and training program . . ."

The question, as stated by the Chief of the Division of Apprenticeship Standards, "is not whether these training needs will be left unmet — but whether they will be met through apprenticeship. They will not be left unmet because they cannot be left unmet. The question is whether the training of craftsmen through the joint effort of labor-management and government is relevant to the present demands of history . . . Unless apprenticeship is greatly expanded it will lose its relevancy to these needs."

The Federation has cautioned that the by-passing of apprenticeship and on-the-job training programs cannot be ignored by organized labor and all of those who support apprenticeship training. Where apprenticeship dropouts achieve journeyman status by going out and obtaining employment as journeymen, for example, it is apparent that there is something wrong with the operation of the training program in relation to the manner in which the skills are being employed by the technology of the industry. Part of the problem stems from the fact that skills in some trades are now being employed on a diluted basis while the apprenticeship programs are geared to developing all the skills of the trade. Yet it is abundantly clear that the well-grounded craftsman is the person who is in the best position to adjust his skills to the changing requirements of technology so as to maximize job opportunities over a lifetime. It is the person trained in limited, fragmented skills that is the first to be displaced as technology advances.

Our apprenticeship programs, we have pointed out, must come to grips with this problem. The reality of the situation is that technology does employ the skills on a fragmented basis and, so long as there are job opportunities on this basis and not enough fully trained journeymen, then the poorly trained will fill those jobs, thus glutting the labor market with partially trained individuals. This not only threatens the fully trained craftsmen, but also short-changes the consumer.

We have warned that the alternative

to applying the time-tested principles of apprenticeship to the changing technology may be the destruction of these principles and the obsolescence of the apprenticeship system with disastrous effects on the economy.

In considering the implementation of new training programs, there is a pressing need to establish a better relationship between the role of classroom training and on-the-job training, purely from the efficiency point of view. It is necessary to determine what aspects of training can best be conducted in a classroom, and what aspects should be left to on-the-job training.

In your Secretary-Treasurer's speech before the Apprenticeship Conference, it was suggested that joint committees from labor and management might be created within each of the major apprenticeable crafts, trades or occupations to meet regularly with school officials responsible for the development of the vocational and technical curriculum for the trade.

At the same time we have stressed the fact that on-the-job training is for the development of specific skills and that this is not a function of vocational training. The schools must be on guard against exploitation by those in industry who would divert vocational education from its main purpose and use it for the development of specific skills that are the responsibility of on-the-job training. Rather than requiring greater and greater specialization at an early school age it is increasingly apparent that the new technologies of modern industry demand a solid and broader background in mathematics, verbal skills and scientific principles. This, we have stressed, must be recognized in the vocational curriculum. But again, as noted above, labor and management and responsible public officials must cooperate to redouble their efforts to do a better job in protecting technologies of the future in order to gain the lead time necessary for the establishment of coordinated skill development programs.

At all times, the Federation has maintained a close liaison with the California Apprenticeship Council and the Division of Apprenticeship Standards as well as the Federal Bureau of Apprenticeship and Training, in labor's efforts to expand apprenticeship programs and guard against ill-conceived training approaches that would undermine apprenticeship standards. The President, the General Vice President and others on the Federation staff have worked closely with these

agencies to promote apprenticeship training through conference activities and day-to-day consultation on training problems. This has included all activities involving the work of the Committee on Equal Opportunities in Apprenticeship and Training to carry out the California Plan for expanding apprenticeship opportunities for minority groups. The Federation's General Vice President is chairman of this important, officially recognized committee.

#### **Pacific Coast Regional Manpower Advisory Committee**

In recognition of the many regional aspects of manpower development problems, a 10-member Pacific Coast Regional Manpower Advisory Committee was established earlier this year to identify specific employment and labor force problems in the West, to recommend possible solutions, and to help arouse public interests in solving manpower problems. Your Secretary-Treasurer was appointed as one of two labor members of the Committee along with Joseph H. Davis, President of the Washington State Labor Council. Additional members include two management representatives, three public members, plus one representative from agriculture, training programs, and education.

The first meeting of the Committee was held in San Francisco in May. Both the Secretary of Labor, W. Willard Wirtz, and the Secretary of Health, Education and Welfare, Anthony J. Celebrezze were present for the occasion to outline the functions of the Committee. It was pointed out that the Pacific Coast Regional Manpower Advisory Committee is the first of eight to be named in various part of the country to work in cooperation with the National Manpower Advisory Committee in the development of nationwide approaches to skill development problems.

### **WAR ON POVERTY**

President Lyndon B. Johnson's declared war on poverty has received the wholehearted support of the Federation. We have pointed out, however, that social welfare and rehabilitation approaches to the poverty problem must be combined with job expansion programs and basic socio-economic reforms to provide the necessary framework for the effective operation of rehabilitation programs.

Prior to the launching of the national program against poverty, the Federation was instrumental in causing a detailed

study of poverty in California to be undertaken as a background project in connection with the work of the California Welfare Study Commission, which reported to the 1963 General Session of the Legislature. The Study, titled, "The Pattern of Dependent Poverty in California" was published as part of the Commission's report and separately printed for the widest possible distribution in the state. The Federation itself distributed more than 250 copies to central labor bodies, craft councils, and similar labor groups.

This California poverty study revealed that close to 25 percent of California's population is either living in poverty or on the borderline of poverty. The dependently poor in California, it was noted, tend increasingly to the trapped in poverty, concentrated among definable groups and insulated from the rest of the community in what the analysts refer to as a "trap ghetto." Distinguished from the earlier immigrant ghetto of American cities by its "closed circle," it is described as follows: "Growing concentrations of depressed immigrants to the city who are caught in a closed circle formed by low economic status, low educational status, low levels of employment opportunity, and limited social contact . . ."

One observer, the report points out, has noted that "the very development of the American city has removed poverty from the living, emotional experience of millions upon millions of middle class Americans. Living in the suburbs, it is easy to assume ours is, indeed, an affluent society . . . The poor are slipping out of the very experience and consciousness of the nation." The study cautions further that "there is a hazard that poverty can slip out of the conscience of the community as well, and that the dimensions of dependent poverty in California can be underestimated; the same amount of unemployment, concentrated rather than spread out, can create a greater amount of dependent poverty. This is a paradox in the midst of an increasingly wealthy society."

In the report particular emphasis was placed on farm workers, whose plight is at the core of the rural poverty problem. The report noted that California's almost 150,000 farm laborers and their families are the "one occupational group in California so deeply locked in poverty that it is set off from all others." Seasonal employment and low wages are identified in the report as the causes. More than five out of ten farm labor families (54 percent) have incomes below the sub-

sistence level compared with 15 percent for all families, and 30 percent for rural families. The economic marginality of the farm labor family, the report points out, is deepened by the fact that they are virtually uncovered by any form of social insurance.

Among its recommendations, the poverty study recommended:

—The extension of unemployment, social and medical insurance programs to the entire labor force, including farm workers.

—Action to break up ghettos of depressed city dwellers trapped by little education, low economics status, limited social contact, and low employment opportunities.

—Boosting substandard income levels by raising the minimum wage and extending it to all workers.

—Expansion of the emphasis on rehabilitation in the social welfare program to return more present recipients to productive and self-sufficient roles in our society.

This California report on poverty, coupled with the war launched against poverty by President Johnson, is having a significant impact on the reorientation of the administration of the state's social welfare programs. In this regard, the Federation's staff is working very closely with the Committee on Social and Economic Problems of the State Social Welfare Board in order to pinpoint the nature of the poverty problem in all of its ramifications and to lay the groundwork for effective implementation of anti-poverty legislation eventually enacted by the Congress. This work has enabled the Federation to emphasize the basic economic reforms and job creating activities that must provide the base for any effective war against poverty.

#### AGRICULTURAL WORKERS

Since our 1962 convention, intensive activity by the Federation at the legislative, administrative, educational and public relations levels has contributed significantly to creation of a climate more conducive than ever before to the outright termination of Public Law 78 at the end of this year.

During these two years, your Secretary has also worked closely with the revamped operation of the Agricultural Workers Organizing Committee towards development of its organizing policies and establishment of closer liaison with central councils in the state.

#### Basic Problems

While the brunt of the Federation's activities on the agricultural labor issue were inevitably destined to be focused on the fight to terminate Public Law 78, there were a number of related involvements which played a prominent role in broadening public understanding of the entire problem. The earliest of these was Federation testimony submitted by staff and counsel to the Agricultural Labor Commission on November 26, 1962. This body was authorized by the 1961 legislature to study labor-management problems in the industry and to report its findings by January 31, 1963. Your Secretary was one of five Commission members, all of whom were appointed by Governor Brown.

The Federation's testimony, relying heavily upon extensive analysis of data gathered by the 1959 Census of Agriculture, exploded the following four myths cultivated over the years by the agribusiness interests:

1. That California agriculture, in structure, resembles a family farm operation;
2. That agriculture is composed of so many individual enterprises that collective bargaining would be unworkable;
3. That the nature of the farm labor force is so transient that little of enduring value could be gained through collective bargaining;
4. That the seasonal nature of agriculture precludes stabilization of employment opportunities for most of these workers.

Regarding the first myth, the Census findings were cited to demonstrate that over 75 percent of California's total farm acreage of almost 37 million acres belonged to barely six percent of the state's 99,232 farms. More than one-third, or nearly 13 million acres of California's total farm land, was shown to be held by 494 farms, all of which exceeded 10,000 acres in size.

The second myth, concerning collective bargaining's alleged unworkability in agriculture, was destroyed by Census findings that less than five percent of the state's 99,232 farms employed over 61 percent of the entire hired farm labor force.

The third myth has been perpetuated largely around the lingering notion that farm workers are extremely migratory. Conceding that this had been true during the Great Depression, the Federation cited

California Department of Employment statistics for 1961:

"... even during the peak month of the season an average of about three out of four farm workers in California are local people. During the low point of the season, this ratio rises to about nine out of ten workers. . . ."

As to the final myth, concerning the supposed impossibility of stabilizing employment opportunity, it was pointed out that the profound technological revolution in agricultural production methods and equipment during the past half-century has demanded an ever-broadening range of skills. Manpower training programs, modeled upon the joint labor-management efforts invoked so successfully in other industries, could therefore greatly enhance the workers' ability to find employment in the industry during a greater portion of the year while meeting the growers' needs for competent personnel. The fact that an average of about 75 percent of the entire farm labor force in California are local people further buttressed the Federation's contention that a greatly unexploited potential for more stabilized employment exists.

AWOC Director C. Al Green supplemented the Federation's testimony along this line. Asserting that farm worker organization can be a constructive development for the growers themselves, he cited an AWOC pilot program conducted in Stanislaus County peach orchards. When approached individually, many of the peach growers recognized the value of a stabilized labor-management relationship. As a result, Stanislaus peaches were picked by a qualified domestic labor force without braceros and at substantially improved wages.

Green discussed the disorganized condition of the farm labor market, and the steps labor and growers could take within the framework of the collective bargaining relationship to bring order out of chaos to the mutual interest of growers and workers. Another AWOC representative pinpointed the loss of employment opportunities and the harvesting inefficiencies caused by haphazard training of farm workers.

The central point of the Federation's testimony was summarized as follows:

"The primary responsibility confronting both state and federal agencies concerned with meeting even the most elementary needs of agricultural workers, and with assuring a healthy state of labor-management relations in the in-

dustry, is to guarantee maximum employment opportunity for domestic workers.

"To the greatest extent possible, this should be done within a reasonable radius of the worker's permanent residence. There is a moral as well as a legal responsibility involved in this matter. Beyond this, it is a sensible step to take during a period of substantial and persistent unemployment throughout the state and nation.

"It is our view that these responsibilities can be discharged only by taking measures designed to increase employment opportunities for domestic workers throughout the year, particularly in the case of year-round, local seasonal and intrastate seasonal workers, in order to stabilize these families to the fullest extent possible.

"Again, this should be desirable from the employers' long-term point of view as a major step in the direction of assuring an adequate supply of qualified farm workers in the future. Clearly, this would be highly preferable to relying year after year upon a temporary imported labor force that can be cut off overnight by unilateral action of a foreign government."

Finally, the vast number of organizations that already exist in the grower community was documented. Such organizations function both with regard to bracero procurement and agricultural product marketing. In short, the situation is ready-made for encouraging comparable employee organization by establishing machinery to implement organizing and collective bargaining rights. The Commission was urged to recommend that such a basic step be taken by the legislature.

As part of its educational efforts on this issue, the Federation through its Weekly News Letter and in other ways, did everything possible to maximize distribution of the excellent CBS documentary film "Harvest of Shame" to religious and community groups as well as to its affiliates.

A related involvement was the two-day Conference on Families Who Follow the Crops, in February, 1964, in which several Federation representatives participated. Dealing with every aspect of farm labor problems, this Conference involved more than 400 individuals representing the most prominent governmental agencies and community organizations concerned with these problems as well as the growers themselves. The Federation's principal concentration at this affair was

focused upon housing and employment problems.

In his keynote address, the Federation's President dispelled the grower-conceived "mirage of 50,000 families marching into California next New Year's Day" after the bracero program ends. Pointing to low annual incomes as the primary factor underlying the entire farm labor problem, he set forth a comprehensive list of steps that have to be taken to satisfy the need for an efficient and stabilized domestic farm labor force of adequate size.

#### Public Law 78

In February 1963, as grower efforts to extend the bracero program beyond the end of the year were moving into high gear, a joint determination by the United States and Mexican governments concerning grower falsification of bracero piecework earnings received wide attention in the press. Its significance was that, by deliberately overstating the hours worked by braceros, growers were misleading the Labor Department as to average hourly piecework earnings. The consequences were summarized in a public statement by your Secretary:

"These violations dramatize the fact that Public Law 78 is being utilized by growers not only to adversely affect the prevailing wages and working conditions of domestic workers but to brazenly exploit the Mexican Nationals as well."

At the request of the national office, your Secretary on March 15, 1963, drafted a lengthy suggested line of argument for the AFL-CIO's use in opposing renewal of Public Law 78 before a congressional committee. Many of these suggestions were incorporated in the AFL-CIO's April testimony before a House Agricultural Subcommittee hearing opposing the Labor Department's proposal for a one-year renewal.

Calling for termination of the bracero program at the end of 1963, the AFL-CIO declared that organized labor "seeks no cut-rate food and fibre prices if they are based upon the exploitation of anyone." In opposing the Labor Department's slightly liberalized renewal proposal, labor argued that the "very existence of this law creates an inevitable adverse effect which no amount of reform will ever obliterate."

As expected, however, the Gathings Subcommittee rejected the "reform" proposal as well as labor's plea for outright termination. Instead, it placed its stamp of approval on a straight two-year extension

bill. In taking this action, it demonstrated callous disregard for the law's failure to protect domestic workers. This failure had been focused in the AFL-CIO's statement which summarized earlier testimony by your Secretary:

"Actually, while wages and fringe benefits in many labor-surplus industries in California have doubled since Public Law 78 was enacted, these benefits for domestic farm workers, piteously low to begin with, have lagged tragically behind in an allegedly labor deficient industry. At the same time, productivity has risen faster in agriculture than in any other segment of the economy."

The AFL-CIO's statement also condemned the bracero program for victimizing small farmers and for severely taxing entire communities with tremendous social costs stemming from "swollen public assistance caseloads, blighted areas, broken families, emotional disorders, child labor, retarded educational achievement, juvenile delinquency, and shrunken revenues of local governments and community institutions."

As the straight two-year extension proposal neared a floor test, the Federation wrote to the state's entire House delegation to urge their vigorous opposition. The congressmen were reminded of the conclusion contained in the California Welfare Study Commission's recently issued report.

"California's almost 150,000 farm laborers and their families are the one occupational group in California so deeply locked in poverty that it is set off from all others."

Your Secretary also pointed out:

"These tragic circumstances continue despite a 12-year effort to implement the law's explicit injunction against manipulating the bracero program to adversely affect the wages, working conditions and employment opportunities of domestic workers in any manner."

It was emphasized that labor's request does not call for any type of special consideration for these workers:

"Quite the contrary, a legislative program designed merely to place farm workers on an equal footing with other Americans would bid fair to tie up the Congress and the several state legislatures for a full session."

The congressional delegation was advised, instead, that labor's plea was merely for discontinuing the unprecedented role of government as agribusiness' active

partner in depriving domestic farm workers of any voice in determining their conditions of employment.

To augment the effect of this communication, your Secretary wrote to all affiliates to help insure an avalanche of letters and wires to Washington confirming profound grass roots resentment against extension in view of the presence of 409,000 officially unemployed in the state. This letter chastised those California congressmen of both parties supporting extension on the grounds that none of these 409,000 are available for this work:

"They conveniently ignore the effect upon 'availability' when California growers are able to impose \$1.00 an hour wages (with no fringes, UI benefits, family housing, etc.) through the use of 80,000 braceros at peak season alone."

Labor's long and bitter fight against this infamous piece of legislation finally appeared to have borne fruit when, on May 29, the House rejected the two-year renewal proposal by a 174-158 vote. Although Democrats cast all 16 California votes in opposition, seven of their colleagues joined 14 Republicans in supporting agribusiness. Your Secretary hailed the House's action as a "triumph of morality and common sense over greed and deceit." Nevertheless, anticipating a greatly intensified grower effort to secure extension in some form, affiliates were warned to remain alert to the danger.

Authored by half a dozen Republican congressmen from California, hastily assembled extension bills were quickly placed in the congressional hopper. One of these, sponsored by Congressman Utt, was a farcical three-year phaseout proposal so worded, as reported by the Weekly News Letter, as to carry the potential for maintaining existing levels of bracero employment. The Federation also cautioned that observers in Washington reported that the threat to maneuver these proposals onto the floor was very real.

The scene of battle shifted to the Senate early in July. Your Secretary wrote to the late Senator Clair Engle and Senator Thomas J. Kuchel on July 12, 1963, after receiving reports that the Senate Agriculture Committee was seeking to revive the House-defeated legislation. In branding any such development as a "shameful retreat from the House's courageous initiative toward removing an ugly blot from America's image at home and abroad," the Senators were reminded of the succinct formulation of the problem by State Senator Albert S. Rodda:

"Braceros protect management and management, therefore, is not required or forced to rationalize its employment of labor. Supply and demand cease to operate in the normal sense and the market fails to act as a determinant of the price for labor. An equivalent situation from the farmers' point of view would be to have a 'supplemental' supply of Mexican strawberries hanging over each day's market. Perhaps, in the long run, there might not be any but supplemental Mexican strawberries in the market."

By mid-July, however, grower and processor pressure bulldozed a straight one-year continuation measure through the full Senate Committee on Agriculture. In an effort to mobilize all-out opposition, your Secretary wrote to all State Federations explaining the need for their co-operation with respect to their own congressional delegation. It was pointed out that such action seemed necessary since the bulk of the braceros were concentrated in California. Not only did this have the effect of leaving many states relatively uninformed on the problem but, in addition, the continued presence of temporarily imported labor prevented easing of the nation's unemployment problem by obstructing all efforts to bring these jobs up to American standards.

Late in July, the growers displayed their ruthless determination to preserve the "gold mine" represented by the bracero by prodding their senatorial spokesmen to try running roughshod over long-standing Senate procedures in order to get the full body to vote prematurely on a one-year extension. This was thwarted when Democratic Senator William Proxmire successfully protested that a committee quorum was not present when the bill was reported. Joined by three other committee members in a separate objection that no hearings had been held, Proxmire won a ruling that the issue was illegally before the Senate. Despite this rebuke, the pro-grower chairman of the Agriculture Committee moved quickly to schedule a hearing for August 1. This perfunctory hearing resulted in prompt return of the one-year renewal proposal to the Senate floor. The Federation immediately called all affiliates to urge California Senators to oppose passage.

In spite of a massive protest against this legislation from church, community and labor groups, the Senate voted 63-23 in its favor on August 15, with both California senators concurring. The flamboyantly unreasonable attitudes of so many legislators with regard to this issue was

pointed up by your Secretary in connection with the defeat, on a 45-45 vote, of Senator Eugene McCarthy's amendment directing the Labor Department to maximize the availability of domestics during the forthcoming year:

"Surely any thinking citizen must wonder why half of the U. S. Senate would oppose a directive to the Secretary of Labor to see that an adequate domestic farm labor supply is available when the principal claim of the corporate farm interests is that there are insufficient domestic workers available."

The issue then moved to the House Agricultural Manpower Subcommittee which, on August 21, approved a somewhat different one-year renewal measure. The House bill, sponsored by California Congressman Burt L. Talcott, failed to include the Senate provision to require bracero users to offer domestic workers the same housing, workmen's compensation, transportation, and minimum work guarantees. This action was confirmed by the full House Committee on Agriculture on August 27.

In addressing the Texas State AFL-CIO Convention in Houston late in August, your secretary called for their redoubled efforts to impress Congress with the braceros' disastrous consequences upon their local economy. In calling attention to greatly exaggerated grower claims as to potential consumer price increases stemming from an end to the bracero program, he observed that "of the more than \$250 paid by housewives for a ton of tomatoes, about \$10 or less than four percent is accounted for by the wages received by farm workers." Despite the fact that this was relatively common knowledge, it was noted that not one Subcommittee member nor any newspaper challenged the growers' grossly misleading testimony.

Warning that our May 29 victory now stood in mortal danger, the Federation early in September again called on affiliates for vigorous support to prevent extension in any form. This was followed shortly thereafter by a letter to the entire California congressional delegation opposing extension with or without amendments. The very fact that the Senate felt it necessary to adopt the amendments, it was pointed out, was in itself "the clearest acknowledgment of the fact that domestic workers are accorded treatment significantly inferior to that considered minimal even for braceros by the Mexican government."

The delegation was told it could not "take refuge in the pretense that bracero wages are geared to those paid domestics." This sham, your Secretary asserted, was exposed once and for all by grower threats that the production of certain California crops would halt due to the greatly increased wage rates that would result from ending the bracero program. His letter declared:

"A more full and frank admission of the program's acutely adverse effect upon wages is as difficult to conceive as is any congressional pretext that the domestic's interests can be safeguarded so long as this program survives in any form."

Your Secretary also detailed the gross fallacies underlying agribusiness' opposition to the McCarthy amendments by citing the critical need for minimal national safeguards with respect to family housing facilities, employment guarantees, transportation to the job, and workmen's compensation coverage. In urging their vote against extension, the House delegation was told:

"It is therefore our hope that your vote on this measure will be determined solely on the basis of the public interest, fair play for the working people involved, and the welfare of our economy."

In an effort to win the support of a number of California congressmen who seemed to be disposed toward, but not firmly committed, to the position of agribusiness, the Federation wrote each of these legislators a detailed analysis of the situation in his district as it might be affected by the lapse of Public Law 78. In each instance the letter contained precise documentation of our contention that the bracero was a negligible factor in the agricultural economy of this area or, where a significant number of Mexican Nationals were present, that they were concentrated on the farms of a mere handful of employers.

A wave of general public indignation swelled across the state and nation as a result of another grim reminder of the callous treatment of farm workers, foreign and domestic alike, when the lives of 31 braceros were snuffed out near Chualar in a tragic truck-train crash on September 17 at a ranch rail crossing unequipped with warning signals. In reporting that 125 California farm workers had been killed and 2754 injured between 1952 and 1962, the State Division of Labor Statistics made it clear that

these figures appeared to be utterly out of proportion to the general accident rate.

The grower propaganda attack in Congress meanwhile concentrated heavily upon greatly exaggerated claims of consumer price increases if the braceros were removed in order to sway the votes of urban Congressmen. Your Secretary again wrote to the California congressional delegation, drawing extensively upon the well documented consequences of a major price increase granted California's tomato growers in 1961 by the canners in anticipation of the need to substantially increase wages. Although the canners' cost for that year was over 30 percent higher than in 1960, the Federation noted not only that the consumer price actually declined but that the state's tomato acreage rose over 15 percent in 1961.

With regard to a development endangering the \$1.00 minimum rate imposed by the Labor Department upon California bracero users, the Federation on October 17 wired President John F. Kennedy to protest reversal of the Department's earlier promulgation of a similar adverse effect minimum wage rate for the entire State of Florida under Public Law 414 procedures. On the following day, a communication was also forwarded to AFL-CIO President Meany, pointing out that the Department had also agreed to hold hearings as to its right to establish such statewide minimum rates. Your secretary's letter concluded as follows:

"It seems clear to us that if this challenge is not effectively met, it will quickly result in the destruction of the similar minimal guarantees to domestics in effect under Public Law 78. Perhaps more important is the impact such a development would have upon the prospects for ending the bracero program in 1964 if that objective should not be won this year. In other words, if the adverse effect rate of \$1.00 per hour now applicable to California bracero users should give way for even lower minimums for crops or areas within California, it is obvious that this would be inimical to the 'phase-out' process supposedly countenanced by the Administration-supported one-year renewal of the bracero program.

"My purpose in writing to you, therefore, is to seek assurance that your office plans to provide adequate representation for labor's position in the Labor Department hearings in order to win a reversal of direction in this matter. We would, of course, be most happy to be of assis-

tance in this connection in any way you might suggest."

Appropriate representations were subsequently made before the Labor Department by the national office.

The long and well-financed campaign of corporate agriculture paid off on October 30 when the House of Representatives, by a 173-158 vote, passed a one-year renewal bill lacking even the modest McCarthy amendments. Before voting for the extension, a number of congressmen emphasized that, in approving the measure, they were also serving final notice on farm interests that the program must terminate at the end of 1964. In a scathing attack on the "moral scruples of a number of the nation's elected representatives" in reversing their earlier position, your Secretary observed:

"For the wealthiest nation in the world to claim it cannot afford to pay the harvesters of its food a living wage is purely and simply disgraceful. Particularly with the unemployment we have in California, I can see no reason for any congressman to support any extension of this measure in good conscience."

All 12 of the California votes that were cast or paired against renewal were those of Democratic congressmen. Nine other Democrats joined 15 Republicans from this state in supporting agribusiness' position.

An interesting sidelight on the Federation's long-standing contention that a cheap source of labor supply for the relative handful of bracero users was detrimental to the prices received by the smaller growers, due to the over-production it caused, was contained in a story that was widely printed on November 2. Because of its possible bearing upon Senate action, a copy of the story was forwarded to Senator McCarthy. The article related the Dole Corporation's decision to close its Oakland cannery where some 930 people were employed during the canning season. The firm's president announced, "Our Oakland plant was designed and equipped to process cling peaches, tomatoes and tomato products. These products have been in chronic oversupply for several years, resulting in depressed prices and unprofitable operations at this plant."

On November 12, the Federation wired Senators Kuchel and Engle as follows:

"Although our opposition to Public Law 78's continuation in any form remains unchanged, we strongly urge retaining Senate's August 15 amendments



in event one-year extension is to be approved. Lack of these modest reforms would most certainly persuade bracero users that the promised cut-off after one more year is nothing more than the standard ruse used in the past. In other words, genuine preparation for phasing-out program during 1964 will be held to a minimum unless Senate amendments included."

After rejecting appeals by Senators McCarthy and Humphrey for a joint conference on the amendments, the Senate on December 4 voted 50-36 for a straight one-year extension. Despite a broad public response to the Federation's appeal for a Presidential veto, the measure was subsequently signed into law.

But even before Presidential approval had been obtained, the Council of California Growers launched its drive to extend the bracero program into 1965 and beyond, despite universal grower assurances to congressmen in the preceding months that only a one-year phase-out extension was being sought. The Federation's Weekly News Letter of December 27 cited a Council release which sounded the theme that has been peddled by grower spokesmen ever since. This press release artfully conjured up a picture of migrant families swarming into California for a few months work only to become a burden on local community schools and welfare services later. Your Secretary observed:

"Ironically, if the corporate growers really thought such a consequence would follow termination of the bracero program, they would be the last to mention it because their sub-marginal wage labor supply would thereby be, at least temporarily, assured. It is precisely because they do not expect such an influx and because without it they may have to begin to meet wage standards long established in virtually all other segments of the economy that they are running scared at this time.

"The peak harvest season is essentially a 'crash program'. All other industries in the nation pay premium pay for temporary 'crash program' work. This is the simple fact that corporate agriculture must begin to face. It must operate within the framework of the nation's economy instead of outside it, as at present, at the expense of the general taxpayer and the exploitation of a foreign labor source."

But the strategy of agribusiness was destined to take a more devious turn this time around. It emerged in an entirely

new garb on February 20, 1964. Under the leadership of the Council of California Growers, the agribusiness community announced that it would not seek a further extension of Public Law 78. Further cloaked in a professed concern over the unemployment and poverty problems, the announcement received a qualified welcome from your Secretary who indicated that organized labor would have "suggestions to make regarding the various state studies requested by the growers" in order to "develop a comprehensive program to uproot the causes of rural poverty and enhance farm job conditions and opportunities for the unemployed." He further gave notice that labor's suggestions concerning wages, housing, transportation, labor-management relations and recruitment of domestic workers would be presented at the March 13 hearing co-sponsored by Governor Brown and Under Secretary of Labor John F. Henning. Your Secretary pointedly commented:

"Some aspects of the growers' study suggestions appear initially at least to be somewhat unrealistic. For example, the growers urged the Governor to ask the President to authorize a nation-wide study to find out how many unemployed workers and their families would be willing to come to California to fill seasonal farm labor jobs. Obviously no unemployed worker is able to state that he will be on hand for three or four months of seasonal work six to nine months ahead of time.

"Further, California has the internal resources to develop a fully competent domestic farm labor force without the kind of mass migration implied. Clearly the character and focus of any studies undertaken must be oriented toward making California agriculture more attractive and rewarding not only to presently trained domestic farm workers but to others in the ranks of the unemployed as well."

By the time the previously mentioned Conference on Families Who Follow the Crops took place late in February, 1964, the full outlines of agribusiness' strategy had become clear. The public was being told that, with the departure of the bracero, California must prepare for an inundation by 40,000 to 60,000 families from other states. These families, we were advised, would come into California to become permanent residents although only seasonally employed. One result would be increased year-round competition in the farm labor market, with the result that the present average of 130 days of em-

ployment annually would be reduced to 90 days. Beyond this, the grower spokesman informed the rest of the state, California must be prepared to dig much more deeply into taxpayer pocketbooks to provide additional hundreds of millions of dollars to finance the educational, health, housing and social welfare needs of this new labor force for agriculture.

The obvious intent was to cause the public to yearn for the "good old bracero days" even before they had taken their departure, thereby setting the stage for congressional enactment of a permanent, rather than a temporary, bracero program.

At the Crop Conference itself, the first public confrontation between grower and Federation representatives took place. The transparency of the grower claim to concern over poverty and unemployment in California came out into the open during its closing minutes. At that time, various proposals were placed before the several sections concerned with separate phases of the problem. As is usually the case, grower personnel numerically dominated the employment section. In an attempt to arrive at a consensus of all groups attending that section, a very elementary and self-evident proposition was advanced. The group was asked whether it agreed that improvements in farm wages, housing and the like would tend to increase the availability of domestic workers. To the consternation of every non-grower participant, a mighty chorus of "nays" was heard from the grower sector of the audience. In this unguarded moment, the growers themselves ripped the mask of hypocrisy from the public relations image their professional publicists were seeking to peddle to the public at large.

At the March 13 public hearing before Governor Brown and Under Secretary of Labor Henning, your Secretary submitted a lengthy analysis of the situation and an outline of the action that was needed. In his oral summary, he charged California's corporate farm interests with promoting a "fantastically irresponsible" plan in pressing for interstate recruitment of seasonal workers. It was noted that the impending demise of Public Law 78 afforded the state a "golden opportunity for solving California's largest and most notorious socio-economic dilemma." But the "country slicker publicists for the Montgomery Street farmers," he declared, were attempting to stampede state and federal

agencies into "an approach that would greatly aggravate the problem while significantly increasing the taxpayers' direct burden and compounding hard core unemployment in our cities."

Taking cognizance of the growers' threat of a potential "Grapes of Wrath" situation, your Secretary emphasized that this could occur only if the growers' indicated course of action were permitted to take place. In order to avoid it, state and federal officials were urged to go beyond a simple refusal to cooperate with agribusiness' destructive strategy by acting swiftly "to remove existing obstacles to orderly and effective employment stabilization processes" and to encourage democratic selection of collective bargaining representatives. Furthermore, such agencies had the additional obligation to refuse any relaxation of health, safety and other standards to accommodate the growers and to insist instead upon the "fullest enforcement" of such standards due to the growers' blatant disregard of the public welfare. Finally, government representatives were advised of their clear duty "to utilize the union hiring hall as their central labor dispatching point on a referral basis in much the same manner that the state has conducted its relationship in the past with the employer associations under the bracero program."

After all the window dressing has been removed, your Secretary declared, the crux of the farm labor issue is linked directly to the fact that in 1962 California farmers expended \$526,300,000 to meet their hired labor needs, the great bulk of which was incurred by a mere handful of corporate giants.

"These interests know full well," your Secretary continued, "that unless they can concoct a domestic equivalent to the bracero program itself, the amount of their additional outlay to farm workers would amount to a flat \$100 million annually if wages generally rose on a scale in line, for example, with that suggested by raising the common \$1.00 rate to only \$1.19 an hour. . . .

"Can anyone doubt the lengths to which these vertically integrated agribusiness interests would go to preserve such lush stakes for their own purposes rather than applying them toward their long-postponed contribution to a war on their own workers' poverty, malnutrition, disease

and housing conditions duplicable generally only in the most backward and undeveloped regions of the world?"

The Federation's Secretary hammered home the theme that the "overwhelming portion of the recruitment of a domestic farm labor force to replace the braceros can and must be done from within California's existing labor supply." To accomplish this, the only element that was really needed was the creation of a climate under which agribusiness was forced to begin the job of becoming competitive with other employers.

In the following weeks, the Federation forwarded to the appropriate state and federal officials copies of editorials and newspaper stories from the commercial and grower press confirming the validity of our March 13 contention that the large-scale users of hired farm labor in California had no real intention of abandoning the bracero program.

A detailed summary of all facets of the problem was forwarded to AFL-CIO President Meany on April 6 primarily to alert the national office to the need for reversing the Labor Department's apparent intention to cooperate fully with the growers' interstate recruitment proposition. This summary also noted that "it is only if the growers are forced to turn primarily to local sources for replacement labor that the outlook for improving conditions, annual incomes and organizational prospects will undergo substantial improvement. Perhaps more than anything else, therefore, we are in need of a governmental 'hands-off' policy at this time." Such a policy, it was added, was not only possible but virtually mandatory under any reasonable construction of the Wagner-Peyser Act.

The first tangible evidence of governmental cooperation with the growers' interstate recruitment scheme came late in April, 1964, when the Federation uncovered an "Employment Opportunities Information Bulletin," issued by the Growers' Harvesting Committee of Modesto, which appeared to be circulating nationally through the public employment agencies of various states. The issue was focused on April 27 in a letter to Governor Brown expressing shock over the bulletin's approval by the California Department of Employment and, implicitly, the U. S. Department of Labor. In essence, this document was designed to leave workers in other states with the im-

pression that harvest labor jobs in more than 17 crops were abundantly available in Merced, Stanislaus and San Joaquin counties at \$25 a day for at least eight months a year and often on a year-round basis. On top of this, the bulletin promised:

"In addition to harvesting, considerable labor is necessary for loading and unloading of trucks and other similar work. This latter type of employment is based upon hourly pay. Work is also available for men and women in canneries and packing plants."

The Governor's attention was also drawn to a paragraph in this bulletin which stood in monumental contrast to the usual grower argument that "domestics won't do stoop labor." It declared, "The work generally is not difficult. . ."

The Governor was reminded that such literature was in violation of Section 970-2 of the Labor Code, the penalty for which was "a fine of not less than \$25 nor more than \$500 or imprisonment for not more than six months of both," plus employer liability for double damages to any aggrieved person. This section of the Code specifically prohibits anyone from influencing, persuading, or engaging another to change from one place to another in this state, or from "any place outside to any place within the state . . . for the purpose of working in any branch of labor, through or by means of knowingly false representations" concerning the "kind, character, or existence of such work" or "the length of time such work will last, or the compensation therefor."

The Department's negligence in approving this bulletin was further evident in that cherries, peaches, walnuts and almonds were included among the 17 or more alleged labor shortage activities despite the fact that, in the preceding year, it had itself refused to certify braceros in these crops on the grounds that no labor shortage existed.

While also elaborating the grounds on which such misrepresentation barred either state or federal cooperation under the Wagner-Peyser Act, the Governor was advised that "the Department has never more clearly been a willing and culpable party to an undertaking destined to defraud California's own farm workers as well as those who will be beguiled from distant places into a disastrous course of action for their families as a result of this information bulletin. Although some of

the potential damage has undoubtedly already occurred, we are calling upon you to take immediate action to forestall any further effects of this misrepresentation.

"More importantly, we believe that this document illustrates the need for a vast tightening up of procedures and standards within the Department to assure that such fraudulent representations will not be approved or circulated through public channels in the future, and that, if they are circulated independently by private individuals or organizations, appropriate proceedings will be initiated by the Labor Commissioner under Section 970-2 of the Labor Code."

Shortly thereafter, this information bulletin was withdrawn from circulation by vigorous action on the part of the Governor and the Employment Director. Despite this victory, visible evidence of earlier instances of federal-state cooperation with the growers' interstate recruitment efforts remain with us, such as the importation of at least 100 Puerto Rican workers by a growers' association in the Santa Maria area. In bringing this latter incident to the attention of AFL-CIO President Meany on May 7, your Secretary pointed out that "experience has shown that we can anticipate a high turnover on the part of these workers who will move quickly into the already overcrowded labor markets of Los Angeles and other parts of the state."

During the early part of May, the Federation was also active in causing the California Department of Employment to curtail efforts under way in at least two of its local offices to subject unemployed workers generally to a questionnaire concerning their availability for farm work. The bias of this questionnaire, in the form in which it came to the Federation's attention, was such as to yield results which would inevitably buttress grower propaganda claiming that domestic workers will not work in agriculture.

The Federation also worked closely with the local representatives of the labor movement in Monterey County towards defeating a grower proposal submitted to the Board of Supervisors to employ high school youth in the local agricultural economy under circumstances that would be detrimental to their health as well as their education.

Materials setting forth the Federation's comprehensive position on farm labor

problems were submitted into the record of the May 18-19 conference of the National Advisory Committee on Farm Labor in Washington, D. C.

In full anticipation that another "phase out" extension drive was about to come out in the open, the Federation's June 25, 1964, letter to the entire California congressional delegation concerning this danger pointed out:

"The most telling indicators of the growers' actual plans concerning Public Law 78 can be gleaned from the many things they have not done even though the need to develop a replacement work force quickly is supposedly staring them in the face.

"The most conspicuous and significant area in which such action has not materialized is with respect to wages. California Department of Employment reports indicate that farm wage rate improvements over last year have been almost nonexistent around the state. The growers' indifference is equally impressive in the many other vital areas where substantial improvements are absolutely essential if a domestic labor force is to be attracted and held."

Certain relevant materials pertaining to developments within the preceding month were enclosed for the delegation's information and benefit.

#### **Adverse Effect Determinations**

During the past two years, the Federation has been involved in perhaps a dozen separate proceedings involving the Labor Department's tentative determinations of adverse effect regarding the minimal permissible wage rates applicable to various California agricultural activities. Under the Department's procedures, these tentative determinations are precipitated where a Bureau of Employment Security survey finds that the wages paid by bracero users are inferior to those in effect on nearby farms employing only domestic workers. In order to minimize the adverse effect, the Department in such cases has in effect advised growers that they cannot be certified for Mexican Nationals unless they comply with the wage rates prevailing amongst non-users of braceros.

In all such proceedings, the Federation has submitted a detailed response to the tentative determination. These responses have held that although the Depart-

ment's findings represented a step forward, they fell far short of complying with the law's requirement that braceros must not be used to adversely affect domestics' wages and working conditions. It was the Federation's position that the only reasonable method for arriving at a non-adversely affected rate would be to apply the same percentage increase to these crop activities as had transpired since the advent of the bracero program in the case of the closely related "food and kindred products" workers. Since this latter group has enjoyed a doubling in the dollar value of wages and fringe benefits between 1950 and 1964, a commensurate increase over the 1950 rates of the farm workers involved was obviously called for if adverse effect were to be avoided.

Although the Federation's point of view failed to prevail in any of these instances, it nevertheless undoubtedly helped to finalize these "tentative determinations" at the initially announced levels, thus bringing about minimum rates in some of these activities as high as \$1.25 per hour.

### Organizing

A special Federation appeal for funds to support a pivotal drawn-out battle by AWOC to establish the rights of domestic farm workers to organize unions and bargain collectively was issued in the middle of November 1963. All affiliates were asked to contribute to a "Farm Workers' Organizing Assistance Fund" to help implement an NLRB election victory won by AWOC in overwhelming fashion 18 months earlier. This protracted dispute involved the V. C. Britton Company, one of the largest processors of alfalfa feeds in the nation and the largest in California. Since the election in March, 1962, your Secretary noted that this Firebaugh firm "has steadfastly refused to bargain in good faith by adopting 'Boulwarism' tactics and refusing to negotiate on any basis other than 'open shop'."

"Throughout this period, which has been marked by unfair labor practices, AWOC has continued its efforts to negotiate an honorable contract under strike conditions that have caused a serious drain on AWOC's organizing funds."

Since this was the first time AWOC had been able to participate in an NLRB election, the dispute had been followed very closely by agribusiness interests gen-

erally. In view of the symbolic nature of the case, the Secretary's call for affiliate support was matched by an initial contribution of \$1000 from the Federation itself. Despite a gratifying response, the Britton firm and its agribusiness supporters have persisted in their stubborn refusal to satisfactorily resolve the strike, thus necessitating a second Federation appeal for financial support in June, 1964.

### Housing

In prepared testimony submitted February 26, 1964, before a committee of the State Senate regarding farm labor housing, the Federation urged the legislature to recognize that low annual incomes are at the heart of this urgent issue. It declared:

"The fulfillment of urgent rural housing needs for low income families, therefore, can only be realized as a result of more liberal mortgage terms and through an imaginative approach to public housing."

The Federation pointed to the need for a vast expansion of "below-market interest rate" programs and the construction of single family dwelling units on an ownership as well as rental basis for low and moderate income groups by eligible non-profit organizations, limited dividend corporations and public agencies.

But since half of California's farm families have incomes "ranging downward from the \$2000 level annually," even such an expansion "would still leave monthly payments and rentals for decent housing beyond the reach of a great many of these workers," the Senate Committee was informed.

In view of this, the Federation urged that the equivalent of subsidies to public housing projects be made available directly to families to provide a broader choice for meeting individual and community needs. In addition, it asked creation of a State Housing and Development Agency with authority to proceed directly or through state-chartered corporations to carry out housing and community facility programs by mutual agreement with rural communities. Such an agency's functions should also include rehabilitation and Code enforcement in unincorporated areas; encouraging creation of bodies such as community service districts authorized to borrow and to develop ade-

quate community facilities; providing technical expertise for preliminary planning regarding community facilities; and offering bond guarantees for low interest loans for community facilities development.

In submitting these recommendations, the Federation cited the urgency of the problem as depicted by the Governor's Advisory Committee on Housing Problems study conducted in 1962. This study revealed that over 80 percent of California's farm worker families lived in dwellings that could not be considered adequate by present standards of health, safety and comfort. Furthermore, assuming that 75 percent of the 117,500 year-round hired domestic workers were heads of families, the study indicated that "the industry would barely be able to meet the housing needs of 17 percent of its permanent work force, let alone the additional housing of the local temporary work force averaging 95,500 and an average non-local domestic work force of 30,700."

#### Health Clinics

Federation activity during 1962 helped achieve congressional passage in September of that year of a measure augmenting state programs to provide health care for migrant families. A direct beneficiary of this appropriation, which authorized up to \$3 million annually for a three-year period, was the pilot program initiated in 1961 by Governor Brown with a meager \$75,000 budget. A Federation representative participated in an all-day meeting on October 11 in Berkeley to take part in discussion of applications received from various counties for proposed programs. In addition, the Federation worked closely with AFL-CIO Social Security Director Nelson H. Cruikshank to assure adequate labor representation on the Migrant Health Project Review Committee of the Department of Health, Education and Welfare.

#### Sugar Beet Hearings

The Federation submitted testimony on January 15, 1963, before the USDA's Commodity Stabilization Service (Sugar Division) in Stockton. This hearing was preliminary to USDA's determination of "fair and reasonable wage rates for workers employed in the production, cultivation or harvesting of the 1963 crop of sugar beets," as required by the Sugar Act of 1948. The so-called "fair and reasonable

wage" previously established by the Department of Agriculture for these farm workers was 95 cents an hour.

The Federation noted not only that such a wage rate was far below the minimum \$1.25 FLSA standard but, in addition, fell below the rates then prevailing in other California agricultural activities even where no such explicit legal requirement of fairness and reasonableness existed. Furthermore, it was pointed out that the closely related "food and kindred products workers" were earning an average wage rate of \$2.74 an hour in California. Part of this group were sugar refining workers in the state whose minimum hourly rates were scheduled to go to \$2.61 an hour as of February 1, 1963, augmented by an impressive package of fringe benefits including pensions, vacations, paid holidays and premium rates for overtime.

USDA was asked, "Can a wage be 'fair and reasonable' if it fails to give its earner the minimum necessary to maintain health and decency?" The agency was given an insight into such a standard by Federation testimony pointing out that even for a single working woman an annual budget of \$2912 was required under the modest standards along this line established by the State's Industrial Welfare Commission. To achieve such an income, a woman would have to earn over \$1.42 an hour, 40 hours a week for 52 weeks of the year. But since most sugar beet workers are not single women without any dependents, the Federation contended that a more appropriate standard would be the Labor Department's City Worker's Family Budget measuring a "modest but adequate standard of living" for a Bay Area family of four. This budget required a \$6304 annual income even in 1959 and would have involved year-round employment at 40 hours a week at more than \$3.00 an hour. Finally, USDA's inconsistency was pointed up by contrasting its 1962 determination upholding a 95 cent minimum hourly wage for California sugar beet workers with its \$1.50 finding in favor of Hawaiian sugar workers who also enjoyed fringe benefits exceeding 60 cents an hour. This wholly unjustifiable finding for California workers caused the Federation to demand that henceforth USDA's determinations "must be accompanied by a thorough-going explanation of the criteria upon which such wage rates were found to be 'fair and reasonable.'"

Despite these facts, USDA's ultimate findings called for increasing the minimum hourly rate only to the \$1.05 level.

Similar testimony by the Federation on January 13, 1964, had the effect of budging this flagrantly unfair and unreasonable rate to \$1.15 an hour.

### Farm Wage Order

In accordance with the mandate of our 1962 convention, your Secretary, on October 25, 1962, brought Resolution 256 to the attention of the Industrial Welfare Commission. The resolved portion of that resolution called upon the IWC "to reopen the agricultural occupations order and establish the same minimum wage rates, maximum hours, and other conditions of work for women and minors employed in agriculture as those written into the other wage orders."

The Commission, by a unanimous vote, decided to open Order No. 14-61 during its meeting of April 18, 1963. The Federation has subsequently participated in the selection of worker representatives for this wage board which is scheduled to submit its recommendations to the Commission in November 1964.

### RIGHT-WING EXTREMISTS

Although the emergence of the radical right as a growing political force was already clearly evident two years ago, there was then still a broad tendency on the part of the public at large to regard it as a lunatic fringe element which, while demanding concern and rebuttal, was not much more than an embarrassment and political liability to one of our two major political parties.

Today, of course, in the light of the recent national tragedy at the Republican convention, we all know better.

As Governor Brown pointed out following that terrible debacle, "the stench of Fascism" is in the air and we are all, I hope and pray, now thoroughly disabused of any notion that "It Can't Happen Here."

Spearheaded and nurtured by the militant and authoritarian John Birch Society, literally hundreds of right-wing extremist groups and ad hoc committees have popped up both in California and throughout the nation during the past two years like a cancer spreading through the body politic.

Organized labor must not make the

fatal mistake of presuming this to be coincidental. It is not. Although the JBS leader, Robert Welch, a retired candy-maker, has been uttering preposterous and venomous charges ever since the society was organized less than six years ago, his charges now, while still preposterous and baseless, have acquired the same sickening quality that was evident in the rantings of an unemployed paper-hanger in Germany little more than three decades ago.

Just as Adolph Hitler set forth in "Mein Kampf" his plans "to cleanse and revitalize" Germany and as Communist tracts on the tactics of subversion and infiltration call for the establishment of front groups, so today does Robert Welch's so-called "Blue Book," the bible of the Birch Society, project the same strategy.

A few excerpts from a section labeled "The Program of the Birch Society," of "The Blue Book," which came into being less than six years ago, in December, 1958, are most significant:

"5. We would organize fronts—little fronts, big fronts, temporary fronts, permanent fronts, all kinds of fronts. . . .

"The most effective fronts . . . are ad hoc committees, aimed to accomplish, or at least publicize, one particular purpose.

"Now on our other side probably the most effective of all the organizations has been the Committee of One Million. . . . We have some smaller fronts, such as Orfit—an organization for repeal of the income tax—which have probably accomplished more, in proportion to the money and effort spent, than many of the larger organizations of Conservatives. . . .

"A part of this same operation is the gathering of petitions, local petitions, national petitions, dealing with political matters, economic matters, educational matters and everything under the sun.

"6. Another thing we should do . . . would be to start shocking the American people. . . .

"Some really dramatic exposures would be worth a lot. . . . We would run in the Birch Society magazine

an article consisting entirely of questions to the man singled out for exposure, which would be devastating in their implications. The question technique, when skillfully used in this way, is mean and dirty. But the Communists we are after are meaner and dirtier. . . ."

These brief excerpts are cited here only to demonstrate that the extremists of the right—however, well intentioned they may once have been—have made the disastrous decision that the end justifies the means; that techniques of the Nazi Fifth Column and the Communist cell are condonable methods of procedure; that jeering and hissing down any and all opposition, to stifle open debate, such as was witnessed at the Republican convention last month is or should be the American way.

Everyone of us in Organized Labor knows better. But it should be pointed out that the excerpts quoted above are from the fourth printing of the Blue Book as of February, 1961. We must not forget that both *Mein Kampf* and *Das Kapital* as well as other fascist and communist tracts on program and strategy underwent multiple printings.

In short, "It Can Happen Here." Indeed it is happening here, and only the application of our most strenuous efforts during the next two and one-half months will be sufficient to repudiate it in the truly American way—at the polls on November 3.

Before reviewing briefly some of the Federation's actions during the past two years to combat these rampaging, know-nothing extremist groups, we would do well to recall a statement made during the Republican convention by John Rousselot, who has become the Birch Society's national public relations director since the voters in the 25th Congressional District rejected him for re-election to Congress in 1962.

Rousselot claimed that more than 100 delegates and alternates to the Republican convention were members of the John Birch Society. This constituted less than four percent of the 2,616 delegates and alternates at the convention. But it is obvious that this hard core group, operating as do the Communists, exerted an influence out of all proportion to their numbers.

The history of the emergence of total-

itarian regimes—whether of the left as in Cuba or the right as in Spain—has demonstrated repeatedly that organized labor is the extremist's first major target. The social, economic and political programs advanced by the AFL-CIO in pursuing its broad function in the public interest are at odds everywhere with the Birchers, who would repeal the income tax, impeach Chief Justice Earl Warren, withdraw from NATO, and who sloganeer to "Get the U. S. out of the UN and the UN out of the U. S."

In addition, the Birchers and kindred groups such as Liberty Lobby, Lifelines, The National Committee for Economic Freedom, Human Events, The Manion Forum, and Americans for Constitutional Action, to name only a few, are found repeatedly to be aligned against programs such as urban renewal and federal aid to education and mass transit, which organized labor consistently supports in the interest of improving job opportunities and the social and economic life of the nation.

Attacks on the labor movement and the collective bargaining process have been multiplying during the past two years, with the emergence of these groups and the hundreds of front groups they have spawned. In their shotgun assault on democratic institutions, the radical right is serving as a shield to advance the designs of labor's traditional enemies such as the National Right to Work Committee and the National Association of Manufacturers.

In September, 1962, the existence of a fantastically detailed blueprint to destroy unions was revealed and publicized by the Federation's Weekly News Letter of Sept. 7, 1962. This blueprint, spelled out in what was called a "Program to Curb Union Monopoly Power," was prepared by the NAM for internal use only and set forth a long-range program, complete with timetable, to besmirch, divide and destroy organized labor in the United States.

Documentation of the inter-linkage existing between the radical right extremist groups and some of the nation's somewhat more respected corporate entities is contained in the directory of the radical right wing organizations maintained by the AFL-CIO. This directory, which has grown substantially during the last two years, demonstrates that many of the individuals most deeply involved in the activities of



the radical right are also the promoters of right-to-work legislation and other schemes to destroy labor's effectiveness.

Since the Republican Party nationally has fallen prey to the ultra conservative Juggernaut, and Senator Goldwater has become that faction's Presidential nominee, we can confidently predict that all of California's old "right to work" promoters during the 1958 fight will be out in force again to promote Goldwater's candidacy.

The reason is obvious. Goldwater, as the chief exponent of national "right to work" legislation, last year introduced a bill in the Senate (SB 87) that would impose a national right-to-work law by reversing the provisions of Section 14B of the Taft-Hartley Act. It would outlaw union security clauses in all 50 states and require the states to pass laws to free themselves of the national right-to-work restrictions. But in the interim, industrial chaos would result.

It is also no mere chance that former Senator William F. Knowland, California's chief right-to-work leader, happens to be California chairman of the Goldwater campaign.

Nor is it coincidental that Governor Wallace, another right-to-worker withdrew from the Presidential race following Goldwater's nomination, saying that he had accomplished his purpose.

An amalgamation of conservative, ultra conservative and right-wing extremist groups has been accomplished, which constitutes a more formidable coalition of opposition than we faced in the 1958 right-to-work fight. Defeat of this coalition requires an all-out effort on the part of every union member in California and the nation.

Federation efforts to combat this now full-blown menace from the radical right fall generally into three categories:

1.—Exposure through press releases, the Federation News Letter and the Labor Press.

2.—Surveys of right-wing infiltration of radio and TV media looking toward steps to enforce the Federal Communication Commission's "Fairness Doctrine" to bring about at least more balanced programming on the part of those stations that appear to have been commandeered by or are catering to the right-wing.

3.—Statewide distribution of the Group Research Reports and other educational

materials, to keep not only our affiliates but all of our allies in the civil rights field informed about and alerted to the activities of both right and left-wing extremist groups.

In addition to the exposé of the blueprint to wreck unions, the Federation, for example, in January, 1963, reported on documentation conclusively linking the union-busting right-to-work promoters with the right-wing extremists, and barely a month later warned of the campaign being formulated by the General Assembly of States, a rightist group, to overhaul the U. S. Constitution to create a super court with power to overrule the U. S. Supreme Court's decisions involving so-called "states' rights."

In cooperation with the national office, the Federation completed a statewide survey of right-wing radio and TV programs in California, which revealed that at least 17 TV stations and 19 radio stations were carrying one or more of such right-wing programs as Lifelines, Dan Smoot and The Manion Forum.

Although the Federation's report was confined to 18 communities, the distribution of the communities was such that the programs could fairly be said to blanket the state. Reports from the national office indicated that the California Labor Federation's report on this survey was the most thorough report received from state bodies throughout the nation.

The Federation followed up the 1963 radio-TV survey with a subsequent check this year involving inquires about 81 programs carried on 57 radio and TV stations in the state.

This follow-up survey confirmed that the right-wing extremists have established and are actively utilizing a vast propaganda network. For example the lifelines program alone is broadcast from stations in each of the following cities: Bakersfield, Burbank, Eureka, Garden Grove, Los Angeles, Palm Springs, Redding, Sacramento, San Diego and Santa Barbara.

In cooperation with appropriate central labor bodies, the Federation is utilizing the results of this survey to press for more balanced programming on the part of the broadcast outlets presently catering to the extremist groups.

Much more, remains to be done, however, particularly on the local community level. To repudiate the irresponsible and baseless charges being hurled by these extremist groups at PTA and other civic and fraternal group meetings.

The following are some examples of the type of phony charges that the Birchers are peddling as "facts" this year in their efforts to multiply their membership:

"The Communists and their dupes, allies and agents, throughout this vast apparatus of (federal) government, now actually determine almost all policies, actions and decisions."

"... everywhere in the world the State Department is doing everything it can to advance the Communist global conquest."

"... Anybody who still doubts, for instance, that the National Council of Churches is completely dominated by Communist influences, is not going to be of any help to us, or to anybody else. ..."

"The really high percentage of Communists is among the college presidents, not among the high school instructors; among the presidents of large corporations, not among their sales forces; in the high echelons of government, not among its army of clerks."

The above four quotations are taken from "The Time Has Come," by Robert Welch and appeared under the general heading of "Some Frightening Facts."

Although none of the four quotations above bear any resemblance to truth, the fact that they are being advanced by the Birchers as truth is most revealing of the purpose of the extremists. They stand as perfect examples of the big lie technique that has been repeatedly used by both right and left wing extremists on the theory that a lie repeated often enough will come to be believed by large segments of the population.

The insistent alarm that the adoption of these tactics by the right wing extremists should sound to all trade unions boils down to this: If we do not meet these extremists head on now we will simply compound the magnitude of the job that must eventually be done — provided the labor movement were still sufficiently free and strong to do it.

The Birchers and their radical right supporters, like the Communists, have already embarked upon an effort to infiltrate some local labor organizations and dominate their leadership. In California this has manifested itself in several locals where the Birchers have centered on the COPE activities of organized labor, which they condemn as Communist-dominated and inspired. This threat cannot be brushed off lightly. It underscores the necessity of developing a coordinated effort on the part of organized labor to fully expose

the totalitarian philosophy of the radical right. The fundamental point must be driven home that labor unions are The Extremists' first target because they stand as the bulwark of our free labor force, which is the foundation of our free society.

## EQUAL RIGHTS

On the equal rights front, the Federation has actively supported every responsible effort at both the state and national level to eliminate the blight of discrimination from all aspects of American life. Nationally, we have worked closely with the AFL-CIO in mobilizing the California labor movement to help secure passage of the historic civil rights bill recently enacted by Congress. In the state, we have continued our close working relationship with civil rights and other public spirited groups that make up the California Committee for Fair Practices to secure passage of the Rumford Fair Housing Act, and defend it against the current vicious efforts of the California Real Estate Association to repeal it and preclude all fair housing legislation through sponsorship of an initiative constitutional amendment on the November ballot (Proposition No. 14). This has included full support of the Governor's Code of Fair Practices issued in August of 1963, broad distribution of education materials on civil rights, and cooperation at every step in efforts to increase apprenticeship opportunities for members of minority groups. The Federation's Weekly News Letter has consistently reported on all aspects of these activities and has served as a clearing house of information on civil rights matters.

## FEDERAL ACTION

The many-pronged assault against discrimination launched by the late President John F. Kennedy in the early summer of 1963 met with quick approval from the National AFL-CIO and the Federation. At a June meeting of some 300 labor leaders called to the White House by the President for a discussion of discrimination problems, the "unstinting assistance" of the AFL-CIO was announced by George Meany in support of "prompt achievement of a full and forceful civil rights program on every front." Your Secretary-Treasurer immediately wired the nation's President that he also "has the State AFL-CIO's full cooperation."

### Support of President

Both inside and outside of the labor movement, the Federation pressed for

mobilization behind the President's program. That same month, before the California Department of American Legion Convention, your Secretary pointed out that the struggle for a better life throughout the world cannot be divorced from those in our society "who are still fighting for their rights as first class citizens." The superiority of our system of government, it was pointed out, "will find its real defense through positive action which demonstrates what a free society can accomplish." The Legionnaires were cautioned that "we can all take pride in the considerable progress that has been made in the field of civil rights during recent years. But we would be disloyal to our democratic ideals, and grossly ignorant of the reality of America's political and social development, if we did not also understand that this progress has been taking place too slowly for this late date in history."

Early in July, 1963, all Central Labor Councils received a letter from AFL-CIO President George Meany urging them to take an active part in forming bi-racial committees "to accelerate the destruction of racial barriers at the local level." This action was promptly followed by a communication to all councils from the Federation urging compliance with the request and offering the assistance of the Federation in enlisting the support of all organizations. The Federation's commitment to action was also spelled out in a civil rights statement adopted by the Executive Council of the Federation (see report of Executive Council).

#### **Drive in Congress for Strong Bill**

As the civil rights bill began its slow progress through the Congress, the Federation began mobilizing local support to bring maximum pressure on the California delegation, in support of a strong bill. Following the tragic assassination of President Kennedy, when the civil rights bill was trapped in the House Rules Committee, the Federation pressed for action behind President Johnson's drive to pry the bill loose with a discharge petition. Early in December, the following wire was sent to California's entire 38-man Congressional delegation urging signature of the petition:

"California labor's firm pledge of support to President Lyndon B. Johnson in this most difficult period extends fully to the high priority he has given the immediate passage of a strong and meaningful Civil Rights Bill.

"We urge you to demonstrate your

dedication to the principle of equal opportunity by signing the discharge petition that is designed to release the Civil Rights Bill from the Committee and bring it to a vote on the floor of the House. It is our understanding that the petition would be available for signature on Monday, December 9.

"The commitment of the nation to its highest ideal hangs in the balance. Obviously, this is not a matter that can tolerate partisan consideration, or that can wait on the will of a few who have thus far barred the bill from the Floor."

Affiliated organizations and Central Labor Bodies throughout the state were urged to wire or personally contact their Congressmen in a similar vein.

#### **Education Issue**

At the same time, the Federation extended full cooperation to the AFL-CIO Education Department in distributing kits containing background materials on the civil rights issue and detailed suggestions for conducting educational programs on the local community level. This educational effort was coupled with the dissemination of information to counter segregationist propaganda falsely claiming that the civil rights bill would undermine union seniority provisions and impair labor's rights under the National Labor Relations Act, the Railroad Labor Act, the Bacon-Davis Act, and the Walsh-Healy Act. Such false information, the Federation pointed out to all affiliates, was being distributed to unions through a segregationist organization called the Coordinating Committee for Fundamental American Freedoms. The text of AFL-CIO statements thoroughly refuting the propaganda were printed in full in the Federation's Weekly News Letter.

#### **House Passage**

The response to the discharge petition was sufficiently strong to force the House Rules Committee to release the Administration's civil rights bill, which won House approval in February by a lopsided roll call vote of 290-130. Only five of California's then current 37-man Congressional delegation voted against the measure, which survived an avalanche of more than 100 amendments principally from Southern Democrats seeking to weaken it.

#### **Senate Filibuster and Passage**

During the long drawn out filibuster that followed on the Senate floor, the Federation continued its pressure for a strong bill. Constant contact was maintained with

the offices of Senator Kuchel and Engle, urging them to continue their efforts to fight off all weakening amendments and support cloture. Both of California's senators voted to invoke cloture when the historic vote was taken early in June. Subsequent passage of the final measure was almost automatic.

#### **Labor Cooperation to Implement New Law**

Although the civil rights bill of 1964 falls short of AFL-CIO recommendations in a number of areas, it is recognized as a strong measure. Immediately after passage, AFL-CIO President George Meany called on all central labor bodies to exert maximum leadership to bring about massive compliance with the law in every phase of community life. Noting that more than a year ago, in June 1963, he had appealed to central bodies to set up bi-racial committees or councils in every community to speed the elimination of racial barriers, President Meany urged all central labor bodies that had established civil rights programs to intensify their efforts and called on those that have thus far failed to act "to delay no longer." He particularly urged the leadership of central labor bodies to bring about "the fullest possible involvement of the employers" in their communities.

Pointing out that the AFL-CIO has a special obligation "to implement the law we supported and the principles it represents," Meany pledged the full assistance of his office in providing whatever advice, counsel or technical assistance the central labor bodies may need. He also announced that he would ask the AFL-CIO Executive Council at its August meeting to call a national conference of affiliated unions and state central bodies "to work out a program through which the AFL-CIO can best help to implement the terms of the civil rights law." Again, the California Labor Federation has pledged its full support in this effort.

#### **STATE ACTION**

Following the 1962 convention, the Federation immediately launched an all-out mobilization effort at the state level to advance equal rights on all fronts. Some 15 civil rights resolutions were reprinted in a "Labor and Civil Rights" pamphlet, together with the extensive statements of policy on equal rights adopted by the convention. These were broadly distributed to all affiliated organizations and all the civil rights organizations with whom we have established a

close working relationship through the California Committee for Fair Practices. Under convention mandate, your Secretary-Treasurer pursued a policy of closely coordinating the civil rights activities of the Federation with the Committee for Fair Practices as a co-chairman of the Committee.

#### **Fresno Conference**

Under the auspices of the California Committee for Fair Practices, representatives of organized labor and of more than 80 human relations groups from throughout the state met in Fresno in December 1963 to achieve a common approach on strategy, priority, subject matter and grassroots campaigning in connection with civil rights legislation to be pressed before the 1963 session of the legislature. Federation representatives participated in all phases of the conference and advanced the policy positions adopted by the Long Beach convention. The pamphlet noted above was distributed to all convention delegates who approved the recommendations of the Federation for the assignment of highest legislative priority at the 1963 general session to the enactment of fair housing legislation.

Following the conference, a communication was directed to all affiliates urging support of this coordinated effort by making a financial contribution toward the work of the Committee. The letter noted in part:

"Within the framework of a comprehensive equal rights program, top priority has been assigned to the enactment of fair housing legislation, combined with the support of economic housing programs to make low- and middle-income housing available to those who are currently priced out of the market."

If we work together, the letter pointed out, "this objective can be realized at the 1963 session."

#### **Rumford Fair Housing Act**

The prolonged struggle that followed, eventually culminating in the enactment of a strong fair housing law, has been fully covered in the Sacramento Story for 1963, issued to all affiliates. The Federation's Weekly News Letter kept affiliates well informed throughout the period of the struggle. At every crucial step in the legislative process, the labor movement was effectively mobilized behind the Rumford Fair Housing Act to help secure its ultimate passage.

In this connection, it should be pointed out also that immediately upon passage

the Federation cooperated fully in an educational campaign to explain the provisions of the Rumford Fair Housing Act and its vital importance to the future development of California. This was essential because it had become apparent in the course of the legislative struggle that opposition forces, led by the real estate lobby, would probably attempt to block the implementation of the new law or seek its repeal through the initiative and referendum process.

### Referendum Petition

As anticipated, an attempt was made almost immediately to undo the Rumford Fair Housing Act by submitting it to referendum of the voters. The Federation responded to this threat by joining with the community of civil rights groups statewide to persuade voters not to fall prey to the plot of the forces behind the referendum petition. Early in August, at the outset of the referendum drive, the following letter was sent to all central labor councils:

"Dear Brothers and Sisters:

"You have probably heard that the Rumford Fair Housing bill (AB 1240), which was enacted with labor support by the 1963 general session of the legislature, is being threatened by a possible referendum petition. If successful, the petition would require that the Fair Housing bill be placed on the June 1964 primary ballot for a referendum vote.

"This effort to undermine the action of the Legislature in a vital area of labor interest is being directed by a group which calls itself 'The Citizens League for Individual Freedom,' headed by a person named Robert D. Weinmann, a San Francisco public relations man. The so-called Citizens League has secured a title for the referendum petition from the Attorney General as required by law and is preparing to circulate it among registered voters. The referendum petition requires 292,662 valid signatures which must be filed within 90 days from the June 21, 1963, adjournment date of the general session that enacted the Rumford Fair Housing bill. This makes the deadline in gathering signatures September 19.

"My purpose in writing at this time is to alert you to the possibility that the referendum petition may be in circulation in your area. If this is the case, I would urge your Council to take all feasible steps necessary to urge the membership and the public not to sign

the petition. In other words, it is only where the petition campaign has gotten off the ground that counter-action should be taken. Thus far, there is evidence that the so-called Citizens League is not meeting with much success in many areas. Therefore, as we prepare ourselves to oppose the petition, we must be careful to avoid giving the petitioners any undue publicity that will aid them.

"The official title of the petition is as follows:

### 'DISCRIMINATION IN HOUSING.

Referendum of Legislative Act. Act declares state policy is against discrimination in housing accommodations. Revises existing law. Provides it unlawful for owner of any publicly assisted housing accommodation, if multiple dwelling of three or more units or owner occupied single dwelling, or for owner of any other dwelling containing more than four units, to refuse to sell, rent, or lease, or to discriminate because of race, color, religion, national origin, or ancestry; provides it unlawful for lending institutions, real estate brokers and salesmen, and others to discriminate. State Fair Employment Practice Commission authorized to enforce act.'

"As you can see this title is somewhat confusing. Some people may sign the referendum petition believing that they are helping to enact the law rather than defeat a law that has already been passed. The only reference is in the second sentence, and this is easily overlooked by the reader.

"We would appreciate hearing from you on the status of the referendum petition in your area and whether or not you believe counter-action may be warranted."

Through the cooperation of central labor councils, working with local civil rights groups, it was possible to block qualification of the referendum petition. However, part of the success was attributable to factors that foreshadowed an even more vicious drive against the new fair housing law. The California Real Estate Association, itself, withheld open support of the referendum petition, not because it favored the Rumford Fair Housing Act, but because it was plotting the development of an initiative constitutional amendment that would undo the Rumford Act and forever block all fair

housing legislation both at the state and local level.

#### **CREA Initiative Constitutional Amendment (Proposition No. 14)**

The CREA drive to qualify its initiative constitutional amendment was launched in mid-November, 1963, despite efforts by Governor Brown and other state officials to dissuade the leaders of the anti-civil rights movement. A title was received from the Attorney-General, and circulation began. However, it was apparent that there was some considerable opposition within the Association to continuing the drive. Accordingly, the Federation joined with public officials and civil rights groups in an all-out effort to encourage directors of the Real Estate Association to call off the initiative, at a meeting scheduled in January in San Diego.

Accordingly, a three-point program to mobilize the full force of organized labor against the initiative petition was launched by the Federation. In a communication to all central labor councils and similar bodies, your Secretary-Treasurer declared:

"This initiative baldly asserts the absolute supremacy of property rights over human rights and mocks the highest ideals in America's democratic tradition."

Noting that the "very existence" of labor unions is "predicated on the enhancement of human dignity," it was pointed out that all AFL-CIO bodies in the state have "a fundamental obligation" to help defeat the CREA move. Affiliated organizations were called upon to:

- (1) Declare their emphatic opposition to the initiative measure, and reaffirm their support of the Rumford Fair Housing Act.
- (2) Urge their membership not to sign the petitions.
- (3) Contact CREA officers and local real estate board members to urge them to abandon their "divisive initiative" attempt at the scheduled January 11 meeting of the CREA in San Diego.

In connection with the third point, it was noted that "the California Real Estate Commission and a number of local real estate boards have voted to oppose the CREA position. A group of realtors have formed an organization called 'California Realtors for Fair Housing' in support of the newly enacted anti-discrimination measure, and editorials against the

initiative are beginning to appear in the press along with strong statements by religious and community leaders who are speaking up on the side of human decency."

The Secretary-Treasurer's communication enclosed a list of CREA officers to help local union officials encourage additional support for the Rumford Fair Housing Act within the realtors' ranks. Every contact, it was pointed out, "will demonstrate the broad support which fair housing enjoys in this state." Local union officials were also urged to work with responsible business, religious and civic leaders to help mobilize community leadership against the initiative. "As the campaign to defend the Rumford Fair Housing Act and oppose the CREA initiative takes form," the letter read, "it is vital that organized labor assume its traditional leadership role in the mainstream of support for equal rights."

This action was followed by your Secretary-Treasurer's joining with nine other prominent Californians in an appeal for grassroots action to "resist bigotry in California." The plea was made in an advertisement sponsored by a fair housing advertisement committee which was carried in a number of the state's leading newspapers early in January.

Calling on "men of good will to oppose the initiative repeal" of the Fair Housing Act, the advertisement warned that the initiative would "wipe out our state policy of equal opportunity for all men to acquire, use, and dispose of property in a housing market free of discrimination." It urged Californians in all walks of life to refuse to sign the initiative petition and to inform their local real estate boards that they oppose the initiative movement and favor giving the Rumford Fair Housing Act a fair trial.

#### **Financial Appeal**

This was coupled with a direct financial appeal to all affiliated organizations. The Federation's letter stated in part:

"In order to maximize our effectiveness, organized labor is working closely with the community of equal rights groups through the California Fair Practices Committee, which met recently in Los Angeles and developed a specific program to coordinate the drive against the CREA initiative. A minimum \$25,000 budget was adopted and all civil rights and labor groups present committed themselves to launching immediate efforts to raise this money.

"It is therefore vital at this time that each affiliate to the extent of its financial ability, make a contribution to the campaign to preserve the Rumford Fair Housing law."

All organizations were again urged to take a firm position against the CREA initiative and advise their membership **not to sign the petitions** that were being circulated.

At the same time, the Federation joined in a massive educational drive to explain the Rumford Fair Housing Act and the full implications of the proposed CREA initiative, including its potential adverse impact on federal housing and urban renewal funds, the job market, and the supply of low and middle-income housing. The Federation's Weekly News Letter became the vehicle for dissemination of up-to-date information on the mounting struggle as it developed. Among these activities, the Federation helped to distribute through local labor organizations an eight-page leaflet setting forth the case for the Rumford Fair Housing Act and presenting a point by point rebuttal of arguments advanced by promoters of the CREA initiative petition. Entitled "Questions and Answers about the Initiative Against Fair Housing," the pamphlet was published by the California Committee for Fair Practices.

#### **CREA Initiative Qualifies**

Despite these efforts, the CREA initiative petition qualified for a position on the ballot as Proposition No. 14 in the November general election. Placement of the initiative on the June primary ballot was avoided through the rejection of all efforts in the legislature during the budget and special sessions to place several bond issues on the June ballot. This would have automatically required that the CREA initiative go on the ballot also. The Federation urged legislators against this action, and called upon all affiliates to contact their legislators in the same vein.

Since the qualification of the initiative, the Federation has given full support to establishment of a statewide Committee of leading citizens to spearhead and coordinate the opposition against Proposition No. 14. Such a committee was appointed by Governor Brown early in April, and consists of 23 members, including the Federation's Secretary-Treasurer. The Federation's staff has worked closely with this committee in securing the full participation of organized labor in similar committees at the local level.

This in turn has been combined with intensified educational activities against the initiative.

Through the Federation, the state Attorney-General's compilation of a booklet containing the complete text of the Rumford Fair Housing Act, the Governor's Code of Fair Practices and the Unruh Civil Rights Act, as well as the full text of the 24th amendment to the U.S. Constitution (the anti-poll tax), has been distributed to all affiliates. Also, prior to the actual assignment of a number to the CREA initiative, the Federation worked closely with the California Committee for Fair Practices in the development and circulation of a popular pamphlet on the danger of the initiative. A communication was directed to all affiliates urging them to order free copies and use them to contact the membership at an early date regarding the threat posed for every working man. The letter pointed out:

"This initiative's basic assault on the concept of brotherhood must be condemned by the labor movement. It baldly asserts the absolute supremacy of so-called property rights over the rights of human beings and, as such, confronts the voters with a primary moral issue. The AFL-CIO in California unequivocally opposes the measure.

"Don't forget—this is a constitutional amendment. It goes far beyond repeal of the Rumford Fair Housing Law enacted by the 1963 legislature. Its effect would be to foster segregated housing under the constitution while denying cities, counties and the state the authority to do anything about housing discrimination.

"The initiative boils down to a fundamental attack on the democratic process and our republican form of government.

"Further, passage of the initiative would place California in conflict with non-discrimination policies underlying federal housing programs thus jeopardizing the future availability of federal housing construction funds. Purely and simply, this means a possible destruction of thousands of jobs and a further reduction in the supply of housing for all workers in the moderate and low income ranges.

"Clearly, the real estate conspiracy against the people of California must be stopped."

A special labor pamphlet is now under preparation by the Federation to carry

the campaign against Proposition No. 14 into the November election.

### **OTHER CIVIL RIGHTS ACTIVITIES**

#### **State Code of Fair Practices**

Early in August, 1963, Governor Edmund G. Brown issued an Executive Order comprising a state Code of Fair Practices, which set forth in 15 articles a comprehensive policy of non-discrimination, and directed all state licensees to follow non-discrimination policies. It was stated in the code that licensees failing to do so "shall be subject to such disciplinary action as is consistent with the legal authority and rules and regulations of the appropriate licensing or regulatory agency."

The Code of Fair Practices, Governor Brown said, was developed to "serve as a guide of conduct to all departments of the state in their relations with minority groups and individuals. I will expect from all departments of state government not only non-discrimination but affirmative action to assure equality of opportunity in every activity the state engages in." Among articles in the Code are those dealing with employment policies of state agencies, state contracts and subcontracts, state education, counselling and training programs, private educational institutions, housing accommodations, and state housing and regulatory agencies.

The Code was hailed by the Federation and other labor organizations throughout the state, which pledged their assistance in securing its implementation.

#### **Non-Discrimination Clause in State Public Works**

In September the Federation, along with building and construction trades leaders, hailed an announcement by Governor Brown that a new clause prohibiting discrimination in employment on state projects would be required on all state contracts effective immediately. The clause was issued to strengthen and implement the Code of Fair Practices promulgated earlier by the Governor. Noting that both organized labor and the construction industry had promised to "make every effort to fully comply with the spirit and intent of the anti-discrimination measure," Governor Brown said:

"The emphasis of this program will be to secure affirmative action from both labor and management, but wilfull non-compliance will not be tolerated and will make a contractor ineligible for doing business with the state."

In supporting the clause your Secretary-Treasurer pointed out that it constituted "an additional forward step toward the ultimate goal of cutting the cancer of bigotry completely out of the heart of our society." In a letter directed to the Governor's Office, the President of the State Building and Construction Trades Council commended the Governor and his human rights secretary, William Becker, on the completed document.

#### **Apprenticeship Opportunities**

As part of the California Plan to expand apprenticeship opportunities for members of minority groups, the Federation has supported the establishment, in each of the labor market areas where JAC's are functioning, of committees for equal opportunity patterned after the officially recognized statewide Committee on Equal Opportunity in Apprenticeship and Training. It is well known that the California Labor Federation played a significant role in the development of this California Plan, dating back to the original workshop held at the first biennial conference on Apprenticeship in 1960.

The Federation has pointed out also that the equal opportunity committees functioning at the local level in cooperation with the JAC's should be fully supplemented by the establishment of apprenticeship centers in each of these labor markets to facilitate, on an equal opportunity basis, the dissemination of information on apprenticeship openings and on qualifications necessary for admission. The establishment of these centers has been supported both administratively and before the legislature.

Before the third biennial California Conference on Apprenticeship in San Francisco this May, it was pointed out that while it is important to maintain the "functioning autonomy" of local joint apprenticeship committees, such autonomy cannot "mean the right to flout non-discrimination policies that uphold the equal rights of human beings." The position of the Federation was elaborated upon as follows:

"It is frequently pointed out that it is not possible to legislate morality, but this does not mean that those who want to discriminate should be given the power to relegate apprenticeship training to a position of secondary importance in the historical struggle that is taking place in America today, or to deny apprenticeship the basic role it must assume in meeting the training



needs of youth and industry in a progressive and prosperous America.

"In truth, we know that the full implementation of equal rights will proceed only as rapidly as we expand apprenticeship opportunities and extend apprenticeship principles to other forms of on-the-job training. It is only in this light that we can begin to comprehend the historical relevancy of apprenticeship to the equal rights movement, and understand the contribution both must make toward elevating the conditions of life and labor."

In the same vein, the Federation, along with the building trades, has supported new standards and compliance procedures issued by the U.S. Secretary of Labor to insure equal opportunity in apprenticeship programs certified by the federal government. Shortly after the promulgation of these rules, the Federation communicated the following views to Under Secretary of Labor John F. Henning as Chairman of the Federal Committee on Apprenticeship, at a meeting held in Los Angeles:

"... I want to assure you of our deep interest in the further development and expansion of apprenticeship training programs in California. We are particularly concerned at the moment that constructive solutions be found to problems concerning the effective implementation of equal rights policies in on-the-job training.

"The California Labor Federation... has consistently advocated and supported the establishment of equal rights policies in all training programs at both the federal and state levels of operation, recognizing the fundamental importance of job training opportunities in eliminating patterns of employment discrimination. In this respect, we also want to extend our full cooperation in the implementation of the apprenticeship standards on non-discrimination recently adopted by the Secretary of Labor and the Governor's Code of Fair Practices as it relates to equal opportunities..."

apprenticeship and other on-the-job training opportunities. Thus, simple decertification or de-registration may be a strong enforcement weapon, but it penalizes apprentices in training and those who otherwise would become apprentices more than it does those who are responsible for discriminatory practices and who may refuse to implement the non-discrimination policies. We

urge the Committee, therefore, to explore alternative enforcement procedures that will be effective beyond question, but at the same time consistent with expanding the number of training positions..."

## FEDERAL LEGISLATION

In accordance with the policy mandates of the 1962 convention, the Federation devoted a substantial portion of its time and energy to legislative matters before the Congress. A close working relationship was maintained with the Legislative Department of the AFL-CIO in all of the priority areas of action established by the national office. The views of the Federation were regularly communicated to the California delegation, and, while your Secretary-Treasurer was in Washington on numerous occasions, personal contact was made with individual Congressmen, with groups of the California delegation and the state's two U.S. Senators on pending legislation requiring specific action. In this connection, also, the Federation maintained liaison with local central labor bodies to bring about appropriate action on pending legislation from within the districts of the various Congressmen.

The work with Congress of the Federation, as the state arm of the AFL-CIO, has been coupled with educational activities to better inform local leadership and membership on Congressional issues. This has been done regularly through the Federation's Weekly News Letter, and by making available printed materials on specific issues. The Legislative Fact Sheets developed by the national office also have been used extensively for this purpose.

The specific activities reported below are supplemental to other federal legislative activities covered under appropriate subject matter in this report. They are intended to be illustrative of the Federation's involvement rather than exhaustive in scope.

### 1962 Tax Revision Bill

What started out to be a significant tax revision measure during the 1962 session of Congress was carved up by special interest forces, and all that was left of it was an investment tax bonanza for big business. AFL-CIO-supported proposals to close loopholes on taxation of income earned abroad, to tighten tax-exempt expense accounts, and to apply a withholding tax on dividend and interest income were killed. The AFL-CIO also strongly

urged an immediate tax cut, concentrated in the lower income brackets, to spur the economy and expand purchasing power, but this too was rejected. When the final version of the 1962 tax revision bill was reported out of Senate-House Conference in October, it became necessary to call the measure a "fraud" and point out that a "true tax reform bill" was "still a crying need."

In a letter dispatched to the entire California delegation, Congressional approval of the Senate-House Conference Committee's report on the tax revision bill was cited as a "major step backwards in terms of tax legislation." Hope was expressed that Congress would rectify the major defects of the tax revision bill the following year. Particular emphasis was placed in the letter on the totally un-called-for investment tax credit for big business.

Your Secretary-Treasurer pointed out that the lag in business investment for plant and equipment had nothing to do with lack of investment capital. This sop to big business, it was noted, was based on a fictional profit squeeze without regard to the phenomenal rise in corporate "cash flow" funds—that is, funds available for investment after a corporation pays all of its costs and taxes. It was pointed out that in each of the two previous years the amount of cash flow funds available had exceeded actual investments by corporations, thereby demonstrating that the real problem regarding investments was not the lack of funds, but lagging purchasing power among consumers.

#### **Tax Cut Bill**

In 1963, Congress started work on the now famous tax cut bill proposed by the late President John F. Kennedy to stimulate the economy. The national AFL-CIO strongly supported the tax cut, but argued that most of it should go to low- and moderate-income groups to boost lagging consumer purchasing power. However, as the measure moving through the House, it became apparent that the "mix" of the tax cut would be more heavily oriented toward savings and investments through the combination of a corporation tax cut (on top of the 1962 corporation tax credit) with an across-the-board personal income tax cut that sharply reduced the tax rate in the top income bracket. Thus, throughout 1963, when the measure was being pushed through the House, the AFL-CIO worked toward a more equitable distribution of the tax cut benefits for

low- and moderate-income families. Only limited success was achieved, and with the active support of the Federation, the equity battle was carried to the Senate.

Action on the tax cut bill was delayed in the upper house by the Senate Finance Committee Chairman who refused to let the bill out of Committee until he was forced to do so by public opinion, following the assassination of President Kennedy. Finally, during the first week of February, 1964, the Senate passed an \$11.6 billion tax cut, and the measure was then sent to Conference Committee to reconcile differences with an \$11.1 billion House-passed measure. In the upper house, the Federation supported the national AFL-CIO's efforts to secure a number of improvements in the distribution of the tax cut, but again only limited progress was possible. The Conference Committee approved an \$11.5 billion compromise measure, which was signed into law by President Johnson during the latter part of February.

Despite provisions benefiting workers, it was recognized that the majority of the taxpayers would actually realize less than half of the total tax cut because of the heavy emphasis on savings and investments. This was sharply criticized by the national AFL-CIO and the Federation, but, on balance, it was recognized that the tax cut bill that passed, despite its many deficiencies and poor "mix," was far better than no bill at all.

Since the passage of the tax cut, organized labor has argued strenuously for a vast expansion of government expenditure programs to supplement the tax cut and make up for its deficiencies at the consumer purchasing power end. It has been pointed out that in the coming year, the heavy emphasis of the tax cut measure on the side of investments, without any significant offsetting increase in consumer buying power could precipitate another downturn if a further imbalance between investments and purchasing power is created.

#### **Public Works**

The shortcomings of Congress in developing expanded federal programs to meet mounting social and public needs in education, housing, health, education and welfare, etc., has sharpened the focus of attention on the accelerated public works bill initially passed by Congress in 1962, but still waiting renewal by the current Congress.

In 1962, the 87th Congress authorized the \$900 million job-creating emergency

public works acceleration program as a small step in the direction of alleviating unemployment, but the Congress actually appropriated only \$400 million of the authorized amount. The late President Kennedy pressed Congress for the additional funds and obtained \$450 million of the remaining \$500 million in May of 1963.

Following this supplemental appropriation, 13 California counties designated as areas of substantial unemployment became eligible to receive federal aid for accelerated local public works: Del Norte, Fresno, Humboldt, Lassen, Mendocino, Plumas, San Benito, San Diego, San Joaquin, Sierra, Siskiyou, Stanislaus, and Trinity. The Federation urged full use of the limited federal funds made available to the state, and joined with the national AFL-CIO to press for Congressional renewal of the program, with a \$2 billion expanded appropriation.

The Federation has pointed out to the California delegation that the addition of state and local matching funds to the federal appropriation would result in construction spending of \$3 billion; thus directly creating some 300,000 jobs in areas of high, long-term unemployment, and indirectly creating another 150,000 to 300,000 job opportunities. In the face of continued high levels of unemployment, Congress, however, still has not renewed the program.

#### **Aged Health Care Under Social Security**

The long uphill struggle to secure enactment of a basic health care program for the aged under social security has been continued without any relaxation of efforts. The King-Anderson bill was reintroduced in 1963 following renewal of the late President Kennedy's appeal for enactment of such legislation. President Johnson, in turn, has given it high priority.

The House Ways and Means Committee held five days of hearings on the King-Anderson bill in November, 1963. In preparation for this hearing, the Federation urged a "torrent of mail from all segments of the public" demanding enactment of the legislation. Union members, it was pointed out, "must carry the ball on this issue by contacting their relatives, neighbors, and friends and urging them to write their representatives in both houses of Congress in behalf of this urgently needed program." The Federation also urged affiliated organizations to give broad distribution to a new

AFL-CIO leaflet explaining the measure, and also to make use of a new King-Anderson film available from the AFL-CIO. The labor press, through the Federation's Weekly News Letter, was provided with up-to-date information on the gross inadequacies of the Kerr-Mills program supported by the American Medical Association, and Governor Brown presented testimony before the House Ways and Means Committee which clearly established that the Kerr-Mills approach to medical care for the aged "is not and can never be the answer to this problem" even in a wealthy state like California. His testimony noted that three years of experience with California's Medical Assistance to the Aged program under the Kerr-Mills has demonstrated that the Kerr-Mills public assistance approach will not solve the older citizen's need for costly, comprehensive medical care at a time in his life when he is least able to afford it.

Despite the broad support for the King-Anderson bill demonstrated throughout the nation, the House Ways and Means Committee nevertheless withheld action, after its five days of hearings in November, 1963. Last month, the Committee again shelved the measure by giving precedence to a \$1 billion, 5 percent boost in social security benefits to retirees.

Nevertheless, the Federation has pointed out to affiliates that "medical care for the aged through social security is not dead for this session of Congress yet, by a long shot." In reviewing the action taken by the Ways and Means Committee, it was pointed out that there is still a good chance for the Senate to revive the medicare issue when the social security liberalization bill approved by the House Ways and Means Committee reaches the Senate. It was noted that the action to shelve the medicare bill was initiated by Representative Cecil R. King himself to avoid a vote that would have spelled defeat for the measure. Representative King pointed out: "We knew we didn't have the votes. If the Senate adds a hospitalization program to the measure there will not be a record of a Committee rejection in the House."

While continuing to press for action, the Federation in the meantime has cautioned active and retired union members to be wary of high pressure advertising campaigns seeking to stampede people over 65 into buying voluntary health insurance. Such deception was particularly evident in March of this year, when the private carriers were pressing for enrollments in their new so-called "Western

65 Plan." The points to be wary of in the sales pitch were carried in the Federation's Weekly News Letter.

#### **Davis-Bacon Amendment**

The prolonged drive of the building trades to include fringe benefits under the Davis-Bacon Act was successfully concluded this July when President Lyndon B. Johnson signed such legislation into law. The new legislation directs the Secretary of Labor to include in prevailing rate determinations the area pattern of employer costs for benefits, including medical or hospital care; pensions; life, disability, and sickness and accident insurance; vacation and holiday pay; unemployment benefits; and apprenticeship or other similar training programs. Other benefits may be included if they are the pattern in the area.

A letter supporting the legislation was sent by the Federation to the entire California delegation last October when the bill was being held up in the House Rules Committee. The Rules Committee finally released the measure on December 10th, just prior to adjournment of the first session of the 88th Congress. This development was immediately called to the attention of all central labor and craft councils in the state by the Federation. It was pointed out that the measure, H.R. 6041, authored by Congressman James Roosevelt, was expected to come up for floor action in the House shortly after Congress reconvened in January, 1964. Your Secretary-Treasurer noted in the letter that it was important "that all organizations urge their Congressmen to vote for the Roosevelt amendments (H.R. 6041) to the Davis-Bacon Act, as passage by the House is dependent upon obtaining a strong 'Aye' vote from the California delegation to offset negative voting from unorganized areas of the nation."

H.R. 6041 was passed by the House of Representatives during the latter part of January. Approval in the Senate was won by voice vote with strong bi-partisan support.

#### **Fair Labor Standards Act**

In 1963 the House General Labor Subcommittee headed by Congressman Roosevelt began hearings to extend the coverage provisions of the federal Fair Labor Standards Act. The major focus was on the extension of coverage to employees of hotels, motels, restaurants, laundries and cleaning establishments.

At hearings in Los Angeles in December 1963, the Federation presented a

lengthy statement to the Subcommittee calling for the extension of full coverage not only in the above categories, but to all of the 18 million U.S. workers who are currently denied the protection of the law, but who fall within the scope of the interstate commerce clause. The Federation's statement pointed out that the inadequacy of present FLSA coverage cannot be measured simply by comparing the 18 million workers presently excluded to the 27.5 million technically covered at present, because "the great bulk of those presently excluded are precisely the ones the most in need of it." Detailed data was presented to the Committee to demonstrate the low wages being paid in categories of employment still outside of coverage.

In Washington, D.C., recently, the AFL-CIO's Legislative representative also appeared before the Roosevelt Subcommittee in support of the coverage-extension bill. Repeatedly, both the national AFL-CIO and the Federation have pointed out that both extension and updating of the Fair Labor Standards Act are absolute essentials if the declared war on poverty is to be fought successfully. The AFL-CIO is calling for a \$2.00 minimum hourly wage and is urging extension of full wage-hour protection to all workers employed in industries engaged in interstate commerce who are now denied such protection, especially those working in hotels, motels, restaurants, laundries, cleaning establishments, hospitals, and small lodging operations. The AFL-CIO is also pressing for minimum wage and maximum hours protection for farm workers and agricultural processing workers, and an end to the seasonal overtime exemption for the food processing industry.

An important part of this effort to modernize the FLSA is the full scale drive launched by the AFL-CIO to cut the standard work week to 35 hours without a reduction in take-home pay—and to help create more job opportunities by requiring double-time pay for overtime work. The drive is being pushed at the collective bargaining table and in Congress by amendments to the Fair Labor Standards Act.

#### **Rapid Transit**

Rapid transit is a major social need in traffic-choked cities and metropolitan areas. In supporting enactments of legislation to provide federal aid to help develop mass transportation facilities, the AFL-CIO has insisted that such legislation

must include satisfactory labor protection provisions.

In April, 1963, the Senate passed a measure to set up a \$375 million, three-year federal matching grant program to help states and local communities expand and improve mass transit facilities and services. Senate approval followed adoption of an amendment sponsored by Senator Morse to protect workers affected by the transit aid program. In this connection, the Federation had wired urging Senators Kuchel and Engle to vote for the Morse amendments and support the rapid transit bill as amended.

Near the end of May the Federation sent a letter to the entire California delegation in the House of Representatives urging similar action in regard to H. R. 3881, the Urban Mass Transportation Act of 1963, which was cleared to the floor by the House Rules Committee for an early June vote. Protective provisions for workers patterned after the Morse amendments in the Senate were adopted, and the \$375 million rapid transit program was approved by the House and sent to the President for signature.

#### **Equal Pay For Women**

Equal pay for equal work legislation, supported by the Federation, was approved by both the Senate and the House in May of 1963, and signed into law. This new federal statute requires equal pay for "equal work on jobs the performance of which requires equal skill, effort, and responsibility, and which are performed under similar working conditions, except where a wage differential is based on any factor or factors other than sex," such as seniority, merit or piece work. It prohibits any wage equalization by wage reductions.

The new law went into operation on June 10, 1964, except where affected workers are covered by a collective bargaining agreement in effect thirty days prior to the enactment date, June 10, 1963, in which case the law becomes effective June 10, 1965, or at the termination of the contract, whichever comes first. Coverage of the Equal Pay Law is restricted to those covered by the Fair Labor Standards Act; thus exempting employees in agriculture, hotels, restaurants, laundries, small retail establishments, and administrative or managerial jobs not covered by FLSA wage-hour protections.

#### **Mental Health**

A \$329 million four-year program supported by the Federation and the AFL-

CIO to help build community mental health centers, research and treatment centers for mental retardation, and to train teachers of the mentally retarded and other handicapped children was approved by the Congress in October and signed into law in November, 1963, by the late President John F. Kennedy, shortly before his assassination. Unfortunately, prior to passage, a \$427 million eight-year program to help pay initial staffing costs in the new community mental health centers was deleted.

As was pointed out in the Federation's Weekly News Letter, the new federal aid can be put to immediate use through the Short-Doyle program that has been in operation for several years in California.

#### **Price Fixing and Consumer Legislation**

As part of the Federation's many activities on behalf of consumers, covered under the appropriate section of this report, the Federation played a major role in defeating legislation before the Congress to again legalize price fixing under the name of "Quality Stabilization." In a May 1963 News Letter story, the Federation publicized the fact that many big manufacturers and established retailer associations were using this high-sounding slogan to revive so-called "fair trade" laws, declared unconstitutional in nearly half the states.

The measure, H. R. 3669, won almost immediate approval from the House Interstate Foreign Commerce Committee and was referred to the House Rules Committee. Following this action, the Federation, in cooperation with consumer groups and the national AFL-CIO, launched an intensive educational effort to block the anti-consumer measure.

The Federation's opposition was communicated to the entire California delegation. In a press release issued in September, your Secretary-Treasurer pointed out that "despite repeated decisions by state and federal courts that so-called 'fair trade' laws are nothing but illegal price-fixing measures, an amalgamation of lobbies represented by some 70 U. S. trade associations is on the verge of getting Congress to pass a bill to let manufacturers fix prices on trademarked products at the consumers' expense."

The Federation warned that "they have draped the old goose in a new garb and dubbed it 'quality stabilization' instead of 'fair trade' but it still boils down to price-fixing, excessive profiteering, and violation of the basic principle of a free, competitive system."

Special efforts were made to publicize the dangers of the bill through the labor press. Also, in September 1963, a letter was directed to all central labor councils, district and state bodies, to contact the two California members of the House Rules Committee urging them to kill the measure. It was pointed out that in testimony against a Senate version of the bill, AFL-CIO Legislative Director Andrew J. Biemiller, warned that "enactment would result in price increases that would cost consumers an estimated \$14 billion a year." Biemiller was also quoted as pointing out that "the so-called 'quality stabilization' bill would not help the small businessman as its proponents claimed. On the contrary, the small retailer would not be permitted to cut prices on manufacturer-branded products and therefore would not be able to compete with big retailers who sell the same product under private brand names at lower prices."

Through continued pressure maintained on Congressmen, it has been possible to hold the bill in the House Rules Committee. Although the measure is still technically alive, the Senate Commerce Committee in June this year tabled the Senate companion to the House measure, in response to the strong opposition generated by organized labor and consumer groups. This Senate action is presumed to have killed the bill for the session.

Also at the federal level, the Federation has extended strong support to "Truth-in-Packaging" and "Truth-in-Lending" legislation.

We have pointed out in regard to "Truth-in-Packaging" legislation that deceptive packaging steals money from the housewife's purse and raises the cost of basic items in the family budget. Too often, the consumer is unable to determine the quantity he is buying, and therefore unable to compare prices. In 1963 the Senate Anti-Trust and Monopoly Subcommittee approved the Hart bill to correct deceptive packaging practices revealed in major hearings held in 1961 and 1962. However, the full Senate Judiciary Committee has failed to act on the Subcommittee's recommendation.

Regarding "Truth-in-Lending" legislation, the Senate Banking Subcommittee held hearings on the Douglas bill to require that the full cost of credit be stated in terms of simple annual interest on the declining balance, so that consumers may know exactly what rate they are paying when they borrow money. However, late in June this year, the Senate unit voted to shelve the bill on an 8-6 vote. Despite

the fact that both the late President John F. Kennedy and President Johnson, as well as organized labor and a growing number of consumer groups, have worked vigorously to bring this measure to the floor for a vote of the full Senate, lobbyists for banking and lending institutions have been successful thus far in keeping the measure bottled up in Committee.

### Water Development

The Federation, in cooperation with the national AFL-CIO, has continued to advance before Congress its position that federal responsibility for water resources development is paramount, and that this national authority must supersede narrow concepts of states' rights that make comprehensive, multiple-purpose resources impossible. In pressing for federal projects, we have argued that there can be no effective solution to California's water and power problems outside of a coordinated basin-wide approach within the framework of a United Western Water Development Plan. At the same time we have insisted upon the full application of federal anti-monopoly protections in the distribution of water and power benefits to regulate and preclude the enhancement of private utility interests and the economic and political power of giant landholders who feed on poverty and mock our concepts of economic justice and liberty.

Accordingly, the Federation has supported before Congress all water resource development projects that are consistent with these objectives. Monopoly interests, on the other hand, have delayed projects in order to escape regulation. Wherever necessary, the Federation, working closely with the AFL-CIO Legislative Department, has taken the lead in defending the public welfare.

Specific defensive action became necessary this May in connection with the San Luis Project in the San Joaquin Valley where the dominant large landholders in the federal service area are seeking to evade the requirements of the federal 160-acre limitation in reclamation law. The following letter was sent to the entire California delegation:

May 7, 1964

"Organized labor's historic opposition to land and water monopoly, dating back to the 1870s in California, compels us at this time to call upon our representatives in Congress to again protect the public interest. The dominant monopoly landholders in the federal service area of the San Luis Project, with

the apparent cooperation and blessings of the U. S. Secretary of Interior, are dangerously close to flouting the will of Congress in regard to the enforcement of the anti-monopoly provisions of federal reclamation law.

"Specifically, the matter at hand concerns a \$157 million contract between the Bureau of Reclamation and the Westlands Water District for federal construction of the district's distribution system within the federal San Luis service area. The contract has been approved by Secretary of Interior Stewart L. Udall and has been submitted to Congress under the provisions of the San Luis Project Act (P. L. 86-488), which provides for a legislative "oversight" or review period not to exceed 90 days.

"You may recall that during the historic San Luis debate, although there was considerable controversy regarding the so-called state service area, there never was any question about full application of the excess lands provisions of reclamation law to the federal service area, which is now in question. The Westlands contract would hoodwink Congress into accepting 'paper' enforcement of the anti-monopoly protections while laying the groundwork for effective and inevitable evasion of the law. The contemplated method of evasion is so obvious that we find it difficult to understand the indifference displayed by the Department toward Congress and the law of the land in submitting the contract for review.

"As the San Luis debate brought out, the federal service area includes almost a half million acres of irrigable land, the great bulk of which is in excess lands and therefore not eligible to receive water without the signing of a recordable contract enforcing reclamation law. The Southern Pacific alone owns about 120,000 acres in the federal service area and approximately 65,000 of these acres are within the Westlands Water District, which itself embraces some 340,000 irrigable acres or more than two-thirds of the federal service area. As much as 360,000 acres in the entire federal area is in excess land holdings.

"Under these circumstances, effective enforcement of reclamation law requires that the recordable contracts be obtained prior to the construction of the distribution system. The fatal flaw in the Westlands Water District contract, as submitted by the Secretary of

Interior, is that it provides for the distribution system first without any known or reported efforts on the part of the Department to obtain the recordable contracts from the excess land-holders. In fact, once the distribution system is constructed, the water would percolate freely into the deep wells of the excess landholders, so that enforcement would be virtually impossible. This classic method of circumventing the excess lands law was threatened by former Senator Sheridan Downey as long as 20 years ago. It should not be adopted by the Secretary of Interior now. Nor should it be condoned by the Congress.

"Only a few months ago the Department of Interior issued a report on the tremendous potential for the underground storage of water in the San Joaquin Valley, including the service area of the San Luis Project. Now the Department advances a contract that would allow the dominant excess landholders of the San Luis service area to use this underground storage capacity to make a mockery of the policy decision of the Congress to apply the full scope of reclamation law to the San Luis Project.

"The amount of subsidies that would accrue to the excess landholders is easily calculated. By enacting Public Law 86-488 in 1960, Congress authorized spending up to \$290 million for construction of the so-called federal portion of the San Luis unit, and an additional \$192 million for water distribution and drainage system for the area. Considering the acreage involved in the service area, this amounts to a capital investment of approximately \$1,000 in interest-free funds per irrigable acre. Since the interest saved by landholders over the payout period roughly equals the investment, the public subsidy to each landowner is \$1,000 per acre. If Congress permits the Secretary to administer the Project along the lines proposed in the Westlands Water District contract, the owners of excess lands in the federal service area will in effect receive a subsidy of about \$360 million to which they are not entitled under the law. The Southern Pacific stands to benefit by a potential subsidy of \$120 million.

"Is this what President Johnson had in mind when he declared an all-out war on poverty? We think not. His poverty program actually envisages making land available for family farms to

help alleviate rural poverty. This is also one of the basic purposes of reclamation law. If the President's poverty program is to have any meaning in rural areas, it is vital that the President's Secretary of Interior be required to enforce the excess lands provision.

"It is to be noted that the Southern Pacific Company has stated that its 'lands are not being offered for sale.' The railroad company has informed Congress that although prepared 'to cooperate in any equitable and reasonable water program,' it found 'serious inequities in reclamation law,' with the acreage limitation provisions obviously in mind. Organized labor does not regard acreage limitations as 'inequitable.' Neither does the U. S. Supreme Court, which pointed out in the *Ivanhoe* case in 1958:

'... the claim of discrimination in the 160-acre limitation, we believe... overlooks the purpose for which the project was designed. The project was designed to benefit people, not land. It is a reasonable classification to limit the amount of project water available to each individual in order that benefits may be distributed in accordance with the greatest good to the greatest number of individuals. The limitation insures that this enormous expenditure will not go in disproportionate share to a few individuals with large land holdings. Moreover, it prevents the use of the federal reclamation service for speculative purposes.'

"But irrespective of equitability or inequitability, acreage limitation is the law, and it is the responsibility of the Secretary of Interior to enforce the law, not to corrode it. As the final report of the Kennedy-Johnson Natural Resources Advisory Committee pointed out in 1961:

'The reclamation of land should be restored as an essential part of our natural resources program under historic policies initiated by Theodore Roosevelt to control speculation and monopoly as a means of assuring the greatest good to the greatest number of people.'

"Further, the provisions of the San Luis Act authorizing funds for distribution facilities specify that the Secretary is to submit 'a contract' not a succession of contracts at various times, covering distribution facilities for various portions of the federal serv-

ice area. The Westlands Water District contract, with all its shortcomings, fails to meet this requirement also.

"The only way Congress can exercise intelligent legislative review is to have before it for simultaneous consideration the proposals both for water allocations and for construction of the water distribution system, together with all relevant facts, including the extent and location of all lands that are eligible and ineligible to receive project water, whether by surface delivery or by percolation.

"The issue at this point is whether excess landholders or the Congress is going to determine the policies governing federal appropriations for private benefit. When the landholders wanted Congress to authorize funds, Congress was given repeated and fullsome assurances that the acreage limitation would be enforced.

"We therefore urge:

(1) that the Westlands contract be returned to the Secretary of Interior without approval; (2) That weakening clauses such as the one which refers to delivery of percolating water as 'unavoidable,' be eliminated in any future contract; (3) That the Secretary of Interior be required to submit the Westlands file to the Congress prior to decision; and (4) That no contract be accepted that does not cover the entire federal service area and that does not clearly indicate the lands to be served, together with the status of recordable contracts necessary to qualify excess lands to receive water.

"Your careful consideration of this matter would be greatly appreciated..."

The Federation's appeal drew immediate support from numerous farm, religious, veterans, and civic organizations in Washington, D. C., and California, including among them the following: The National Catholic Rural Life Conference; the National Grange and the California State Grange; the American Veterans' Committee; The Veterans of Foreign Wars; the National Advisory Committee on Farm Labor; the National Sharecroppers Fund; the Western Water and Power Council, and others. By joining together under the leadership of the national AFL-CIO Legislative Department, these forces prevailed upon the U. S. Senate Subcommittee on Irrigation and Reclamation to hold public hearings on the Westlands Contract in Washington, D. C., on July 8.

Voluminous testimony was submitted



by the above organizations and others, led by Senator Gaylord Nelson (D. Wis.), as a member of the Subcommittee. The national AFL-CIO itself testified at the July 8 hearings, demanding withdrawal of the contract as an outright "giveaway" of federal irrigation water to big landholders, in direct violation of the San Luis Project Authorization Act. A wire to the Subcommittee from the Federation was read into the record by the national AFL-CIO representative who appeared before the Subcommittee. It stated in part:

"California Labor Federation strongly supports position to be presented by national AFL-CIO . . .

"Arguments of contract proponents, as expressed repeatedly by Ralph Brodie on behalf of large landholders and repeated by others, contest our statement that water would seep into the lower water zone from which large landholders pump. Mr. Brodie ridicules this by referring to the so-called impervious layer of diatomaceous clay, known as Corcoran Clay, that separates the upper water zone from lower zone. This argument would make sense only to a person unfamiliar with the area. We have contacted Department of Interior geologists in Sacramento and they point out that Corcoran Clay 'leaks like a sieve' because the casing of two-thirds of existing wells is perforated above and below the clay. While the water above the clay is of poor quality, its mixture with water below the clay makes it usable for irrigation. We call to your attention specifically the diagram on page 427 of Geological Survey Water-Supply Paper 1360-G by the Department of Interior, and the following quote from page 479 of the Survey: 'Ground waters contained in the deposits of the lower water-bearing zone originally were effectively separated from overlying waters throughout most of the Mendota-Huron area by a diatomaceous clay. However, most wells tapping the lower water-bearing zone admit water from the upper water-bearing zone either through perforations or casing leaks above the clay, or down the gravel envelope through the clay. Because of the large head differential developed by the heavy pumping from the lower zone, these upper-zone waters move down to the lower zone when the pumps are idle and are drawn back into the wells when pumps are operating, resulting in mixing of the waters with high concentration of solids of the upper zone with the less-concentrated na-

tive waters of the lower water-bearing zone.' . . .

"The San Luis Authorization Act requires enforcement of the law and does not suggest that we leave it to the possibility of economic sanctions in the vague and distant future. If proponents have so much confidence in economic sanctions they should not be opposed to a clear indication of acceptance of enforcement at this time. Further, omissions of the past of the Department regarding enforcement should not be made the basis for future non-enforcement in an area thoroughly dominated by excess landholders."

Although the hearing thoroughly exposed the contract, there is no indication at this writing as to whether or not the Subcommittee will reject the contract. Senator Gaylord Nelson has indicated that he will carry the matter to the floor of the Senate if no action is taken. In supporting the Senator, the national AFL-CIO has also taken the issue to President Lyndon B. Johnson in a direct appeal that he require the Department of Interior to withdraw the Westlands contract and negotiate a new one consistent with the requirements of reclamation law. In this regard, the Federation has supported the national AFL-CIO with the following wire to President Johnson:

"Hearings of U. S. Senate Subcommittee on Irrigation and Reclamation July 8 completely exposed Westlands contract regarding distribution facilities in federal service area of San Luis project. If this contract is allowed to stand it will spell the end under your Administration of anti-monopoly enforcement in water development.

"Secretary of Interior Udall's approval of Westlands contract makes a mockery of your war on poverty in California's rich San Joaquin Valley. Making lands available for family farms requires full and effective enforcement of excess lands provision of reclamation law in federal water development projects, undertaken directly or in cooperation in states.

"It is most urgent that your office look into the Westlands contract and the activities of the Department of Interior that are leading us down the road to abandonment of historic water development policies designed to protect the public against subversion of their political and economic rights by monopoly landholders."

## STATE LEGISLATURE

Your Secretary-Treasurer's report on the 1963 general session of the California Legislature was printed in the "Sacramento Story—Labor and the Legislature," which was distributed to all affiliates in December of 1963. The attention of all affiliates is directed to this report for a detailed accounting of the session.

### Special Meeting on Legislative and Political Problems

As reviewed in the Executive Council's report to the Convention, a special Conference on Legislative and Political Problems was held in San Francisco at the Sheraton-Palace Hotel on December 5, 1963, attended by some 150 representatives of central labor bodies, craft councils and international unions. The Conference was not an official policy session of the California Labor Federation but was called to review developments during the past year and arrive at a broadly-based consensus of opinion on what might be done to promote unity of action in both the legislative and political fields. As such, the conference had no official standing. Its scope included programming of legislative activities in reference to the 1964 special session which the Governor indicated he would call concurrently with the budget session.

The consensus of the special conference was strongly in favor of a request's being made of the Governor to include the social insurance programs on the special session call, in view of the failure of the 1963 Legislature to update these programs. The consensus was in turn left to the Executive Council for implementation. (See Executive Council report.) It should be noted here that, although the entire Executive Council met with the Governor in January 1964 to urge him to include proposals for making urgent improvements in unemployment insurance, unemployment disability insurance and workmen's compensation in a special session call, the Governor failed to take the desired action.

### 1964 BUDGET AND SPECIAL SESSIONS

As anticipated, a special session of the Legislature was called to run concurrently with the budget session, and the budget session itself was forced into a second special session because of the failure of the Legislature to reach agreement on the state budget for fiscal year 1964-65 prior to the mandatory adjournment date. As a result, the Legislature was in almost

continuous session from February through most of May. Adjournment on May 23, in fact, marked it the longest special session in the state's history—92 days.

For the second year in a row, a wilful minority in the Assembly capitalized on the two-thirds vote required by the Constitution for passage of the budget bill, to dictate several reductions in the budget, after forcing it into special session. This tactic, and the problems encountered generally during the long period in which the Legislature was in session, have given rise to serious discussions concerning the inauguration of annual general sessions of the Legislature. The issue is under consideration by a Constitutional Revision Commission established by the Joint Committee on Legislative Organization, under a resolution adopted in 1963. Both your Secretary-Treasurer and President are currently serving on the Commission.

Perhaps the greatest single shortcoming of the legislature was the failure of the Governor and the legislature to heed the request of the California Labor Federation Executive Council to include social insurance programs on the special call. Failure to improve the benefit structure in the unemployment insurance and workmen's compensation programs leads to further inequities. Each year that the weekly benefit amounts are maintained at an artificially low level, more and more workmen find themselves drawing a smaller and smaller percentage of wage replacement. It also aggravates the problem of winning increased benefits because the larger number of persons pressed against the upper limits on the programs brings forth larger and larger cost estimates each time that increases are proposed.

The Governor's new \$3,653,609,452 budget was merely \$19 million less than the administration requested in April and is expected to leave a \$12 million surplus at the end of fiscal 1965. The minority succeeded in killing a small proposed increase in the inadequate budget of the Consumer Counsel, and placed an arbitrary ceiling on social welfare expenditures.

The legislature also passed a bill (SB 60) which revises the present 50-50 split of Tidelands Oil proceeds between the state and the city of Long Beach. The measure provides that 85 percent of the net revenues are to go to the state and 15 percent to the city, with a limit of \$250 million during the next 35 years on the city's share. Critics of the bill charge

that it sets up procedures allowing one company or combine to get control of about 80 percent of the field while five other bidders would share in the remaining 20 percent. Opponents of the bill claim that it will create a monopoly situation in the Long Beach oil fields.

The following reviews the sessions' major activities in the fields of education, taxation, housing, and other areas of interest to labor:

### Education

The 1964 Legislature was characterized by the usual division in the "education" lobby. The school administrators, speaking through their own organization and also through the California Teachers' Association (CTA), were able to defeat AB 46 (Unruh), a measure designed to require unification of California's redundant 1585 school districts into slightly over 100 efficient units.

The Governor's countywide school tax equalization proposal, embodied in SB 65, was defeated again by a coalition of conservative educationists such as Superintendent of Public Instruction Maxwell Rafferty and certain large corporations which desire to keep their industrial islands confined in school districts which contain few children.

Some important education measures, however, were passed by the 1964 legislature. The unrealistically low state statutory limits on school taxes were raised for the first time since 1937. A \$260 million state bond issue for school construction was placed on the November ballot.

Furthermore, the largest education finance bill in the state's history was approved in AB 145 (see below). This bill, which also provides for some significant reforms in the areas of district unification and classroom size, allocates \$51.7 million in additional state aid for fiscal 1965, and an added \$120 million more per year in subsequent years. It was strongly supported by the California State Federation of Teachers which also had backed the mandatory unification bill.

Unfortunately, the legislature was unable realistically to come to grips with the problem of lop-sided distribution of assessed values among school districts by means of a countywide equalization tax. However, it is hoped that the consolidation of school districts prompted by the "stick and carrot" approach of AB 145 will produce some equalization of assessed valuations.

The CTA drew an unusual amount of wrath from the legislature by collecting a sufficient number of signatures to place another school financing initiative on the ballot. Similar to a successful 1952 ballot proposition, the initiative, among other things, would have increased basic aid to all districts from \$125 to \$135 per a.d.a., thus aggravating the equalization problem and providing more state aid without necessary reforms such as classroom size reduction.

The ballot measure, which was estimated to produce \$200 million per year, was dropped by CTA with the statement that if the Governor signed AB 145 by June 4, they would drop their money measure. There was never any doubt that the Governor would sign the bill. The \$200 million CTA initiative, if it had not been withdrawn, also would have endangered \$790 million in state bond issues already on the November ballot.

Major education bills considered included the following:

AB 32 (Song) proposed to reduce the requirement for voter approval of school district bonds from the present  $\frac{2}{3}$  vote to a 60% majority. Died on file on Assembly floor.

AB 37 (Donovan) increases the maximum school tax rates for those elementary school districts, high school districts and unified districts whose expenditures for 1963-64 were below prescribed levels. It allows increased expenditure without resorting to an override election and is the first increase in maximum limits since 1937. Passed; Chapter 100.

AB 69 (Gaffney) raises the minimum salary for credentialed teachers from \$4500 to \$5000. Passed. Chapter 126.

AB 120 (Garrigus) places a \$260 million school construction bond issue on the November ballot. The Republican minority, with some bi-partisan support, attempted to place this bond issue on the June ballot, thereby requiring the California Real Estate Association's initiative to legalize discrimination in housing to be voted at the primary election. An opinion by the legislative counsel ruled that if any bond issues or other statewide issues were placed on the June ballot, all qualified initiatives would also have to be placed on the same ballot.

The civil rights forces were able to circumvent the June vote with the assistance of the Governor, who insisted that all ballot measures be put to the people in November to allow more time for airing

the issues and mobilizing forces against the CREA initiative.

Threatening to veto any June bond issues, the Governor, with the assistance of the majority leadership, successfully held up action until after the deadline for printing the June ballot had passed. This forced the intransigent minority finally to concede the votes to achieve the required  $\frac{2}{3}$  majority needed to place the \$260 million school construction bond measure on the November ballot. Chapter 148.

**AB 128 (Elliott)** allows an override tax to be levied for expenditures to grant duty-free lunch periods for teachers. Passed. Chapter 35.

**AB 145 (Unruh)** provides an additional \$51.7 million to school districts during fiscal 1965, and an added \$120 million in fiscal 1966 and subsequent years. The bill increases the elementary and high school foundation programs by \$10 per student in average daily attendance (a.d.a.) and the junior college allowance by \$30 per a.d.a. An additional \$10 is granted for each child in grades 1, 2 and 3, contingent on reduction of classroom size. In fiscal 1966, all unified districts in existence, along with newly unified districts which meet certain standards, will receive a bonus of \$15 per a.d.a.

Adult education is enriched for the first time since 1957, with an increase of \$10 per a.d.a. The \$10 per a.d.a. in grades 1, 2 and 3 requires reduction of class sizes to 33 pupils per class in 1965-66; 32 in 1966-67; 31 in 1967-68; and 30 per class in 1968-69 and thereafter.

All areas having separate elementary and high school districts are required to hold an election on approved unification proposals by July 1, 1966, and districts failing to consolidate will be subjected to an equalization tax of 60c on elementary districts and 50c on high school districts. The proceeds of the penalty tax are to be redistributed within the proposed unified area on the basis of need, and sub-portions of the district which did vote for unification will be eligible for the \$15 bonus granted to unified districts. Passed. Chapter 132.

### Taxation

The 1964 session was marked by some minor, but worthwhile changes in the personal income tax law; by defeat of legislation to require the insurance industry to carry its fair share of the tax load; and by the usual rash of proposed increases in the state sales tax. These

latter bills, like those in earlier years, were neatly tied to increased revenues to support the public schools. The sales tax increase proposals and bills designed to increase the tax on cigarettes were all killed in committee. However, their presence served notice that when the next crisis in state taxation arrives, a strong array of forces will be working to foist increased consumer taxes and an increased sales tax on the public in lieu of increased income and corporation taxes.

**SB 30 (O'Sullivan)** reduces or eliminates state income taxes for 1.1 million low income Californians by providing for raising the minimum income requirement for filing a return to \$2000 in adjusted gross income for single persons and \$4000 for married couples; also provides a flat standard deduction of \$500 for single taxpayers and \$1000 for couples and heads of households. The measure cuts revenues by about \$2.75 million and eliminates payment of any income tax by 120,000 Californians in the lowest income range. (**AB 35 (Petrus)**, the Assembly version, was passed by that house and merged with **AB 30**.) Passed. Chapter 93.

**SB 31 (O'Sullivan)** proposed to eliminate the so-called "home office deduction" enjoyed by insurance companies. The bill and the necessary constitutional amendment (SCA 1) accompanying it were designed to end the abuse of a provision allowing insurance carriers to deduct the real estate taxes paid on their "home office." The proposal would have raised an estimated \$2.5 million in revenue by limiting the deduction to those taxes paid on the portion of the property actually used by the company.

The insurance lobby was able to kill this equitable tax measure for the second year in a row by referral to interim study.

**SB 69 (O'Sullivan)** is a Personal Income Tax Conformity Bill, making a number of changes in the deductibility of various items from gross income. Of most interest to wage earners is a provision allowing state taxpayers, for the first time, to deduct stipulated portions of sick leave pay from gross income.

This tax break, which is worth about \$800,000 is offset by the loss of certain deductions formerly enjoyed. However, many of the deductions eliminated are of a nature enjoyed by high income persons in the executive range. Examples of these deductions are the taxability of insurance premiums paid by an employer for group life insurance in excess of

\$50,000 coverage; the deductibility of the first \$100 of casualty losses; taxation of part of the gain from sale of real property which formerly enjoyed a so-called "tax shelter" on property which was depreciated on an accelerated basis; loss of deduction of the interest paid on loans to pay premiums on life insurance contracts; and tightening of the rules for qualifying stock options for capital gains treatment.

Included in the bill are certain provisions favorable to active and retired wage earners, such as an increase in the retirement income credit granted to married couples living in retirement; allowing the deduction of interest on loans made in connection with college tuition payments; full deduction for drugs and medicines bought by taxpayers over 65; liberalization of child care expense deduction; allowing computation of taxes by averaging income over a five year period; and exemption of the gain on the first \$20,000 of the proceeds from the sale of the home of persons over 65.

On the minus side, various minor state and federal taxes which were formerly deductible are included in gross income. On an over-all basis, the bill can be considered to be a definite break for wage-earners since they do not utilize many of the deductions formerly allowed. (AB 142 (Petris), the Assembly version, passed the lower house and was merged with SB 69.) Passed. Chapter 140.

**AB 89 (Britschgi)** proposed 1-cent increase in the sales tax to provide revenue for the Public Buildings Construction Fund, with any increased revenue in excess of \$200,000,000 going to the State School Fund. The bill was held by the Assembly Committee on Revenue and Taxation.

**AB 103 (Ashcraft)** attempted to raise the sales tax by 1% to raise an additional \$300 million for the schools. Passed Assembly Education Committee but was killed in Ways and Means, by referral to interim study.

**AB 151 (Garrigus)** attempted to place a sales tax on utility services, but was killed in the Assembly Committee on Revenue and Taxation.

**AB 157 (Henson)** attempted to increase cigarette taxes from the present 3 cents per pack to 7 cents and allocate the proceeds to local school construction. The bill was held by the Assembly Committee on Revenue and Taxation. **AB 84 (Marks)** also attempted to increase the cigarette tax.

## Housing

The legislature refused to enact even the modest housing bill proposed by the Governor (see AB 116 below). Lobbyists from the California Farm Bureau Federation, the California Savings and Loan, the California Bankers Association and the Home Builders Council of California persuaded the Assembly Ways and Means Committee that \$81,000 was too much to be spent on this social need. The bill, which was very weak itself, resulted in an even weaker compromise (SB 54 and AB 115), authorizing the Department of Finance to aid in securing federal funds for housing of farm workers, lumber workers and persons displaced by re-development agencies.

**AB 116 (Z'berg)** proposed establishing an Office of Housing and Community Development, but without any program authority. It provided for a skeleton office with two divisions known as the Division of Housing Standards and the Division of Housing Development, aided by an advisory Commission of Housing and Community Development consisting of 11 members, 6 of whom were to represent the home building industry, organized labor, lending institutions, real estate brokers, professional planners and architects; and 5 other citizens.

The bill proposed that the office absorb all of the duties presently held by the Division of Housing in the Department of Industrial Relations, and provided the office with the following generalized authority:

1. Research and continuous analysis of the housing and community development needs for rural and agricultural areas of the state.
2. Determination of what changes in federal and state laws are required to stimulate such housing programs, and, wherever appropriate, to submit to the Governor and to the legislature recommendations for changes in state and federal laws.
3. Encouraging programs to conserve and rehabilitate older rural housing.
4. Encouraging and assisting private non-profit organizations to undertake programs designed to meet the purposes of the proposed act.
5. Assisting cities, counties and other public bodies in the establishment of experimental or demonstration programs designed to provide such housing.
6. Advising and assisting public bodies

and private and non-profit organizations as to the availability and use of federal programs and funds.

Authority was provided in the bill to give the Office limited power to rent, lend or advance funds to any public body or non-profit organization for housing in experimental and demonstration housing programs designed primarily for low-income agricultural families, subject to the availability of such funds. The bill carried an \$81,383 appropriation and was killed in the Assembly Ways and Means Committee.

SB 54 (Stiern) initially was companion bill to AB 115 (Z'berg) (see Farm Labor), but was amended and enacted to allow the Department of Finance to aid in securing federal funds for the housing of not only farm workers but also lumber workers and persons displaced by public agencies such as Redevelopment Agencies. Passed. Chapter 129.

#### Barbers

AB 149 (Meyers) increase the salary of members of the State Board of Barber Examiners from \$6000 to \$8400. Passed. Chapter 146.

#### Building Service

HR 390 (Meyers) calls for a study of janitorial maintenance contractors and the need for state licensing and regulation of them. Referred to rules committee.

#### Butchers

AJR (Veysey) requested that Congress set quotas on beef and beef products at certain specified levels. Died in Assembly Committee.

SJR 4 (Symons) identical to AJR 7 above. Adopted. Chapter 38.

SJR 6 (Symons) requests Congress to set quotas on imported dressed lamb and mutton based on a specified formula. Adopted. Chapter 26.

#### Construction Workers

AB 177 (Meyers) provided that all workmen employed by the State in construction, repair or maintenance work must receive not less than the prevailing rates paid under collective bargaining contracts to persons doing similar work in private industry. Killed in Ways and Means.

ACR 6 (Young) requests the Personnel Board and the State College Trustees to review the basis for setting the rates for craft classifications so that proper weight

is given to prevailing rates. It also requests the authorities to consider adjustment of these rates at the earliest possible time. Adopted. Chapter 91.

ACR 7 (Belotti) resolves that the establishment of apprenticeship information centers is essential and supports the efforts on D. A. S. in establishing them. Adopted. Chapter 47.

ACR 40 (Meyers) requests the Personnel Board and the State College Trustees to receive and review newly compiled evidence on the appropriate salary classification of craftsmen in building trades groups at a public hearing called for that purpose. Adopted. Chapter 93.

SB 22 (Sedgwick) proposed permitting the Yuba County Water Agency to negotiate with the lowest responsible bidder in the event that the Board finds insufficient funds to permit award to the lowest bidder and rejects all bids on that basis. Died in Assembly Water Committee.

#### Tidelands

SB 14 (McAteer) appropriates \$75,000 for an investigation of fill problems and the future of the Bay by a newly created San Francisco Bay Conservation Study Commission. Passed. Chapter 98.

AB 19 (Petris) proposed banning any filling of the Bay until 90 days after adjournment of the 1967 session, and also proposed an advisory commission to make a study. Assigned to interim study.

AB 29 (Z'berg) unsuccessfully proposed a moratorium on San Francisco Bay filling, requiring permission of the State Land Commission for filling of land granted to subdivisions by the State. Died in Senate Committee.

AB 30 (Petris) proposed a flat 3-year ban on San Francisco Bay filling, referred to interim study.

#### Outdoor Advertising

SB 44 (Collier) provides the minimum controls on billboards necessary to qualify for \$8 or \$9 million in additional federal funds which are granted to states as a bonus for banning billboards. The act prohibits signs within 660 feet of the right-of-way of roads included in the national system of interstate and defense highways and is a compromise measure. AB 38 (Z'berg) and SB 26 (Farr) banned billboards within 800 feet of any interstate highway and also covered state highways. AB 38 was bottled up in the Senate Transportation Committee and the compromise measure was then agreed upon. Passed. Chapter 128.

### Prison Labor

ACR 39 (Bee) requested study of the impact of prison manufacturing on small industries and of the impact of enforced idleness. Died in Assembly Committee.

### Public Employees

AB 10 (Z'berg) removed the requirement for a certification that salaries in a classification be at least 5% below comparable salaries in private industry before increases may be made. Passed. Chapter 99.

### Transit Workers

AB 79 (Bagley) provides for creation of the Marin County Transit District and contains a chapter (Sec. 70120-70129) with adequate labor provisions. Passed. Chapter 92.

SB 41 (Rees) provides for creation of the Southern California Rapid Transit District and contains a chapter (Sec. 30750-30756) with adequate labor provisions. Prescribes procedure for merger with LAMTA. Passed. Chapter 62.

SB 37 (Dolwig) provides for creation of the West Bay Rapid Transit Authority, consisting of San Mateo County, and contains a chapter (Sec. 13.90-13.97) with adequate labor provisions. Passed Chapter 104.

### Farm Labor

AB 115 (Z'berg) authorizes the Department of Finance to furnish counseling and guidance services to assist public and private agencies in securing federal aid for constructing and maintaining housing designed for farm laborers and their families. Passed. Chapter 77.

ACR 34 (Veysey) requests high schools and colleges to consider scheduling classes so as to provide maximum time for farm employment of students. Adopted. Chapter 39.

ACR 35 (Veysey) requested colleges to consider increasing and initiating new training programs in the techniques of recruiting and managing farm labor. Died in Senate Education Committee.

SB 43 (Sturgeon) proposed an Agricultural Workers Bond Act to create funds to be used for loans to farm workers, corporations and associations to build housing. Contained provisions that would have promoted farm labor "company towns." Referred to interim study. SCA 2 (Sturgeon), the bond issue itself, also was referred to interim study.

HR 364 and SR 72 are study resolutions regarding the replacement of "braceros" by domestics, and related "social welfare" costs. Adopted.

### Elections

Three important bills concerning Senator Engle's seat were introduced; two passed and one was vetoed. The upshot (AB 186) was to allow party nominees to withdraw because of illness before an election and authorize the appropriate central committee to select a person to represent the party on the November ballot. The law is good for one year only. (AB 196, AB 75, and SB 102).

The legislature regressed somewhat in the matter of voting hours by allowing certain counties to go back to 7 p.m. closing (SB 66). It also passed a bill (AB 73) calculated to freeze out potential candidates by requiring payment of a \$80 fee upon declaration of intent to be a candidate. The Governor vetoed this latter measure.

The legislators attempted to rescue the GOP from the John Birch Society by giving incumbents a larger number of appointments to the state central committee (AB 96) but refused to revive the Prohibitionist Party by lowering the number of votes to keep a party on the ballot. (AB 5).

A number of election code changes of a "housekeeping" variety passed, ranging from higher pay for election judges to the printing of "I have voted" on the ballot stub.

### Public Health

AB 52 (Alquist) makes Director of Rehabilitation a member of the Study Commission on Mental Retardation and appropriates \$80,000 for support of the commission. Passed. Chapter 71.

AB 91 (Waldie) extends the Hospital Survey and Construction Act to cover community mental health centers and facilities for the mentally retarded. Passed. Chapter 107.

AB 92 (Waldie) provides membership on the Advisory Hospital Council for the Director of Mental Hygiene and 3 additional persons concerned with mental health. Passed. Chapter 108.

AB 105 (Burgener) requires rather than allows school districts to provide education for certain types of mentally retarded minors. Passed. Chapter 52.

### Savings and Loan Industry

SB 72 (Short) Savings and Loan Hold-

ing Company Disclosure Act, enables the S & L Commissioner to require reports on the financial operations and management policies of holding companies. Individuals and corporations directly or indirectly owning or controlling 10% of an association's stock will be required to pay a registration fee ranging from \$250 to \$1000 per year and file information with respect to the financial condition, ownership, operations, management and inter-company relationships of the holding company and its subsidiaries. Passed. Chapter 103.

#### State and Local Government

**SB 62 (Stiern)** places a \$360 million construction bond issue on the November ballot; provides building funds for the university, the state colleges, junior colleges, mental hospitals, correctional institutions and other state buildings. Passed. Chapter 143.

**SB 15 (Cobey)** raises the maximum available farm loan under the Cal-Vet program from \$40,000 to \$80,000. Passed. Chapter 6.

**AB 2 (Alquist)** requires all boards of supervisors to adjust boundaries of supervisorial districts within a fixed time after each federal census. If they fail to act, a redistricting commission of locally elected officials is required to act for them. Passed. Chapter 21.

**AB 27 (Crown)** creates an office of Tourism and Visitor Services, but legislature did not appropriate any money for it. Passed. Chapter 101.

#### Training

**AJR 3 (Elliott)** requests Congress to provide full federal financing for the MDTA program after July 30, 1965. Passed. Chapter 23.

#### Constitutional Amendments

**ACA 10 (Lanterman)** proposed permitting the legislature to provide for appropriate relief from ad valorem taxation in certain cases of fire, flood, earthquake or other act of God. Adopted. Chapter 64.

**ACA 12 (Petrus)** the anti-lottery promoter amendment; proposes to prohibit the naming of specific corporations in the constitution. Adopted. Chapter 12.

**SCA 3 (Bradley)** proposes making every county, except those otherwise provided by the legislature, subject to the general laws on adjustment of supervisorial district boundaries. Adopted. Chapter 22.

### INTERIM COMMITTEE ACTIVITIES

The work of the Federation in the many areas of labor interest involving state legislation requires year-round attention. When the Legislature is not in session, it functions through interim committees which study and make recommendations on proposed legislation and other matters referred to them by the Legislature. Since these interim activities are vital to the legislative process and frequently result in the development of proposed legislation, it is necessary for the Federation to maintain close contact with the work of these committees and to testify before them as the occasion necessitates.

In reviewing these activities since the last convention, it should be noted that in addition to participating in the hearings noted below, the Federation advanced its position on many vital issues under study through informal procedures short of testifying at hearings.

#### Women's Hours

In accordance with the mandate of the Long Beach convention instructing your Secretary-Treasurer to oppose any relaxation of the state's Eight Hour Law for Women, the Federation opposed re-institution of the so-called Defense Production Act, at hearings conducted by the State Senate Fact Finding Committee on Business and Commerce in Los Angeles, October 16, 1962. The Committee's notice of the hearing, containing background information on the history of the Defense Production Act and eleven questions to be pursued by the Committee, was sent out to all central labor, craft and industrial councils well in advance of the hearing date.

It should be noted that the Legislature had refused to renew this Korean War emergency measure during the 1959 general session, and again at a special session in 1962 prior to the Long Beach Convention. The hearings of the Senate Fact Finding Committee in Los Angeles stemmed from the subject matter's being referred to them by the State Senate for study and recommendation to the 1963 general session of the Legislature.

In testifying against relaxation of the Eight Hour Law, your Secretary-Treasurer pointed out that the prevailing work week during the 20th century has been shortened from 60 to 40 hours, and that the impact of automation will greatly accelerate the trend. The Committee was advised that "those who are proposing a longer



work week in defense industry are moving counter to this trend." The Federation's prepared statement documented the trend in hours and advanced statistical evidence that the expiration of the so-called Defense Production Act had not in any way caused any hardships or harmed the nation's defense effort.

(The Fact Finding Committee recommended against renewal, and as reported in the *Sacramento Story*—1963, all attempts to relax the Women's Eight Hour Law were defeated.)

### **Older Worker Discrimination**

On September 20, 1963, a representative of the Federation testified before the Assembly Interim Committee on Industrial Relations at hearings in Los Angeles concerning a legislative proposal to make the California Fair Employment Practices Act applicable to discrimination on account of age. The Federation had supported such legislation at the 1963 session and advanced supporting arguments before the interim committee.

The Committee itself broadened the context for discussion of older worker discrimination to include employment problems of youth and related job training programs. The Federation pointed out that organized labor has consistently supported special services and programs to expand employment opportunities for youth and the aged as well as minority groups. But Committee members were urged not to lose sight of the fact that all these special efforts were doomed to limited success under loose labor market conditions where too many people are vying for too few jobs. In addition to recommending the proposed legislation and expanding job placement services for groups needing assistance, the Committee was urged to press for full use of the state's resources to create more jobs through better coordination of state efforts with federal full employment programs and policies.

### **Preference for California Contractors and Suppliers**

Legislation proposed by the Federation to establish a ten percent preference for California contractors and suppliers regarding contract awards of the state and public agencies was referred to interim study by the 1963 session of the Legislature. This proposal together with other California preference legislation and a proposal by the public agencies to relax the "Buy American Act" were made the subject of a hearing before the Subcom-

mittee on State Purchases of the Assembly Interim Committee on Ways and Means in Santa Monica, January 9-10, 1964.

In a prepared statement presented before the Committee, the Federation argued that because of California's unique growth problems, the preference principles advanced by the state AFL-CIO should be enacted into law. It was pointed out that while a firm's comparative position is governed by many other more important factors than relative rates of taxation, including the quality of services provided, this does not mean that California should subsidize firms licensed and paying taxes in states with a low standard of living, a low quality of social services and a low growth burden. It was noted further that "false economies are sometimes achieved by local entities when out-of-state contractors and suppliers submit lower bids that do not reflect other costs such as loss of revenue, that are indirectly involved.

"Such firms tend to drain off the local dollar and divert it into the state of origin, sometimes to a state whose population loss is contributing to California's growth problems. The low income standard that might be the basis for the lower out-of-state bid is the same factor that promotes out-migration to higher living standard areas such as California. It is inappropriate to reward these areas for maintaining low living standards. The incentive to do so would be diminished if the more advanced areas such as California ceased rewarding this gap in standards."

In the same vein, it was noted, that "one of the burdens which California has assumed for the nation has been to provide a job market for many of the labor force members from other states. Unfortunately, many of these new residents lack employable skills and remain unemployed or only partially employed, thus contributing to the problem of matching men and jobs in a rapidly automating economy. At the same time, of course, such immigration has provided California with much of the skilled personnel needed for the new technology, but, in combination with other economic factors, it has also helped to swell the unemployment rate well above the national level."

Reference was made to 1963 state legislation setting forth state policy to foster full employment and increase purchasing power. It was pointed out in this connection:

"This legislation brings into focus the

necessity of state programming, supplemental to federal action, to combat unemployment. Moreover, in view of the apparent reluctance of Congress to pursue the necessary monetary and fiscal measures that are essential to a national policy of full employment, the mandate of the Holmdahl bill imposes special considerations on the Legislature.

"Regions such as California are finding it increasingly necessary to protect their living standards against attrition due to national inaction. As long as key committee chairmen in Congress cling to antiquated economic policies and leave vast regional islands of poverty in the country, the relatively prosperous regions will be forced more and more into fostering internal economies that provide a defense against the lowering living standards that continue to prevail."

In this sense, the viewpoint was expressed that the enactment of the preference legislation proposed by the Federation was of immediate importance. "The high rate of unemployment in the state and nation make it mandatory to retain as much of the public construction dollar within the state as feasible and to protect California contractors and suppliers."

The Federation also expressed support of legislation before the interim committee requiring the payment of prevailing wages and other working conditions established in California. In urging sympathetic consideration and understanding of the problems underlying these proposals, the Federation likewise advised the Committee that it "would be most inappropriate to give any consideration to weakening the state's 'Buy America' Act."

#### **Manpower Hearings**

In January, 1964, at hearings held in Sacramento on the 28th and 29th of that month, the Economic Development Subcommittee of the Assembly Ways and Means Committee invited the Federation to present its views on the changing patterns of employment in California with particular reference to the defense orientation of the state's economy and the future educational needs of those entering the labor market. Testimony was submitted along the lines indicated in this report under the general section "California and the Economy."

The questioning of the Committee at this hearing indicated considerable inter-

est on the part of its members in understanding the socio-economic and other environmental factors that contribute to the school dropout problem and influence the allocation of school resources in the development of employable skills among our youth. In this connection, the Federation submitted to the Subcommittee pertinent testimony previously presented to the Education Interim Committee of the Assembly regarding labor's viewpoint on educational problems. (See below.)

#### **Broader Functions of Public Schools**

Under authority of a resolution adopted by the State Assembly, the Subcommittee on Research, Structure and Function of the Assembly Committee on Education has embarked on a major study of education below the college level with a view toward developing a "Master Plan" for the public schools. The Federation was invited to present labor's viewpoint regarding the basic purpose and broader functions of the public school system, and testified before the Subcommittee at hearings held in Monterey January 9-10, 1964.

Rejecting as misleading the popular view that a crisis in education suddenly came into existence when Sputnik I was hurled into orbit, the Federation called for a thorough-going reappraisal of our educational values and pointed to a number of critical shortcomings in our school system. It was pointed out that the current crisis in education "stems basically from the failure of a wealthy nation to give education the priority access it must have to the public treasury of a free society," and that this failure existed long before the space race began. In a detailed, 32-page statement, the Federation called for:

"1—Action programs to overcome the extensive middle-class bias in our schools that discourages and short-changes the children of low income families while simultaneously short-changing the nation of the increased productivity of which they are potentially capable.

"2—A recasting of the function of vocational education in the light of the needs of a rapidly changing technology that requires workers to be well trained in such basics as mathematics, verbal skills and scientific principles to facilitate their retraining for changing job demands.

"3—Opposition to attempts by any special interest groups to control the content of subjects taught through the repeatedly heard contention that 'our

public schools should promote a partnership with industry.' The surest way to destroy academic freedom, Pitts said, would be 'to make education the partner of a special interest sector of our society.'

"4—More effective teaching of economics in the public schools below the college level to enable tomorrow's citizens to vote intelligently.

"5—More emphasis, even within vocationally oriented curricula, on the liberal arts since 'the acquisition of technical skills that enhance employability is not an end in itself but only the means of achieving a better life.'

"6—Intensified efforts on the part of schools to help eliminate de facto segregation.

"7—Elevation of the position and status of all forms of vocational and related trade and technical education in the thinking of students and educators."

Each of the above points was developed at length, with particular emphasis on the problem of overcoming middle class bias in our schools. Citing findings of a professional study of the relationship between family income and schools in a major metropolitan area, the Federation's statement pointed out that "the lower income schools — almost without exception — produced the lowest scores in achievement, in so-called IQ, had the worst libraries, the least experienced teachers, the poorest programs for remedial reading and other work, the least counselling, the oldest school buildings and the least healthy students." They also had the highest rate of dropouts and juvenile delinquency, it was pointed out.

Moving up the ladder, it was pointed out, each of these factors got better and better — until at the very top of the economic ladder, the children of the most wealthy families had literally "the best of everything" in the public schools. These findings, the statement concluded, lend themselves to description as the "inverted pyramid" of public school privileges, a system by which those who need it least get the most.

The Committee was reminded, however, that the middle class bias reflects itself most clearly in the IQ tests. The Federation statement in this regard quoted the conclusion reached by Professor Allison Davis of the University of Chicago, who made an exhaustive study of such tests:

"There is now clear, scientific evidence that these tests use chiefly prob-

lems which are far more frequently met in urban middle-class culture . . . Half the ability of this country goes down the drain because of the failure of intelligence tests to measure the real mental ability of the children from the lower socio-economic groups and because of the failure of the schools to recognize and train this ability."

The Federation's statement argued that educational programs of a "compensatory" variety to overcome the present middle-class bias must be combined with socio-economic programs to break up ghettos and eliminate much of the income stratification that results from poor planning in the development of our communities. It was pointed out that this required immediate attention in California because of our rapid growth and the necessity of providing schools for our exploding population.

In summing up, the statement pointed out:

"The shortcomings of our educational system are the shortcomings of a nation that has been content thus far to sidestep the poverty problem and to meet shortages of both classrooms and qualified teachers with halfway measures."

It was pointed out that although private investments, regardless of their purpose, are always viewed as productive of wealth, "this is not the prevailing attitude toward community or public investments. Yet, the investment of community resources in our schools is the highest form of wealth-creating investment because it's an investment in the development of our most precious resource — human beings."

The quality and depth of the Federation's statement received high praise by Committee members. It was accepted as one of the most comprehensive and thought-provoking documents presented to the Committee. The statement has been presented to each of the members of the State Board of Education and has also been given wide circulation among school authorities both at the state and local levels.

### Consumer Legislation

In the broad field of consumer legislation, the Federation has maintained close liaison with the State Office of Consumer Counsel as the advocate of the people on consumer matters. As reported in the Sacramento Story, while substantial progress was made at the 1963 session of the Legislature on the consumer front, a substantial portion of the consumer pro-

gram advocated by the Consumer Counsel with the support of organized labor was referred to interim committee for further study. In addition to following the progress of these studies, this has entailed the presentation of testimony before interim committees on several occasions, including those that follow.

### Truth-in-Lending

In January, the Assembly Interim Committee on Finance and Insurance held two days of hearings on the Warren "Truth in Lending" bill (AB 2288). This basic consumer protection measure, which was strenuously opposed by credit establishments and financial interests, received the strong backing of the Federation in a 12-page statement presented before the Committee.

The Federation's statement pointed out that while standard interest rates charged for credit in California are "outrageous," what is even more disturbing is the fact that society sanctions concealing the true rates from the consumer through a variety of misleading methods of computing interest charges. The Warren proposal, in this regard, would merely extend minimum protections to consumers who borrow or buy on the installment plan by requiring that the true interest charges on the declining balance be stated in simple annual interest terms, as well as in dollars and cents.

Aside from their obvious impact upon consumers, the Federation pointed out, interest rates approaching usury go far toward "undermining the very base of our private enterprise economy" by reducing competition and frustrating the development of policies to bridge the current \$60 billion gap between purchasing power and the nation's productive capacity. While recognizing the "vital role" which credit, when used wisely, plays in facilitating the achievement of higher living standards, the statement warned "deceit in lending does as much violence to the exercise of 'consumer sovereignty' in the market place as other manipulative practices that are tolerated in advertising, packaging and in the designation of weights and measures . . ."

Current data pointing up the dimensions of labor's concern were provided by Consumer Counsel Helen Nelson who delivered Governor Edmund G. Brown's statement to the Interim Committee. Mrs. Nelson observed that 99 percent of the \$690 million in consumer loans made by finance companies in California during

1962 called for the highest rates legally permissible — 30 percent per year for the first \$200 of the loan, 24 percent for the amount between \$200-\$500, and 10 percent for amounts over \$500.

Pegging total installment debt at well over \$1 billion for families of California union members, the Federation pointed out that an interest rate drop of three percentage points on the average would "increase purchasing power among trade union families alone by \$30 million a year." Noting that the "average family has obligated about 13 percent of its after-tax income for installment payments," the Federation reminded legislators that "automobile purchases and the cost of financing them exceed the cost of housing for most families." With three-fourths of such purchases taking place on the installment plan or through personal loans, the Federation pointed to the dangers inherent in state laws permitting deceptively labelled credit arrangements which camouflage exorbitant interest charges. "A uniform method of disclosure of true interest charges," the Federation's statement concluded, "will enable consumers to effectively shop around for credit" and the resulting competition would "significantly reduce the overall level of interest charges."

### Wage Attachments

The subject of wage attachments was reviewed by the Judiciary Interim Committee of the Assembly at a day-long hearing in San Diego, June 23, 1964. The Federation, at the 1963 general session, had sponsored legislation (AB 482-Foran) to prohibit wage attachments, but as passed in the face of strenuous opposition, it merely requires eight days prior notice before a wage attachment may be issued. The question of prohibiting wage attachments altogether, along with several other Foran proposals to increase the amount of wages exempt from execution, were referred to interim study.

The Federation, in its statement before the Committee, again advocated the exemption of all uncollected wages from attachment as originally proposed in AB 482. The remedy of law, it was pointed out, must neither encourage the over-extension of credit, nor non-payment of debts. But as a practical matter, it was noted that the present law on attachments and executions does both.

The Federation cited overwhelming evidence to demonstrate the close relationship between the over-extension of credit because of the ease of attachments and

the resultant effort to seek shelter from bill collectors through bankruptcy.

In regard to the present provisions of the law concerning the amount of wages that may be exempted from execution, the Federation's statement pointed out that the current exemption section indicates policy confusion over what is or is not necessary to sustain the debtor's family. It was pointed out that in the Perfection Paint Products case, the Court held that "the basic theory of exemption of wages necessary for the use of the debtor's family is that the debtor and his family, regardless of the debtor's improvidence, will retain enough money to maintain a basic standard of living in order that the debtor may have a fair chance to remain a productive member of the community."

In this regard, the Federation pointed out that a "basic standard of living" for a wage earner family has been measured by various budgets, among them the Heller Committee budget of the University of California which sets forth a "commonly accepted standard of living as the sum of those goods and services necessary to health and reasonably comfortable living." Adjusted for cost of living increases, the last Heller Committee budget for a wage earner family of four, it was pointed out, requires an annual income of \$7,088 (approximately \$136 a week or \$591 a month).

Thus, in concluding, the Federation's position was summarized as follows:

"1. Uncollected wages should be privileged because they are the only means of sustaining life today at reasonable standards for the great bulk of our population. The Labor Code contains special laws to protect the wages of workers for this reason. Priority is assigned to wages in connection with liens for the same reason. The exemption for wages from attachment and execution, in section 690.11 of the Code of Civil Procedures, however, falls short of the mark.

"2. We can see no justification for allowing creditors to attach wages before a judgment. This extraordinary procedure stacks the deck of cards on the creditor's side and leads to unjustifiable credit policies and intimidation techniques to collect for credit that should never have been extended.

"3. After judgment, the exemption of uncollected wages from execution should, as a very minimum, provide for the exclusion of wages necessary to

sustain a family at a "modest but adequate" standard of living, without filing for an exemption. Under the Heller budget this would be at least \$140 a week. Without this basic exemption, harmful credit practices will be encouraged by the law. Beyond the \$140, a percentage of the balance of earnings should be allowed up to perhaps a maximum of \$200 as provided in AB 2278 as it went to interim committee. Both the basic exemption and the upper limit on the wage exemption should include an escalator clause in the law to provide for automatic annual adjustment based on increased earnings during the previous year."

### **Automotive Repair Shops**

Legislation sponsored by the Federation at the 1963 general session to provide for the registration of motor vehicle repair shops and the certification of journeymen auto mechanics was referred to interim committee study, together with a similar proposal sponsored by the State Consumer Counsel, providing for the registration of auto repair shops but without provision for certification of auto mechanics. In the interim period, the Federation has worked closely with the Consumer Counsel's office and the Machinists to develop a workable and effective bill that would have legislative feasibility. Particular attention has been given to developing procedures for certification of the competency of mechanics in accordance with apprenticeship training programs. The Interim Committee on Governmental Efficiency and Economy of the State Assembly has scheduled hearings on the subject for August 7 in Sacramento. At the time of writing, the Federation is making preparations to testify before the Committee in cooperation with the State Consumer Counsel, the Machinists and other supporters of the proposed legislation.

### **Public Employees**

Numerous legislative proposals affecting public employees were referred to interim committee study, including several sponsored by the Federation at the 1963 session. Testimony was submitted at public hearings on the subjects that follow.

#### **Meyers-Geddes State Health Care Act**

In San Francisco, January 23-24, 1964, the Assembly Interim Committee on Civil Service and State Personnel held hearings on the Meyers-Geddes Health Care program for state employees. Specific pro-

posals before the Committee included Federation-sponsored measures to require the state and other public agencies to pay the full cost of health care benefits in accordance with prevailing practices in private industry.

In its statement before the Committee, the Federation argued that despite the modest upgrading of the state's contribution to \$6.00 under the Meyers-Geddes Act last year, it remains abysmally behind prevailing practices in private industry. Citing a study by the Division of Labor Statistics and Research, the Federation's statement noted that the average private employer in California contributed \$16.47 per month under negotiated health and welfare plans as long ago as January, 1961. In the ensuing three years, it was estimated that the average employer contribution has moved very close to \$20 per month, including coverage for both employees and dependents.

While conceding that some may disagree with labor's view that the state and other public agencies should assume the role of a model employer, the Federation's statement pointed out that it would be a "rare individual indeed who would openly advocate that the state or other public agency, as an employer, should consistently fall far behind the pattern of the general community. Yet, this is precisely the situation in which the state and many of its political subdivisions have found themselves ever since hospitalization and medical care plans became a significant factor in this nation's labor-management relationships."

The 1961 study referred to in the testimony, involved approximately 1.3 million workers covered by negotiated health and welfare programs. Almost 90 percent of these enjoyed coverage calling for total financing by the employer "ranging at times as high as \$30.13 a month per worker."

The Federation also pointed to the further need to maximize benefits per premium dollar contributed into the program. Directing the Committee's attention to the "proliferation of coverage groups that fragments eligible state employees for experience rating purposes," the Federation's statement declared:

"Most obvious is the added administrative burden that results from the large number of 'approved' and 'contract' plans eligible for the state contribution. Apart from the added burden placed on the State Employees Retirement System board in the administra-

tion of the Meyers-Geddes Act, the administrative duplication is a cost factor that reduces the amount of the premium dollar left for the payment of benefits.

"Beyond this, and even more important, is the unequal distribution of risks that results from excessive fragmenting of the overall coverage group. The state cannot justify a flat contribution that results in a wide variation in benefits per premium dollar as between state employees in the various plans that are eligible for the contribution."

Noting that benefits available under various plans offered to state employees did not vary greatly, the Federation reminded the legislators that this proliferation had resulted in rates ranging from \$6.48 to \$13.20 per month for plans of the same type.

The Federation urged that the state contribution be confined to those plans contracted for directly by the State Employees Retirement System, as the Meyers-Geddes administrative agency, and pointed out that this would lower the administrative costs and immediately provide for larger experience rating groups. In turn, the Federation pointed out "it would then become feasible for the SERS Board to more effectively provide for adjustments in any adverse selection that still might result from the distribution of risks between the major health plans for which the SERS contracts."

As a further step toward achieving broader experience rating of coverage groups and maximizing benefits for public employees as a whole, the Federation recommended legislation to provide for participation of local agencies in the Meyers-Geddes Act on a contract basis. The Committee was urged, however, to recommend that such participation be confined to "contract" plans of the SERS with provision for experience rating of the local agency employees with the state employees in the contract plans.

#### Prevailing Rates for State Craftsmen

At hearings in Los Angeles, February 28, 1964, the Federation testified before the Assembly Interim Committee on Civil Service and State Personnel in support of legislation to re-establish prevailing rates for craftsmen in state service, under legislation advanced by the Federation and the Building Trades at the 1963 general session, but referred to interim committee for study. The issue dates back to a June, 1956, decision of the State Personnel Board converting craftsmen employed

beyond six months to monthly range classifications, and retaining prevailing rates only for those employed less than six months.

The Federation, in a lengthy statement, reviewed the history of this issue, and pointed out that the Board's decision was contrary to the mandate of the Legislature in that it arbitrarily established duration of employment as the criteria for setting rates while falsely comparing the work performed by state craftsmen with maintenance or handymen workers employed in manufacturing establishments.

The Federation's position was summarized as follows:

"First and primarily, we believe the Board's standards for allocation of positions to classifications in the crafts are completely inadequate, that they have created greater inequities than they have supposedly corrected, and that, in addition, they have posed a serious question as to the flouting of the mandate of the Legislature regarding the consideration of duties and responsibilities only, in the adjustment of salaries within the state service. And incidental to this, even if the allocation standards are assumed to be correct, their application to wage setting, we believe, has resulted in the determination of wages in the state service on the basis of non-comparable service in private industry, again in apparent disregard of legislative intent. We ask the Committee to support legislation that will clarify the Legislature's intent and undo the infamous Board decision of June 1956."

#### **Public Employees' Collective Bargaining**

At hearings of the Civil Service and State Personnel Interim Committee in San Francisco, July 16-17, 1964, the Federation urged support of a measure advanced at the 1963 session (AB 793-Kennick) to authorize public agencies to enter into collective bargaining relationships. At the same hearing, the Federation opposed another measure sent to Interim Committee (AB 2500 — Monagan), providing for the establishment of a public employees formal representation system applicable to virtually all state agencies and political subdivisions of the state. As sponsored by the California State Employees Association, the latter measure was heavily weighted against affiliated unions regarding determination of the bargaining unit. It also provided for compulsory arbitration and outlawed strikes.

The Federation argued that because of

the great diversity of opinion between public employee organizations it would be premature at this time to embrace a formal representation procedure for the state as a whole. As a minimum step to broaden the range of experience in collective bargaining for public employees, the Federation urged support of AB 793.

The measure, it was pointed out, was purely permissive legislation allowing the state and various public entities to enter into collective bargaining relationships if they so desired.

The need for the bill was set forth as follows:

"At present there is a great deal of confusion on this point of authority. Under an Attorney General's opinion, district hospitals are considered to have the power to enter collective bargaining relationships, and some have signed collective bargaining agreements. The same is true of the State Belt railroad under a ruling by the U.S. Supreme Court.

"On the other hand, there is the state Supreme Court ruling in the Nutter decision, which held that public agencies fall outside the scope and application of the Labor Code provisions setting forth state policy on organizational and collective bargaining rights. Under interpretations of this decision, a public agency may be counseled against signing a contract even though the governing body of the agency desires to enter a collective bargaining relationship. Frequently, in such cases, the legal counsel of the public agency will cite the Nutter decision as the grounds for lacking authority to enter into an agreement.

"The effect of AB 793, therefore, is to clarify the law that public agencies do in fact have the authority to determine their own course of action in regard to this matter of entering or not entering into collective bargaining relationships.

"It should be emphasized that this bill does not impose upon public agencies any set procedures to be followed in their relationships with employee organizations. On the contrary, it is minimum type legislation which says that the State shall not preclude public entities from taking a course of action which they desire and approve."

#### **State Taxes**

Stemming from the controversy that was generated at the 1963 General Session

by the Governor's tax reform program, and from prospects for a substantial budget deficit in the coming fiscal year, the Assembly ordered a thorough study of the State's tax structure by the lower house Committee on Revenue and Taxation. A series of hearings was held in various parts of the state, and the Federation was invited to submit testimony at its last hearing in San Jose on July 3, 1964.

In a 14-page statement, the Federation urged steadfast opposition to "any and all measures designed to obtain increased state revenues through the imposition of additional consumer taxes that have a regressive impact on taxpayers." It was pointed out that the dominance of the state sales tax and other consumer levies in the State's tax structure (60 percent of total state revenue) represents "a serious breach" in the "ability to pay" principle on which equitable tax programs are based.

In its prepared testimony, the Federation cited a study published by the State Board of Equalization to point out that, in the case of the state sales tax, the very low income groups are "presently saddled with a tax burden that is a full 30 percent greater than the burden on families of over \$10,000 net income." Moreover, it was pointed out that if the study were extended to include income classes up to \$50,000 and \$100,000 a year, "it would prove our contention that low income groups are being forced to pay an effective rate under our present sales tax that is greater by 100 percent or more than that paid by the wealthy." In order to place California's tax burden in perspective, it was pointed out that California ranks 31st among the states in tax payments per \$100 of personal income. These figures, the committee was told, "refute completely the fiction that the state is on some kind of a spending orgy."

While noting that organized labor has consistently pressed for increases in state expenditures to meet both the state's normal growth needs and its expanding needs for new socio-economic programs, the Federation's statement emphasized that "workers of this state are ready and willing to pay their fair share of the cost of government." In labor's view, it was noted, taxes represent community purchasing power. "It is the essence of democracy itself when society acts as a body through representative government to finance its community or social needs."

While recognizing "the inevitability of

increasing state taxes and revenues," the Federation cautioned that "growth needs should be handled on their merit, and financing problems should be handled separately as a consideration of taxation in relation to the over-all revenue needs of the state.

"Labor," it was pointed out, "rejects the penny-wise, pound-foolish philosophy of the economic royalists who would have us believe that the state must forego action on mounting social needs because of alleged exorbitant spending on the part of the state." Recognizing that it may not be politically feasible to "scrap all the regressive taxes and substitute sufficient progressive new ones all at one time," the Federation's tax statement expressed hope that the legislature will work slowly and persistently at two objectives: "(1) progressive taxes should be initiated or improved where they already exist; (2) at the same time we can begin to eliminate the worse aspects, at least, of regressive taxes, even if it would take a long time to completely end them . . ."

"Since all taxes ultimately must be paid out of someone's income, we are of the opinion that a much larger part of the revenue needs of the state should be raised in the first place from taxes imposed on the net incomes of individuals and the profits of corporations."

In pointing out that California's franchise and corporation tax laws apply flat rates without regard to corporate size, the Federation urged the application of progressive rates "so that the comparative disadvantages of small business concerns may be at least partially offset." It was also suggested that the full tax cut allowed under the federal estate tax laws should be viewed not as a limit on our state inheritance levy but as an added incentive for the realization of the full potential of this revenue source. The state's personal income tax, it was argued, should be increased from the present ceiling of seven percent to the 15 percent that prevailed prior to the war. Because of the deductibility of state taxes from federal taxes, it was pointed out that this increase at the top could provide substantial revenues with the least out-of-pocket effect on the taxpayers.

Anticipating that business and industrial groups would claim that such proposals would ruin that state by creating "a bad business climate," the Federation cited a report by the Bureau of Business and Economic Research of the University



of California that thoroughly refuted this point of view.

Finally, it was pointed out that labor's opposition to taxes on consumption stems as much from their generally adverse impact on the economy as from their unfair impact on individuals. Because of California's "heavy consumer tax orientation, the state tax structure inevitably falls short of producing revenues commensurate with our growth needs," it was noted. As a result, the legislature must face the dismal task of increasing taxes or finding new sources of revenue—usually on an expediency basis or patchwork basis—because the tax structure is not progressively geared to income so that the tax yield adequately reflects rising incomes. This, it was pointed out, would be corrected if the state's tax structure were more closely related to incomes on a progressive basis.

#### Unemployment Insurance

The legislature's failure at the 1963 session to update the State's badly lagging unemployment insurance program was coupled on the Assembly side by the adoption of a resolution providing for interim committee study of financing and benefit eligibility issues. Specific items listed in the resolution for study indicated an interest in proposals long advanced by employers to restrict eligibility and to provide for financing gimmicks that would further weaken the "social insurance" character of the program. The study resolution was referred to the Assembly Interim Committee on Finance and Insurance.

Earlier this year, in preparing for its study, the Interim Committee wrote to the Federation requesting suggestions for new approaches to the program beyond the recommendations for improvement submitted to the 1963 General Session, all of which were rejected. Mindful of the resolution behind the projected study, your Secretary-Treasurer responded with the following letter, which is printed in full:

"We have been giving serious consideration to your recent communication concerning House Resolution No. 98, which provides for the study of various aspects of the state's unemployment insurance program.

"As your letter indicates, the Committee has in bill form a comprehensive set of proposals advanced by the Federation at the 1963 general session to improve the program and bring it into line with the needs of our modern in-

dustrial economy, which is suffering from lagging purchasing power and rising levels of hard core unemployment even during periods of so-called recession recovery. We indicated at the time that these proposals were designed to restore the integrity of a social insurance program that is essential to the prosperity of an automated, space-age society, and noted specifically that the unemployment insurance program today is being starved under a financing system that has allowed employers over the years to achieve tax cuts at the expense of the program's benefits structure. Further, based on the combined effect of exclusions from coverage and a benefits schedule that has not been kept abreast with increases in wages and rising living standards, we pointed out that the program is failing to provide compensation for even one-third of lost wages at current levels of unemployment. The legislature, we stressed, must come to grips with a financing system that is subverting the purposes of the program to the detriment of both the economy and individual jobless workers who are being denied the level of benefits contemplated when the program was established.

"The legislative proposals advanced at the 1963 session, of course, reflect the policy actions of our 1962 convention in Long Beach, representing the more than 1,400,000 AFL-CIO members in the state. As convention mandates, they will not be reviewed again until the Federation meets in convention this August in San Francisco, and are therefore controlling in our efforts to improve the unemployment insurance program. In the meantime, however, we wish to cooperate in every way possible with your Interim Committee in the study required by H.R. 98.

"In your letter, reference is made to 'new ideas to cope with the problems of financing, protracted unemployment, labor market attachment, adequacy of benefits, and so forth.' New approaches and ideas are always to be desired, but I am sure you will agree that the history of the unemployment insurance program indicates clearly that it has suffered less from a lack of new ideas on how to improve it than from a lack of determination on the part of the legislature to keep it abreast with the needs of the economy and jobless workers.

"The basic problem with regard to the adequacy of benefits is that the schedule of benefits itself has not been

adequately adjusted over the years to maintain a reasonable level of wage loss compensation for even the average unemployed worker. Although adequate at the lower levels, the schedule deteriorates rapidly moving upwards because of both the size of the high quarter earnings steps and the \$55 per week ceiling. Under the present schedule, the person who has high quarter earnings sufficient to qualify for the \$55 maximum is compensated at 47.6 percent of his lost wages. But not even the average worker will realize this level of compensation because the \$55 maximum itself amounts to only 44 percent of average weekly wages in covered employment, according to Department of Employment figures.

"Obviously, the periodic adjustments that have been made in the benefits schedule have not kept pace with wage levels and living standards. Thus, for the vast majority of unemployed workers, the rate of unemployment compensation is falling far short of covering the non-deferrable living expenses incurred by jobless workers. Based on the legislature's failure in the past, the obvious and most pressing need in providing for the adequacy of benefits is to narrow the steps in the benefits schedule and provide for automatic escalation of the maximum benefit, as in the disability insurance program, to assure a maximum weekly benefit amount equal to two-thirds of average weekly wages in covered employment. This, in turn, would at least make it possible for the average worker to be compensated for about 50 percent of his wage loss, or slightly more.

"In connection with 'labor market attachment,' we note that H.R. 98 makes reference to a 'weeks of earnings' test, a 'two-quarter earnings' test, and combinations of the two eligibility proposals. These of course are not 'new.' They have been advanced, studied and re-studied on numerous occasions, and rejected because they would disqualify many thousands of unemployed workers who are fully attached to the labor market. We have pointed out repeatedly in regard to the labor market attachment that almost any eligibility test is more or less arbitrary within the range of disagreement that exists as to the intended scope of the unemployment insurance program. Any such test, including the present \$600 eligibility provision, will render ineligible persons who are actually attached to the labor mar-

ket. Rather than using a test that prejudices any group or category of employees as lacking attachment, we believe that it is essential to recognize that the 'seek work' and 'availability for employment' tests complement the eligibility test, and in fact, should provide a foolproof method of enforcing attachment. For this reason, we have pointed out that eligibility tests, which inevitably err, must err on the liberal rather than the conservative side.

"Protracted unemployment is another major area in which the program has not kept abreast with changes in the economy. The whole experience of the past three recessions and partial recoveries at rising levels of unemployment has demonstrated the growing menace of long-term, hard core unemployment. This is clearly associated with structural changes in our economy and the advancing pace of technology and automation itself, as well as the failure of our economy to expand sufficiently to provide enough jobs to go around. The evidence is mounting that long-term unemployment due to the nature of structural adjustments has become an undesired feature of our economy during both recessions and so-called prosperous years. An adequate unemployment insurance program must come to grips with the problem not by temporary expediences, but by an adjustment of the duration of benefits to the needs of those who suffer long-term displacement and who maintain their attachment to the labor market. The present state benefits program is inadequate not only because it fails to recognize regional variations that may exist in unemployment levels, as for example in San Diego during a period of defense cutbacks, but also because it is geared to a triggering concept that is more cyclical in character than in keeping with the structural causes of long-term unemployment.

"Finally, with regard to financing, we would point out that the basic problem stems from the ridiculously low taxable wage base which subverts even the present merit rating system, and precludes the operation of the existing contribution schedules as intended. Employers are prone to complain about so-called 'excessive' unemployment insurance costs, but they ignore the deterioration of the relationship between taxable wages and total wages. Indeed, during a high unemployment year like 1963 when employer contributions

amounted to 3.05 percent of taxable wages, the contribution rate as a percent of total wages was only 1.9 percent, or less than 2 percent. In 1964, the employer contribution rate as a percent of taxable wages is estimated by the Department of Employment at 3.04 percent, but as a percent of total wages, it will be only 1.85 percent.

"With due consideration to variations in levels of employment, the cost of unemployment insurance to employers has actually declined over the years because of the failure of the legislature to keep the taxable wage base abreast with increases in wages. The post World War II experience shows a decline in the percent of taxable wages to total wages from 85.58 percent in 1946 to 62.2 percent in 1963 and estimated 60.8 percent in 1964. Moreover, the totally inadequate increase in the taxable wage base from \$3,000 to \$3,800 since 1961 has been completely dissipated by rising wage levels. Pure and simple, it is impossible to maintain an adequate financing structure, and especially one based on merit rating, unless the taxable wage base approaches the level of actual wages.

"In this connection, I am enclosing an address delivered before the National Tax Association last November by Raymond Munts, Assistant Director of the AFL-CIO Department of Social Security, which sets forth the essential elements for what is called 'functional financing in unemployment insurance.' It is fully consistent with the proposals we have advanced to come to grips with the financing problem. I am confident that you will also find the address very helpful in bringing the unemployment insurance program into proper focus so that constructive action may be taken by your Committee.

"We appreciate this opportunity to contribute our thoughts in regard to H.R. 98, and hope that our suggestions will be helpful."

The first unemployment insurance hearings of the committee was held in San Francisco June 16 and 17, 1964, to hear arguments regarding mandatory coverage of public employees and employees of non-profit organizations, and to consider the current status of the program's financing, including proposals to credit employer reserve accounts for expenditures made to "alleviate and prevent unemployment" and suggestions for forgiving accumulated negative reserves in order to give "more

weight in deficit accounts to recent and perhaps more favorable experience."

It became apparent at this hearing that some of the more prominent members of the committee were looking for methods of obtaining a general fund subsidy to help finance the program, instead of strengthening the present employer contributions system, which, apart from merit rating, has deteriorated rapidly because of the failure to keep the taxable rate ceiling in line with actual wages. It was also apparent that, despite the gross inadequacy of the benefit structure, there was sympathy on the committee for allowing the cost of negotiated supplemental programs to be deducted from employer contributions, thus abrogating the principle of supplementation advocated by organized labor. Also, the credit allowed against employer contributions for supplemental unemployment programs to reduce unemployment, in combination with the suggestion for forgiving negative accounts, would amount to a backdoor method of providing experience rating (reduced taxes) for employers that have unfavorable employment records.

In view of these developments, the Federation is making preparations to present to the committee a positive program for updating unemployment insurance based on the policy positions adopted by the forthcoming convention.

### Workmen's Compensation

As noted in the Executive Council's report, in failing to improve workmen's compensation benefits at the 1963 General Session, the legislature created a workmen's compensation study commission with a \$100,000 appropriation. In addition to four legislators (2 from the Assembly and 2 from the Senate), the commission's seven members were appointed by the Governor in November as follows:

**Conrad J. Moss**, a Los Angeles attorney, serving as a public representative and chairman of the Commission.

**Fred Drexler** of Mill Valley, a senior vice-president of the Industrial Indemnity Insurance Company of San Francisco, serving as an insurance industry representative.

**Robert H. Biron** of Rancho Santa Fe, a vice-president and West Coast representative of General Dynamics Corporation, serving as an employers' representative.

**Joseph D. Peluso**, a Los Angeles doctor, serving as a representative of the medical profession.

**Charles P. Scully**, a San Francisco attorney, representing the legal profession.

**Wendell J. Phillips**, secretary of the Bakery Wagon Drivers and Salesmen Local No. 484 of San Francisco, serving as the labor representative.

**Stephen A. Riesenfeld**, a professor of law at the University of California, Berkeley, serving as a public representative.

The two Assemblymen named to the Committee are James R. Mills (D) and George M. Zenovich (D). The two Senators are Richard J. Dolwig (R) and Stephen P. Teale (D).

In a letter dated January 28, 1964, your Secretary-Treasurer related the history of this Commission of all affiliates and pointed out that employers and insurance industry representatives would try to use the Commission as a vehicle to reduce the over-all cost of workmen's compensation in a manner detrimental to the injured employees. Affiliates were urged to follow the work of the Commission closely and request that they be added to the mailing list for notice of meetings.

As of this date, the Commission is still receiving testimony on a selective basis and there is no indication that it has begun work on its recommendations. Public hearings were held in the spring, first in Los Angeles, and then in San Francisco where the Federation submitted a 35-page comprehensive statement for substantial modernization of job injury benefits, stressing particularly the need to provide comprehensive rehabilitation services for injured workers under a fully administered program.

Citing a number of earlier state, federal and medical studies advocating the addition of a comprehensive program of rehabilitation benefits, the Federation warned:

"Continuing procrastination in coming to grips with the rehabilitation problem, considering existing widespread support for action, would indicate an attitude of callousness and indifference toward the most basic problem that confronts the injured workmen.

"The provision of long overdue rehabilitation benefits as a matter of highest priority in the improvement of California's workmen's compensation program pinpoints the necessity for establishing effective procedures for the efficient and humane administration of the program as a whole under an appropriate state agency," the Federation declared.

The statement pointed out that at pres-

ent California's workmen's compensation program is administered by the Industrial Accident Commission but since the I.A.C. hears only contested cases, "there is no assurance whatsoever that injured employees (in cases that are not contested) are receiving the full scope of benefits they are entitled to. . . . The injured worker in such non-controverted cases is almost completely at the mercy of the insurance carrier for the prompt payment of benefits and the provision of adequate medical care.

"Apart from the limited and completely inadequate authority of the Insurance Commissioner, there is no state agency charged with the responsibility of auditing the promptness and accuracy of benefit payments, or supervising the adequacy of medical care. In general, because of these gross administrative deficiencies, an injured worker frequently finds it necessary to bring his case into controversy out of self-protection."

This, the statement noted, unnecessarily inflates the cost of administering the program "to the detriment of both the injured employee and the employer." The number of "unnecessary, costly and time-consuming cases brought before the I.A.C. would be reduced substantially under a fully administered program," it added.

The Federation urged the creation of a new Division of Workmen's Compensation which would supplement—not supplant—the hearings and appeals functions of the I.A.C. Its primary function would be:

- 1—Supervising the adequacy of medical care.
- 2—Auditing the promptness and accuracy of benefit payments both to avoid delays and to make certain that injured workers get the full amounts to which they are entitled.
- 3—Providing information to victims of work injuries.

The Federation's statement also called for substantial boosts in the present \$70 maximum temporary disability benefit as well as in the \$52.50 per week maximum permanent disability benefit. When initially enacted in 1914, the maximum weekly benefit was established at \$20.83 when average weekly earnings were only about \$18, the Federation pointed out. But today, the Commission was advised, "the maximum benefit for both temporary and permanent disabilities is far below average earnings in covered employment" largely because employers have succeeded in placing "artificial limits" on the amount

of average weekly earnings that may be included in the computation of the weekly benefit amount.

A \$150 maximum would return the law to its 1914 intent, the Federation pointed out, while urging that maintenance benefits, in addition to the regular weekly compensation benefit, be provided for workers training for new jobs under a vocational rehabilitation program.

- **Payment of dependency benefits at the rate of \$7 per week for the first dependent and \$5 for each additional dependent, with a ceiling of \$37 on total dependency benefits.**

- **Retroactive payment of benefits after the seventh day of disability in non-hospitalization cases. At present retroactive payment is made only when the disability exceeds 49 days.**

- **Conversion of the state's present death benefit formula to a life pension formula to provide benefits to widows until death or remarriage with additional benefits for dependent children.**

- **Extension of mandatory protection to domestic servants.**

- **Substantial improvement in life payments for permanent disabilities.**

- **Full freedom of choice of doctors by the injured worker, instead of as at present, by the employer or the insurance company.**

The Federation also expressed concern about the cost of workmen's compensation to employers. It was explained that "year after year, after a liberalization bill is secured through the legislature, the Insurance Commissioner automatically allows a 38.35 percent expense loading factor in adjusting premiums. This has the effect of denying workers justified increases in workmen's compensation in order to give insurance carriers a free ride on the backs of the injured workers," the Federation explained.

"On its face," the statement concluded, "we would say there is something wrong with a minimum rate setting procedure which automatically costs employers, for example, \$10 million in premium increases for every \$6,165,000 of benefit increases granted by the Legislature, even if such increases involve nothing more than writing a larger figure on a benefit check."

Members of the Study Commission were urged to focus their attention on the workmen's compensation rate setting procedures if they are truly concerned about employer costs.

## **STATE ADMINISTRATIVE MATTERS and RELATED ACTIVITIES**

In many areas of activity involving the operation of state government, the Federation has assumed a "watchdog" role to protect the interests of workers both as wage earners and citizens. Your Secretary and the Federation's staff are called upon regularly to serve on advisory committees to state agencies, and generally to represent labor's broad interest in related activities of these agencies. Frequently, also, presentations are made where labor has a vital stake in the effective administration of state laws and programs. This section reviews some of these activities not covered in other sections of your Secretary's report.

### **Unemployment Disability Insurance Program**

Under 1961 Federation-sponsored legislation providing for annual escalation of benefits, the maximum weekly benefit amount for unemployment disability insurance was increased administratively in January 1963 from \$70 to \$75, and again in January 1964 from \$75 to \$77, the current top benefit. Under this escalator clause, the maximum benefit is maintained at a level equal to two-thirds of average weekly wages in covered employment.

Under the same legislation in 1961, private insurance carriers offering so-called voluntary plans were prohibited from selecting preferred risks adverse to the State Fund. As pointed out in your Secretary's report to the last convention, the regulations adopted by the Department of Employment to enforce the prohibition against adverse selection of risks were contested by the private carriers, and it became necessary for the Federation to take extensive legal action to secure enforcement of the Department's regulations. At the time of the last convention, the matter had been taken to the State Supreme Court.

Early in December, the Supreme Court upheld the regulations in a unanimous decision which your Secretary hailed as "a major victory for all of the workers of this state who contribute one percent of their taxable earnings to finance the disability program." It was pointed out that the unanimity of the court's decision, underscored "the emptiness of the insurance carriers' contention that the regulations adopted by the Director of Employment were either arbitrary or capricious."

The private carriers are no longer to skim the cream risks, and as a result, coverage under the voluntary plans has dropped from 21 to 7 percent of covered workers. This in turn has benefited the State Disability Fund to the extent that the more favorable risks of the voluntary plans have helped to reduce the operating loss ratio from 25 percent in 1962 to 22.8 percent in 1963. Nevertheless, because of the failure of the legislature to provide for monthly remittance of employee contributions by the employer and to make long-run adjustments in the financing of the program as recommended by the Federation, it was necessary for the State Disability Fund to borrow one million dollars in April of this year in order to get over the Spring low point of the fund. By April 1965, the Department of Employment actuaries expect an outright deficit of about \$20 million, which will require urgency action by the legislature in view of its failure to approve the financing program recommended by the Federation at the 1963 session.

#### **Insurance Commissioner**

In October 1962, following the Long Beach Convention, the Federation made representation before the Insurance Commissioner in San Francisco to oppose regulations by the Department of Insurance that would permit insurance companies in California to sell individual surgical and hospitalization policies that offer very little in benefits in relation to the cost of the policy. The hearing was in connection with regulations to implement State legislation designed to protect purchasers from buying practically worthless policies.

The Federation protested that the regulations themselves were drawn in unilateral consultation with the private carriers to be regulated, and that they permitted approval of policies paying as little as 35 cents on the premium dollar in benefits.

#### **Workmen's Compensation Program**

Since the last convention, the Insurance Commissioner has authorized two premium increases for private carriers for workmen's compensation without modifying the 38.35 percent "expense loading" factor allowed private carriers in the setting of rates. The Federation protested both rate increases, arguing that the "expense loading" was excessive and completely unwarranted. (It is based on the experience of so-called non-participating stock companies which underwrite only

three-tenths of one percent of the workmen's compensation insurance in California.)

Over-all rates were increased 10.1 percent on April 1, 1963, and an additional 5.1 percent on October 1, 1963. These two increases followed a 5.3 percent increase a year earlier on October 1, 1962.

At the present time another over-all 5.1 percent boost has been requested by the California Rating Inspection Bureau on behalf of the private carriers, and the new Insurance Commissioner (appointed since the last rate increases) held hearings on the proposed increases in San Francisco July 21, 1964, and in Los Angeles July 22, 1964. The Federation again opposed any further increase without reduction of the excessive expense "loading factor" at the San Francisco hearings.

#### **Industrial Welfare Commission Wage Orders**

The Industrial Welfare Commission of California held hearings in Los Angeles on January 10-11, 1963, and in San Francisco on January 24-25, 1963, to receive testimony on the recommendations of its wage boards for the revision of minimum wages and other working conditions for women and minors, under thirteen of the Commission's fourteen orders. (The wage boards were appointed earlier when the orders were reopened in October, 1961. Order No. 14 covering agricultural field workers was not reopened at that time.) The Federation presented its position at the San Francisco hearings in a 31-page statement that called upon the Commission to reclaim national leadership by boosting the state's \$1 per hour minimum wage for women and minors to \$1.50 per hour and stipulating that time and one-half be paid for work in excess of a 40-hour week.

The Federation's statement used the Commission's statistics — the so-called "Minnie Budget" — to fully justify the proposed minimum. The state's loss of leadership in minimum wages since 1950 when the California minimum fell behind the federal minimum, the statement noted, "portrayed the startling transformation of California's minimum wage machinery from that of a pioneering mechanism setting the example for the entire nation into a rusty piece of equipment in need of renovation to keep abreast of social and economic progress."

At a three-day Executive session in San Francisco, March 20-22, 1963, the Commission announced that it had reached

unanimous agreement to adopt a minimum wage of \$1.25 per hour and that this unofficial decision would be promulgated at a public meeting in San Francisco on April 17. The Federation found it necessary to point out that since the Commission's "Minnie" budget required a minimum wage of at least \$1.50 an hour on a 40-hour standard workweek, the \$1.25 per hour decision made a mockery out of the Commission's own procedures for setting minimum wages. Your Secretary issued a strong statement condemning the Commission's action and challenging the Commission to regain national leadership by providing for a higher minimum.

When the Commission met again on April 17, the minimum hourly wage was boosted five cents an hour more than previously announced when it adopted a \$1.25 per hour minimum with an escalator clause raising it to \$1.30 per hour in September 1964. The additional nickel was approved by a 3-2 vote at an Executive session held just prior to the public meeting scheduled to formally adopt revisions in the wage orders tentatively approved at the March 21, 1963, meeting without the escalator clause. Your Secretary-Treasurer noted:

"Although the escalation to \$1.30 represents a victory of sorts for the Federation's effort to improve minimum wages and working conditions for California's women and minors, it is still far short of the minimum wage demanded by the Commission's own minimum wage budget for a self-supporting working woman, the so-called 'Minnie Budget,' which fully justified \$1.50 per hour." The numerous changes in the Commission's orders in regard to hours and working conditions were reviewed in detail in the May 3, 1963, issue of the Federation's Weekly News Letter.

It should be noted also that a few months ago the Commission voted to reopen Order 14, covering women and minors in agricultural field work, which was not previously reopened. The Commission is currently in the process of selecting a wage board for Order 14, and has scheduled a meeting in Los Angeles on August 6 for this purpose.

### **Industrial Safety**

The Federation has continued to work closely with the State Division of Industrial Safety for the improvement of safety orders and the reduction of industrial injuries. This was highlighted during the interim period since the last convention

by the Executive Council's adoption of a 15-point program to help develop effective safety programs at the local union level. (See report of Executive Council.) Your Secretary communicated with all affiliates regarding the Executive Council's action and extended full cooperation of the Federation's office to those organizations taking implementing action.

### **Industrial Safety Conferences**

The annual Governor's Industrial Safety Conference has continued to receive the full support and active participation of the Federation. The 1963 conference was held in Los Angeles and the 1964 in San Francisco. These three-day workshop conferences, typically held during the month of February, bring labor and management representatives together with safety experts to discuss safety problems and help improve safety procedures through the dissemination of information on safety procedures. The Federation's president was the labor keynote speaker at the 1963 conference where he pointed out that "labor, government and management must step beyond the old shopworn slogans and isolate the basic pressures in our industrial society that tend to prevent more significant improvements in industrial safety records." Three of these pressures were set forth as follows:

—The drive for productive efficiency too often tends to be at the expense of the more precious human values of safety of life and limb.

—High unemployment tends to multiply the very real economic pressure on workers to overlook safety hazards out of fear of losing their jobs if they speak out against them.

—Marginal employers, struggling to remain in business against competitors using more efficient plant and productive techniques, tend to shortchange employees' safety procedures in their efforts to find shortcuts to greater productive efficiency.

It was pointed out that, in working to prevent and correct unsafe working conditions, organized labor has a responsibility to keep its members out of unsafe jobs "when safety standards are being clearly violated and no immediate effective remedy is available."

### **Noise Safety Order Issued**

A major breakthrough during the interim period since the last convention was the issuance of the State's first industrial safety order covering noise, effective on

March 15, 1963. During the long drawout period that led to its adoption by the Division of Industrial Safety, the Federation was instrumental in strengthening several provisions and in securing a clarifying section to the effect that compliance with the order shall not be construed to impair workmen's compensation benefits when a noise injury occurs. This was necessary because sensitivity to noise varies with the individual, and because the minimum standards promulgated would not protect employees having high sensitivity.

(It should be noted also in passing that the Federation actively assisted the national office in updating radiation safety and health standards under the Walsh-Healy Public Contracts Act. In communications to the Secretary of Labor, the Federation supported AFL-CIO proposed improvements and urged all affiliates to do likewise.)

#### **Social Welfare Programs**

It is understandable that under current conditions of prolonged high levels of unemployment and lagging social insurance programs, the labor movement has found it necessary to become more actively involved in the administration of social welfare programs. During the fall of 1962, after the Long Beach convention, the Federation maintained close contact with the work of the State Welfare Study Commission, whose far-reaching recommendations to improve social welfare programs became the base for substantial advancements made at the 1963 session. (See Sacramento Story.) Among the most significant of these achievements, as indicated above in connection with manpower development problems, was the extension of aid to families with dependent children (AFDC) to include families of the unemployed.

#### **AFDC-U**

This assistance program, despite its fundamental importance to families whose breadwinner has exhausted or is not eligible for social insurance benefits, presents a number of administrative problems. The "availability for work requirement" is not limited by prior work experience, and beneficiaries are required to accept assignments in work experience and training programs developed and administered by counties under State rules and regulations. The extended benefits became available on February 1, 1964.

Representatives of the Federation worked closely with the Social Welfare

Department on the development of the rules and regulations relating both to eligibility and the administration of county work experience and training programs. Through meetings with the Social Welfare Department and testimony submitted at public hearings before the social welfare director, these rules and regulations were materially strengthened to protect recipients against county abuses, although not all of the Federation's recommendations were adopted.

As the February 1 effective date approached, it became necessary for the Federation to issue a warning against "a vicious campaign being mounted at the local level by right-wing elements and ad hoc taxpayer groups to subvert the extension of the AFDC program to the unemployed and to preclude its implementation by county welfare agencies." Central Labor Councils were urged to contact their county welfare officials and supervisors at the earliest possible opportunity to find out what was being done to make certain that each county was adequately prepared to process benefit claims on the effective date. Information on the background of the program and on the distribution of costs between the federal government, state and counties was made available to the central labor bodies to help them counter the efforts of the opponents. These activities played a major role in the successful launching of the program. As the program went into operation, a second letter was sent to central labor councils together with copies of the regulations governing eligibility for the program and county work relief and training projects. The communication, in part, pointed out:

"These rules and regulations are not all that we would like them to be, but through the establishment of a close working relationship with your county social welfare department you will find enough protections in the rules and regulations to prevent abuses by those who might like to see the program used as a source of cheap labor.

"This, however, will depend upon the functioning of your county's advisory committee as required by section (g) of the rules governing community work and training programs—(page 6). It is mandatory that these committees include representation from labor as well as from management, employment, education, and apprenticeship training. Further, you will note on page 15 of the same rules, under item 2, that no training may take place in occupations in which there is a current



labor surplus or those in which there is known to be declining employment opportunity. This provision, in combination with the requirement of an advisory committee, should be used effectively to prevent any misuse of training programs that would adversely affect employment opportunities.

"It is important to recognize that this is a social welfare program, and that many of the unemployed parents who qualify for benefits will number among those who are so-called 'functional illiterates,' unable to qualify for present job training programs. Thus, every effort should be made to channel social welfare training funds under the AFDC extension, into programs to eliminate 'functional illiteracy.' If possible, this should be made a pre-condition for the establishment of any community work and training program."

The Federation's communication to central labor councils, in turn, was sent to all craft councils and similar joint bodies, urging them to work closely with the central labor council in their area to make certain that labor liaison is well established at all levels of operation of the AFDC-U program, particularly in regard to community work and training programs.

As of this date, most counties are only beginning to develop their work experience and training programs. The Federation has extended its full cooperation to local movements in working out problems with the state social welfare department. But apart from these problems, opposition to the AFDC-U program remains strong, and it is anticipated that a major effort will be made by reactionary groups to seek its repeal at the next session of the legislature.

#### **Youth Conservation and Training**

As a forerunner to one of the main provisions of President Johnson's anti-poverty bill, the California legislature in 1963 established a pilot Youth Conservation and Training Program which is in operation in the San Bernardino Mountains area. The Federation actively supported the legislation and has maintained a continuing interest in its operation with particular attention being given to its job training aspects. Organized labor has a vital stake in the job training opportunities provided by the program and also in making certain that the projects undertaken serve a useful purpose and do not result in the displacement of regular

workers. In this regard, the Federation's president serves in an advisory capacity to the Board of Directors of the Youth Conservation and Training Program.

#### **State Board of Education**

In a variety of matters affecting the operation of our public schools, the Federation has followed closely the work of the State Board of Education and its subcommittees. When the occasion has required, appropriate representation has been made before the Board. These activities have included the following:

- Extended contact with the Board and its members concerning the printing of text books. Most recently in connection with the adoption of the new mathematics text book series, over a period of approximately three months, the Federation blocked the efforts of private publishers to undermine present Board policies and to permit both the printing and binding of textbooks to be done out of state. The ultimate impact of this has been to destroy the State Printing Plant as an effective price yardstick for the printing of textbooks.

- Participation in workshop sessions with the Economic Education Subcommittee of the Board to improve the teaching of economics in the public schools below the collegiate level. This has included working with the Center for Economic Education at San Francisco State College which, in cooperation with the Subcommittee and the State Department of Education, has been developing a comprehensive course of study for teaching economics in the high schools.

- Participation in the development of standards for "graded classes" in junior colleges. The Federation was able to help resolve differences between adult educators and J.C. vocational instructors regarding the inclusion of vocational courses as graded classes.

- Appearances before the State Board of Education to urge its support for the establishment of teacher placement services within the Department of Employment. In this regard, the Board has instructed the State Department of Education to explore with the Department of Employment and present teacher placement agencies the services that might be available through the Department of Employment on a basis supplemental to present placement services.

#### **Other Activities**

The varied interests of the labor move-

ment have involved the Federation in many other areas of activity such as the following:

- In the field of mental health, through the membership of the Federation's president on the Mental Health Planning Advisory Committee to the Director of the Department of Mental Hygiene, the Federation has been active in the development of a projected program in California to meet mounting mental health needs. The president is also on the Executive Committee of this advisory group.

As a related activity, the Federation has continued to be one of the sponsors of the annual Mental Health and Retardation Awards Banquet and Conference, currently going into its fifth year. The fourth banquet-conference was held in Los Angeles April 10. The conference was capped with an evening banquet to honor individuals and groups for distinguished volunteer service in behalf of the mentally retarded and mentally ill. "Community Programs: Progress and Profit" was the theme of the day-long conference featuring local, state and national experts on problems relating to mental health and retardation. Topics discussed included the resistance encountered in developing community mental health programs; "federal programs in retardation"; and "developing state programs for the mentally ill and retarded." Included in five afternoon discussion meetings was one on "labor's role in community programs" conducted by representatives of the AFL-CIO Community Services Department.

In the field of public health, the Federation is represented on an Advisory committee to the Department regarding the development of an index to measure the quality of health care in county hospitals. This project stems originally from legislation proposed by the Federation calling for the establishment of nursing standards in county hospitals. The overall county hospital index, contains a section on nursing standards.

### ANNUAL FEDERATION SCHOLARSHIP

The Federation's annual scholarship program has continued to grow in participation and stature, as a result of the wholehearted support and cooperation received from participating organizations, local labor officials, most school authorities, and the university scholars who help the Federation administer it. The 1963 and 1964 competitions carried the pro-

gram into its 13th and 14th years respectively.

In 1963 eight \$500 awards were offered, and the number was increased to eleven this year. Five of the 1963 awards were sponsored by the following: Los Angeles Building and Construction Trades Council; California Legislative Board of the Brotherhood of Railroad Trainmen; California State Council of Carpenters; Carpenters Ladies Auxiliary, California State Council; and California State Council of Culinary Workers, Bartenders, and Hotel & Motel Service Employees.

In this year's competition, which was recently completed, eight of the eleven awards were sponsored by the above organizations and the additional following groups: a second scholarship sponsored by the Los Angeles Building and Construction Trades Council to be known as the "Lloyd A. Mashburn Memorial Scholarship"; one by the Los Angeles County District Council of Carpenters (offered biennially); and one by the Painters District Council 36 of Los Angeles (offered bi-annually), known as the "Roderick MacKenzie Scholarship Award."

Under the rules of the Federation's competition, the winners may apply the \$500 awards at any accredited college or university of their choice. No restrictions are placed on the future course of study undertaken by the winners.

The eight award winners in 1963 were selected from 467 students who participated in the competitive examination, out of 750 applicants. They were as follows: Stan Speros Draenos, McLane High School, Fresno; Raymond Norman Palmer, Las Lomas High School, Walnut Creek; Bradford Curie Snell, Grossmont High School, Grossmont; Winfred Ray Hadley, McKinleyville High School, Arcata; Susan Thomas, Point Loma High School, San Diego; Maryellen Vizcarra, Richmond Union High School, Richmond; Leo C. H. Soong, St. Ignatius High School, San Francisco; and Richard H. Smith, Oakland High School, Oakland.

The eleven winners in this year's contest, selected from 657 students who took the competitive examination out of a record number of more than 925 applicants, were as follows: Sandra Schmunk, Lompoc Sr. High School, Lompoc; Brian R. Law, Vacaville High School, Vacaville; Denise Mallette, Junipero Memorial High School, Monterey; Jack Radey, Merced High School, Merced; Harriet Sternsher, Lincoln High School, San Francisco; Sheba Sipora Solomon, Homestead High

School, Sunnyvale; Lynette Price, Castle-mont High School, Oakland; Suzanne Crane, San Pedro High School, San Pedro; Thomas William High, Oakland High School, Oakland; Elinor Frances Davis, Fullerton High School, Fullerton; and Ron N. Sutter, Junipero Memorial High School, Monterey.

In addition to the cash awards, the winners of this year's scholarship will receive an expense-free trip to the San Francisco convention as guests of the Federation. They will be presented to the convention at a special scholarship presentation ceremony at the Wednesday afternoon session.

Your Secretary-Treasurer is continuing to work with central labor councils and school authorities at the local level to promote still broader participation in the competition, which is already recognized as one of the better ones being offered by private groups. We are also doing everything possible to increase participation by children from trade union families. The scholarship announcements are mailed to all affiliates with a request that they give the competition broad publicity among their membership.

We continue to remain deeply grateful for the cooperation received from college and university scholars who grade the examination papers and screen them for ultimate selection of the winners by the committee of three judges. Our committee of judges has taken a very active interest in working with the Federation's staff to improve the scholarship program. Currently serving on the committee are: Frederick A. Breier, Ph.D. Professor of Economics, University of San Francisco, San Francisco; Leon F. Lee, Ph.D., Associate Professor, Department of Industrial Relations, San Jose State College, San Jose; Benjamin Aaron, L.L.B. Director, Institute of Industrial Relations, University of California at Los Angeles.

## OTHER ACTIVITIES

### Educational Conferences and Workshops

As part of its on-going activities, the Federation has continued to co-sponsor with others a number of conferences, seminars and workshops covering a wide variety of subjects. Additionally, many others are covered by the Federation through the active participation of its officers and staffs.

The following number among conferences either co-sponsored by the Federa-

tion or held in cooperation with the Federation:

- The annual one-day Industrial Relations Conference of the University of California's Institute of Industrial Relations, held in San Francisco. The subject of the May 28, 1963, conference was "The Public Interest in Labor Relations." The subject of the 1964 conference, held May 27, was "Unemployment and Collective Bargaining."

- The annual Statewide Conference on Families Who Follow The Crops, now going into its fifth year. The fourth annual conference this year was held in Bakersfield, and the Federation's President was one of its keynote speakers.

- A West Coast Seminar on Automation and Technological Change called by the President's Advisory Committee on Labor-Management Policy. This seminar was held in Los Angeles, June 4, 1964, in cooperation with UCLA's Institute of Industrial Relations. As one of three such seminars scheduled by the President's Advisory Committee, its purpose was to bring together knowledgeable labor and management representatives, to discuss adjustment approaches to automation that are being pursued at the collective bargaining table. Its primary purpose was to provide "feedback" to the President's Committee. In this connection, the seminar explored the following three central propositions: (1) that technological progress is essential to the general welfare, economic growth and defense of the nation; (2) that technological progress must be achieved without the sacrifice of human values; and (3) that such an achievement depends upon a combination of private and government action consonant with the principles of a free society.

- The annual California Industrial Development Conference, now going into its eighth year. This one-day conference rotates between the north and the south each year, the last one being held in San Francisco on November 8, 1963.

In connection with conference activities, the Federation frequently is called in on a consultant basis in the planning of many conferences and workshops on subjects of interest to labor. One example of this is a three-day conference on research needs and consumer economics, currently being planned by the State Consumer Counsel in cooperation with the University, scheduled for September 10-12, 1964. The importance of this type of activity stems from labor's

interest in obtaining balanced participation and representation in conferences, and in developing the subject matter objectively.

Also, the Federation's News Letter consistently carried information on conferences of interest to organized labor as they are scheduled.

#### **Educational Materials and Films**

The Federation regularly stocks labor pamphlets and other materials for distribution to affiliates, schools, and the public generally. Notices of the availability of these materials are published regularly in the Federation's Weekly News Letter. These notices also include national AFL-CIO materials that are not stocked but which may be readily obtained through the national office.

During the interim period since the last convention, the Federation has made a special effort to place labor publications and materials in the libraries of our public schools, state colleges, and community libraries. In connection with our annual scholarship program, packets of AFL-CIO materials are assembled and distributed to the participating students as well as their school libraries, without charge. Also, in connection with high school and college debate topics, materials assembled by the national office are distributed by the Federation to debaters on request.

The past two years have seen a vast increase in the number of extremely useful films available through the national AFL-CIO film library. Notices of new films available are carried regularly in the Federation's News Letter, and full cooperation is extended to the national office in securing the circulation of films in California. To the extent feasible, the Federation also maintains a list of locations in California where popular AFL-CIO films may be obtained quickly. Frequently, when the AFL-CIO has not been able to supply a film, the Federation has been able to locate a copy within the state for use by the requesting organization.

#### **Phony Labor Papers**

A continuing problem confronting organized labor during the past two years has been the persistence of phony labor paper operations that utilize unethical high-pressure advertising sales techniques which rebound to the discredit of organized labor generally.

Among papers of this ilk coming to the

Federation's attention during the past two years were the "State Labor News," the "California Union Labor Journal," and the "Trade Union News."

Working with Better Business Bureaus and appropriate police and postal authorities the Federation has undertaken to alert both central labor bodies and the business community throughout the state to repudiate and spurn these high pressure pitchmen. Last June, culminating a long sustained effort, the International Labor Press Association (ILPA) was successful in bringing the operations of the "Trade Union News" to the attention of the Federal Trade Commission. The FTD ordered the paper, among other things, to stop making "false, misleading and deceptive representations" to advertisers that the paper has labor sponsorship.

In addition to exposing the spurious operation of the "California Union Labor Journal" (News Letter, January 11, 1963) and the "State Labor News" (May 24, 1963), the Federation also issued a pre-Christmas season warning on the operations of both these papers last November to alert the business community to the "dubious nature of these purported publications."

Although both the Federation and the Better Business Bureaus in a number of communities have received complaints regarding the sales tactics employed by both of these papers, no copies of either paper have yet been obtained. This raises the question, of course, as to whether the papers are ever even actually published.

There is the possibility that a fourth phony labor paper will make its appearance in Southern California in the near future under the name of the "Union Labor News Review," which is sponsored by a so-called "independent" group of organizations called the Congress of Independent Unions.

Needless to say, this continuing problem can be effectively met only by constant vigilance and cooperation between the state's central labor bodies and the Federation, in cooperation with other appropriate authorities.

#### **Union Label Activities**

As indicated in the Executive Council's report, the Federation is planning to expand its union label activities. In cooperation with the national AFL-CIO Union Label and Service Trades Department, your Secretary-Treasurer is developing a program to promote the distribution of union label materials available from vari-

ous international organizations through local union label councils. (See report of Executive Council.)

In connection with union label activities, the Federation's Weekly News Letter has been used as a source of regular information concerning boycotted products. These are carried as news items rather than as a boycott activity of the Federation itself.

### **Handicapped Contest**

The Federation has continued to support community activities concerned with the rehabilitation and employment of handicapped persons. This has included efforts to encourage local organizations to take part in community efforts to come to grips with handicap problems through active participation in the functioning of local committees for the employment of the handicapped.

Again in 1963 and 1964, as in previous years, the Federation cooperated with the national AFL-CIO in demonstrating labor's concern for the handicapped in connection with the nationwide annual essay contest for high school students conducted by the President's Committee for the Employment of the Handicapped. Each year, the state-wide essay winner for California, selected by the Governor's Committee for the Employment of the Handicapped, has been provided an expense-free trip by the Federation, to Washington, D. C., to participate in the national contest. Georgia E. Gillum of Ramona High School in Riverside was the state Handicapped Contest winner in 1963. This year's winner was Waldine Huff from Salinas High School in Salinas.

The Federation arranges for the presentation of the award to the winners through ceremonies arranged at the local level in cooperation with school authorities, the local handicapped committee and the labor representatives on these local committees. Again during the past two years, the Federation's president has served as one of the judges who selected the statewide winner and the four runners-up in each contest.

### **Railroad Initiative**

The railroad carriers have launched a fundamental attack against the railroad unions by attempting to hoodwink the public into sacrificing their safety in the composition of train crews. They have qualified for the November ballot, Proposition No. 17, to repeal the state's full crew law. A major campaign is being de-

veloped by the railroads to mobilize anti-labor sentiment on a false issue in order, to put over this proposition.

Immediately, upon titling of the initiative by the Attorney General preparatory to circulation, your Secretary-Treasurer cautioned the public concerning the dangers of the initiative, and urged union members to refrain from signing it. In a statement issued early in March, it was pointed out that "Californians who believe it is better to be safe than sorry" should not "fall prey" to the attempt by the California Railroad Association to badger them into supporting the initiative. The statement declared:

"The very fact that the state Legislature saw fit to amend the Act just a few years ago in 1959 to make it apply to diesel locomotives puts the lie to the Association's claim that all they are trying to do is rid the law books of what they call 'obsolete excess crew laws.'"

"The Legislature acted in 1959 only after examining documentary evidence of 33 cases in a span of less than 10 years in which the engineer became incapacitated and the fireman was required to take over . . .

"The truth of the matter is that—knowing they cannot get responsible legislators to sacrifice public safety to private profit—they are undertaking to subvert the real purpose of the initiative process by hoodwinking California voters into compromising their own safety not only as rail passengers but as motorists venturing across highway rail crossings.

"They attempt to mislead the public by pretending that the fireman's job has disappeared. In point of fact, it is only his title that has become a misnomer. His job has now evolved into one amounting to that of an assistant engineer who serves as a repairman, signal passer, and lookout in addition to having many other duties. In many cases, the fireman is required to care for as many as ten diesel units in a single train. His job on high speed diesel locomotives has become increasingly necessary, from a safety standpoint, rather than less so, as the railroads have accelerated their speed of operation . . ."

Proposition 17 would also wipe out the right of the State Public Utilities Commission to determine manpower necessary on all trains, for both public and train safety. This means a complete surrender of the public interest to the railroads in manning of freight trains.

As it became apparent that the profes-

sional circulators would qualify the initiative, your Secretary-Treasurer called a meeting of representatives of railroad unions in California at the Del Webb TowneHouse, April 27, 1964, to discuss the kind of statewide coordinated campaign that would be necessary to defeat the initiative. It was pointed out in the communication calling the meeting that:

"The object and purpose of this meeting is to help pull together your respective organizations in a united campaign that will make it possible to enlist the full support of the labor movement as a whole. It is not our desire to assume your responsibilities in directing the campaign against the initiative, but merely to give our assistance, based on the experience we have had in handling ballot propositions."

"Out of this meeting, the railroad organizations established a coordinating structure to proceed with the development of a campaign. Your Secretary-Treasurer is pleased to report that the campaign against the vicious railroad initiative, Proposition No. 17, has been effectively launched. As reported in the Federation's Weekly News Letter a few weeks ago, the first of a number of major rallies to mobilize support against the railroad scheme was held in Los Angeles on July 20. The success of the campaign is dependent upon full support of the railroad unions by the entire AFL-CIO movement in California.

## 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 June 1, 1962, and June 30, 1964, as reported by him to your Secretary-Treasurer is summarized herewith as follows:

### I. Court Cases

#### A. Pitts v. Perluss

Since the 1960-1962 report, our petition for writ was granted by, and argued before, the California Supreme Court on August 28, 1962. The unanimous decision written by Justice Tobriner was issued, finding for us favorably on all issues raised. The direct affect was to prevent the voluntary plan carriers from avoiding compliance with the regulations and as a result substantially all of them terminated their plans because of the issuance of the writ. However, an attempt was made to modify the writ after it was

issued but we opposed it December 10, 1962 and the attempt was rejected. At the present time, there are only a minimal number of voluntary plans in effect in compliance with the existing regulations.

#### B. Powell, et al v. California Department of Employment, Oakland Tribune, et al and Byrd, et al v. California Department of Employment, Los Angeles Examiner, et al.

Since the 1960-1962 report, the Appeals Board on January 9, 1963 issued its decision in the above matters and held that the termination payments received by the individual members of the guild in question at the time their services were terminated, disqualified them from receiving unemployment insurance benefits until the full amount of those payments had been credited.

At the request of the Secretary, petitions for writs of mandate were filed in the Superior Court of the City and County of San Francisco on April 15, 1963 and after hearing and argument on January 16, 1964, the judge affirmed the decision of the Appeals Board holding that he was bound because of the ruling decision in the Chronicle case previously issued by the California Supreme Court.

Thereafter, we appealed and the cases are now pending before the District Court of Appeals, First Appellate District, Division One, of the State of California. We have filed our brief but are awaiting the briefs of the respondents.

When these cases were undertaken, it was understood that they were to be precedent cases intended to overcome the effect of the previous Chronicle decision because of the amendment by the Legislature to the Code in 1959 adding Section 1265. Both in the Superior Court and on appeal, a unique condition has developed wherein the Department of Employment is agreeing with our contentions although our contentions are in turn opposed by the Appeals Board, which has assigned its own Chief Referee to act as its attorney.

When all of the briefs have been filed, the matter will then be set for oral argument before the District Court.

#### C. Ruberoid Company v. California Unemployment Insurance Appeals Board.

In this particular matter, the employer filed a petition for writ of mandate in the Superior Court of Los Angeles County to prevent the payment of bene-

fits as awarded by the Appeals Board on the ground that the individuals in question, even though replaced by other workers, were still engaged in a trade dispute and accordingly could not receive unemployment insurance benefits. The Superior Court agreed with the contention of the employer and, on appeal to the District Court of Appeal, this determination was affirmed.

The matter was then further appealed to the California Supreme Court and at the request of the Secretary, on September 4, 1962, a brief *amicus curiae* was filed on behalf of the Federation contending that the decisions of the Superior Court and District Court of Appeal were erroneous and since the individuals had in fact been terminated and replaced by other employees, they were entitled to benefits from the date of such termination and replacement.

I am happy to advise that the Supreme Court agreed with our contention and by a decision dated January 31, 1963, reversed the decision of the Superior Court and held that benefits were properly payable.

**D. California Grape & Tree Fruit League, et al v. Industrial Welfare Commission, et al. (San Francisco Superior Court No. 535612.)**

Under date of October 1, 1963, at the request of the Secretary, I applied for permission to participate in the above matter as an *amicus curiae* and such permission was granted.

The case in question involved an attempt by the plaintiffs to set aside the Wage Order applicable to the industry. It contended that the action of the Commission was improper, among other grounds, because there had been no recommendation from the Wage Board with respect to any hourly wage rate and, secondly, that with respect to the establishment of the escalator from \$1.25 to \$1.30 per hour there was no statutory authority to set up an escalator.

The matter was argued before Superior Court Judge Karesh on October 29, 1963 and again on February 3, 1964, and after the matter was submitted, he sustained the contentions of the petitioners on the two points noted above.

The matter is now currently pending on appeal by the Industrial Welfare Commission to the District Court of Appeal.

## II. Legislation

### A. Drafting Legislation

Subsequent to the 1962 Convention of the Federation, there were referred to me all of the resolutions calling for the introduction of legislation and based upon such resolutions, I prepared fifty sets of approximately 100 bills for consideration by the Screening Committee and the Executive Council. October 24, 1962, a full day meeting of the Screening Committee was held, at which certain action was taken eliminating certain of the proposed drafts based upon policy considerations. At the meeting in Hollywood November 29-December 1, 1962, an entire day was spent reviewing each of the drafts with the Executive Council and thereafter the bills were introduced during the month of January, 1963, pursuant to the conclusions reached by the Executive Council.

### B. Attendance at Legislative Session

During the 1963 Legislative Session, I was in Sacramento in the offices of the Federation reviewing legislation, preparing summaries, participating in appearances before committees and otherwise following up as directed by the Secretary-Treasurer.

The days on which I was in Sacramento were:

January 8, 9, 14, 15, 16, 30.  
February 4, 5, 6, 11, 12, 18, 19, 20, 25, 26, 27.  
March 4, 5, 6, 7, 11, 12, 13, 14, 18, 19, 20, 21, 25, 26, 27, 28.  
April 1, 2, 3, 8, 9, 10, 11, 15, 16, 18, 22, 23, 24, 25, 26.  
May 20, 21, 22, 23, 27, 28, 29, 30.  
June 2, 3, 4, 5, 6, 7, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22.

### C. Interim Committees

June 16-17, 1964, I attended a meeting of the Subcommittee on Unemployment Insurance of the Assembly Finance and Insurance Committee in San Francisco. The discussion at the meeting was limited to coverage of nonprofit and public employees and to the over-all financing of the Unemployment Insurance Fund.

### D. Federation Legislative Committee Meetings

On April 16, 1963 during the Legislative Session there was a meeting of the Legislative Committee in Sacramento to review policy determinations with respect to the so-called social insurance programs.

### III. Unemployment Insurance

#### A. Advisory Council

I attended meetings on the following dates at the following places:

November 14, 1962—San Francisco  
February 21, 1963—San Francisco  
April 23, 1963—Sacramento  
September 25, 1963—San Francisco  
November 26, 1963—San Francisco  
February 25, 1964—San Francisco  
April 24, 1964—San Francisco

#### B. Technical Committee

As a member of the Technical Committee, on November 15, 1962, I attended a meeting in Sacramento to review the proposed legislative program submitted by the Department. At that time, there was substantial objection by all the members of the committee to various substantive proposals being proposed and it was the position of the members of the Technical Committee that the Department should confine itself to procedural matters. Although there was general agreement to this by the Department, ultimately many of the substantive proposals were in fact introduced through other sources during the Legislative Session.

#### C. Appeals Board

On November 22, 1963, I met in San Francisco with Appeals Board members Nelson, Maher and Gatzert together with their staff representatives Clevenger and Harris, to review generally the over-all problems facing the Appeals Board.

### IV. Workmen's Compensation

#### A. I.A.C. Hearings

August 16, 1962, Mr. Airola of my office attended a hearing in San Francisco involving the subject matter of loss of hearing and expressed the views of the Federation in opposition to any attempt to reduce compensability.

November 27, 1962, Mr. Airola of my office attended a hearing in San Francisco to observe the position adopted with respect to a general run of changes, none of which were substantive in nature.

July 11, 1963, I attended a hearing in San Francisco on a group of general rules, none of which were substantive in nature.

December 2, 1963, I attended a hearing in Los Angeles involving generally the various forms used by the Industrial Accident Commission and opposed many of the suggested changes so that the Com-

mission did not take final action as a result of these appearances.

February 19, 20, 1964, I and Mr. Minton of my office attended an additional hearing of the Commission, as well as its Quarterly Meeting, and once again the over-all question resolved itself around forms, to which we again expressed our opposition and again the Commission postponed adoption.

#### B. I.A.C. Special Forms Committee

The Chairman of the Commission appointed a Special Committee on Forms, consisting of Presiding Referees Connolly and Kaplan from each of the Panels, together with Mr. Leonard, representing the self-insurers, Mr. Johnson, representing the carriers, and myself. The first meeting of this committee was held in the offices of the Commission in San Francisco on April 29, 1964, at which time it was recommended that an Advisory Committee of a complete cross-section of those interested in the program be added to assist the Special Committee and that subsequent meetings be held. This suggestion was accepted by the Chairman and a subsequent meeting was held in San Francisco on May 28, 1964, at the Commercial Club at which substantial changes were made in the proposed form, followed by a three-day meeting in the Tahoe area where final agreement on the proposals was submitted to the Commission. The Commission is scheduled to consider these suggestions at their July meeting and generally the changes are to the advantage of the applicants.

#### C. Rates Paid to Building Trades Workers

October 20, 1962, Secretary-Treasurer Pitts and myself attended a conference of the Presidents of the various carriers of workmen's compensation in an attempt to obtain a mutually satisfactory method of paying temporary compensation benefits in view of the fact that the previous proposal had been rejected by the Executive Council at its June, 1962, meeting. The parties were unable to reach agreement and a second meeting was held on May 8, 1964, with the same parties generally present, as a result of which a proposal was submitted to the Executive Council for its consideration and approved by the Executive Council at its June 8-9, 1964, meeting in Palm Springs.

#### D. Wrap-Up Insurance

On February 18, 1964, a luncheon conference was held at the Del Webb Motel



at which were present Messrs. Bartalini, Ramos, Pitts, Ames, Ragan and myself. The over-all discussion was concerned with opposition to the so-called Wrap-Up Program on the ground it was detrimental to the interests of all of those present. From the union standpoint, it was the position that it endangered the safety program and could only result in a more stringent claims administration program. As a result of the meeting, it was agreed that the Federation would express its opposition to the Governor with respect to this procedure and assist actively both at the legislative and at the administrative levels in an attempt to terminate this practice. I believe that this is covered more adequately in the report of the Secretary-Treasurer and no further comment will be made by me at this time.

#### **E. University of Pennsylvania Rehabilitation Conference**

As a Vice Chairman of the American Bar Association Sub-committee on Workmen's Compensation, I was invited to participate at a conference at the University of Pennsylvania on rehabilitation, jointly sponsored by the University and the American Mutual Alliance. The conference lasted from October 16 to October 19, 1962. Outstanding experts in the field of rehabilitation addressed the conference during its lengthy sessions and generally the attitude was extremely favorable to provide promptly and completely total rehabilitation services.

#### **F. University of Nevada-Nevada Federation Conference**

At the request of the Secretary-Treasurer, on February 11, 1964, I attended a conference in Reno sponsored by the Nevada Federation and discussed generally the over-all needs to be filled in the field of workmen's compensation.

#### **G. Governor's Blue Ribbon Study Commission**

I have been appointed by the Governor as a member of the legal profession on the Study Commission which specifically defines by statute the sources from which the representation shall come. The labor representative on the Commission is Mr. Wendell Phillips, a representative of the Teamster group. The first meeting of the Commission was called by the Governor in Sacramento on December 11, 1963, and since that time I have attended the following meetings of the Commission at the following places:

January 14, 1964—San Francisco  
February 21, 1964—Sacramento

March 20, 1964—Los Angeles  
March 26, 1964—San Francisco  
May 25, 1964—San Diego  
June 29, 1964—San Francisco

It is apparent that the Chairman of the Commission contemplates a rather thorough study of the over-all problems and there may well be wide-sweeping recommendations coming to the Governor and to the Legislature as a result of this Study Commission. It is imperative that the representatives of the labor group actively follow the activities of the Commission and participate in expressing its viewpoint.

### **V. Executive Council Meetings**

A. I attended the following meetings of the Executive Council and rendered advice as requested.

July 19, 1962—San Francisco  
August 16, 17, 1962—Long Beach  
Nov. 29-Dec. 1, 1962—Hollywood  
April 6, 1963—San Francisco  
July 9-10, 1963—Long Beach  
October 24-25, 1963—San Francisco  
January 15, 1964—Sacramento  
June 8-9, 1964—Palm Springs

### **VI. Convention**

A. I attended the convention of the Federation in Long Beach and assisted the committees as requested, from August 18 through August 25, 1962.

### **VII. Miscellaneous**

#### **A. Federation-University of California Conferences re Labor Education Program**

Together with the President, Secretary-Treasurer and Research Director Vial, I attended conferences with representatives of the University to attempt to formulate an over-all program pursuant to the direction of the 1962 Convention of the Federation. Meetings were held at the following dates and places:

January 16, 1963—Berkeley  
November 6, 1963—Berkeley  
February 7, 1964—Berkeley  
March 10, 1964—Berkeley  
May 12, 1964—San Francisco

As is undoubtedly noted in the report of the Secretary-Treasurer, the meetings succeeded in establishing a program which has been formally approved by the Executive Council of the Federation and by the Board of Regents of the University and which will be submitted to the Convention for its consideration.

### B. AFL-CIO Convention, New York

At the request of President Meany and pursuant to the instructions of Secretary-Treasurer Pitts, I attended the convention in New York from November 14 through November 19, 1963, since a conference of attorneys representing State Federation of Labor organizations had been called.

The legal problems facing the Federation and its affiliates were discussed in detail by General Counsel Woll and the other participants at the meetings and it was indicated that as a matter of policy, hereafter such conferences would most likely be called as a part of each AFL-CIO Convention.

### C. Federation Pension Program

On July 19, 1962, and again on October 30, 1963, meetings were had with Secretary-Treasurer Pitts and Mr. Browning, representing the insurance company, to review the operation and application of the Federation's pension program for its staff and officers. I am sure that Secretary-Treasurer Pitts has reported on the matter in his report and accordingly I will not repeat the discussion here.

### D. National Labor Relations Board Regional Advisory Meeting

As has been done in the past, on November 9, 1962, a meeting was called by the representatives of the Board of practitioners in this area in San Francisco, which I attended.

### E. Department of Labor Regional Conference

On August 21, 1963, a Regional Conference was held in San Francisco by representatives of the so-called Labor Management Report Section to review generally how they would apply the regulations with respect to the filing requirements under the law.

### F. S.C.R.I.

The subject matter of this resolution adopted at the last session of the Legislature called for a review of the salaries paid to the various types of referees and hearing officers in the state. An attorney in Sacramento by the name of Richardson was assigned the task of conducting the review and I was forwarded for my review and comments his reports as well as the briefs filed by the various associations representing the referees and the hearing officers. In general, the report concluded that the referees of the Department of

Employment should receive a lesser range of pay than the referees of the Industrial Accident Commission and the hearing officers of the Public Utilities Commission. Further, with respect to the I.A.C. referees and the Public Utilities hearing officers, however, the report also concluded that they were not comparable to any of the judges and therefore should not receive the same rate of pay as the Municipal or Superior Court judges.

It is our understanding that all of the referees and hearing officers associations are opposed to the conclusions reached in the report and the Federation is on record in support of their opposition.

### G. Di Giorgio v. Union Gazette

On May 27, 1964, I met in the offices of the Secretary-Treasurer with the Secretary-Treasurer and representatives of the Santa Clara Central Labor Council and Building Trades Council consisting, among others, of Messrs. Feci, Hernandez and Street. The issue at question was an article published in the Gazette accusing Di Giorgio of improper conduct with respect to the over-all area of employment of agricultural workers. Di Giorgio in turn demanded that the publication and its sponsors retract the statement and the purpose of the meeting was to determine the exposure of the Central Labor and Building Trades Councils. As a result of subsequent developments, a retraction was not given but the publisher of the paper has guaranteed to hold the respective Councils harmless from any damages and will plan on defending against the complaint.

As requested from time to time, I have transmitted various opinions and numerous oral and written communications and have assisted the officers and affiliates of the Federation as requested or as instructed by the Secretary-Treasurer.

Respectfully submitted,

CHARLES P. SCULLY.

## APPOINTMENTS

The demands on your Secretary-Treasurer's time by requests to serve on various Commissions, advisory bodies, committees, etc., extends far beyond any individual's capacity to serve on all of them on an active basis. It has been necessary, therefore, because of the workload of the office to hold acceptances to a minimum. Where possible, other officers of the Federation and of affiliated organizations have been recommended for these ap-

pointments. During the past two years, your Secretary-Treasurer has continued to serve as a member of the following:

- The Governor's Committee for Employment of the Handicapped. *Assigned*

- Board of Trustees of the California State Colleges. *Assigned*

- Governor's Advisory Council on the Department of Employment. *Assigned*

- Department of Labor Unit of the National Defense Executive Reserve.

- Citizens' Advisory Council of the President's Committee on Juvenile Delinquency and Youth Crime.

Additionally, since the last convention, your Secretary-Treasurer has accepted appointment on the following:

- California Commission on Manpower, Automation and Technology, including membership on the Steering Committee of this Commission. *Assigned*

- State Manpower Advisory Committee on the Implementation of The Federal Manpower Development and Training Act. *Assigned*

- Citizens' Advisory Commission on Constitutional Revision for State of California.

- Pacific Coast Regional Manpower Commission.

It should be noted finally that your Secretary-Treasurer is also a member of the Advisory Committee to the AFL-CIO Coordinator of State and Local Central Bodies. In this capacity, your Secretary-Treasurer has spent considerable time working with the national office to achieve greater unity within the official structure of the AFL-CIO at the central labor body level. Every effort is being made to achieve 100 percent affiliation.

Finally, your Secretary-Treasurer acknowledges with deep appreciation the cooperation received during the past two years from affiliated organizations. This cooperation, together with the assistance of the Federation staff, has made it possible to carry out the responsibilities of the office of Secretary-Treasurer.

Fraternally submitted,

Thos. L. Pitts  
Secretary-Treasurer

**FEDERATION MEMBERSHIP STATISTICS****July 1, 1962 to June 30, 1964****NEW AFFILIATIONS AND REINSTATEMENTS**

Locality	Union	Local No.	Date
<b>Arcadia</b>			
	Teachers Local .....	1424	2/11/63
<b>Ashland</b>			
	Fire Fighters Assn. ....	1428	7/2/62
<b>Azusa</b>			
	Machinists Lodge .....	80	8/9/62
<b>Bakersfield</b>			
	Western States Transport Service and Allied Workers .....		12/16/63
<b>Beverly Hills</b>			
	Winery Workers .....	51	8/9/62
<b>City of Industry</b>			
	Rubber Workers .....	585	5/21/63
	Rubber Workers .....	721	3/25/64
<b>Copperopolis</b>			
	United Cement, Lime & Gypsum Workers .....	430	11/5/62
	United Cement, Lime & Gypsum Workers .....	431	1/7/63
<b>Coronado</b>			
	Fire Fighters Assn. ....	1475	7/30/63
<b>Costa Mesa</b>			
	Fire Fighters Assn. ....	1465	5/31/63
<b>Daly City</b>			
	Teachers .....	1481	10/30/63
<b>Fremont</b>			
	United Auto Workers .....	1364	11/22/63
<b>Fresno</b>			
	Production Union .....	3184	10/1/63
<b>Garden Grove</b>			
	Whittier Area Teachers .....	1469	5/5/64
<b>Gardena</b>			
	South Bay Teachers .....	1301	3/3/64
<b>Hayward</b>			
	Hayward Federation of Teachers .....	1423	8/7/62
<b>Huntington Park</b>			
	Packinghouse Workers .....	78-C	12/3/63
<b>Lemoore</b>			
	Federal Fire Fighters .....	F-102	6/25/64
<b>Livermore</b>			
	Fire Fighters Assn. ....	1477	7/30/63
<b>Los Angeles</b>			
	Designers Guild of Ladies Apparel .....	452	3/29/63
	Housing Authority of Los Angeles .....	143	7/1/62
	L. A. State Employees .....	1406	9/27/62
	Packinghouse, Food & Allied Workers .....	1138	5/29/64
<b>Madera</b>			
	Fire Fighters Assn. ....	1466	4/1/63
<b>Merced</b>			
	Fire Fighters Assn. ....	1479	10/28/63
<b>Montclair</b>			
	Fire Fighters Assn. ....	1473	7/30/63
<b>Napa</b>			
	Barbers .....	595	10/18/63

Locality	Union	Local No.	Date
<b>Newark</b>			
	Fire Fighters Assn. ....	1483	10/28/63
<b>Northridge</b>			
	San Fernando Valley Teachers .....	1441	1/23/63
<b>Oakland</b>			
	East Bay Municipal Employees .....	390	1/29/63
	Electronic, Plastic & Metal Production .....	1518	3/14/63
	Northern Calif. District Joint Council .....		2/11/64
	Sign, Pictorial & Display Union .....	878	5/19/64
	Sheet Metal Production Workers .....	355	6/26/64
<b>Ontario</b>			
	Barbers Union .....	999	2/14/64
	Fire Fighters Assn. ....	1430	7/27/62
<b>Orange</b>			
	Teachers .....	1487	4/21/64
<b>Redding</b>			
	International Brotherhood of Elect. Wkrs. ....	442	4/24/64
	No. Calif. Dist. Council Lumber & SM Workers .....		4/23/63
<b>Ridgecrest</b>			
	Indian Wells Valley Metal Trades Council .....		8/28/62
<b>Riverside</b>			
	Riverside County Federation of Teachers .....	1414	1/16/63
<b>Sacramento</b>			
	Fire Fighters Assn. ....	1439	8/29/62
	Sacramento Newspaper Guild .....	92	12/23/63
<b>San Diego</b>			
	Barbers Union .....	256	1/18/63
	Cab Drivers .....	3025	7/23/62
	Communication Workers .....	9509	2/20/63
	Musicians Assn. ....	325	8/9/62
	San Diego Teachers Federation .....	1407	12/17/62
<b>San Francisco</b>			
	Bricklayers .....	7	3/18/64
	Painters & Decorators .....	4	8/9/63
	Retail Fruit & Vegetable Clerks .....	1017	8/3/62
	Ship Painters .....	961	7/13/62
	Marine Staff Officers .....		6/19/64
<b>San Jose</b>			
	I. U. Electrical Workers .....	1201	6/2/64
<b>Santa Ana</b>			
	Electrical, Electronic Workers .....	2125	10/8/63
<b>Santa Clara</b>			
	Jefferson Union School District .....	617	4/2/63
<b>Spring Valley</b>			
	Fire Fighters Assn. ....	1434	7/27/62
<b>Stockton</b>			
	Automotive Machinists .....	428	1/11/63
	Stockton Newspaper Guild .....	100	6/7/63
	United Brick & Clay Workers .....	528	7/12/63
<b>Vallejo</b>			
	Communication Workers .....	9411	7/9/63
<b>Ventura</b>			
	Ventura Typographical Union .....	909	7/11/62
<b>Visalia</b>			
	Teachers .....	1472	1/15/64
<b>Vista</b>			
	Fire Fighters Assn. ....	1429	7/27/62

Locality	Union	Local No.	Date
West Sacramento			
Fire Fighters Assn.	.....	1482	10/28/63
Whittier			
Fire Fighters Assn.	.....	1503	3/27/64
Zephyr Cove			
Barbers	.....	292	1/15/64
Burbank	Locomotive Firemen & Enginemen.....	97	9/5/63
Bakersfield	" " "	139	9/5/63
Oakland	" " "	143	9/5/63
Roseville	" " "	58	9/5/63
Eureka	" " "	239	9/5/63
Bryte	" " "	260	9/5/63
San Bernardino	" " "	314	4/16/63
Needles	" " "	327	4/16/63
Fresno	" " "	566	4/16/63
Maywood	" " "	663	4/16/63
San Luis Obispo	" " "	672	9/5/63
Bakersfield	" " "	731	4/16/63
Richmond	" " "	756	4/16/63
Portola	" " "	795	4/16/63
San Francisco	" " "	817	9/5/63
San Jose	" " "	820	4/16/63
Los Angeles	" " "	946	4/16/63

### MERGERS

Railroad Trainmen No. 947 in San Francisco merged with No. 1046 in San Jose.  
 Barbers No. 835 in East San Gabriel Valley merged with No. 1000 in Los Angeles.  
 International Fire Fighters No. 1136 in San Pablo merged with No. 1230 in Concord.  
 Office Employees No. 69 in Fresno merged with No. 29 in Oakland.  
 Barbers No. 606 in Glendale merged with No. 1000 in Los Angeles.  
 Barbers No. 699 in Lancaster merged with No. 1000 in Los Angeles.  
 Clothing Workers No. 372 in Los Angeles merged with No. 408 in Los Angeles.  
 Textile Workers No. 818 in Los Angeles merged with No. 915 in Los Angeles.  
 United Auto Workers No. 811 in Maywood merged with No. 509 in Maywood.  
 United Auto Workers No. 333 in Oakland merged with No. 1364 in Irvington.  
 United Auto Workers No. 1031 in Oakland merged with No. 1364 in Fremont & Irvington.  
 Barbers Union No. 603 in Pasadena merged with No. 1000 in Los Angeles.  
 Barbers No. 702 in Pomona merged with No. 1000 in Los Angeles.  
 Printing Pressmen No. 320 in Pomona merged with No. 18 in Los Angeles.  
 Lumber & Sawmill Workers No. 1123 in Quincy merged with No. 3074 in Chester.  
 Boilermakers, Blacksmiths, etc. No. 1168 in San Francisco merged with No. 10 in Oakland.  
 Master Furniture Guild No. 1285 in San Francisco merged with No. 648 in San Francisco.  
 Painters No. 19 in San Francisco merged with No. 1158 in San Francisco.  
 Painters & Decorators No. 1158 in San Francisco merged with No. 4 in San Francisco.  
 Retail Fruit & Vegetable Clerks No. 1017 in San Francisco merged with No. 648 in San Francisco.  
 Printing Pressmen No. 315 in San Mateo merged with No. 24 in San Francisco.  
 Hod Carriers & General Laborers No. 195 in Santa Barbara merged with No. 591 in Santa Barbara.  
 Barbers No. 573 in Santa Monica merged with No. 1000 in Los Angeles.  
 Carpenters & Joiners No. 2196 in Sonora merged with No. 386 in San Andreas.  
 Carpenters & Joiners No. 2891 in Stockton merged with No. 3036 in Oakland.  
 Carpenters & Joiners No. 1698 in Tracy merged with No. 1869 in Manteca.  
 Electrical Workers No. 2051 in Van Nuys merged with No. 1710 in Los Angeles.

Building & Construction Trades Council in Visalia merged with Bldg. & Const. Trades Council in Fresno.

Central Labor Council in Watsonville merged with Central Labor Council in Santa Cruz.

**LOCALS SUSPENDED**

Locality	Union	Local No.	Date
<b>Alhambra</b>			
	Communication Workers .....	9505	9/10/63
<b>Antioch</b>			
	Carpenters & Joiners .....	2038	6/6/62
<b>Auburn</b>			
	DeWitt State Hospital Employees .....	630	11/8/62
<b>Bakersfield</b>			
	Lathers .....	300	11/8/63
	Utility Workers .....	170	8/7/62
<b>Copperopolis</b>			
	United Cement, Lime & Gypsum .....	430	11/8/63
<b>Diamond Springs</b>			
	United Cement, Lime & Gypsum Workers .....	158	4/8/62
<b>El Centro</b>			
	Painters .....	313	5/9/63
<b>Fontana</b>			
	Steelworkers Union .....	3677	7/6/62
	Steelworkers Union .....	4954	11/8/62
<b>Fresno</b>			
	Chemical Workers .....	97	10/9/62
	Iron Workers .....	155	7/9/63
<b>Grass Valley</b>			
	Carpenters & Joiners .....	1903	3/11/64
<b>Hollywood</b>			
	Motion Picture Screen Cartoonists .....	839	5/9/63
<b>Inglewood</b>			
	Carpenters .....	2435	7/6/62
<b>Long Beach</b>			
	Rubber Workers .....	640	1/8/64
	Steelworkers Union .....	5038	1/9/63
	United Cement, Lime & Gypsum .....	59	12/10/63
<b>Los Angeles</b>			
	Los Angeles County Employees .....	187	1/8/64
	Ornamental Iron Workers .....	792	5/15/64
	Pacific South West Dist. Council of Gov. Empls. ....		5/9/63
	Painters .....	434	10/9/63
	Retail, Wholesale & Department Store Empls. ....	112	4/4/63
	United Association Steamfitters .....	250	2/5/64
<b>Marysville</b>			
	Carpenters & Joiners .....	1570	5/15/64
<b>Merced</b>			
	Communications Workers .....	9407	9/5/62
<b>Mojave</b>			
	Carpenters & Joiners .....	1239	12/10/63
<b>Nevada City</b>			
	Communications Workers .....	9431	4/4/63
<b>Oakland</b>			
	Machinists .....	1566	9/10/63
	Northern California Council of Government Employees .....		5/9/63
	Steelworkers Union .....	3702	12/10/63
	Tool & Die Makers .....	76	3/11/64
<b>Red Bluff</b>			
	Carpenters & Joiners .....	1254	5/15/64

Locality	Union	Local No.	Date
<b>Redding</b>			
	Plumbers & Steamfitters .....	662	9/5/62
<b>Reno, Nevada</b>			
	Lumber & Sawmill Workers .....	2903	6/6/62
<b>Roseville</b>			
	Locomotive Firemen & Enginemen .....	58	4/4/63
<b>Sacramento</b>			
	National Broadcast Employees .....	55	9/10/63
<b>San Bernardino</b>			
	Government Employees .....	1485	11/8/62
<b>San Francisco</b>			
	Boot & Shoe Workers .....	320	1/9/63
	Coopers .....	65	12/10/63
	Finishers of Northern California .....		2/6/63
	Ornamental Plasterers .....	460	4/4/63
	Ship Painters .....	961	10/9/62
<b>San Luis Obispo</b>			
	Construction & General Laborers .....	1464	9/10/62
<b>Santa Barbara</b>			
	Roofers .....	137	6/6/62
<b>Santa Maria</b>			
	City Employees .....	1224	1/9/62
	Communication Workers .....	9581	9/5/62
<b>Santa Rosa</b>			
	Plasterers & Cement Finishers .....	363	7/6/62
<b>Stockton</b>			
	State Employees .....	513	5/15/64
<b>Vista</b>			
	Lathers .....	527	9/5/62
<b>West Point</b>			
	Lumber & Sawmill Workers .....	2694	3/11/64
<b>White Pines</b>			
	Lumber & Sawmill Workers .....	2538	10/9/62

#### LOCALS WITHDRAWN FROM AFFILIATION

Locality	Union	Local No.	Date
<b>Anaheim</b>			
	I. U. Electrical Workers .....	1505	11/15/62
<b>Antioch</b>			
	Pulp, Sulphite & Paper Mill Workers .....	713	8/10/62
<b>Edwards</b>			
	Government Employees .....	1406	5/30/63
<b>Fresno</b>			
	Carpenters .....	701	8/7/62
<b>Long Beach</b>			
	Plumbers & Steamfitters .....	494	3/1/63
<b>Los Angeles</b>			
	Hardwood Floor Workers .....	2144	9/24/62
	Switchmen .....	43	2/14/64
<b>Modesto</b>			
	Communication Workers .....	9418	12/17/63
<b>Norwalk</b>			
	Brick & Clay Workers .....	487	1/28/63
<b>Oakland</b>			
	Sheet Metal Workers .....	355	3/1/63
<b>Sacramento</b>			
	Railroad Trainmen .....	980	8/31/62
	Rocket & Guided Missile Lodge .....	946	3/25/63



# CALIFORNIA LABOR FEDERATION

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<b>San Diego</b>		
Roofers .....	45	2/19/63
<b>San Francisco</b>		
Boilermakers (Navy Yard) .....	9	2/1/64
Furniture Workers .....	3141	2/4/63
Railway Patrolmen ..	19	12/30/63
Tile Helpers .....	7	5/26/64
<b>Santa Barbara</b>		
Typographical Union .....	394	10/6/62
<b>Santa Rosa</b>		
Musicians .....	292	8/16/62
<b>Southgate</b>		
Communications Workers .....	9506	7/25/62
<b>Watsonville</b>		
Electrical Workers .....	526	1/1/63
<b>Woodleaf</b>		
Woodworkers .....	365	7/17/62

## LOCALS DISBANDED

Locality	Union	Local No.	Date
<b>Gardena</b>			
	Rubber Workers .....	433	7/31/62
<b>Los Angeles</b>			
	District Council of Chemical Workers .....	5	2/5/64
	Ladies Garment Workers .....	96-c	7/11/62
	Rubber Workers .....	440	10/19/62
	Steelworkers Union .....	1986	4/26/63
	Women's Union Label League .....	36	9/1/62
<b>Riverside</b>			
	Steelworkers Union .....	4233	4/26/63
<b>Sacramento</b>			
	Railroad Trainmen .....	408	7/31/63
<b>San Diego</b>			
	Machinists .....	2191	10/31/63
	Machinists .....	2192	10/31/63
	Machinists .....	2194	10/31/63
	Machinists .....	2195	10/31/63
	Machinists .....	2196	10/31/63
<b>San Francisco</b>			
	Barbers .....	9	11/7/62
<b>San Jose</b>			
	Clay & Tile Products .....	994	7/2/63
<b>Stockton</b>			
	Railroad Trainmen .....	1111	1/30/63
<b>Susanville</b>			
	Woodworkers .....	370	6/26/63

## SUMMARY OF MEMBERSHIP

July 1, 1962 to June 30, 1964

Labor Unions, 7/1/62 .....	1506	
Labor Councils, 7/1/62 .....	161	
		<hr/>
	<b>TOTAL</b> .....	1667
Labor Unions Affiliated to 6/30/64 .....	82	
Labor Councils Affiliated to 6/30/64 .....	3	
		<hr/>
	<b>TOTAL</b> .....	1752

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OFFICERS' REPORTS

Mergers, Suspensions, Withdrawals, etc. July 1, 1962 to June 30, 1964		
Mergers		
Labor Unions .....	27	
Labor Councils .....	2	
Suspensions		
Labor Unions .....	50	
Labor Councils .....	2	
Withdrawals Disbandments, etc.		
Labor Unions .....	38	
Labor Councils .....	1	
	TOTAL UNIONS .....	115
	TOTAL COUNCILS .....	5
		120
Labor Unions, June 30, 1964 .....	1473	
Labor Councils, June 30, 1964 .....	159	
	TOTAL .....	1632

**REPORT OF THE AUDITORS**

California Labor Federation, AFL-CIO  
995 Market Street  
San Francisco, California 94103

We have examined the statement of cash, deposits, and investment of the CALIFORNIA LABOR FEDERATION, AFL-CIO as of June 30, 1964, and the related statement of cash receipts and disbursements for the two-year period ended June 30, 1964. 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.

Cash receipts as recorded were found to have been deposited regularly in the bank. Selective tests of per capita taxes received were confirmed by direct correspondence with affiliated local unions. No exceptions to amounts as recorded were noted. Disbursements were evidenced by paid cancelled checks on file which we compared to the cash book entries as to payees and amounts, and scrutinized as to signatures and endorsements. Disbursements from the checking account were either supported by voucher or approved for payment by the Secretary-Treasurer.

The commercial account with Bank of America N.T. & S.A. was reconciled with the banks' statements on file for the period under review. Balances on deposit in commercial and savings accounts were confirmed by correspondence with the depositaries.

Surety bonds in effect at June 30, 1964 were as follows:

Thos. L. Pitts, Secretary-Treasurer .....	\$10,000.00
David M. Boring, Accountant-Office Manager .....	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, 1964, or to expenses incurred but unpaid at that date. The Federation has consistently followed the accounting practice of charging purchases of furniture, office equipment, and automobiles directly to expense.

In our opinion, the accompanying financial statements present fairly, on the cash basis of accounting, the recorded cash transactions of the California Labor Federation, AFL-CIO for the two-year period ended June 30, 1964, and the cash balances on deposit at June 30, 1964, on a basis consistent with that of preceding periods.

We attach the following:

Statement of Cash, Deposits, and Investment, June 30, 1964.

Statement of Cash Receipts and Disbursements,  
for the two-year period ended June 30, 1964.

Detail of Per Capita Receipts and Affiliation Fees,  
for the two-year period ended June 30, 1964.

Detail of Disbursements, for the two-year period ended June 30, 1964.

Lybrand, Ross Bros. & Montgomery  
Certified Public Accountants

July 17, 1964

**CALIFORNIA LABOR FEDERATION, AFL-CIO**  
**STATEMENT OF CASH, DEPOSITS, AND INVESTMENT**  
June 30, 1964

**CASH ON HAND AND ON DEPOSIT:**

Office cash fund .....	\$ 300.00
Bank of America N.T. & S.A.:	
Commercial account .....	147,271.18
Savings account No. 29961 .....	99,228.44
Crocker-Citizens National Bank:	
Savings account No. 5355 .....	36,976.38
Savings account No. 20320 .....	66,990.31
The Hibernia Bank:	
Savings account No. 717-952 .....	86,645.29
United California Bank:	
Savings account No. 460....	51,764.03

489,175.63

**CASH DEPOSITS AND INVESTMENT .....** 1,960.00

**TOTAL CASH, DEPOSITS, AND INVESTMENT .....** \$491,135.63

**SUMMARY OF CHANGES IN FUND BALANCE****For the two-year period ended June 30, 1964**

<b>BALANCE, July 1, 1962 .....</b>	<b>\$423,117.89</b>
Excess of cash receipts over cash disbursements for the two-year period ended June 30, 1964, see below .....	68,017.74
<b>BALANCE, June 30, 1964 .....</b>	<b>\$491,135.63</b>

**CALIFORNIA LABOR FEDERATION, AFL-CIO  
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS**

**For the two-year period ended June 30, 1964****CASH RECEIPTS:**

Per capita receipts and affiliation fees, see page 151 .....	\$942,764.24
Refund of pro rata expenses from California Labor Council on Political Education .....	33,069.12
Interest earned on savings accounts .....	21,276.55
Reimbursement of expenses for J. Henning dinner .....	439.93
Miscellaneous receipts and refunds .....	110.94
<b>Total cash receipts .....</b>	<b>\$997,660.78</b>

**CASH DISBURSEMENTS:**

Salaries — executives .....	105,024.00
Expenses and allowances:	
Executives .....	51,604.38
Geographical vice presidents .....	25,505.81
At-large vice presidents .....	11,564.47
General office salaries .....	214,877.09
Organizing expenses .....	21,966.90
Convention expenses .....	57,971.18
Accounting fees .....	9,755.00
Automobile expenses .....	2,293.83
Purchase of automobiles .....	6,260.08
Contributions .....	16,592.10
Conference expenses .....	9,419.67
Furniture and fixtures .....	1,821.52
Insurance .....	14,803.72
Legislative expenses .....	39,839.80
Legal expenses .....	52,537.55
Library expenses .....	5,564.40
Maintenance .....	3,804.48
Newsletters .....	45,252.42
Office rents .....	33,480.00
Retirement plan contributions .....	112,173.90
Printing .....	12,439.90
Scholarships .....	2,500.00
Postage and mailing .....	14,322.00
Services .....	936.60
Stationery and supplies .....	15,954.45
Taxes .....	13,702.12
Telephone and telegraph .....	20,600.38
General expenses .....	7,075.29
<b>Total cash disbursements, see page 160 .....</b>	<b>929,643.04</b>

<b>EXCESS OF CASH RECEIPTS OVER CASH DISBURSEMENTS FOR THE TWO-YEAR PERIOD ENDED JUNE 30, 1964 .....</b>	<b>\$ 68,017.74</b>
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**DETAIL OF PER CAPITA RECEIPTS AND AFFILIATION FEES****For the two-year period ended June 30, 1964**

<b>ALAMEDA</b>		<b>Hotel and Restaurant</b>	
Carpenters No. 194 .....	\$ 171.55	Employees No. 550 .....	1,550.00
Steelworkers No. 1441 .....	266.25	Lathers No. 300 .....	31.75
<b>ALHAMBRA</b>		Machinists No. 139 .....	117.40
Communications Workers		Machinists No. 5 .....	82.50
No. 9505 .....	541.82	Newspaper Guild No. 202 .....	41.50
Electrical Workers No. 47 .....	600.00	Oil, Chemical and Atomic	
<b>ALVARADO</b>		District Council .....	24.00
Sugar Workers No. 183 .....	201.55	Oil, Chemical and Atomic	
<b>ANAHEIM</b>		Workers No. 19 .....	847.00
Barbers No. 766 .....	48.00	Painters No. 314 .....	276.00
Carpenters and Joiners		Plasterers and Cement	
No. 2203 .....	3,796.75	Finishers No. 191 .....	234.00
I. U. Electrical Workers		Plumbers and Steamfitters	
No. 1505 .....	15.10	No. 460 .....	206.15
United Rubber Workers		Post Office Clerks No. 472 .....	82.80
No. 657 .....	179.10	Retail Clerks No. 137 .....	840.00
<b>ANTIOCH</b>		Theatrical Stage Employees	
Paper Makers No. 330 .....	60.00	No. 215 .....	32.00
Paper Makers No. 606 .....	161.70	Transport Workers No. 3005 ..	108.65
Pulp, Sulphite and Paper		Typographical No. 439 .....	129.50
Mill Workers No. 249 .....	115.00	Western States Transport	
Pulp, Sulphite and Paper		Service and Allied	
Mill Workers No. 713 .....	5.00	Workers No. 170 .....	36.25
Rubber Workers No. 60 .....	200.55	<b>BARSTOW</b>	
<b>ARCADIA</b>		Local Federation Council	
Horseshoers No. 12 .....	48.00	Railway Employees No. 120..	24.00
Horseshoers No. 17 .....	48.00	Machinists No. 706 .....	326.80
Teachers No. 1424 .....	55.00	Theatrical Stage and	
<b>ARCATA</b>		Motion Picture Operators	
Lumber and Sawmill		No. 730 .....	48.00
Workers No. 2808 .....	691.55	<b>BELL</b>	
Plywood and Veneer		American Federation of	
Workers No. 2789 .....	649.70	Grain Millers No. 79 .....	256.60
<b>AUBURN</b>		I. U. Electrical Workers	
Tri-Counties Building and		No. 1501 .....	302.25
Construction Trades		I. U. Electrical Workers	
Council .....	24.00	No. 1504 .....	50.55
<b>AVALON</b>		Steelworkers No. 2018 .....	4,635.40
Painters No. 1226 .....	48.00	Steelworkers No. 3941 .....	72.10
<b>AZUSA</b>		United Auto Workers No. 230..	2,064.05
Chemical Workers No. 112 .....	48.00	<b>BELL GARDENS</b>	
Machinists No. 80 .....	56.00	Rubber Workers No. 417 .....	167.25
<b>BAKERSFIELD</b>		<b>BELLFLOWER</b>	
Barbers No. 317 .....	138.40	Rubber Workers No. 476 .....	52.00
Bookbinders No. 117 .....	48.00	<b>BENECIA</b>	
Building and Construction		Machinists No. 1687 .....	202.50
Trades Council .....	24.00	<b>BERKELEY</b>	
Butchers No. 193 .....	540.00	Carpenters and Joiners	
Carpenters and Joiners		No. 1158 .....	394.35
No. 743 .....	1,262.15	Meat Cutters and Butchers	
Central Labor Council .....	24.00	No. 526 .....	82.40
Communications Workers		Painters No. 40 .....	404.70
No. 9416 .....	458.30	Teachers No. 1078 .....	77.60
Electrical Workers No. 428 .....	510.00	United Auto Workers No. 567..	48.00
Hod Carriers and Common		<b>BETTERAVIA</b>	
Laborers No. 220 .....	1,027.65	Sugar Workers No. 178 .....	296.55

<b>BEVERLY HILLS</b>			Railroad Trainmen No. 321 .....	32.10
Winery Workers No. 51 .....	142.00		Railroad Trainmen No. 340 .....	271.20
<b>BIJOU</b>			Railroad Trainmen No. 367 .....	102.99
Carpenters No. 1789 .....	253.15		Railroad Trainmen No. 385 .....	734.25
<b>BISHOP</b>			Railroad Trainmen No. 390 .....	810.00
Painters and Decorators			Railroad Trainmen No. 406 .....	738.30
No. 1688 .....	48.00		Railroad Trainmen No. 408 .....	25.35
<b>BORON</b>			Railroad Trainmen No. 420 .....	145.35
Chemical Workers No. 85 .....	591.35		Railroad Trainmen No. 430 .....	262.50
<b>BRAWLEY</b>			Railroad Trainmen No. 448 .....	767.25
Beet Sugar Refinery			Railroad Trainmen No. 458 .....	191.25
Workers No. 174 .....	264.95		Railroad Trainmen No. 465 .....	576.30
<b>BREA</b>			Railroad Trainmen No. 472 .....	93.60
Rubber Workers No. 490 .....	261.85		Railroad Trainmen No. 566 .....	156.00
<b>BURBANK</b>			Railroad Trainmen No. 653 .....	104.10
Plasterers No. 739 .....	709.20		Railroad Trainmen No. 677 .....	125.85
Studio Teachers No. 884 .....	60.35		Railroad Trainmen No. 687 .....	57.00
<b>BURNEY</b>			Railroad Trainmen No. 729 .....	32.25
Woodworkers No. 269 .....	212.15		Railroad Trainmen No. 739 .....	144.75
<b>CAMARILLO</b>			Railroad Trainmen No. 744 .....	15.15
Musicians No. 581 .....	57.50		Railroad Trainmen No. 812 .....	73.50
<b>CAMINO</b>			Railroad Trainmen No. 817 .....	64.50
Woodworkers No. 286 .....	48.00		Railroad Trainmen No. 841 .....	110.40
<b>CHESTER</b>			Railroad Trainmen No. 843 .....	122.25
Lumber and Sawmill			Railroad Trainmen No. 849 .....	30.00
Workers No. 3074 .....	991.10		Railroad Trainmen No. 850 .....	76.20
<b>CHICO</b>			Railroad Trainmen No. 871 .....	178.05
Barbers No. 354 .....	48.00		Railroad Trainmen No. 876 .....	61.05
Building and Construction			Railroad Trainmen No. 912 .....	496.80
Trades Council .....	25.00		Railroad Trainmen No. 947 .....	41.25
Carpenters and Joiners			Railroad Trainmen No. 970 .....	101.85
No. 2043 .....	304.00		Railroad Trainmen No. 980 .....	7.65
Carpenters and Joiners			Railroad Trainmen No. 994 .....	22.05
No. 2838 .....	152.55		Railroad Trainmen No. 1001 .....	46.80
Lathers No. 156 .....	48.00		Railroad Trainmen No. 1003 .....	108.60
Millmen No. 1495 .....	814.90		Railroad Trainmen No. 1017 .....	81.45
Musicians No. 508 .....	53.05		Railroad Trainmen No. 1019 .....	19.65
Pipe Trades District			Railroad Trainmen No. 1036 .....	175.20
Council .....	24.00		Railroad Trainmen No. 1042 .....	92.70
Plasterers and Cement			Railroad Trainmen No. 1046 .....	120.15
Masons No. 836 .....	84.70		Railroad Trainmen No. 1060 .....	36.75
Plumbers and Steamfitters			Railroad Trainmen No. 1073 .....	140.25
No. 607 .....	274.25		Railroad Trainmen No. 1082 .....	19.50
Retail Clerks No. 17 .....	90.00		Railroad Trainmen No. 1095 .....	115.05
Typographical No. 667 .....	44.30		Railroad Trainmen No. 1111 .....	15.00
<b>CITY OF INDUSTRY</b>			Railroad Trainmen No. 1116 .....	28.35
Rubber Workers No. 585 .....	61.30		<b>COLMA</b>	
Rubber Workers No. 721 .....	13.00		Cemetery Workers &	
<b>CLARKSBURG</b>			Greens Attendants No. 265....	220.80
Sugar Workers No. 182 .....	137.25		<b>COLTON</b>	
<b>CLEVELAND, OHIO</b>			Cement Masons No. 97 .....	256.00
California Legislative Board			Operative Potters No. 228 .....	240.00
of Brotherhood of			Steelworkers No. 5647 .....	98.25
Railroad Trainmen .....	24.00		United Cement, Lime and	
Railroad Trainmen No. 71 .....	274.95		Gypsum Workers No. 89 .....	288.70
Railroad Trainmen No. 74 .....	425.70		<b>COMPTON</b>	
Railroad Trainmen No. 78 .....	407.25		Carpenters and Joiners	
Railroad Trainmen No. 236 .....	25.95		No. 1437 .....	1,191.45
Railroad Trainmen No. 278 .....	216.15		Chemical Workers Joint	
<b>CONCORD</b>			Council No. 4 .....	17.00
			Machinists No. 1173 .....	726.80

<b>COPPEROPOLIS</b>		<b>EL CERRITO</b>	
United Cement, Lime and Gypsum Workers No. 430 ....	21.00	Operative Potters No. 165 .....	157.70
United Cement, Lime and Gypsum Workers No. 431 ....	62.00	Teachers No. 866 .....	244.60
<b>CORONA</b>		<b>EL MONTE</b>	
Brick and Clay Workers No. 615 .....	120.00	Carpenters and Joiners No. 1507 .....	2,498.80
Carpenters No. 2048 .....	149.80	Chemical Workers No. 78 .....	217.00
Glass Bottle Blowers No. 192 .....	148.15	Glass Bottle Blowers No. 39....	186.00
Glass Bottle Blowers No. 254 .....	48.00	Hod Carriers and General Laborers No. 1082 .....	1,612.00
<b>CORONADO</b>		Painters No. 254 .....	693.25
Masters, Mates and Pilots No. 12 .....	48.00	<b>EL SEGUNDO</b>	
<b>COVINA</b>		Oil, Chemical and Atomic Workers No. 547 .....	1,264.90
Communications Workers No. 9579 .....	451.05	Transport Workers No. 502 ....	520.00
<b>CROCKETT</b>		<b>ELK CREEK</b>	
Sugar Workers No. 1 .....	1,313.45	Lumber and Sawmill Workers No. 2688 .....	92.25
<b>CULVER CITY</b>		<b>EMERYVILLE</b>	
Stove Mounters No. 68 .....	187.50	Oil, Chemical and Atomic Workers No. 589 .....	443.75
<b>CUPERTINO</b>		Steelworkers No. 1304 .....	869.75
United Cement, Lime and Gypsum Workers No. 100 ....	145.35	<b>EUREKA</b>	
<b>DALY CITY</b>		Bakers No. 195 .....	56.75
Daly City Municipal Employees No. 919 .....	74.55	Barbers No. 431 .....	102.50
North County School District Employees No. 377..	48.00	Bartenders No. 318 .....	187.10
Teachers No. 1481 .....	23.00	Building and Construction Trades Council .....	24.00
<b>DAVENPORT</b>		Butchers No. 445 .....	170.45
United Cement, Lime and Gypsum Workers No. 46 .....	240.00	Central Labor Council .....	24.00
<b>DIAMOND SPRINGS</b>		Cooks and Waiters No. 220 .....	468.00
United Cement, Lime and Gypsum Workers No. 158 ....	18.25	Electrical Workers No. 482 ....	88.20
<b>DOWNEY</b>		Hod Carriers No. 181 .....	446.20
Communications Workers No. 9595 .....	789.85	Hospital and Institutional Workers No. 327 .....	75.00
Rubber Workers No. 451 .....	770.55	Laundry Workers No. 156 .....	48.00
Rubber Workers No. 171 .....	182.10	Lumber and Sawmill Workers No. 2592 .....	729.15
<b>EAST SAN GABRIEL VALLEY</b>		Lumber and Sawmill Workers No. 3019 .....	330.50
Barbers No. 835 .....	56.85	Machinists No. 540 .....	221.30
<b>EDWARDS</b>		Municipal Workers No. 54 .....	47.15
Government Employees No. 1406 .....	93.10	Painters No. 1034 .....	89.00
<b>EL CAJON</b>		Plasterers and Cement Finishers No. 481 .....	34.00
Carpenters and Joiners No. 2398 .....	657.15	Plumbers No. 471 .....	50.00
<b>EL CENTRO</b>		Plywood and Veneer Workers No. 2931 .....	339.45
Building and Construction Trades Council .....	36.00	Redwood District Council of Lumber and Sawmill Workers .....	18.00
Central Labor Council .....	24.00	Typographical No. 207 .....	55.00
Painters No. 313 .....	18.00	<b>FEDERATED FIRE FIGHTERS</b>	
Theatrical Stage Employees No. 656 .....	48.00	Federated Fire Fighters of California .....	25.00
		Federal Naval Fire Fighters of the Bay Area No. F-15 ....	56.05
		Fire Fighters Association No. 689 .....	94.25
		Fire Fighters Association No. 1428 .....	55.00

Kern County Fire Fighters Association No. 1301 .....	192.60	Fire Fighters Association No. 55 .....	875.90
Fire Fighters Association No. 1227 .....	212.40	Federal Fire Fighters Association No. F-85 .....	75.75
Fire Fighters Association No. 778 .....	100.70	Fire Fighters Association No. 1430 .....	63.65
Sacramento Fire Fighters No. 1412 .....	73.35	Fire Fighters No. 1319 .....	50.05
Fire Fighters Association of Contra Costa County No. 1230 .....	244.40	Fire Fighters Association No. 809 .....	198.65
Fire Fighters Association No. 1475 .....	29.00	Petaluma Fire Fighters Association No. 1415 .....	50.00
Fire Fighters Association No. 1465 .....	33.00	Federal Fire Fighters Flight Test Center No. F-53 .....	102.04
Fire Fighters Association No. 652 .....	51.20	Fire Fighters No. 1354 .....	50.00
Fire Fighters No. 1274 .....	50.00	Fire Fighters Association No. 188 .....	154.75
Fire Fighters Association No. 753 .....	296.60	Federal Fire Fighters Greater Sacramento Area No. F-57 .....	50.06
Fresno County Fire Fighters Association No. 1180 .....	50.00	Fire Fighters Association No. 522 .....	339.30
California State Forestry Fire Fighters Association No. 1388 .....	50.00	Fire Fighters Association No. 1439 .....	51.00
Gardena Fire Fighters Association No. 1413 .....	50.00	Fire Fighters No. 1270 .....	50.00
Fire Fighters No. 1490 .....	19.00	Fire Fighters Association No. 891 .....	156.50
Lemoore Federal Fire Fighters No. F-102 .....	7.00	Federal Fire Fighters San Diego Area No. F-33 .....	82.70
Fire Fighters Association No. 1477 .....	29.00	Fire Fighters Association No. 145 .....	582.22
Fire Fighters Association No. 1225 .....	50.00	Fire Fighters Association No. 873 .....	360.05
Federal Fire Fighters Long Beach V. A. Hospital No. F-58 .....	50.00	International Fire Fighters No. 1136 .....	22.00
Fire Fighters Association No. 372 .....	443.75	Fire Fighters Association No. 1171 .....	61.70
Fire Fighters Association No. 1167 .....	50.00	Fire Fighters Association No. 1401 .....	50.40
Fire Fighters Association of Los Angeles City No. 748 .....	1,105.30	Fire Fighters Association of Seaside No. 1218 .....	50.00
Los Angeles County Fire Protection District Fire Fighters No. 1014 .....	1,522.60	Fire Fighters No. 810 .....	52.00
Fire Fighters Association of Santa Clara County No. 1165 .....	52.85	Fire Fighters Association No. 1434 .....	53.00
Madera City Fire Fighters No. 1466 .....	37.00	Fire Fighters Association No. 1229 .....	194.20
Fire Fighters Association No. 1479 .....	23.00	Fire Fighters Association of San Joaquin County No. 1243 .....	50.70
Fire Fighters Association No. 1396 .....	50.00	Fire Fighters Association No. 1138 .....	117.45
Fire Fighters Association No. 1289 .....	50.10	Fire Fighters Association No. 1186 .....	85.55
Fire Fighters Association No. 1473 .....	29.00	Fire Fighters Association No. 1429 .....	53.00
Fire Fighters Association No. 1353 .....	50.00	Fire Fighters of Santa Cruz County No. 1272 .....	50.00
Fire Fighters No. 1483 .....	23.00	West Sacramento Fire Fighters No. 1482 .....	23.00
		Whittier Fire Fighters No. 1503 .....	18.20
		FAIRFIELD	
		Communications Workers No. 9422 .....	153.79



<b>FEATHER FALLS</b>			
Lumber and Sawmill Workers			
No. 2801 .....	245.45	Sheet Metal Workers No. 252 ..	210.00
<b>FONTANA</b>		Stereotypers No. 104 .....	48.00
Fontana Unified School		Theatrical Stage Employees	
District No. 690 .....	100.70	No. 158 .....	54.00
Steelworkers No. 2869 .....	260.00	Tile Layers No. 23 .....	77.75
Steelworkers No. 4954 .....	7.50	Typographical No. 144 .....	240.00
Steelworkers No. 5632 .....	142.30	Winery and Distillery	
<b>FORESTHILLS</b>		Workers No. 45 .....	187.50
Woodworkers No. 3-86 .....	106.25	<b>FULLERTON</b>	
<b>FORT BRAGG</b>		Flat Glass Workers No. 187 ....	76.50
Carpenters and Joiners		<b>GARDEN GROVE</b>	
No. 1376 .....	55.60	Rubber Workers No. 393 .....	421.40
<b>FREMONT</b>		Whittier Area Teachers	
United Auto Workers		No. 1469 .....	21.00
No. 1364 .....	1,330.15	<b>GARDENA</b>	
<b>FRESH POND</b>		South Bay Teachers	
Lumber and Sawmill Workers		No. 1301 .....	13.00
No. 2561 .....	130.65	Steelworkers No. 2273 .....	199.80
<b>FRESNO</b>		<b>GLENDALE</b>	
Bakers No. 43 .....	522.75	Barbers No. 606 .....	59.75
Barbers and Beauticians		Brick and Clay Workers	
No. 333 .....	141.90	No. 774 .....	705.65
Building and Construction		Brick and Clay Workers	
Trades Council .....	18.00	No. 820 .....	418.05
Building Service Employees		Carpenters and Joiners	
No. 110 .....	313.75	No. 563 .....	1,457.05
Butchers No. 126 .....	600.00	Cement Finishers No. 893 .....	675.75
Central Labor Council .....	24.00	Painters No. 713 .....	672.45
Central California Classified		Plumbers and Pipe Fitters	
School Employees No. 1206..	67.05	No. 761 .....	1,244.95
Cooks No. 230 .....	404.10	Post Office Clerks No. 841 .....	224.80
Culinary, Bartenders and		Printing Pressmen No. 107 .....	48.00
Hotel Service Workers		Typographical No. 871 .....	64.50
No. 62 .....	1,150.00	<b>GRASS VALLEY</b>	
Electrical Workers No. 100 ....	144.00	Bartenders and Culinary	
Hod Carriers and Common		Workers No. 368 .....	956.10
Laborers No. 294 .....	1,194.95	Carpenters and Joiners	
Iron Workers No. 155 .....	90.00	No. 1903 .....	152.30
Iron Workers No. 624 .....	69.00	<b>HANFORD</b>	
Joint Executive Board,		Carpenters and Joiners	
Culinary, Bartenders and		No. 1043 .....	201.55
Hotel Workers .....	24.00	<b>HAWTHORNE</b>	
Lathers No. 83 .....	43.60	Stove Mounters No. 123-B .....	157.20
Machinists No. 653 .....	873.15	<b>HAYWARD</b>	
Machinists No. 1309 .....	992.90	Brewery Workers No. 293 .....	136.50
Millmen No. 1496 .....	261.95	Carpenters and Joiners	
Motion Picture Operators		No. 1622 .....	2,160.00
No. 599 .....	42.00	Communications Workers	
Motor Coach Operators		No. 9412 .....	473.60
No. 1027 .....	64.15	Culinary Workers and	
Office Employees No. 69 .....	16.00	Bartenders No. 823 .....	3,139.50
Plasterers and Cement		Glass Bottle Blowers No. 53 ....	315.35
Finishers No. 188 .....	217.20	Hayward Federation of	
Plumbers and Steamfitters		Teachers No. 1423 .....	51.00
No. 246 .....	594.10	Painters and Decorators	
Printing Pressmen No. 159 .....	75.90	No. 1178 .....	653.20
Production No. 3184 .....	265.05	Steelworkers No. 5004 .....	263.35
Railway Carmen No. 805 .....	70.15	<b>HOLLYWOOD</b>	
Retail Food, Drug and		Actors' Equity Association .....	282.00
Liquor Clerks No. 1288 .....	1,555.00	Affiliated Property	
		Craftsmen No. 44 .....	2,400.00

<b>American Federation of Television and Radio Artists</b> .....		360.00	<b>HUNTINGTON PARK</b>	
<b>American Guild of Musical Artists</b> .....		220.00	<b>Allied Industrial Workers</b>	
<b>Broadcast, Television and Recording Engineers</b>			<b>No. 990</b> .....	
<b>No. 45</b> .....		480.00	<b>Butchers No. 563</b> .....	
<b>Building Service Employees</b>			<b>California Federation of</b>	
<b>No. 278</b> .....		451.40	<b>Post Office Clerks</b> .....	
<b>Carpenters and Joiners</b>			<b>Furniture Workers No. 1010</b> ....	
<b>No. 1052</b> .....		1,707.45	<b>Glass Bottle Blowers No. 114.</b>	
<b>Film Technicians (Theatrical Stage Employees) No. 683</b> ....		3,000.00	<b>Glass Bottle Blowers No. 141.</b>	
<b>Hollywood AFL Film Council.</b>		24.00	<b>Glass Bottle Blowers No. 137.</b>	
<b>Hollywood Painters No. 5</b> .....		775.30	<b>Machinists No. 1571</b> .....	
<b>Machinists No. 1185</b> .....		180.00	<b>Operative Potters No. 201</b> .....	
<b>Make-up Artists No. 706</b> .....		352.20	<b>Packhouse Workers</b>	
<b>Motion Picture Costumers</b>			<b>No. 78-C</b> .....	
<b>No. 705</b> .....		312.00	<b>Painters No. 95</b> .....	
<b>Motion Picture Crafts</b>			<b>Steelworkers No. 1845</b> .....	
<b>Service No. 727</b> .....		187.50	<b>INGLEWOOD</b>	
<b>Motion Picture Film Editors</b>			<b>Painters and Decorators</b>	
<b>No. 776</b> .....		1,008.00	<b>No. 1346</b> .....	
<b>Motion Picture Photographers</b>			<b>IONE</b>	
<b>No. 659</b> .....		360.00	<b>Brick and Clay Workers</b>	
<b>Motion Picture Screen</b>			<b>No. 750</b> .....	
<b>Cartoonists No. 839</b> .....		325.60	<b>Brick and Clay Workers</b>	
<b>Motion Picture Set Painters</b>			<b>No. 844</b> .....	
<b>No. 729</b> .....		328.00	<b>KLAMATH</b>	
<b>Motion Picture Sound</b>			<b>Lumber and Sawmill Workers</b>	
<b>Technicians No. 695</b> .....		360.00	<b>No. 2505</b> .....	
<b>Motion Picture Studio Art</b>			<b>LA JOLLA</b>	
<b>Craftsmen No. 790</b> .....		60.00	<b>Carpenters and Joiners</b>	
<b>Motion Picture Studio</b>			<b>No. 1358</b> .....	
<b>Cinetechnicians No. 789</b> .....		719.70	<b>LAKEWOOD</b>	
<b>Motion Picture Studio</b>			<b>Rubber Workers No. 357</b> .....	
<b>Electrical Technicians</b>			<b>LA MESA</b>	
<b>No. 728</b> .....		600.00	<b>National Broadcast Employees</b>	
<b>Motion Picture Studio First</b>			<b>No. 54</b> .....	
<b>Aid Employees No. 767</b> .....		91.30	<b>LANCASTER</b>	
<b>Motion Picture Studio</b>			<b>Barbers No. 699</b> .....	
<b>Projectionists No. 165</b> .....		342.80	<b>LAWNDALE</b>	
<b>National Broadcast Employees</b>			<b>Glass Bottle Blowers No. 19....</b>	
<b>No. 53</b> .....		1,013.15	<b>LIVERMORE</b>	
<b>Office Employees No. 174</b> .....		807.50	<b>Chemical Workers No. 422</b> .....	
<b>Post Office Clerks No. 1256</b> ....		80.00	<b>Machinists No. 1577</b> .....	
<b>Publicists No. 818</b> .....		213.75	<b>LODI</b>	
<b>Scenic Artists No. 816</b> .....		207.35	<b>American Federation of</b>	
<b>Screen Actors Guild</b> .....		6,000.00	<b>Grain Millers No. 59</b> .....	
<b>Screen Extras Guild, Inc.</b> .....		3,600.00	<b>Carpenters and Joiners</b>	
<b>Script Supervisors No. 871</b> .....		160.95	<b>No. 1418</b> .....	
<b>Set Designers and Model</b>			<b>Typographical No. 983</b> .....	
<b>Makers No. 847</b> .....		90.00	<b>LOMPOC</b>	
<b>Story Analysts No. 854</b> .....		72.10	<b>Chemical Workers No. 146</b> .....	
<b>Studio Carpenters No. 946</b> .....		410.50	<b>LONG BEACH</b>	
<b>Studio Electricians No. 40</b> .....		240.00	<b>Asbestos Workers No. 20</b> .....	
<b>Studio Grips No. 80</b> .....		375.00	<b>Bakers No. 31</b> .....	
<b>Studio Utility Employees</b>			<b>Barbers No. 622</b> .....	
<b>No. 724</b> .....		910.50	<b>Bartenders No. 686</b> .....	
<b>United Auto Workers</b>			<b>Bricklayers No. 13</b> .....	
<b>No. 179</b> .....		2,024.60	<b>Building and Construction</b>	
			<b>Trades Council</b> .....	
			<b>Carpenters and Joiners</b>	
			<b>No. 710</b> .....	

Cement Finishers No. 791 .....	310.50	Bartenders No. 284 .....	2,180.35
Chemical Workers No. 1 .....	212.75	Beauticians No. 295-A .....	48.00
Chemical Workers No. 255 .....	418.80	Bill Posters and Billers	
City Employees No. 112 .....	386.50	No. 32 .....	130.00
Communications Workers		Boilermakers No. 92 .....	960.00
No. 9571 .....	664.10	Boilermakers, Blacksmiths,	
Culinary Alliance No. 681 .....	6,220.00	and Helpers No. 1212 .....	132.00
Dry Dock and Ordinance		Bookbinders No. 63 .....	720.00
Painters No. 1501 .....	57.00	Brewery and Distillery	
Hod Carriers and Common		Workers No. 7 .....	46.00
Laborers No. 507 .....	2,910.50	Bricklayers No. 2 .....	562.50
Joint Executive Board of		Brick and Clay Workers	
Culinary Workers .....	24.00	No. 661 .....	52.10
Lathers No. 172 .....	228.90	Building Service Employees	
Lifeguards No. 1292 .....	60.85	No. 193 .....	60.00
Machinists No. 1235 .....	600.00	Bus Drivers No. 1222 .....	240.00
Motion Picture Projectionists		Cabinet Makers and Millmen	
No. 521 .....	83.60	No. 721 .....	3,183.85
Musicians Association		California Social Service	
No. 353 .....	120.00	Agencies of Jewish	
Oil, Chemical and Atomic		Federation No. 1108 .....	107.85
Workers No. 128 .....	6,020.60	California State Association	
Painters No. 256 .....	798.40	of Barbers and Beauticians ...	12.00
Plasterers and Cement		California State Association	
Finishers No. 343 .....	278.15	of Electrical Workers .....	24.00
Plumbers and Steamfitters		California State Council of	
No. 494 .....	257.95	Building Service Employees..	24.00
Printing Pressmen No. 285 .....	78.00	California State Association of	
Retail Clerks No. 324 .....	5,040.00	Letter Carriers .....	24.00
Roofers No. 72 .....	125.20	Cap Makers No. 22 .....	60.00
Rubber Workers No. 640 .....	93.40	Carpenters and Joiners	
Sheet Metal Workers No. 420....	660.00	No. 25 .....	1,895.90
State Council Culinary		Carpenters and Joiners	
Workers, Bartenders and		No. 929 .....	1,074.00
Hotel Service Employees ....	24.00	Carpenters and Joiners	
Steelworkers No. 5038 .....	28.95	No. 1497 .....	1,766.25
Stereotypers No. 161 .....	46.00	Carpenters and Joiners	
Teachers No. 1263 .....	49.50	No. 1976 .....	688.75
Teachers No. 1384 .....	48.00	Carpet, Linoleum and Soft	
Typographical No. 650 .....	223.20	Tile Workers No. 1247 .....	2,913.25
United Auto Workers		Cement Masons No. 627 .....	1,362.25
No. 148 .....	7,628.50	Chemical Workers No. 11 .....	495.00
United Auto Workers		Chemical Workers No. 350 .....	55.75
No. 805 .....	680.75	Chemical Workers No. 452 .....	800.20
United Cement, Lime and		Child Welfare Workers	
Gypsum Workers No. 59 .....	112.05	No. 816 .....	51.40
Utility Workers No. 246 .....	579.25	Cleaners, Dyers and Pressers	
		No. 268 .....	480.00
LOS ANGELES		Cloak Makers No. 58 .....	615.00
Advertising and Public		Clothing Workers No. 55-D .....	600.00
Relations Employees		Clothing Workers No. 81 .....	180.00
No. 518 .....	47.45	Clothing Workers No. 278 .....	1,560.00
Amalgamated Transit		Clothing Workers No. 372 .....	123.75
No. 1277 .....	1,200.00	Clothing Workers No. 408 .....	563.75
American Flint Glass		Commercial Telegraphers	
Workers No. 139 .....	222.00	No. 48 .....	262.50
American Guild of Variety		Communications Workers	
Artists .....	360.00	No. 9590 .....	1,259.30
Asbestos Workers No. 5 .....	360.00	Cooks No. 468 .....	3,000.00
Auto-Marine-Production		Council of Federated	
Finishers, Equipment		Municipal Crafts .....	25.00
Maintenance and Public		Dental Technicians No. 100 .....	120.00
Service Painters No. 1798 ....	480.00	Designers' Guild of Ladies	
Bakers No. 453 .....	360.00	Apparel No. 452 .....	35.00
Barbers No. 1000 .....	792.80		

Dining Car Employees		Ladies Garment Workers	
No. 582 .....	262.50	No. 96 .....	500.00
District Council of Brick		Ladies Garment Workers	
and Clay Workers No. 11 ....	24.00	No. 97 .....	262.50
District Council of		Ladies Garment Workers	
Carpenters .....	24.00	No. 451 .....	187.50
District Council of		Ladies Garment Workers	
Chemical Workers No. 5 .....	12.00	No. 482 .....	500.00
District Council of		Ladies Garment Workers	
Machinists No. 94 .....	24.00	No. 483 .....	172.50
District Council of		Ladies Garment Workers	
Painters No. 36 .....	24.00	No. 496 .....	125.00
District Council of		Ladies Garment Workers	
Plasterers and Cement		No. 497 .....	585.00
Masons .....	12.00	Ladies Garment Workers	
Electrical Workers No. 11 .....	6,000.00	No. 512 .....	120.00
Electrical Workers No. B-18 ....	720.00	Lathers No. 42 .....	276.00
Electrical Workers No. 1710 ....	616.00	Lathers No. 42-A .....	937.90
Electrotypers No. 137 .....	76.10	Los Angeles Allied Printing	
Elevator Constructors No. 18....	201.60	Trades Council .....	24.00
Film Exchange Employees		Los Angeles Building and	
No. 61-B .....	118.70	Construction Trades	
Fur Workers No. 87-F .....	253.00	Council .....	24.00
Glass Bottle Blowers No. 29 ....	344.50	Los Angeles City Employees	
Gunite Workers No. 345 .....	463.20	No. 119 .....	52.20
Hardwood Floor Workers		Los Angeles County	
No. 2144 .....	20.75	Employees No. 187 .....	62.75
Health Workers No. 1036 .....	47.90	Los Angeles County	
Hod Carriers and Common		Employees No. 434 .....	1,738.00
Laborers No. 300 .....	6,000.00	Los Angeles County	
Hod Carriers and Common		Federation of Labor .....	12.00
Laborers No. 696 .....	115.65	Los Angeles County	
Hotel Service Employees		Guards No. 790 .....	87.20
No. 765 .....	570.00	Los Angeles County	
House, Building and		Mechanical Supervisory	
General Movers No. 923 .....	204.00	Employees No. 180 .....	75.20
Housing Authority Los		Los Angeles County Park	
Angeles No. 143 .....	56.85	and Recreation Department	
Insurance Workers No. 83 .....	841.75	Employees No. 517 .....	359.75
Iron Workers (Shopmen)		Los Angeles County	
No. 509 .....	805.00	Probation Officers No. 685....	355.50
I. U. Electrical Workers		Los Angeles County Superior	
No. 850 .....	323.50	Court Clerks No. 575 .....	139.55
I. U. Electrical Workers		Los Angeles County Superior	
No. 854 .....	578.05	Court Reporters No. 788 .....	88.95
I. U. Electrical Workers		Los Angeles Department	
No. 1503 .....	306.80	Water and Power	
I. U. Electrical Workers		Employees No. 233 .....	105.60
No. 1511 .....	108.15	Los Angeles Leather and	
I. U. Electrical Workers		Luggage No. 213-L .....	600.00
No. 1514 .....	65.00	Los Angeles Municipal	
Jewelry Workers No. 23 .....	407.50	Employees No. 319 .....	142.10
Joint Council Building and		Los Angeles State	
Service Employees No. 8 .....	24.00	Employees No. 1406 .....	49.00
Joint Executive Board		Los Angeles Union	
Culinary Workers .....	24.00	Label Council .....	24.00
Joint Executive Conference		Lumber and Sawmill	
Electrical Workers of		Workers No. 2288 .....	3,310.48
Southern California .....	12.00	Machinists No. 311 .....	3,934.65
Ladies Garment Workers		Machinists No. 1186 .....	3,000.00
No. 55 .....	1,140.00	Mailers No. 9 .....	463.25
Ladies Garment Workers		Meat Cutters No. 421 .....	3,000.00
No. 84 .....	360.00	Metal Polishers No. 67 .....	72.00

Metal Trades Council of Southern California .....	24.00	Reinforced Iron Workers No. 416 .....	690.00
Millwrights No. 1607 .....	644.95	Railway and Steamship Clerks No. 2114 .....	72.00
Miscellaneous Employees No. 440 .....	3,352.75	Retail, Wholesale and Department Store Employees No. 112 .....	16.00
Miscellaneous Foremen and Public Works Superin- tendents No. 413 .....	180.05	Roofers No. 36 .....	1,262.40
Molders and Foundry Workers No. 374 .....	168.00	Rubber Workers No. 43 .....	780.00
Motion Picture Projectionists No. 150 .....	699.10	Rubber Workers No. 44 .....	977.95
Musicians No. 47 .....	2,400.00	Rubber Workers No. 131 .....	1,644.20
National Postal Transport Association .....	48.00	Rubber Workers No. 141 .....	341.15
Newspaper Guild No. 69 .....	1,592.95	Rubber Workers No. 335 .....	129.85
Newspaper Pressmen No. 18 .....	655.00	Rubber Workers No. 428 .....	150.55
Office Employees International No. 30 .....	1,560.00	Rubber Workers No. 430 .....	48.71
Offset Workers, Printing Pressmen and Assistants No. 78 .....	660.00	Rubber Workers No. 458 .....	2,139.60
Operating Engineers No. 12 .....	12,240.00	Rubber Workers No. 656 .....	82.10
Ornamental Iron Workers No. 792 .....	334.55	Service and Maintenance Employees No. 399 .....	1,200.00
Packinghouse Workers District Council No. 4 .....	24.00	Sheet Metal Workers No. 108 .....	4,683.60
Packinghouse Workers No. 200 .....	370.75	Sign and Pictorial Painters No. 831 .....	120.00
Packinghouse Food and Allied Workers No. 1138 .....	28.20	Southern California Conference of Allied Printing Trades Councils ....	24.00
Painters No. 434 .....	115.00	Southern California Council of Public Employees No. 20..	24.00
Painters No. 1348 .....	260.00	Southern California District Council of Laborers .....	24.00
Paper Handlers No. 3 .....	115.00	Southern California District Council of Lathers .....	24.00
Paper Makers No. 208 .....	163.25	Southern California Joint Board Amalgamated Clothing Workers .....	24.00
Paper Makers No. 349 .....	125.05	Southern California Printing Specialties and Paper Products Joint Council No. 2 .....	24.00
Pari-Mutual Employees Guild No. 280 .....	480.00	Southern California Pipe Trades District Council No. 16 .....	24.00
Pattern Makers Association .....	96.00	Southern California Typographical Conference ....	24.00
Photo Engravers No. 32 .....	722.40	Sportswear and Cotton Garment Workers No. 266 ....	1,001.00
Plasterers No. 2 .....	800.00	Sprinkler Fitters No. 709 .....	420.00
Plumbers No. 78 .....	2,834.15	Stage Employees No. 33 .....	247.50
Printing Specialties and Paper Converters No. 388 ....	1,200.00	State, County and Municipal Employees No. 800 .....	97.50
Printing Specialties and Paper Products No. 522 .....	306.45	State Employees No. 361 .....	48.00
Provision House Workers No. 274 .....	3,600.00	Stationary Operating Engineers No. 501 .....	1,020.00
Public Service Carpenters No. 2231 .....	99.00	Steelworkers No. 1547 .....	48.00
Pulp, Sulphite and Paper Mill Workers No. 266 .....	230.00	Steelworkers No. 1986 .....	43.45
Pulp, Sulphite and Paper Mill Workers No. 268 .....	70.28	Steelworkers No. 2172 .....	191.15
Pulp, Sulphite and Paper Mill Workers No. 307 .....	740.00	Steelworkers No. 5504 .....	407.30
Pulp, Sulphite and Paper Mill Workers No. 550 .....	116.50	Stereotypers No. 58 .....	360.00
Pulp, Sulphite and Paper Mill Workers No. 680 .....	156.10	Structural Iron Workers No. 433 .....	46.00
Railway News Service No. 357 .....	128.20	Switchmen No. 43 .....	34.00
		Teachers No. 1021 .....	360.00
		Textile Workers No. 99 .....	148.80
		Textile Workers No. 818 .....	27.05

Textile Workers No. 915 .....	131.20	Painters No. 741 .....	180.00
Textile Workers No. 1291 .....	54.63	Plumbers and Pipe Fitters	
Theatrical Press Agents and		No. 159 .....	450.00
Managers No. 18032 .....	48.00	Typographical No. 597 .....	98.80
Theatrical Wardrobe			
Attendants No. 768 .....	66.90	MARYSVILLE	
Tile Layers No. 18 .....	600.00	Bartenders and Culinary	
Typographical No. 174 .....	2,046.90	Alliance No. 715 .....	210.00
United Association Steam-		Carpenters and Joiners	
fitters No. 250 .....	450.00	No. 1570 .....	552.65
United Auto Workers		Central Labor Council .....	24.00
No. 887 .....	20,768.35	Hod Carriers and General	
United Garment Workers		Laborers No. 121 .....	517.95
No. 94 .....	56.00	Stage Employees No. 216 .....	54.00
United Garment Workers			
No. 125 .....	343.15	MAYWOOD	
Upholsterers No. 15 .....	384.00	Glass Bottle Blowers No. 145....	164.10
Utility Workers No. 132 .....	1,980.60	Steelworkers No. 1981 .....	1,937.00
Waiters No. 17 .....	3,600.00	Steelworkers No. 2058 .....	300.95
Waitresses No. 639 .....	5,530.80	United Auto Workers	
Wholesale Wine and Liquor		No. 509 .....	3,601.15
Salesmen No. 151 .....	110.95	United Auto Workers	
Women's Union Label League		No. 808 .....	1,494.60
No. 36 .....	5.00	United Auto Workers	
		No. 811 .....	2,320.60
LOS GATOS			
Carpenters and Joiners		MENLO PARK	
No. 2006 .....	898.80	Utility Workers No. 160-C .....	96.10
LOS NIETOS			
Brick and Clay Workers		MERCED	
No. 824 .....	494.45	Carpenters and Joiners	
LOS PADRES		No. 1202 .....	283.38
California Men's Colony		Central Labor Council .....	18.00
No. 179 .....	86.85	Construction and General	
MADERA		Laborers No. 995 .....	628.71
Construction and General		Plasterers and Cement	
Laborers No. 920 .....	125.00	Masons No. 672 .....	49.15
Madera Typographical		Typographical No. 865 .....	44.00
No. 848 .....	36.00	MILL VALLEY	
MANTECA		Carpenters and Joiners	
Carpenters No. 1869 .....	157.30	No. 1710 .....	312.55
Sugar Workers No. 177 .....	240.85	MILPITAS	
MARTELL		United Auto Workers	
Carpenters and Joiners		No. 560 .....	2,247.65
No. 1522 .....	56.40	MODESTO	
MARTINEZ		Barbers No. 787 .....	58.10
Allied Hospital Employees		Building and Construction	
No. 251 .....	278.15	Trades Council .....	18.00
Building and Construction		Carpenters and Joiners	
Trades Council .....	12.00	No. 1235 .....	392.50
Central Labor Council .....	24.00	Central Labor Council .....	24.00
Carpenters and Joiners		Chemical Workers No. 190 .....	170.60
No. 2046 .....	2,463.65	Communications Workers	
Construction and General		No. 9418 .....	181.25
Laborers No. 324 .....	2,862.45	Culinary Workers and	
Contra Costa County		Bartenders No. 542 .....	1,339.30
Employees No. 1675 .....	906.90	Electrical Workers No. 684 .....	426.00
Electrical Workers No. 302 .....	912.00	Glass Bottle Blowers No. 17.....	236.25
Northern California Joint		Hod Carriers and General	
Executive Conference		Laborers No. 1130 .....	789.65
Electrical Workers .....	24.00	Musicians No. 652 .....	142.65
Oil, Chemical and Atomic		Plasterers No. 429 .....	84.30
Workers No. 5 .....	2,540.45	Plumbers and Steamfitters	
		No. 437 .....	240.00
		Sheet Metal Workers No. 495....	96.35

Sign and Pictorial Artists No. 1629 .....	50.00	NORTH FORK Lumber and Sawmill Workers No. 2762 .....	218.25
Stage Employees No. 564 .....	42.00	NORTHRIDGE Teachers, San Fernando Valley No. 1441 .....	19.00
Typographical No. 689 .....	60.00	NORWALK Operative Potters No. 307 .....	66.90
MOJAVE Carpenters and Joiners No. 1239 .....	97.85	Rubber Workers No. 158 .....	125.70
MONTEREY Barbers No. 896 .....	83.00	State, County and Municipal Employees No. 1492 .....	181.40
Building and Construction Trades Council .....	24.00	OAKLAND Aircraft Workers No. 854 .....	609.00
Carpenters and Joiners No. 1323 .....	681.25	Alameda County School Employees No. 257 .....	340.10
Central Labor Council .....	24.00	Allied Printing Trades Council .....	12.00
Electrical Workers No. 1072 ....	126.00	Auto and Ship Painters No. 1176 .....	475.20
Fish Cannery Workers of Pacific .....	227.50	Automotive Machinists No. 1546 .....	5,982.60
Hod Carriers and Common Laborers No. 690 .....	471.50	Barbers No. 134 .....	575.00
Hotel, Restaurant Employees and Bartenders No. 483 .....	1,424.40	Bartenders No. 52 .....	1,510.80
Painters and Decorators No. 272 .....	65.00	Boilermakers No. 10 .....	360.00
Seine and Line Fishermen .....	240.00	Bricklayers No. 8 .....	230.00
MONTEREY PARK Steelworkers No. 1502 .....	765.05	Building and Construction Trades Council Alameda County .....	24.00
MOUNTAIN VIEW Carpenters and Joiners No. 1280 .....	1,585.25	Building Service Employees No. 18 .....	2,352.20
Hardwood Floor Layers No. 3107 .....	221.95	Butchers No. 120 .....	2,700.00
McCLOUD Woodworkers No. 3-64 .....	1,023.40	California Legislative and Co-Ordinating Council .....	24.00
NAPA Barbers No. 595 .....	26.70	Carpenters and Joiners No. 36 .....	2,078.39
Bartenders and Culinary Workers No. 753 .....	580.50	Carpenters and Joiners No. 1473 .....	578.84
California State Hospital Employees No. 174 .....	97.40	Carpet, Linoleum and Soft Tile Workers No. 1290 .....	375.00
Carpenters and Joiners No. 2114 .....	365.20	Cement Masons No. 594 .....	480.00
Central Labor Council .....	24.00	Cemetery Workers and Greens Attendants No. 322....	167.50
Hod Carriers and General Laborers No. 371 .....	393.60	Central Labor Council .....	12.00
Machinists No. 1419 .....	175.10	Cleaning and Dye House Workers No. 3009 .....	1,390.90
Plasterers and Cement Finishers No. 766 .....	48.00	Clerks and Lumber Handlers No. 939 .....	90.00
United Garment Workers No. 197 .....	539.55	Commercial Telegraphers No. 208 .....	120.00
NEVADA CITY Communications Workers No. 9431 .....	45.10	Communications Workers No. 9490 .....	1,263.75
NEWARK Chemical Workers No. 62 .....	185.30	Construction and General Laborers No. 304 .....	3,600.00
NEW YORK, N.Y. National Maritime Unions— (California) .....	600.00	Cooks No. 228 .....	2,400.00
NILES Steelworkers No. 3367 .....	304.50	Culinary Alliance No. 31 .....	4,259.70
		Dining Car Cooks and Waiters No. 456 .....	276.00
		District Council of Chemical Workers No. 2 .....	12.00
		District Council of Painters No. 16 .....	18.00
		District Lodge of Machinists No. 115 .....	24.00

East Bay Municipal Employees No. 390 .....	545.00	Sleeping Car Porters .....	300.00
East Bay Municipal District Employees, No. 444 .....	143.50	Steamfitters and Helpers No. 342 .....	1,530.00
East Bay Regional Park Employees No. 414 .....	55.00	Steelworkers No. 168 .....	54.00
Electrical Workers No. 595 ...	1,497.50	Steelworkers No. 1798 .....	598.70
Electrical Workers No. 1245 ...	11,400.00	Steelworkers No. 3702 .....	26.00
Electronic, Plastic and Metal Production No. 1518 .....	805.00	Steelworkers No. 4468 .....	523.75
Floorlayers and Carpenters No. 1861 .....	120.00	Street Carmen No. 192 .....	1,200.00
Gardeners, Florists and Nurserymen No. 1206 .....	102.00	Teachers No. 771 .....	181.10
Glass Bottle Blowers No. 2 .....	120.00	Technical Engineers No. 39 .....	50.05
Glass Bottle Blowers No. 141...	720.00	Theatrical Employees No. B-82 .....	96.00
Glass Bottle Blowers No. 142...	121.10	Theatrical Janitors No. 121 ...	96.00
Glass Bottle Blowers No. 155...	433.05	Theatrical Stage Employees No. 107 .....	48.00
Hod Carriers No. 166 .....	465.00	Tool and Die Makers No. 76 .....	114.15
Insurance Workers No. 30 .....	132.65	Tool and Die Makers No. 1176..	63.40
Iron Workers No. 378 .....	240.00	Typographical No. 36 .....	771.50
Lathers No. 88 .....	204.00	United Auto Workers No. 76 .....	1,158.80
Laundry Workers No. 2 .....	1,279.00	United Auto Workers No. 333 .....	683.35
Machinists No. 284 .....	2,400.00	United Auto Workers No. 1031 .....	1,188.05
Machinists No. 1566 .....	482.45	University of California Employees No. 371 .....	201.20
Motion Picture Projectionists No. 169 .....	92.40	OLIVE VIEW Los Angeles City Employees No. 347 .....	192.00
Newspaper Printing Pressmen No. 39 .....	139.80	OMO RANCH Lumber and Sawmill Workers No. 2728 .....	185.35
Northern California Auto Machinists Council .....	24.00	ONTARIO Barbers No. 999 .....	13.00
Northern California District Joint Council .....	17.00	Operative Potters No. 319 .....	234.45
Northern California Typographical Conference ...	24.00	ORANGE Teachers No. 1487 .....	14.00
Offset Reproduction Artisans No. 473 .....	120.00	ORO GRANDE Cement Workers No. 192 .....	361.35
Office Employees No. 29 .....	2,720.00	OROVILLE Barbers No. 643 .....	60.00
Operating Engineers No. 736...	159.10	Bartenders and Culinary Workers No. 654 .....	962.00
Painters No. 127 .....	627.90	Butchers No. 460 .....	75.00
Paint Makers No. 1101 .....	624.90	Carpenters No. 1240 .....	512.25
Plasterers No. 112 .....	120.00	Central Labor Council .....	24.00
Plumbers and Gas Fitters No. 444 .....	1,080.00	OXNARD Barbers No. 959 .....	60.45
Printing Pressmen No. 125 .....	452.00	Carpenters No. 2042 .....	413.50
Printing Specialties and Paper Products No. 382 .....	1,475.15	Communications Workers No. 9575 .....	353.65
Printing Specialties and Paper Products No. 677 .....	138.35	Steelworkers No. 2029 .....	60.90
Printing Specialties and Paper Products No. 678 .....	745.35	PALM CITY Carpenters and Joiners No. 1490 .....	152.50
Railway Carmen No. 735 .....	87.45	PALMDALE Painters No. 1793 .....	144.00
Retail Food Clerks No. 870 .....	1,440.00	PALM SPRINGS Carpenters and Joiners No. 1046 .....	383.72
Roofers No. 81 .....	300.00		
Rubber Workers No. 64 .....	267.45		
Rubber Workers No. 78 .....	126.60		
Scrapworkers No. 1088 .....	351.30		
Sheet Metal Workers No. 216...	600.00		
Sheet Metal Workers No. 355...	95.00		
Shipyard and Marine Shop Laborers No. 886 .....	687.50		
Sign, Pictorial and Display Painters No. 878 .....	20.00		



Lathers No. 454 .....	64.40	Machinists No. 1586 .....	573.70
Painters No. 1627 .....	126.25	Pacific State Hospital No. 1515 .....	603.05
PALO ALTO			
Barbers No. 914 .....	166.20	Painters and Decorators No. 979 .....	624.35
Bindery Workers No. 21 .....	48.00	Paper Makers No. 318 .....	598.95
Carpenters and Joiners No. 668 .....	1,418.75	Plumbers and Steamfitters No. 398 .....	926.10
Painters No. 388 .....	488.30	Printing Pressmen No. 320 .....	37.25
Typographical No. 521 .....	171.00	Retail Clerks No. 1428 .....	1,692.00
PANORAMA			
Communications Workers No. 9503 .....	1,018.60	Typographical No. 994 .....	266.00
PASADENA			
Barbers No. 603 .....	64.25	PORT CHICAGO	
Carpenters and Joiners No. 769 .....	1,254.12	Chemical Workers No. 25 .....	136.15
Cement Masons No. 923 .....	220.75	PORTERVILLE	
Hod Carriers No. 439 .....	360.00	Carpenters and Joiners No. 2126 .....	100.35
Hotel, Restaurant Employees and Bartenders No. 531 .....	2,992.40	QUINCY	
Lathers No. 81 .....	283.50	Lumber and Sawmill Workers No. 1123 .....	208.85
Meat Cutters No. 439 .....	2,160.00	RED BLUFF	
Operative Potters No. 222 .....	129.90	Carpenters and Joiners No. 1254 .....	175.35
Painters and Decorators No. 92 .....	492.60	REDDING	
Plasterers and Cement Finishers No. 194 .....	382.15	Auto and Machinists No. 1397..	325.00
Plumbers No. 280 .....	434.85	Barbers No. 6 .....	101.35
Typographical No. 583 .....	151.00	Building and Construction Trades Council of Northeastern California .....	24.00
PATTON			
California State Hospital Employees No. 128 .....	162.00	Butchers No. 352 .....	424.20
PETALUMA			
Barbers No. 419 .....	48.00	Carpenters and Joiners No. 1599 .....	850.20
Bartenders and Culinary Workers No. 271 .....	333.30	Central Labor Council Five Counties .....	24.00
Lathers No. 268 .....	53.25	Culinary Workers, Bartenders and Hotel Service Employees No. 470....	1,218.65
Machinists No. 1596 .....	223.60	Electrical Workers No. 442 .....	50.00
Typographical No. 600 .....	44.00	Hod Carriers and Common Laborers No. 961 .....	412.50
PICO RIVERS			
United Auto Workers No. 923..	2,184.70	Lumber and Sawmill Workers No. 2608 .....	1,132.75
PITTSBURG			
Barbers No. 917 .....	168.50	Motion Picture Projectionists No. 739 .....	48.00
Bartenders and Culinary Workers No. 822 .....	970.10	Musicians No. 113 .....	189.00
Chemical Workers No. 23 .....	456.95	Northern California District Council, Lumber and Sawmill Workers .....	29.00
Glass Bottle Blowers No. 160 ..	235.55	Plasterers and Cement Masons No. 805 .....	87.10
Paper Makers No. 329 .....	225.25	Retail Clerks No. 1364 .....	858.25
Plasterers and Cement Finishers No. 825 .....	212.55	Typographical No. 993 .....	48.00
Steelworkers No. 1440 .....	2,549.40	United Cement, Lime and Gypsum Workers No. 427 ....	78.45
Steelworkers No. 4534 .....	67.40	REDLANDS	
PLACERVILLE			
Carpenters and Joiners No. 1992 .....	199.00	Operative Potters No. 214 .....	166.40
Hotel and Restaurant Workers No. 793 .....	217.10	REDONDO BEACH	
POMONA			
Barbers No. 702 .....	40.00	Carpenters and Joiners No. 1478 .....	1,562.50
Chemical Workers No. 58 .....	238.45	REDWOOD CITY	
Glass Bottle Blowers No. 34 ....	279.85	Cement Mill Workers No. 760..	134.40
Hod Carriers No. 806 .....	720.00	Electrical Workers No. 1969 ....	360.00
		Painters No. 1146 .....	369.00

Printing Specialties and Paper Products No. 626 .....	253.75
Teachers No. 1163 .....	17.40
United Auto Workers No. 109..	238.45

<b>RESEDA</b>	
Carpenters and Joiners No. 844 .....	2,096.20

<b>RICHMOND</b>	
Barbers No. 508 .....	184.65
Bartenders and Culinary Workers No. 595 .....	2,569.10
Beauticians No. 508A .....	128.35
Boilermakers No. 513 .....	480.00
Carpenters and Joiners No. 642 .....	1,384.65
Communications Workers No. 9401 .....	137.90
Machinists No. 824 .....	1,800.00
Motion Picture Projectionists No. 560 .....	48.00
Office Employees No. 243 .....	192.00
Operative Potters No. 89 .....	187.80
Operative Potters No. 302 .....	48.00
Painters No. 560 .....	393.60
Public Employees of Contra Costa County No. 302 .....	468.40
Railway Carmen No. 250 .....	115.25
Retail Clerks No. 1179 .....	1,950.00
Steelworkers No. 4113 .....	124.85
Typographical No. 738 .....	62.65

<b>RIDGECREST</b>	
Electrical Workers No. 729 ....	66.05
Indian Wells Valley Metal Trades Council .....	23.00

<b>RIVERA</b>	
Packinghouse Workers No. 67..	505.85
Steelworkers No. 5188 .....	42.00

<b>RIVERSIDE</b>	
Barbers No. 171 .....	123.00
Building and Construction Trades Council .....	24.00
Carpenters and Joiners No. 235 .....	993.10
Carpenters and Joiners No. 1959 .....	120.00
Central Labor Council .....	24.00
District Council of Painters No. 48 .....	12.00
District Council of United Cement, Lime and Gypsum Workers No. 3 .....	24.00
Electrical Workers No. 440 ....	366.65
Hod Carriers and General Laborers No. 1184 .....	1,761.75
Machinists No. 1104 .....	180.00
Painters No. 286 .....	328.05
Retail Clerks No. 1167 .....	901.90
Riverside County Federation Teachers No. 1414 .....	40.15
Sheet Metal Workers No. 509 ..	467.50
Steelworkers No. 4233 .....	9.30

United Cement, Lime and Gypsum Workers No. 48 .....	400.55
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<b>ROSEVILLE</b>	
Carpenters No. 1147 .....	814.60
Locomotive Firemen and Enginemen No. 58 .....	49.35
Switchmen No. 263 .....	222.75

<b>SACRAMENTO</b>	
Allied Printing Trades Council	24.00
Amalgamated Transit No. 256..	171.00
American Federation State, County, Municipal and School Employees No. 258-A	315.52
Barbers No. 112 .....	333.42
Bartenders No. 600 .....	869.70
Bookbinders No. 35 .....	134.40
Building and Construction Trades Council .....	24.00
Building Service Employees No. 22 .....	360.00
Butchers No. 498 .....	2,318.75
California Council of State Employees No. 56 .....	24.00
California Department Industrial Relations No. 1031	44.00
California State Federation of Teachers .....	24.00
Carpenters and Joiners No. 586 .....	2,277.65
Carpet, Linoleum and Tile Workers No. 1237 .....	203.75
Cement Finishers No. 582 .....	480.00
Central Labor Council .....	24.00
Construction and General Laborers No. 185 .....	4,200.00
Cooks No. 683 .....	887.45
County Employees No. 146 .....	120.00
District Council of Carpenters	26.00
Electrical Workers No. 340 .....	262.50
Hod Carriers No. 262 .....	247.00
Iron Workers No. 118 .....	840.00
Jewelry Workers No. 112 .....	57.50
Lathers No. 109 .....	120.00
Machinists No. 33 .....	286.75
Millmen No. 1618 .....	287.55
Miscellaneous Employees No. 393 .....	1,329.15
Motion Picture Machine Operators No. 252 .....	57.00
Musicians No. 12 .....	300.00
National Broadcast Employees No. 55 .....	6.00
Painters No. 487 .....	672.00
Plasterers No. 295 .....	203.10
Plumbers and Steamfitters No. 447 .....	360.00
Printing Pressmen No. 60 .....	150.00
Printing Specialties and Paper Converters No. 460 ....	86.95
Railway Carmen No. 1344 .....	76.70
Retail Clerks No. 588 .....	2,400.00
Rocket and Guided Missile No. 946 .....	2,006.80

Roofers No. 47 .....	221.10	Motion Picture Machine Operators No. 577 .....	60.00
Sacramento Newspaper Guild No. 92 .....	65.00	Musicians No. 167 .....	144.00
Sheet Metal Workers No. 162..	711.70	Office Employees No. 83 .....	58.35
Stage Employees No. 50 .....	48.00	Painters No. 775 .....	342.10
Steelworkers No. 4383 .....	49.25	Plasterers and Cement Finishers No. 73 .....	269.10
Stereotypers No. 86 .....	48.00	Plumbers and Steamfitters No. 364 .....	720.00
Teachers No. 31 .....	85.20	Printing Pressmen No. 138 .....	72.00
Theater Employees No. B-66...	47.50	Railway Carmen No. 842 .....	96.00
Typographical No. 46 .....	531.85	Stage Employees No. 614 .....	48.00
Union of State Employees No. 411 .....	240.00	Steelworkers No. 4765 .....	198.00
Waiters and Waitresses No. 561 .....	1,456.45		
Wholesale Plumbing House Employees No. 447-Aux. ....	97.75	SAN BRUNO	
Woodworkers No. 338 .....	115.45	Carpenters No. 848 .....	653.45
		Packinghouse Workers No. 263 .....	50.00
SALINAS		Transport Workers No. 505 .....	240.00
Barbers No. 827 .....	47.70		
Carpenters and Joiners No. 925 .....	579.35	SAN DIEGO	
Central Labor Council .....	24.00	Allied Printing Trades Council .....	17.00
Hod Carriers and Common Laborers No. 272 .....	268.60	Barbers No. 256 .....	117.45
Hotel and Restaurant Employees No. 355 .....	343.37	Bindery Workers No. 40 .....	54.00
Mechanics and Machinists No. 1824 .....	210.00	Bridgemen No. 229 .....	210.00
Packinghouse Workers No. 78-A .....	1,231.80	Building and Construction Trades Council .....	24.00
Painters No. 1104 .....	78.00	Building Service Employees No. 102 .....	480.00
Retail Clerks No. 839 .....	711.65	Bus Drivers Amalgamated Transit No. 1309 .....	507.85
Teachers No. 1020 .....	49.55	Butchers and Meat Cutters No. 229 .....	2,200.00
		Cab Drivers No. 3025 .....	551.05
SAN ANDREAS		Carpenters and Joiners No. 1296 .....	1,445.20
Carpenters and Joiners No. 386 .....	228.35	Carpenters and Joiners No. 1571 .....	940.95
United Cement, Lime and Gypsum Workers No. 57 .....	347.60	Carpenters No. 2020 .....	804.23
		Carpet, Linoleum and Resilient Tile Workers No. 1711 .....	240.00
SAN BERNARDINO		Central Labor Council .....	24.00
Barbers No. 253 .....	156.00	Clothing Workers No. 288 .....	360.00
Carpenters and Joiners No. 944 .....	1,311.45	Commercial Telegraphers No. 150 .....	87.40
Central Labor Council .....	24.00	Communications Workers No. 9509 .....	874.80
City Schools Maintenance Employees No. 1076 .....	42.00	County and Municipal Employees No. 127 .....	1,479.35
County Employees No. 122 .....	845.35	Culinary Alliance and Hotel Service Employees No. 402....	3,437.20
Culinary Workers and Bartenders No. 535 .....	2,351.10	District Council of Carpenters..	24.00
District Council of Carpenters and Joiners of San Bernardino-Riverside Counties .....	24.00	Electrical Workers No. 465 .....	660.00
Electrical Workers No. 477 .....	660.00	Electrical Workers No. 569 .....	1,806.75
Electrical Workers No. 543 .....	240.00	Fish Cannery Workers of Pacific .....	2,400.00
Electrical Workers No. 848 .....	281.95	Floorlayers No. 2074 .....	66.60
Government Employees No. 1485 .....	51.20	Furniture Workers No. 577 .....	50.00
Hod Carriers and Laborers No. 783 .....	1,008.00	Government Employees No. 1085 .....	292.35
Lathers No. 252 .....	169.00	Hod Carriers and Construction Laborers No. 89 .....	4,050.00
Machinists No. 214 .....	250.00	Iron Workers No. 627 .....	804.65
Machinists No. 1047 .....	254.60		

**Machinists Silvergate District**

Council No. 50 .....	30.00
Machinists No. 2191 .....	509.40
Machinists No. 2192 .....	670.95
Machinists No. 2193 .....	345.30
Machinists No. 2194 .....	163.95
Machinists No. 2195 .....	681.15
Machinists No. 2196 .....	215.65
Machinists No. 2215 .....	2,274.85
Machinists No. 2216 .....	1,323.30
Machinists No. 2218 .....	105.95
Mailers No. 75 .....	50.70
Motion Picture Projectionists No. 297 .....	111.90
Musicians No. 325 .....	407.50
Newspaper Printing Pressmen No. 48 .....	71.55
Office Employees No. 139 .....	114.40
Operating Engineers No. 526....	240.00
Painters No. 333 .....	870.00
Plasterers and Cement Finishers No. 346 .....	997.15
Printing Pressmen No. 140 .....	91.95
Retail Clerks No. 1222 .....	3,404.65
Roofers No. 45 .....	42.05
San Diego Newspaper Guild No. 95 .....	540.70
San Diego Teachers Federation No. 1407 .....	43.00
Sheet Metal Workers No. 206....	300.00
Shinglers No. 553 .....	53.25
Shipwrights, Boatbuilders and Caulkers No. 1300 .....	498.80
State Employees No. 1676 .....	95.95
Stereotypers No. 82 .....	54.00
Teachers No. 1278 .....	189.90
Theatrical Stage Employees No. 122 .....	50.00
Typographical No. 221 .....	484.65
United Auto Workers No. 506..	1,185.25
Waiters and Bartenders No. 500 .....	1,264.45

**LOCOMOTIVE FIREMEN AND  
ENGINEMEN**

Firemen and Enginemen No. 91 .....	156.30
Firemen and Enginemen No. 97 .....	151.00
Firemen and Enginemen No. 139 .....	76.35
Firemen and Enginemen No. 143 .....	80.35
Firemen and Enginemen No. 58 .....	61.30
Firemen and Enginemen No. 239 .....	3.95
Firemen and Enginemen No. 260 .....	30.15
Firemen and Enginemen No. 312 .....	102.30
Firemen and Enginemen No. 314 .....	74.40
Firemen and Enginemen No. 327 .....	82.75

**Firemen and Enginemen**

No. 566 .....	43.05
Firemen and Enginemen No. 663 .....	69.20
Firemen and Enginemen No. 672 .....	17.20
Firemen and Enginemen No. 731 .....	57.30
Firemen and Enginemen No. 756 .....	45.80
Firemen and Enginemen No. 794 .....	32.40
Firemen and Enginemen No. 795 .....	40.35
Firemen and Enginemen No. 808 .....	140.50
Firemen and Enginemen No. 817 .....	11.35
Firemen and Enginemen No. 820 .....	33.90
Firemen and Enginemen No. 946 .....	101.40
Firemen and Enginemen No. 979 .....	39.05

**SAN FRANCISCO**

American Federation Television and Radio Artists .....	411.60
Allied Printing Trades Council	24.00
American Guild of Variety Artists .....	180.00
American Radio Association ....	312.50
Apartment, Motel, Hotel and Elevator Operators No. 14 ....	600.00
Asbestos Workers No. 16 .....	300.00
Asbestos Workers No. 29 .....	48.00
Automotive Machinists No. 1305 .....	4,341.00
Bakers No. 24 .....	1,800.00
Barbers No. 9 .....	8.00
Barbers and Beauticians No. 148 .....	1,338.35
Bartenders No. 41 .....	3,807.05
Bay Cities Metal Trades Council .....	24.00
Bay Counties District Council of Carpenters .....	24.00
Bay District Joint Council Building Service Employees No. 2 .....	24.00
Bill Posters and Billers No. 44	86.05
Boilermakers No. 6 .....	900.00
Boilermakers No. 9 .....	95.00
Boilermakers and Blacksmiths No. 1168 .....	400.00
Bookbinders and Bindrywomen No. 31-123 .....	540.00
Boot and Shoe Workers No. 320 .....	12.00
Building and Construction Trades Council .....	24.00
Building Service Employees No. 87 .....	1,440.00

Bricklayers No. 7 .....	83.30	Film Exchange Employees	
Butchers No. 115 .....	4,200.00	No. F-17 .....	76.10
Butchers No. 508 .....	1,491.85	Fire Fighters No. 798 .....	1,958.20
California Allied Printing		Furniture Workers No. 262 .....	1,143.20
Trades Conference .....	24.00	Furniture Workers No. 3141 .....	166.25
California Pipe Trades Council	24.00	Garment Cutters No. 45 .....	66.70
California State Council of		Glaziers and Glass Workers	
Carpenters .....	24.00	No. 718 .....	456.00
California State Council of		Government Employees	
Lumber and Sawmill		No. 634 .....	156.50
Workers .....	24.00	Government Employees	
California State Legislative		No. 922 .....	83.10
Board of Locomotive Fire-		Government Employees	
men and Engineers .....	24.00	No. 1466 .....	86.25
California State Council of		Granite Cutters .....	48.00
Retail Clerks No. 2 .....	24.00	Hod Carriers No. 36 .....	240.00
California State Theatrical		Hospital and Institutional	
Federation .....	24.00	Workers No. 250 .....	720.00
Candy and Glace Fruit		Hotel and Club Service	
Workers No. 158 .....	600.00	Workers No. 283 .....	3,719.85
Carpenters No. 22 .....	2,400.00	Inland Boatmen's Union	
Carpenters and Joiners		of the Pacific .....	418.50
No. 483 .....	1,305.90	Insurance Workers No. 73 .....	85.20
Carpet and Linoleum Layers		Iron Workers No. 377 .....	240.00
No. 1235 .....	513.60	Iron Workers No. 790 .....	732.00
Cement Finishers No. 580 .....	321.85	Jewelry Workers No. 36 .....	180.00
Central California District		Joint Board Amalgamated	
Council of Lumber and		Clothing Workers .....	24.00
Sawmill Workers .....	24.00	Ladies Garment Cutters	
Central Labor Council .....	24.00	No. 213 .....	150.00
Chemical Workers No. 466 .....	74.15	Leather and Novelty Workers	
City and County Employees		No. 31 .....	120.00
No. 400 .....	855.00	Local Joint Executive Board	
City and County Employees		of Culinary Workers,	
No. 747 .....	120.00	Bartenders, and Hotel	
Civil Service Building		Service Workers .....	24.00
Maintenance Employees		Locomotive Firemen and	
No. 66-A .....	823.45	Enginemen Council .....	24.00
Cleaning and Dye House		Macaroni Workers No. 493 .....	96.00
Workers No. 3010 .....	562.50	Machinists No. 68 .....	3,403.35
Cloakmakers No. 8 .....	720.00	Machinists Production	
Clothing Workers No. 42 .....	600.00	Workers No. 1327 .....	2,400.00
Commercial Telegraphers		Mailers No. 18 .....	240.00
No. 34 .....	1,140.00	Marine Cooks and Stewards .....	5,750.00
Communications Workers		Marine Firemen .....	2,500.00
No. 9470 .....	140.80	Marine Staff Officers No. 1285	25.00
Communications Workers		Masters, Mates and Pilots	
Council No. 9 .....	24.00	No. 40 .....	185.05
Construction and General		Masters, Mates and Pilots	
Laborers No. 261 .....	2,787.80	No. 89 .....	48.00
Cooks No. 44 .....	3,600.00	Masters, Mates and Pilots	
Coopers No. 65 .....	24.00	No. 90 .....	1,440.00
Coppersmiths No. 438 .....	67.50	Millinery Workers No. 40 .....	48.00
Dental Technicians of		Miscellaneous and Wood	
Northern California No. 99 .....	90.00	Workers No. 2565 .....	360.00
District Council of Iron		Miscellaneous Employees	
Workers .....	12.00	No. 110 .....	2,668.60
District Council of Painters		Molders and Foundry	
No. 8 .....	12.00	Workers No. 164 .....	390.00
Dressmakers No. 101 .....	1,200.00	Motion Picture Projectionists	
Electrical Workers No. 6 .....	960.00	No. 162 .....	132.84
Elevator Constructors No. 8 .....	180.00	Musicians No. 6 .....	1,800.00
Film Exchange Employees		National Broadcast Employees	
No. B-17 .....	63.60	No. 51 .....	193.80

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Chemical Workers No. 294 .....	246.35
City Employees No. 1058 .....	246.70
Clay and Tile Products No. 994 .....	21.70
Clothing Workers No. 108 .....	60.00
District Council of Carpenters..	24.00
District Council of Painters No. 33 .....	24.00
Electrical Workers No. 332 .....	240.00
Electronics No. 547 .....	510.50
Federation of Teachers San Jose State College No. 1362..	90.70
Glass Bottle Blowers Association No. 267 .....	175.35
Hod Carriers No. 234 .....	446.90
Hotel, Restaurant and Hotel Service Employees No. 180....	5,134.20
I. U. Electrical Workers No. 1201 .....	16.19
I. U. Electrical Workers No. 1507 .....	137.45
Lathers No. 144 .....	166.70
Lumber and Planing Mill Workers No. 3102 .....	143.80
Machinists No. 504 .....	2,511.80
Machinists No. 562 .....	3,079.61
Machinists No. 565 .....	1,631.35
Millmen No. 262 .....	864.60
Motion Picture Projectionists No. 431 .....	48.00
Musicians No. 153 .....	60.00
Newspaper Guild No. 98 .....	383.30
Painters No. 507 .....	1,164.85
Plasterers No. 224 .....	252.00
Plumbers No. 393 .....	360.00
Police Department Employees No. 170 .....	235.75
Printing Pressmen No. 146 .....	168.00
Printing Specialties and Paper Products No. 612 .....	435.35
Printing Specialties and Paper Products No. 659 .....	108.80
Public Employees of Santa Clara County No. 1409 .....	108.70
Retail Clerks No. 428 .....	2,400.00
Roofers No. 95 .....	178.05
San Jose City Hall Employees No. 348 .....	54.00
Sheet Metal Workers No. 309 ..	486.20
State, County and Municipal Employees No. 1564 .....	95.80
Steelworkers No. 1835 .....	137.60
Stereotypers and Electrotypers No. 120 .....	70.05
Street Carmen No. 265 .....	115.00
Teachers No. 957 .....	44.00
Theatrical Stage Employees No. 134 .....	48.00
Typographical No. 231 .....	240.00
Utility Workers No. 259 .....	96.35

SAN JUAN BAUTISTA

United Cement, Lime and Gypsum Workers No. 148 .....	146.85
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SAN LEANDRO

Chemical Workers No. 733 .....	27.00
Glass Bottle Blowers No. 85 .....	236.60
I. U. Electrical Workers No. 853	77.05
Teachers No. 1285 .....	76.00
Teachers No. 1440 .....	47.00

SAN LUIS OBISPO

Barbers No. 767 .....	46.00
Carpenters and Joiners No. 1632 .....	603.30
Central Labor Council .....	30.00
Construction and General Laborers No. 1464 .....	172.50
Electrical Workers No. 639 .....	121.55
Motion Picture Machine Operators No. 762 .....	48.00
Musicians Protective No. 305 ....	182.15
Painters No. 1336 .....	212.55
Plumbers and Steamfitters No. 403 .....	125.00
Steelworkers No. 5766 .....	150.50

SAN MATEO

Air Transport Employees No. 1781 .....	4,879.21
Bartenders and Culinary Workers No. 340 .....	4,434.15
Building and Construction Trades Council .....	24.00
Building Service Employees No. 81 .....	639.75
Butchers No. 516 .....	1,023.30
Carpenters and Joiners No. 162	1,382.90
Cement Finishers No. 583 .....	60.00
Central Labor Council .....	24.00
Communications Workers No. 9430 .....	496.80
Construction and General Laborers No. 389 .....	1,598.85
County Employees No. 829 .....	290.40
Electrical Workers No. 617 .....	120.00
Hod Carriers No. 97 .....	126.00
Horseshoers No. 11 .....	48.00
Lathers No. 278 .....	60.00
Laundry Workers No. 143 .....	180.00
Machinists No. 1414 .....	230.00
Paint, Varnish and Lacquer Makers No. 1053 .....	376.55
Painters and Decorators No. 913 .....	588.00
Plasterers No. 381 .....	108.00
Plumbers No. 467 .....	60.00
Printing Pressmen No. 315 .....	8.20
Retail Clerks No. 775 .....	595.00
Sheet Metal Workers No. 272 ..	48.00
Theatrical Stage Employees No. 409 .....	60.75

SAN PEDRO

Auto Machinists No. 1484 .....	588.55
Barbers No. 881 .....	117.40
Bartenders No. 591 .....	421.80
Carpenters No. 1140 .....	998.35
Chemical Workers No. 53 .....	70.90

## OFFICERS' REPORTS

Hotel, Restaurant, Cafeteria and Motel Workers No. 512 ..	1,934.85	Plumbers and Steamfitters No. 582 .....	375.00
Lathers No. 366 .....	102.80	Printing Pressmen No. 166 .....	60.80
Lumber and Sawmill Workers No. 1407 .....	600.00	Roofers No. 36-C .....	168.60
Marine and Shipbuilding Workers No. 9 .....	240.00	Sugar Workers No. 175 .....	160.75
Masters, Mates and Pilots No. 18 .....	93.25	Theatrical Stage Employees No. 504 .....	62.10
Painters No. 949 .....	180.00	Typographical No. 579 .....	132.50
Pile Drivers No. 2375 .....	655.40		
Plasterers and Cement Finishers No. 838 .....	406.75	SANTA BARBARA	
Retail Clerks No. 905 .....	2,961.20	Barbers No. 832 .....	77.95
Seine and Line Fishermen .....	360.00	Building and Construction Trades Council .....	24.00
Shipyards Laborers No. 802 .....	2,497.65	California State Conference of Painters .....	12.00
Steelworkers No. 5303 .....	140.80	Carpenters and Joiners No. 1062 .....	1,273.95
Typographical No. 862 .....	120.00	Central Labor Council .....	24.00
		Communications Workers No. 9576 .....	348.36
SAN RAFAEL		Construction and General Laborers No. 591 .....	821.44
Barbers No. 582 .....	148.05	Culinary Alliance and Bartenders No. 498 .....	2,528.25
Bartenders and Culinary Workers No. 126 .....	1,402.30	District Council of Painters No. 52 .....	21.00
Building and Construction Trades Council .....	24.00	Electrical Workers No. 413 .....	540.00
Carpenters No. 35 .....	1,429.50	Hod Carriers and General Laborers No. 195 .....	27.90
Central Labor Council .....	24.00	Lathers No. 379 .....	74.55
Communications Workers No. 9404 .....	293.85	Meat Cutters No. 556 .....	655.80
Golden Gate District Council of Lathers .....	24.00	Musicians Protective Association No. 308 .....	298.05
Hod Carriers and General Laborers No. 291 .....	1,080.00	Painters No. 715 .....	325.00
Machinists No. 238 .....	816.60	Plasterers and Cement Finishers No. 341 .....	289.25
Painters No. 83 .....	480.00	Plumbers and Steamfitters No. 114 .....	180.00
Plasterers and Cement Finishers No. 355 .....	120.00	Post Office Clerks No. 264 .....	36.00
Retail Clerks No. 1119 .....	1,028.15	Retail Clerks No. 899 .....	2,530.15
Teachers No. 1077 .....	49.05	Sheet Metal Workers No. 273 ..	311.70
Theatrical Stage and Motion Picture Operators No. 811 .....	36.00	Theatrical Stage Employees and Motion Picture Machine Operators No. 442 .....	48.00
		Typographical No. 394 .....	8.00
SANTA ANA			
Barbers No. 549 .....	54.00	SANTA CLARA	
Building and Construction Trades Council .....	24.00	California State Council of Roofers .....	24.00
Carpenters and Joiners No. 1815 .....	2,828.00	Glass Bottle Blowers No. 262 ..	360.00
Cement Masons No. 52 .....	405.00	Jefferson Union School District No. 617 .....	37.20
Central Labor Council .....	24.00	Santa Clara Municipal Employees No. 107 .....	225.75
Chemical Workers No. 66 .....	402.75	United Cement, Lime and Gypsum Workers No. 334 .....	106.75
District Council of Carpenters of Orange County .....	30.00		
Electrical Workers No. 441 .....	637.50	SANTA CRUZ	
Electrical-Electronic Workers No. 2125 .....	85.00	Barbers No. 891 .....	48.00
Glass Bottle Blowers No. 81 .....	377.45	Carpenters and Joiners No. 829 ..	72.00
Hod Carriers and General Laborers No. 652 .....	2,807.65	Construction and General Laborers No. 283 .....	265.65
Lathers No. 440 .....	395.35	Culinary Workers No. 742 .....	173.15
Musicians No. 7 .....	130.00	Leather Workers No. L-122 .....	90.75
Painters and Decorators No. 686 .....	1,067.20	Painters and Decorators No. 1026 .....	150.50
Plasterers and Cement Finishers No. 489 .....	360.00		



Plasterers and Cement Finishers No. 379 .....	58.35	SHERMAN OAKS	
Central Labor Council .....	24.00	Hotel, Motel, Restaurant and Bartenders No. 694 .....	4,210.55
Typographical No. 589 .....	48.00	SHINGLE SPRINGS	
SANTA MARIA		United Cement, Lime and Gypsum Workers No. 417 .....	75.50
Barbers No. 941 .....	48.00	SONOMA	
Carpenters and Joiners No. 2477 .....	833.50	California State Employees No. 14 .....	147.80
Central Labor Council .....	24.00	SONORA	
Chemical Workers No. 224 .....	72.90	Carpenters and Joiners No. 2196 .....	24.00
City Employees No. 1224 .....	8.00	SOUTHGATE	
Communications Workers No. 9581 .....		I. U. Electrical Workers No. 1502 .....	68.15
Construction, General and Oil Field Laborers No. 1222 .....	713.40	Pulp, Sulphite and Paper Mill Workers No. 253 .....	115.00
Culinary Workers and Bartenders No. 703 .....	1,359.80	Rubber Workers No. 100 .....	1,657.05
Oil, Chemical and Atomic Workers No. 534 .....	120.00	Rubber Workers No. 225 .....	317.15
SANTA MONICA		United Auto Workers No. 216 ..	3,744.10
Barbers No. 573 .....	134.40	Utility Workers No. 283 .....	75.65
Carpenters and Joiners No. 1400 .....	1,288.95	SPRECKELS	
Communications Workers No. 9574 .....	814.40	Sugar Workers No. 180 .....	563.45
Culinary Workers and Bartenders No. 814 .....	5,263.90	STOCKTON	
Meat Cutters No. 587 .....	960.00	Agricultural Workers Organizing Committee .....	4,375.00
Painters No. 821 .....	392.16	Amalgamated Transit No. 276 ..	72.10
Plumbers No. 545 .....	435.55	Automotive Machinists No. 428 ..	365.00
Printing Pressmen No. 429 .....	48.00	Barbers No. 312 .....	94.50
Retail Clerks No. 1442 .....	1,250.00	Bartenders No. 47 .....	518.35
Typographical No. 875 .....	53.95	Box Workers No. 3088 .....	573.75
SANTA ROSA		Brick and Clay Workers No. 874 .....	91.70
Barbers No. 159 .....	70.20	Building and Construction Trades Council .....	18.00
Bartenders and Culinary Workers No. 770 .....	863.45	Building Service Employees No. 24 .....	120.00
Boot and Shoe Workers No. 446 .....	125.05	Butchers No. 127 .....	1,287.15
Building and Construction Trades Council .....	24.00	Carpenters and Joiners No. 266 .....	480.00
Butchers No. 364 .....	780.78	Carpenters and Joiners No. 2891 .....	232.90
Carpenters and Joiners No. 751 ..	1,089.50	Cement Finishers No. 814 .....	60.00
Central Labor Council .....	24.00	Central Labor Council .....	24.00
Electrical Workers No. 551 .....	240.00	Communications Workers No. 9417 .....	459.70
Hod Carriers and Laborers No. 139 .....	674.95	County Employees No. 183 .....	75.00
Motion Picture Machine Operators No. 420 .....	48.00	Culinary Alliance No. 572 .....	1,581.90
Musicians No. 292 .....	15.45	Electrical Workers No. 591 .....	90.00
Painters No. 364 .....	120.00	Hod Carriers and Common Laborers No. 73 .....	900.00
Printing Pressmen No. 354 .....	48.00	Machinists No. 364 .....	871.50
Retail Clerks No. 1532 .....	952.25	Motion Picture Projectionists No. 428 .....	48.00
Typographical No. 577 .....	51.00	Municipal Employees No. 102 ..	328.90
SAUGUS		Musicians No. 189 .....	240.00
Glass Bottle Blowers No. 69 ....	275.00	Office Employees No. 26 .....	44.00
SEAL BEACH		Painters No. 1115 .....	362.60
Chemical Workers No. 225 .....	44.00	Paper Makers No. 320 .....	421.26
SELMA		Plasterers No. 222 .....	44.00
Carpenters and Joiners No. 1004 .....	199.70	Plumbers and Steamfitters No. 492 .....	192.50

## OFFICERS' REPORTS

Retail Clerks No. 197 .....	300.00	TUSTIN	
Sheet Metal Workers No. 283 ..	120.00	Rubber Workers No. 510 .....	205.50
State, County and Municipal		TWAIN	
Employees No. 1577 .....	50.50	Woodworkers No. 398 .....	70.80
State Employees No. 513 .....	52.20	UKIAH	
Stockton Newspaper Guild		California State Employees	
No. 100 .....	71.05	No. 519 .....	58.90
Theatrical Stage Employees		Central Labor Council .....	24.00
No. 90 .....	54.00	North Coast Counties District	
Typographical No. 56 .....	117.25	Council of Carpenters .....	18.00
United Auto Workers No. 792 ..	142.70	VALLEJO	
United Brick and Clay Workers		American Federation of	
No. 528 .....	27.00	Grain Millers No. 71 .....	146.00
Utility Workers No. 160 .....	67.10	Asbestos Workers No. 70 .....	48.00
SUNNYVALE		Barbers No. 335 .....	191.05
Barbers No. 498 .....	73.90	Building and Construction	
Electrical Workers No. 786 .....	501.80	Trades Council .....	24.00
Theatrical Stage and Motion		Butchers and Meat Cutters	
Picture Operators No. 796....	48.00	No. 532 .....	862.50
SUN VALLEY		Carpenters and Joiners	
Rubber Workers No. 621 .....	136.15	No. 180 .....	930.40
SUSANVILLE		Central Labor Council .....	21.00
Barbers and Beauticians		Communications Workers	
No. 311 .....	42.00	No. 9411 .....	150.35
Woodworkers No. 370 .....	88.07	Culinary Workers and	
TAFT		Bartenders No. 560 .....	955.90
Barbers No. 869 .....	50.00	Electrical Workers No. 180 .....	200.00
Oil, Chemical and Atomic		Hod Carriers and General	
Workers No. 1-6 .....	389.65	Laborers No. 326 .....	619.90
Utility Workers No. 289 .....	48.00	Lathers No. 302 .....	48.00
TEHACHAPI		Machinists No. 1492 .....	192.00
United Cement, Lime and		Mare Island Navy Yards	
Gypsum Workers No. 52 .....	460.25	Metal Trades Council .....	24.00
United Cement, Lime and		Musicians No. 367 .....	125.00
Gypsum Workers No. 291 ....	48.00	Operating Engineers No. 731....	280.05
TERMINAL ISLAND		Painters No. 376 .....	222.00
Cannery Workers of the		Plasterers and Cement	
Pacific .....	4,499.30	Finishers No. 631 .....	52.35
TORRANCE		Plumbers No. 343 .....	96.00
Boilermakers No. 718 .....	53.55	Retail Clerks No. 373 .....	1,200.00
Chemical Workers No. 138 .....	104.60	Roofers No. 35 .....	42.00
Chemical Workers No. 598 .....	89.65	Sheet Metal Workers No. 75 ...	210.00
Operative Potters No. 218 .....	264.50	Shipwrights, Joiners and	
Rubber Workers No. 146 .....	78.45	Shipbuilders No. 1068 .....	146.75
Steelworkers No. 1414 .....	480.00	Teachers No. 827 .....	42.00
Steelworkers No. 2586 .....	48.00	Technical Engineers No. 8 .....	64.35
Torrance Municipal Employees		Theatrical Stage Employees	
No. 1117 .....	231.70	No. 241 .....	54.00
Torrance School Employees		Typographical No. 389 .....	81.00
No. 1101 .....	181.20	VALLEY SPRINGS	
TRACY		Lumber and Sawmill	
Carpenters and Joiners		Workers No. 2847 .....	86.55
No. 1698 .....	16.05	VAN NUYS	
Sugar Workers No. 181 .....	282.20	Barbers No. 837 .....	187.90
TRINIDAD		Carpenters and Joiners	
Loggers No. 3006 .....	534.45	No. 1913 .....	2,439.95
TURLOCK		Electrical Workers No. 2051 ...	48.00
Carpenters and Joiners		Industrial No. 1662 .....	440.00
No. 1306 .....	120.00	Painters No. 1595 .....	725.00
		Post Office Clerks No. 1159 .....	130.85
		San Fernando Valley	
		Employers Guild No. 54 .....	58.90
		United Auto Workers No. 645 ..	3,814.45

VENTURA		WATSONVILLE	
Barbers No. 912 .....	77.65	Barbers No. 749 .....	48.00
Building and Construction		Brick and Clay Workers	
Trades Council .....	24.00	No. 998 .....	132.65
Carpenters and Joiners		Building and Construction	
No. 2463 .....	839.55	Trades Council .....	12.00
Central Labor Council .....	24.00	Carpenters and Joiners	
District Council of Carpenters	24.00	No. 771 .....	288.90
Electrical Workers No. 952 .....	312.50	Central Labor Council .....	6.00
Hod Carriers and General		Communications Workers	
Laborers No. 585 .....	990.00	No. 9427 .....	43.95
Lathers No. 460 .....	92.10	Electrical Workers No. 526 .....	22.50
Oil, Chemical and Atomic		Lathers No. 122 .....	48.00
Workers No. 120 .....	571.45	Machinists No. 1939 .....	54.00
Operating Engineers No. 732....	44.00	Railway Carmen No. 765 .....	72.15
Painters and Decorators		Theatrical Stage Employees	
No. 955 .....	473.75	No. 611 .....	56.55
Plasterers and Cement		Typographical No. 543 .....	66.15
Finishers No. 741 .....	214.00		
Plumbers and Steamfitters		WEED	
No. 484 .....	172.80	Lumber and Sawmill Workers	
Municipal Employees No. 181..	87.35	No. 2907 .....	1,256.10
Typographical No. 909 .....	77.85		
VERNON		WEIMAR	
Glass Bottle Blowers No. 224 ..	180.00	Weimar Sanatorium	
Paper Makers No. 336 .....	60.00	Employees No. 745 .....	232.55
Pulp, Sulphite and Paper		WESTEND	
Mill Workers No. 254 .....	120.00	Chemical Workers No. 398 .....	265.95
Steelworkers No. 1927 .....	224.70		
VICTORVILLE		WEST POINT	
United Cement, Lime and		Lumber and Sawmill Workers	
Gypsum Workers No. 49 .....	361.45	No. 2694 .....	112.85
VISALIA		WHITE PINES	
Barbers No. 856 .....	48.00	Lumber and Sawmill Workers	
Carpenters and Joiners		No. 2538 .....	52.60
No. 1484 .....	168.40		
Central Labor Council .....	18.00	WHITTIER	
Communications Workers		California Department of	
No. 9406 .....	351.25	Youth Authority Employees	
Hod Carriers and General		No. 479 .....	53.75
Laborers No. 1060 .....	276.00	Steelworkers No. 4511 .....	61.40
Lathers No. 449 .....	48.00	Transport Workers No. 518 .....	53.45
Plasterers and Cement		Typographical No. 899 .....	63.45
Masons No. 895 .....	48.60		
Stage Employees and Motion		WILMINGTON	
Picture Operators No. 605 ....	48.00	Butchers No. 551 .....	3,616.65
Teachers No. 1472 .....	29.00	Chemical Workers No. 40 .....	413.55
Typographical No. 519 .....	56.00	Inland Boatmen of the	
VISTA		Pacific .....	240.00
Carpenters No. 2078 .....	884.00	Pulp, Sulphite and Paper	
WALNUT		Mill Workers No. 341 .....	147.75
Operative Potters No. 223 .....	163.50	Seafarers, Atlantic and	
WALNUT CREEK		Gulf District .....	270.00
Steelworkers No. 5450 .....	48.00	Ship Carpenters No. 1335 .....	375.00
WARM SPRINGS		WOODLAND	
Brick and Clay Workers		Sugar Workers No. 179 .....	301.35
No. 663 .....	67.85	United Sugar Workers Council	24.00
		ZEPHYR COVE	
		Barbers No. 292 .....	21.00
		Total per capita receipts	
		and affiliation fees .....	\$942,764.24

**CALIFORNIA LABOR FEDERATION, AFL-CIO  
DETAIL OF DISBURSEMENTS**

**For the two-year period ended June 30, 1964**

**SALARIES—EXECUTIVES:**

Pitts, Thos. L., Secretary-Treasurer .....	\$50,016.00
Gruhn, Albin J., President .....	30,000.00
Dias, Manuel, General Vice President .....	25,008.00

**\$105,024.00**

**EXPENSES AND ALLOWANCES—EXECUTIVES:**

Pitts, Thos. L., Secretary-Treasurer .....	11,879.34
Gruhn, Albin J., President .....	12,812.64
Dias, Manuel, General Vice President .....	4,863.16
Western Airlines .....	10,383.66
United Air Lines .....	4,035.07
Golden Gate Avenue Garage .....	713.75
Richfield Oil Company .....	1,841.54
Texaco, Inc. ....	308.95
Pay-by-Ounce Steakery .....	22.01
Hertz Corporation .....	541.50
St. Francis Hotel .....	217.16
Van Ness Oldsmobile .....	292.06
Sheraton Carlton Hotel .....	442.08
Hollywood Roosevelt Hotel .....	407.97
Paul Young's Restaurant .....	109.73
Fairmont Hotel .....	397.07
National Capital Democratic Club .....	113.24
Scripture Oldsmobile Co. ....	49.26
Edgewater Inn .....	400.72
Palm Springs Riviera Hotel .....	61.70
American Express Company .....	1,095.01
Americana Hotel .....	1,034.76
City Squire Motor Inn .....	315.68
Senator Hotel .....	361.99
Del Webb's TowneHouse .....	291.54
Miscellaneous .....	336.45
<b>53,328.04</b>	

**Less, refunds from:**

Pitts, Thos. L. ....	\$ 221.04
Gruhn, Albin J. ....	1,462.62
Zurich-American Insurance Company .....	40.00

**1,723.66**

**51,604.38**

**EXPENSES AND ALLOWANCES—  
GEOGRAPHICAL VICE PRESIDENTS:**

Osslo, Max J. ....	1,336.82
Callahan, M. R. ....	1,320.29
Sidell, William .....	741.76
Somerset, Pat .....	837.63
Bassett, W. J. ....	644.68
Christian, J. J. ....	1,134.41
Smith, James L. ....	1,181.50
Green, Webb .....	930.12
O'Hare, Robert J. ....	991.79
Fillippini, Wilbur .....	915.04
Lackey, H. D. ....	1,234.20
Green, C. A. ....	850.76

Small, Thomas A. ....	\$	1,387.60	
Weisberger, Morris .....		1,271.95	
Dougherty, Arthur F. ....		1,457.25	
Amadio, Chris .....		1,087.15	
Carman, Newell J. ....		387.40	
Ash, Robert S. ....		851.36	
Jones, Paul L. ....		861.00	
Reed, Howard .....		1,202.60	
Nelson, Howard .....		634.10	
Finks, Harry .....		1,393.00	
Hansen, Harry .....		1,077.50	
Allen, Hugh .....		1,560.60	
Lathen, Stan .....		77.90	
Dowd, William .....		202.40	
			25,570.81
Less, refunds from:			
Weisberger, Morris .....	\$50.00		
Osslo, Max J. ....	15.00	65.00	
			\$ 25,505.81

**EXPENSES AND ALLOWANCES—  
AT-LARGE VICE PRESIDENTS:**

Smith, Charles J. ....	541.39	
Stone, DeWitt .....	1,277.10	
Shedlock, Edward T. ....	899.70	
Wilson, Herbert .....	2,905.00	
Posner, Jerome .....	1,107.36	
King, E. A. ....	1,784.76	
O'Malley, E. P. ....	1,302.60	
Fletcher, Fred D. ....	512.17	
Conway, G. J. ....	1,234.39	
		11,564.47

**GENERAL OFFICE SALARIES:**

Alverson, Madeline .....	15,826.02
Bergeron, Margaret .....	12,416.80
Boring, David .....	16,540.25
Giblin, Kathryn .....	11,798.93
Hines, Charles A., Jr. ....	14,644.44
Hoss, Richard .....	16,323.80
Keys, Ferne .....	15,163.10
King, Bert C. ....	11,687.73
Moran, Myrtle .....	11,768.24
Otto, Walter .....	13,687.43
Ross, Helen .....	771.78
Seiden, Ann-Marie .....	9,816.29
Simcich, Walter .....	19,549.80
Spencer, Margaret .....	12,515.50
Vial, Donald .....	24,000.00
Moore, Josephine .....	690.88
Bishop, Sono .....	147.74
Bechtel, Douglas A. ....	110.40
Pendleton, Nyura .....	246.84
Wittman, Mary .....	1,030.90
Vurek, Douglas M. ....	745.01
Daniels, Martin J. ....	95.94
Danielson, Martha Ann .....	96.20
O'Brien, Jean M. ....	110.40
Forques, Obeline .....	18.40
Jones, Kathleen .....	28.93
Magill, Marian .....	200.30
Manbeck, Eleanor .....	28.93

## OFFICERS' REPORTS

Abeyta, Beverly .....	\$ 302.34
Anderson, Joseph .....	511.46
Hamilton, Gordon S. ....	3,167.20
Bly, Helen M. ....	21.68
Laffan, Dolores .....	56.91
Pinkham, Alice .....	40.65
Mulhall, Therese J. ....	56.16
Martin, Frances .....	316.33
Mann, Kenneth .....	48.77
Foster, Otho .....	18.96
Bradshaw, Blanche .....	29.80
Amundson, Marguerite .....	103.00
La Sueur, Shirley .....	56.16
Bateman, Henriette .....	86.69

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\$214,877.09

## ORGANIZING EXPENSES:

Hyans, Curtis J.:

Salary .....	14,560.00
Expenses and allowances .....	6,265.50
Richfield Oil Company .....	640.53
Texaco, Inc. ....	101.57
Dempsey and Ford .....	399.30

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21,966.90

## CONVENTION EXPENSES:

Salaries:

Sullivan, Florence .....	1,398.63
Abeyta, Beverly Marie .....	96.20
Bergeron, Margaret .....	333.64
Giblin, Kathryn .....	196.08
Hines, Charles A., Jr. ....	272.98
Keys, Ferne .....	204.15
Moran, Myrtle .....	236.89
Alverson, Madeline .....	320.29
Gottlieb, Augusta .....	330.09
Amundson, Marguerite .....	984.56

Expenses and allowances:

Gruhn, Albin J. ....	500.00
Dias, Manuel .....	500.00
Pitts, Thos. L. ....	500.00
Vial, Donald .....	815.00
Hoss, Richard .....	280.00
Bergeron, Margaret .....	200.00
Simcich, Walter .....	420.60
Moran, Myrtle I. ....	200.00
Alverson, Madeline .....	200.00
Keys, Ferne .....	200.00
Boring, David .....	550.00
Giblin, Kathryn .....	200.00
Hines, Charles A., Jr. ....	200.00
Sullivan, Florence .....	200.00
Otto, Walter .....	550.00
Hyans, Curtis J. ....	550.00
Henshel, Bruce .....	124.50
Powers, Joseph .....	70.00
Kump, Marcia .....	174.00
Ramsey, Virginia .....	232.87
Page, Melvin .....	99.40
Rhine, Barbara .....	102.60

Other expenses:

Pritchard, Rex .....	175.00
Martin, G. W. ....	100.00

Garrett Press .....	\$ 19,424.33	
California Office Equipment .....	99.30	
Stuart Sauter Co. ....	48.49	
London, Joan .....	513.00	
U. S. Postmaster .....	250.00	
Railway Express Agency .....	3.80	
Western Airlines .....	62.59	
United Airlines .....	500.72	
Long Beach Building and Construction Trades Council ....	20.00	
Municipal Auditorium .....	1,269.06	
Dorlene Answering Service .....	107.15	
Long Beach Stationers .....	38.48	
Miller Desk and Safe Co. ....	584.48	
E. D. Conklin Inc. ....	3,578.90	
A. B. Dick Co. ....	41.50	
Parker & Sons .....	5,990.31	
General Telephone Co. ....	477.49	
The Lafayette Hotel .....	2,849.26	
Heinrich Specialty Co. ....	4,138.93	
Kings Services, Inc. ....	127.92	
Maloney and Maritzen .....	220.00	
Petty cash—miscellaneous purchases and expenses .....	188.75	
Cash—Constitution Committee .....	560.00	
Cash—Resolution Committee .....	1,330.00	
Cash—Legislation Committee .....	1,190.00	
Cash—Credentials Committee .....	1,050.00	
Cash—Sergeant at Arms Committee .....	1,610.00	
Cash—Rules and Procedure Committee .....	490.00	
City and County of San Francisco .....	500.00	
	<u>58,781.94</u>	
Less, refunds from:		
General Telephone Co. ....	\$ 11.21	
Los Angeles Carpenters Council .....	157.34	
Los Angeles Building and Construction		
Trades Council .....	157.34	
Brotherhood of Railway Trainmen .....	157.34	
Los Angeles Painters District Council No. 36 .....	157.34	
U. S. Postmaster .....	110.82	
Cash—Constitution Committee .....	35.00	
Vial, Donald .....	24.37	810.76
		<u>\$ 57,971.18</u>
<b>ACCOUNTING FEES:</b>		
Lybrand, Ross Bros. and Montgomery .....		9,755.00
<b>AUTOMOBILE EXPENSES:</b>		
Golden Gate Avenue Garage .....	961.70	
Standard Oil Co. ....	226.63	
Texaco, Inc. ....	653.88	
Department of Motor Vehicles .....	99.00	
Richfield Oil Co. ....	119.36	
Cadillac Motor Car Division .....	168.08	
Miscellaneous .....	65.18	
		<u>2,293.83</u>
<b>PURCHASE OF AUTOMOBILES:</b>		
Cadillac Motor Car Division (1963 Cadillac) .....	8,240.08	
Less, trade-in of 1962 Cadillac .....	(5,400.00)	
		<u>2,840.08</u>
Cadillac Motor Car Division (1964 Cadillac) .....	8,020.00	
Less, proceeds from sale of 1963 Cadillac .....	(4,600.00)	
		<u>3,420.00</u>
		<u>6,260.08</u>

**CONTRIBUTIONS:**

California Conference on Apprenticeship .....	\$ 1,000.00
Northern California Commission on Health and Care Through Social Security .....	208.00
Maritime Trades Department of Coordinating Committee ....	500.00
Rev. Andrew Ross .....	125.00
Citizens Committee Against Proposition No. 24 .....	1,000.00
Southern California Committee Against Proposition No. 24..	900.12
Agricultural Workers Organizing Committee .....	4,500.00
Californians Against Proposition No. 23 .....	3,612.39
Histadrut Israel .....	400.00
Orphans' Christmas Party Fund .....	200.00
Governor's Inaugural Celebration Commission .....	10.00
Teale Boys Scholarship Fund .....	100.00
Annual Mental Health Awards Program .....	50.00
George E. Gillum .....	485.81
South of Market Boys .....	60.00
California Committee for Fair Practices .....	450.00
United Negro College Fund, Inc. ....	200.00
City of Hope .....	350.00
Allied Kingsport Press Unions .....	250.00
Farm Workers Organizing Assistance Fund .....	1,000.00
National Labor Division—March of Dimes .....	100.00
National Council on Agriculture—Life and Labor .....	200.00
C. J. Haggerty Research Fellowship Fund—CARIH .....	100.00
Lloyd Washburn—Scholarship Fund .....	25.00
Mental Health and Retardation Awards Banquet .....	75.00
Association of California Consumers .....	200.00
Western Shipbuilding Association .....	50.00
Governor's Committee for E.O.H. ....	420.78
Miscellaneous .....	20.00

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\$ 16,592.10

**CONFERENCE EXPENSES:**

Breir, F. A. ....	80.00
Lee, L. F. ....	155.00
Aron, B. A. ....	270.00
Vial, Donald .....	1,993.16
Schnitzler, William F. ....	45.00
Otto, Walter .....	220.00
Keys, Ferne .....	520.00
Hoss, Richard .....	265.09
Simcich, Walter .....	1,225.38
State of California Printing Division .....	9.80
St. Francis Hotel .....	85.38
Del Webb's Towne House .....	250.71
Hollywood Roosevelt Hotel .....	469.52
Commonwealth Club .....	46.00
I.B.M. Corporation .....	35.00
Sheraton Palace Hotel .....	296.12
Western Airlines .....	744.25
United Air Lines .....	646.01
Fairmont Hotel .....	123.12
Morgenstern, O. ....	40.00
Pacific Southwest Airlines .....	97.55
International Labor Press Assoc. ....	25.00
Southern Pacific Company .....	38.36
E. D. Conklin Inc. ....	298.40
Schultz, Raymond G. ....	1,375.62
Alverson, Madeline .....	23.80
Hilton Inn .....	12.36
Miscellaneous .....	29.04

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9,419.67



**FURNITURE AND FIXTURES:**

Smith-Corona Marchant, Inc. ....	\$ 767.31
I.B.M. Corporation .....	962.95
Gaylord Brothers .....	91.26

\$ 1,821.52

**INSURANCE:**

Office Employees Insurance Trust Fund .....	10,038.09
N. Cronin & Co. ....	3,274.54
Maloney & Maritzen .....	359.40
Bankers Life and Casualty .....	468.00
State Compensation Insurance Fund .....	405.64
International Union Insurance Services, Inc. ....	759.30

15,304.97

Less, refunds from:

Bankers Life and Casualty .....	\$131.95
Gruhn, Albin J. ....	19.80
Scully, Charles P. ....	195.00
Finks, Harry .....	76.50
Ash, Robert S. ....	78.00

501.25

14,803.72

**LEGISLATIVE EXPENSES:**

Salaries:

Finks, Harry .....	7,200.00
DeDomenico, Lucille .....	2,802.60
Thomas, Charlotte .....	2,423.40
Pacak, Grace M. ....	2,669.98

Other expenses:

Hoss, R. J. ....	2,205.33
Capital Office Equipment Co. ....	421.20
Finks, Harry .....	4,930.59
A. W. Harron Company .....	819.12
Hotel El Rancho .....	576.63
Vial, Donald .....	2,062.81
Pacific Telephone & Telegraph Company .....	1,641.80
Gruhn, Albin J. ....	1,098.95
El Mirador Hotel .....	169.58
Hotel El Dorado .....	925.81
Thermo-Fax Sales Inc. ....	179.24
Hotel Senator .....	8,373.14
Sacramento Central Labor Council .....	222.50
Martyr & Curry .....	175.85
Mayflower Van & Storage .....	104.85
Western Airlines .....	320.78
Miscellaneous .....	515.64

39,839.80

**LEGAL EXPENSES:**

Charles P. Scully:

Retainer .....	12,000.00
Services rendered and costs advanced .....	40,537.55

52,537.55

**LIBRARY EXPENSES:**

State of California Printing Division .....	125.89
Bureau of National Affairs .....	1,357.25
Congressional Quarterly .....	245.50
National Planning Association .....	20.00

## OFFICERS' REPORTS

Twentieth Century Fund .....	\$ 8.68
West Publishing Co. ....	340.08
Hoss, R. J. ....	5.00
AFL-CIO Publication Department .....	222.51
Industrial and Labor Relations Review .....	12.00
Labor Today .....	9.00
United States Government Printing Office .....	252.00
Western Paper Box Co. ....	90.42
California Committee for Fair Practices .....	38.50
Prentice Hall, Inc. ....	30.00
Sacramento Bee .....	102.00
University of California .....	77.48
New York Times .....	79.50
Bancroft Whitney .....	1,001.52
San Francisco Examiner .....	52.50
Chamber of Commerce of the United States .....	1.00
Commerce Clearing House .....	586.43
Wall Street Journal .....	120.00
N. W. Ayer and Sons .....	31.20
Economic Statistics Bureau of Washington .....	24.00
Western Shipbuilding Assn. ....	50.00
National Housing Conference Inc. ....	25.00
Commonwealth Club .....	25.00
International Labor Press Assn. ....	25.00
Western Underwriter .....	24.00
California Newsletter .....	50.00
World Affairs Council of Northern California... ..	25.00
Miscellaneous .....	579.94
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	5,636.40
Less, refund from:	
Bureau of National Affairs .....	72.00
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	\$ 5,564.40

## MAINTENANCE:

Addressing Machine Sales Company .....	778.26
Addressograph-Multigraph Corp. ....	144.80
Pitney-Bowes, Inc. ....	822.92
I.B.M. Corporation .....	626.78
Kippens .....	23.10
General Office Equipment .....	206.56
Milo Harding Company .....	162.82
Ward Harris Company .....	128.49
Bell Typewriter Co. ....	684.37
Victor Adding Machine Co. ....	47.00
Thermo-Fax Sales, Inc. ....	85.80
Burroughs Corp. ....	63.84
Miscellaneous .....	29.74
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	3,804.48

## NEWSLETTER:

Garrett Press .....	33,462.39
Cal-Central Press .....	11,790.03
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	45,252.42

## OFFICE RENTS:

Coldwell, Banker & Company—San Francisco .....	31,200.00
Hollingsworth Corporation—Los Angeles .....	2,280.00
	<hr/>
	33,480.00

**RETIREMENT PLAN CONTRIBUTIONS:**

Occidental Life Insurance Co. ....	\$109,539.00
Office and Professional Employees' Pension Trust Fund for California .....	2,634.90

\$112,173.90

**PRINTING:**

Garrett Press .....	12,373.34
Parker and Sons .....	66.56

12,439.90

**SCHOLARSHIPS:**

University of Santa Clara—V. A. Ramsey .....	500.00
University of California—Bruce Henshel .....	500.00
University of Oregon—Marcia Kump .....	500.00
Claremont Mens College—Joseph W. Powers .....	500.00
The American University—Melvin E. Page... ..	500.00
University of Chicago—Barbara A. Rhine .....	500.00
Pomona College—Jayne Knoche .....	500.00
University of California—Richard H. Smith .....	500.00
Princeton University—Raymond N. Palmer... ..	500.00
Yale University—Bradford C. Snell .....	500.00
University of California—Susan Thomas... ..	500.00
University of California—Stan Speros Draenos .....	500.00
University of California—Maryellen Vizcarra .....	500.00
University of California—Leo C. H. Soong .....	500.00

7,000.00

Less, refunds from:

Los Angeles Carpenters Council .....	\$1,000.00
Los Angeles Building and Construction Trades Council .....	1,000.00
Brotherhood of Railway Trainmen .....	1,000.00
Los Angeles Painters District Council No. 36 ..	500.00
Carpenters Ladies Auxiliary .....	500.00
California State Council of Culinary Workers ..	500.00

4,500.00

2,500.00

**POSTAGE AND MAILING:**

John F. Fixa—Postmaster .....	
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14,322.00

**SERVICES:**

Dorlene Telephone Answering Service .....	360.90
Galland Linen Service.....	318.00
Magnetic Spring Water Company .....	118.72
Alhambra Water Co. ....	138.98

936.60

**STATIONERY AND SUPPLIES:**

Bureau of National Affairs .....	210.60
Garrett Press .....	5,236.79
Milo Harding Co. ....	649.47
I.B.M. Corporation .....	812.41
Kielty & Dayton .....	412.37
Morgan and Barclay Co., Inc. ....	1,116.73
James H. Barry Co. ....	3,266.64
Blake, Moffitt & Towne .....	2,272.91
General office equipment .....	174.32
Photostat Corp. ....	335.21
Thermo-Fax Corp. ....	564.17
Wheeldex Simpla .....	5.20

## OFFICERS' REPORTS

C. Todd Hecker Service .....	\$ 208.83
Kee Lox Manufacturing Co. ....	133.77
Kopy King .....	370.09
California Association of Secondary School Administrators ..	92.60
Miscellaneous .....	92.34

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\$ 15,954.45

## TAXES:

California Department of Employment .....	4,998.49
Internal Revenue Service .....	8,284.25
R. L. Wolden, Assessor, San Francisco .....	396.64
H. J. Ostley, Tax Collector, Los Angeles .....	22.74

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13, 702.12

## TELEPHONE AND TELEGRAPH:

Pacific Telephone and Telegraph Company .....	18,746.88
Western Union Telegraph Company .....	1,853.50

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20,600.38

## GENERAL EXPENSES:

Hoss, Richard J. ....	34.00
Garrett Press .....	128.66
Kump, Marcia .....	10.50
Republic Van & Storage .....	58.50
Benedettis Flowers .....	769.93
Sparkies .....	30.78
Bekins Van & Storage .....	359.31
Sam Kagel .....	975.00
Burns Flowers .....	98.80
Morning Glory Caterers .....	36.75
Cash—Employees Christmas Gifts .....	985.00
Adcraft Sign Company .....	46.80
Transport Clearing .....	19.97
Ken McLaughlin .....	52.00
J. F. Henning, testimonial dinner .....	270.00
Davidson Jewelers .....	20.00
United Luggage .....	25.03
George Bare .....	35.00
Harry McCune Sound Service .....	20.50
Leona Kircher .....	25.56
Stuart Sauter Co. ....	100.00
Colonial Studio .....	32.88
K. Kitcher Photo .....	10.00
Frank L. Stork—Photography .....	15.60
Larry Kenney—Photography .....	112.00
Morning Glory Caterers .....	27.29
New Sixth Street Market .....	59.46
Pischoff Sign Company .....	59.77
San Francisco Heart Assn. ....	25.00
Regents of the University of California .....	30.00
G. W. Martin .....	23.00
King's Services, Inc. ....	31.45
James K. Honey .....	304.71
Dr. John Carroll .....	59.95
Petty cash—miscellaneous purchases and expenses .....	1,926.72
Other miscellaneous expense .....	255.37

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7,075.29

## TOTAL CASH DISBURSEMENTS .....

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\$929,643.04

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## ROLL OF DELEGATES

This comprises the completed roll call of the 1964 convention, including the additions and changes made through the supplementary reports of the Committee on Credentials on successive days of the convention. In it are given the name of the city in which each local union or 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.

### ALAMEDA

Carpenters & Joiners, No. 194 (143)  
Wm. E. Lewis, 143

### ALHAMBRA

Electrical Utility Wkrs. No. 47 (500)  
A. J. Coughlin, 500

### ALTADENA

Railroad Trainmen No. 1008 (91)  
D. F. Fugit, 91

### ANAHEIM

Carpenters No. 2203 (8111)  
Paul Cash, 389  
E. A. Gilmore, 389  
Robert L. Miller, 389  
H. W. Overholser, 389  
Bill Perry, 389  
John H. Tietz, 389  
David W. Wheeler, 389  
Henry T. Woodall, 389  
Railroad Trainmen No. 78 (840)  
D. F. Fugit, 340

### ARCADIA

Horseshoers No. 12 (40)  
James Lane, 20  
R. J. Thompson, 20  
Teachers No. 1424 (43)  
Eugene K. Dixon, 21  
Harley B. Hiscox, 21

### ARCATA

Lumber & Sawmill Wkrs. No. 2808 (554)  
Cullen Barnett, 277  
Johnny Bowen, 277  
Plywood & Veneer Wkrs. No. 2789 (542)  
Claude A. Heinig, 542

### BAKERSFIELD

Bldg. & Const. Trades Council (2)  
H. D. Lackey, (1)  
Butchers No. 193 (450)  
Charles A. Hohlbein, 225  
Harold Hodson, 225  
Central Labor Council (2)  
Lowell E. Fowler, 1  
Paul J. Jones, 1  
Communications Wkrs. No. 9416 (398)  
Richard Tatum, 398  
Electrical Workers No. 428  
Charles W. Walker, 425  
Fire Fighters Assn. 1301 (151)  
Kenneth D. Severit, 151  
Hod Carriers & Common Laborers No. 220 (873)  
M. K. Lee, 873  
Painters No. 314 (240)  
Robert H. Adams, 240  
Plumbers & Steamfitters No. 460 (173)  
George Long, 173  
Railroad Trainmen No. 566 (130)  
Don H. Sheets, 130  
Retail Clerks No. 137 (700)  
Mel Rubin, 350  
Jack Scoles, 350

### BALDWIN PARK

Railroad Trainmen No. 385 (612)  
J. E. Howe, 612

### BARSTOW

Machinists No. 706 (260)  
L. M. Yin, 260

### BELL

Auto Wkrs. No. 230 (1696)  
John Allard, 848  
Marvin Brody, 848  
Steelworkers No. 2018 (3830)  
Charles J. Smith, 639  
John Despol, 639  
James Carbray, 638  
Charles Hogan, 638  
Perry Nethington, 638  
Chris Gellepis, 638  
Steelworkers No. 3941 (60)  
G. J. Conway, 30  
Edmond Tanski, 30

### BERKELEY

Fire Fighters No. 1227 (170)  
John L. Bauer, 85  
James McGregor, 85  
Meat Cutters & Butchers No. 526 (69)  
Everett Matzen, 69  
Painters No. 40 (338)  
Ben Rasnick, 338  
Teachers No. 1078 (54)  
Don Henry, 54

### BEVERLY HILLS

Winery Wkrs. No. 51 (118)  
Mable Hams, 59  
Gene Bufalino, 59

### BREA

Locomotive Firemen & Enginemen No. 979 (34)  
H. A. Bliss, 17  
J. Cody, 17

### BUEBANK

Fire Fighters Assn. No. 778 (80)  
Paul Jones, 80  
Locomotive Firemen & Enginemen No. 97 (110)  
L. Fruit, 55  
P. O. Beck, 55  
Railroad Trainmen No. 367 (85)  
J. E. Howe, 85

### CANOGA PARK

Railroad Trainmen No. 448 (642)  
Don H. Sheets, 642

### CHICO

Lathers No. 156 (40)  
Rex B. Fritchard, 40  
Plumbers & Steamfitters No. 607 (247)  
James R. Ryan, 247

### COMPTON

Carpenters & Joiners No. 1437 (997)  
Wm. M. Young, 499  
George W. Swan, 498

### CORONA

Carpenters & Joiners No. 2048 (124)  
John Sandifer, 124

### CORONADO

Fire Fighters Assn. No. 1475 (22)  
Valerian Padrones, 22

### COSTA MESA

Fire Fighters Assn. No. 1465 (25)  
James O. Page, 25

### COVINA

Communications Wkrs. No. 9579 (438)  
Richard W. Hackler, 438  
Railroad Trainmen No. 390 (678)  
D. F. Fugit, 678

### CROCKETT

Sugar Workers No. 1 (1059)  
Alvin L. Silva, 265  
Frank M. Ochirero, 265  
C. E. Welty, 265  
A. F. Romao, Jr., 264

### CULVER CITY

Stove Mounters No. 68 (156)  
A. G. Mendoza, 156

### DALY CITY

Municipal Empls. No. 919 (62)  
Frank Gillis, 62  
North Co. School Dist. Empls. No. 377 (40)  
John Merida, 40

### DUNSMUIR

Locomotive Firemen & Enginemen No. 312 (84)  
J. L. Evans, 84

### EL CAJON

Carpenters & Joiners No. 2398 (546)  
James W. Clark, 273  
Lester Fryemiller, 273

### EL MONTE

Carpenters & Joiners No. 1507 (2064)  
Russel Auten, 521  
C. A. Ward, 521  
G. A. McGehee, 521  
Allen K. Hansen, 521  
Glass Bottle Blowers No. 39 (142)  
Michael Buczynski, 71  
William De Lotto, 71  
Hodcarriers No. 1082 (1345)  
Peter A. Ramult, 337  
Joe Luna, 336  
Jimmy Montgomery, 336  
Isidro Rocha, 336  
Locomotive Firemen & Enginemen No. 946 (78)  
H. A. Bliss, 39  
Dave Epstein, 39  
Painters No. 264 (574)  
James Cianfone, 287  
Louis Homer, 287

### EL SEGUNDO

Oil, Chemical & Atomic Wkrs. No. 547 (1058)  
James A. Morgan, 1058  
Transport Wkrs. No. 502 (416)  
George M. Garland, 208  
E. R. Burns, 208

### EMERYVILLE

Steelworkers No. 1304 (734)  
Lloyd Ferber, 245  
Ernest C. Perry, 245  
Frank E. White, 244

## ROLL OF DELEGATES

**EUREKA**

Bartenders No. 318 (155)  
 E. T. Weber, 155  
 Butchers No. 445 (142)  
 Edwin F. Michelsen, 142  
 Cooks & Waiters No. 220 (390)  
 Ruby Van Ornum, 390  
 Hod Carriers & Common  
 Laborers No. 181 (373)  
 A. J. Gruhn, 373  
 Hospital & Institutional  
 Wkrs. No. 327 (62)  
 George Faville, 62  
 Humboldt Co. Central Labor  
 Council (2)  
 Albin J. Gruhn, 1  
 Geo. O. Faville, 1  
 Lumber & Sawmill Workers  
 No. 2592 (608)  
 Cassius George Noble, 608  
 Lumber & Sawmill Wkrs.  
 No. 3019 (248)  
 James F. Hershberger, 124  
 Roy W. Clement, 124  
 Lumber & Sawmill Wkrs.  
 Redwood Dist. Council (2)  
 Leonard Cahill, 1  
 Claude A. Heinig, 1  
 Machinists No. 540 (180)  
 Harry W. Hansen, 180  
 Plywood & Veneer Wkrs.  
 No. 2931 (282)  
 Clarence E. Purnell, 282

**FAIRFIELD**

Communications Wkrs. No.  
 9422 (117)  
 R. E. Burns, 117

**FORESTHILL**

Woodworkers No. 3-86 (82)  
 E. A. Stone, 82

**FREMONT**

Auto Wkrs. No. 1364 (2609)  
 Edward Malone, 1305  
 James McCloskey, 1304

**FRESNO**

Bakers No. 43 (433)  
 Peter Rebensdorf, 433  
 Butchers No. 126 (500)  
 Fred F. Medaris, 500  
 Central Calif. Classified School  
 Employees No. 1206 (55)  
 Bill O'Rear, 55  
 Central Labor Council (2)  
 Bill O'Rear, 1  
 Electrical Workers No. 100 (120)  
 Fred A. Hardy, 120  
 Fire Fighters No. 753 (237)  
 Kenneth D. Severit, 237  
 Hod Carriers & Com. Laborers  
 No. 294 (1029)  
 Chester Mucker, 515  
 Oscar C. Lacy, 514  
 Locomotive Firemen & Engine-  
 men No. 139 (56)  
 William V. Ellis, 56  
 Locomotive Firemen & Engine-  
 men No. 566 (33)  
 J. L. Evans, 33  
 Machinists No. 653 (731)  
 Lawrence Sargent, 731  
 Machinists No. 1309 (827)  
 W. Roy Whiteley, 827  
 Production Union No. 5184 (199)  
 Floyd Johnson, 199  
 Railroad Trainmen No. 871  
 (147)  
 P. J. Matthews, 147  
 Retail Food, Drug & Liquor  
 Clerks No. 1283 (1295)  
 Robert M. O'Brien, 1295

**GARDENA**

Glass Bottle Blowers No. 19  
 (421)  
 James Conley, 421  
 Steelworkers No. 2273 (158)  
 James H. Reed, 158

**GLENDALE**

Brick & Clay Wkrs. No. 774  
 (561)  
 George G. Schneider, 561

Brick & Clay Wkrs. No. 820  
 (364)  
 James Cruz, 182  
 Edward J. Moranes, 182  
 Carpenters & Joiners No. 563  
 (1214)  
 Wm. Miller, 607  
 Palmer Millar, 607  
 Painters No. 713 (562)  
 Willard L. Sward, 281  
 Ralph A. Novak, 281  
 Plumbers No. 761 (994)  
 Fred E. Weeks, 332  
 Robert T. Bennett, 331  
 Luther E. Odom, 331

**HAYWARD**

Carpenters & Joiners No. 1622  
 (1800)  
 Charles A. Roe, 360  
 Leslie L. Williams, 360  
 Lewis C. Curtis, 360  
 Dan Timmerman, 360  
 Olaf Adair, 360  
 Communications Wkrs. No.  
 9412 (411)  
 Ken Crowell, 206  
 Rudy H. Valens, 205  
 Culinary Wkrs. & Bartenders  
 No. 823 (2598)  
 Leroy V. Woods, 433  
 Floyd Attaway, 433  
 Joseph Medeiros, 433  
 Robert Otteson, 433  
 W. T. Drake, 433  
 Dan M. Silva, 433  
 Glass Bottle Blowers No. 53  
 (262)  
 Charles R. Work, 131  
 Joseph A. Scalise, 131  
 Painters No. 1178 (539)  
 A. G. Swanson, 270  
 Paul V. Richard, 269

**HAWTHORNE**

Stove Mounters Local 123-B  
 (120)  
 A. G. Mendoza, 120

**HOLLYWOOD**

Actor Equity Assoc. (235)  
 Ralph Bellamy, 118  
 Frank Maxwell, 117  
 American Federation of Tele-  
 vision & Radio Artists (300)  
 Tyler McVey, 150  
 David Tytherleigh, 150  
 American Guild of Musical  
 Artists (208)  
 Lee Harris, 104  
 Francis Barnes, 104  
 Broadcast, Television &  
 Recording Engineers  
 No. 45 (400)  
 Andrew J. Draghi, 200  
 Holly Pearce, 200  
 Bldg. Service Empls. No. 278  
 (374)  
 John A. Buchanan, 374  
 Carpenters & Joiners No. 1052  
 (1423)  
 Patrick A. Hogan, 475  
 George Zack, 474  
 Edward C. Ferris, 474  
 Film Technicians No. 683 (2500)  
 Ernest H. Abell, 834  
 Donald P. Haggerty, 833  
 John O. Richmond, 833  
 Hollywood AFL Film Council  
 (2)  
 George Flaherty, 1  
 H. O'Neil Shanks, 1  
 Hollywood Painters No. 5  
 (648)  
 Ed Homer, 648  
 Make-Up Artists No. 706 (264)  
 Henry E. Vilardo, 264  
 M.P. Costumers No. 705 (260)  
 William K. Howard, 130  
 Ted Ellsworth, 130  
 M. P. Crafts Service No.  
 727 (156)  
 A. T. Dennison, 156  
 M.P. Photographers No. 659  
 (300)  
 Herbert Aller, 300

M. P. Set Painters No. 729  
 (273)  
 Ralph W. Peckham, 273  
 M.P. Sound Technicians No. 695  
 (300)  
 Thomas A. Carman, 300  
 M. P. Studio Cinetechnicians  
 No. 789 (599)  
 Percival F. Marston, 300  
 Paul E. O'Bryant, 299  
 M. P. Studio Projectionists  
 No. 165 (286)  
 George J. Flaherty, 143  
 Leo S. Moore, 143  
 M.P. Studio Art Craftsmen No.  
 790 (50)  
 John Forde, 50  
 M.P. Studio Elect. Technicians  
 No. 728 (500)  
 A. T. Dennison, 250  
 Victor Robert Jones, 250  
 Office Employees No. 174 (682)  
 Max J. Krug, 682  
 Property Craftsmen No. 44  
 (2000)  
 Bruce J. Colville, 667  
 Crame Kanan, 667  
 B. C. Du Val, 666  
 Publicists No. 318 (205)  
 Lloyd Ritchie, 205  
 Screen Actors Guild, Inc. (5000)  
 Pat Somerset, 1250  
 George Chandler, 1250  
 John Dales, 1250  
 Dana Andrews, 1250  
 Screen Extras Guild (3000)  
 Tony Regan, 600  
 H. O'Neil Shanks, 600  
 Jack Clinton, 600  
 Joe Brooks, 600  
 Murray Pollack, 600  
 Script Supervisors No. 871 (134)  
 Thelma Preece, 134  
 Set Designers & Model Makers  
 No. 847 (75)  
 George Flaherty, 75  
 Studio Electricians No. 40 (200)  
 George Mulkey, 100  
 Vincent J. Murphy, 100  
 Studio Grips No. 80 (287)  
 A. T. Dennison, 287  
 Studio Utility Empls. No.  
 724 (760)  
 N. D. Jarrard, 254  
 Cole B. Butterfield, 253  
 Frank W. Regula, 253

**HUNTINGTON PARK**

Butchers No. 563 (2523)  
 Frank Verdugo, 1262  
 J. J. Rodriguez, 1261  
 Furniture Workers Local 1010  
 (655)  
 Louis Gilbert, 655  
 Glass Bottle Blowers No. 114  
 (200)  
 Deward G. Pitts, 100  
 James M. Wilder, 100  
 Glass Bottle Blowers No. 137  
 (1222)  
 Emil Gonzalez, 306  
 Oscar Jordan, 306  
 Ruth Smith, 305  
 Vernon Gray, 305  
 Steelworkers No. 1845 (1360)  
 John Prokopowich, 1360

**KLAMATH**

Lumber & Sawmill Wkrs. No.  
 2505 (371)  
 Wayne Duckworth, 124  
 Andrew D. Spencer, 124  
 Randolph Pinckard, 123

**LA JOLLA**

Carpenters & Joiners No.  
 1358 (241)  
 Charles M. Evans, 241

**LONG BEACH**

Auto Wkrs. No. 148 (6262)  
 Ernest R. West, 3131  
 Clarence Stinson, 3131  
 Bartenders No. 686 (1035)  
 James Hamilton, 1035

**Bldg. & Const. Trades Council**

(2)  
Wayne J. Hull, 1  
Communications Wkrs. No.  
9671 (848)  
Leonard Lawson, 848  
Culinary Alliance No. 681  
(4956)  
Marjorie M. Antrim, 551  
Murrel Balbach, 551  
Charles Burton, 551  
Millard Hill, 551  
Melvin Matina, 551  
Juanita McDougle, 551  
J. A. Mitchek, 550  
James O'Connor, 550  
James T. Stevens, 550  
Culinary Wkrs., Bartenders &  
Hotel Serv. Wkrs. Jt.  
Ex. Bd. (2)  
Thos. L. Pitts, 1  
Fire Fighters Assn. No. 372  
(355)  
Paul J. Jones, 855  
Hod Carriers & Com. Laborers  
No. 507 (2418)  
Lemuel C. Gibbs, 408  
Donald E. Graves, 408  
Ralph C. Conzelman, 408  
James V. Brimhall, 408  
Edward Scharer, 408  
James A. Knight, 408  
Lathers No. 172 (158)  
C. B. Garisa, 188  
Oil, Chemical & Atomic Wkrs.  
No. 128 (5071)  
E. C. Vaughan, 848  
Al Chandler, 845  
Ed Duffy, 845  
E. P. O'Malley, 845  
Bill Braughton, 845  
Frank Bell, 845  
Painters No. 266 (692)  
James H. Blackburn, 281  
Tommy Harris, 281  
George Yale, 280  
Railroad Trainmen No. 406  
(616)  
P. J. Matthews, 616  
Retail Clerks No. 324 (4200)  
Arthur Z. Berland, 4200  
Sheet Metal Wkrs. No. 420 (550)  
Stanley L. Graydon, 275  
Donald L. Chapman, 275  
State Council of Culinary  
Workers (2)  
Frankie Behan, 1  
M. R. Callahan, 1  
Teachers No. 1263 (44)  
Harold A. May, 22  
Louis J. Ellerman, 22  
Typographical No. 650 (186)  
Hobart M. Hall, 188

**LOS ANGELES**

Advertising & Public Relations  
Empls. No. 518 (89)  
Chas. H. Lang, 20  
Sherwood Barkdull, 19  
Allied Printing Trades Council  
(2)  
Robert B. White, 1  
George E. Smith, 1  
Allied Printing Trades So. Calif.  
Conf. (2)  
Charles B. Hughes, 1  
Amalgamated Transit No. 1277  
(1000)  
Gayle L. Collins, 1000  
American Guild of Variety  
Artists (800)  
Julian Z. Christensen, 800  
Automotive Painters No. 1798  
(400)  
H. C. Evetts, 400  
Auto Wkrs. No. 887 (17,214)  
Henry L. Lacayo, 8,443  
Carter M. Paine, 8,443  
Paul Schrade, 8,443  
Albert Haener, 8,443  
William Leslie, 8,443  
Barbers No. 1000 (997)  
Q. H. Carter, 499  
Alvin L. Holt, 498  
Bartenders No. 284 (1818)  
Herman Leavitt, 909  
James Mathews, 909

Beauticians No. 236-A (40)  
Fannie Markley, 40  
Bill Posters No. 32 (100)  
Curtis J. Hyans, 100  
Boilermakers No. 92 (800)  
F. A. Lombardy, 267  
John L. Leckie, 267  
Joseph P. Hudson, 266  
Bookbinders & Bindery Women  
No. 63 (600)  
George E. Smith, 800  
Eva R. Jones, 800  
Brick & Clay Wkrs. Dist.  
Council (2)  
Joel B. De La Roi, 1  
Building & Constr. Trades  
Council, L.A. (2)  
J. J. Christian, 1  
R. A. McMullen, 1  
Building Service Empls.  
No. 198 (50)  
William D. Johnston, 50  
Cabinet Makers & Millmen No.  
721 (2644)  
Anthony Bogdanowicz, 441  
James Flores, 441  
Sebastian Metzler, 441  
Joseph Pinto, 441  
William Sidell, 440  
James Bedwell, 440  
California State Assn. of  
Letter Carriers (2)  
Larry Pinard, 1  
Carpenters No. 1497 (1410)  
R. Dunham, 853  
S. L. Roland, 853  
Maxie Roland, 852  
Jim Sogolan, 352  
Carpenters No. 1976 (571)  
Vernon Thompson, 571  
Carpenters & Joiners, No. 929  
(891)  
T. E. Sanford, 891  
Carpenters & Joiners No. 25  
(1577)  
Joseph Wilk, 789  
Louis Altman, 788  
Carpenters L.A. Co. Dist.  
Council (2)  
G. A. McCulloch, 1  
Robert L. Hanna, 1  
Carpet, Lino. & Soft Tile  
Layers No. 1247 (2401)  
Eugene Tittle, 601  
Ed Mott, 600  
Ray Maley, 600  
Dexter Hemeon, 600  
Cement Masons No. 627 (1126)  
Arturo S. Mendoza, 1126  
Cleaners, Dyers, Pressers &  
Allied Trades No. 268 (400)  
Frenchie Rogers, 400  
Cloak Makers No. 58 (514)  
Max Mont, 514  
Clothing Wkrs. No. 55d (520)  
Leonard Levy, 260  
Claude Cox, 260  
Clothing Wkrs. No. 81 (150)  
Jerome Posner, 150  
Clothing Wkrs. No. 278 (1300)  
Frank Panick, 434  
Jerome Posner, 433  
Lillian Morris, 433  
Clothing Wkrs. No. 408 (575)  
Kate Brooks, 288  
Noella Maurice, 287  
Clothing Wkrs. So. Calif. Jt.  
Bd. (2)  
Jerome Posner, 1  
Communications Wkrs. No.  
9690 (998)  
E. A. King, 998  
Cooks No. 468 (2500)  
Samuel Altovilla, 417  
Anneliese Beverly, 417  
August A. Garcia, 417  
Paul E. Greenwood, 417  
John W. Massar, 416  
Frank F. Osalvo, 416  
Culinary Wkrs. Jt. Exec. Bd.  
(2)  
Robert Giesick, 1  
Designers' Guild of Ladies'  
Apparel (25)  
Isidor Stenzor, 25

Electrical Wkrs. No. 11 (5000)  
Chas. W. Walker, 500  
Webb Green, 500  
J. S. Harrington, 500  
Joe Dugan, 500  
Bernard G. Harvey, 500  
L. R. McCall, 500  
Ernest E. Higgins, 500  
Howard Jones, 500  
Alex Saltzman, 500  
Wm. Carter Peacock, 500  
Electrical Wkrs. No. B-18 (600)  
Patrick J. Burns, 800  
John A. Smith, 800  
Electrical Wkrs. No. 1710 (513)  
Mike M. Morales, 257  
C. P. Hughes, 256  
Electrical Wkrs. State Assoc.  
(2)  
Charles W. Walker, 1  
Clarence A. Feigel, 1  
Electrotypers No. 187 (63)  
Robert White, 63  
Elevator Constructors No. 18  
(168)  
John Dowd, 84  
Jack Parker, 84  
Fire Fighters No. 748 (881)  
George H. Lyman, Jr., 441  
William V. Wheatley, 440  
Fire Fighters No. 1014 (1216)  
Kenneth D. Larson, 608  
James O. Page, 608  
Fur Workers No. 87-F (220)  
George Bradow, 110  
Max Halperin, 110  
Glass Bottle Blowers No. 29  
(286)  
Garland Cheek, 143  
Richard King, 143  
Health Workers No. 1036 (40)  
Alfred A. Bligh, 40  
Hod Carriers No. 300 (5000)  
Robert Saucedo, 500  
Felix Espinosa, 500  
Silas Randolph, 500  
Milo Padilla, 500  
Clarence Anderson, 500  
Benito Amaya, 500  
George Lawrence, 500  
Ernesto Guzman, 500  
Lee Barker, 500  
Franc L. Vogue, 500  
Hotel Service Empls. No. 765  
(479)  
John A. Casey, 240  
Harry A. Weisman, 239  
Insurance Wkrs. No. 83 (670)  
Andrew Sawchuk, 224  
Lew Fink, 223  
Maurice Cauchon, 223  
Laborers So. Calif. Dist.  
Council (2)  
Ray Waters, 1  
Ladies Garment Wkrs. No. 55  
(964)  
Margaret Sowma, 954  
Ladies Garment Wkrs. No. 84  
(300)  
Isidor Stenzor, 800  
Ladies Garment Wkrs. No. 97  
(219)  
Meyer R. Silverstein, 219  
Ladies Garment Wkrs. No.  
96 (433)  
John Ulene, 433  
Ladies Garment Wkrs. No.  
451 (162)  
Mae Hamilton, 162  
Ladies Garment Wkrs. No. 483  
(144)  
Isidor Stenzor, 144  
Ladies Garment Wkrs. No.  
482 (433)  
Samuel Schwartz, 433  
Ladies Garment Wkrs. No. 497  
(485)  
Virginia King, 485  
Ladies Garment Wkrs. No.  
496 (108)  
Sue Adams, 108  
Ladies Garment Wkrs. No. 512  
(100)  
Emma Goodman, 100  
Lathers No. 42-A (780)  
David S. Furry, 780

## Leather &amp; Luggage Wkrs.

No. 213-L (500)  
 Max Roth, 500  
 L.A. City Employees No. 119 (42)  
 Sam Hunegs, 42  
 L.A. County Employees No. 434 (1335)  
 Alfred S. Charlton, 1335  
 Los Angeles Co. Federation of Labor (2)  
 W. J. Bassett, 1  
 Irvin P. Mazzei, 1  
 L.A. Municipal Empls. No. 319 (113)  
 Helen A. Scheetz, 113  
 L.A. Co. Probation Officers No. 685 (277)  
 Milton Most, 139  
 Alfred Almassey, 138  
 L.A. Union Label Council (2)  
 James Simmons, 1  
 Thelma Thomas, 1  
 Lumber & Sawmill Wkrs. No. 2288 (2757)  
 Marshall Wooten, 919  
 Andrew Shubin, 919  
 Nick Cordill, 919  
 Machinists Dist. Council No. 94 (2)  
 Herbert A. Cooksey, 1  
 Machinists No. 1186 (2500)  
 Herbert A. Cooksey, 2500  
 Machinists No. M-311 (3288)  
 Carl J. Best, 3288  
 Mailers No. 9 (408)  
 W. J. Bassett, 403  
 Meat Cutters No. 421 (2500)  
 Geo. M. Swan, 625  
 Michael Pla, 625  
 John Tobin, 625  
 Philip Bird, 625  
 Metal Trades So. Calif. Council (2)  
 R. R. McKinzie, 1  
 Joseph Benfatti, 1  
 Misc. Foremen & Supts. of Public Works No. 413 (148)  
 Geo. Shipley, 148  
 Miscellaneous Restaurant Empls. No. 440 (2794)  
 Harvey Lundschen, 559  
 Jack Woods, 559  
 Fred Felix, 559  
 Salvador Danell, 559  
 Claude Pickering, 558  
 M.P. Projectionists No. 150 (583)  
 Arthur C. McLaughlin, 583  
 Musicians No. 47 (2000)  
 Dale Brown, 2000  
 Nat'l Postal Transport Assn. (40)  
 Herbert G. Kehr, 40  
 Newspaper Guild No. 69 (1285)  
 Loel W. Schrader, 1285  
 Newspaper Pressmen No. 18 (570)  
 James A. Collins, 285  
 Thomas J. Shirley, 285  
 Office Employees No. 30 (1300)  
 Loreen, Flowers, 325  
 Cynthia McCaughan, 325  
 Barbara Nardella, 325  
 Gwen Newton, 325  
 Offset Wkrs., Printing Pressmen & Assistants No. 78 (550)  
 Avery Phillips, 275  
 William Burns, 275  
 Operating Engineers No. 12 (10,200)  
 Joseph H. Seymour, 1134  
 Weslie Olson, 1134  
 William Cobb, 1134  
 T. E. Powers, 1133  
 Robert Patrick, 1133  
 Jack Greenstreet, 1133  
 Don Mier, 1133  
 Harold Growcock, 1133  
 Ed Carr, 1133  
 Frank Lawrence  
 Oper. (Stat'y) Engineers No. 501 (850)  
 R. W. Tucker, 284  
 R. H. Fox, 283  
 Frank Lawrence, 283

## Packinghouse, Food &amp; Allied

Wkrs. No. 1138 (13)  
 Vernon C. Landers, 13  
 Packinghouse Wkrs. Dist. No. 4 (2)  
 Bud Simonson, 1  
 Packinghouse Wkrs. No. 200 (314)  
 Ben Donato, 157  
 Gilbert L. Simonson, 157  
 Painters Dist. Council No. 36 (2)  
 Walter Zagajeski, 1  
 Painters No. 1348 (208)  
 David Fishman, 208  
 Pari-Mutuel Empl. Guild No. 280 (400)  
 Nicholas Daddario, 200  
 Louis F. Scaler, 200  
 Photo Engravers No. 32 (602)  
 Kenneth R. Franklin, 602  
 Pipes Trades So. Calif. Dist. Council No. 16 (2)  
 E. E. Schell, 1  
 Plumbers No. 78 (2455)  
 Chester C. Davies, 410  
 Wm. Purciarele, 409  
 Walter S. Davis, 409  
 Arthur J. Carolan, 409  
 Daniel J. Mundy, 409  
 Thomas Simmers, 409  
 Printing Specialties & Paper Products No. 388 (1000)  
 Howard Bowen, 500  
 Sue Adams Donavan, 500  
 Printing Specialties & Paper Products So. Calif. Dist. Council No. 2 (2)  
 Howard Bowen, 1  
 Harry Dougherty, 1  
 Provision House Wkrs. No. 274 (3000)  
 Joseph A. Spitzer, 3000  
 Public Empls. So. Calif. Council (2)  
 Sam Hunegs, 1  
 Pulp, Sulphate & Paper Mill Wkrs. No. 680 (166)  
 Leonard C. Boehm, 83  
 Max Luster, 83  
 Railroad Trainmen No. 912 (413)  
 Don H. Sheets, 413  
 Roofers No. 36 (1046)  
 H. P. Bennett, 262  
 M. Castro, Jr., 262  
 J. O. Fox, 261  
 B. J. MacKenzie, 261  
 Rubber Wkrs. No. 44 (1112)  
 H. H. Willson, 371  
 Paul Perez, 371  
 Truman Chambers, 370  
 Rubber Wkrs. No. 43 (650)  
 Floyd Gartrell, 650  
 Sheet Metal Wkrs. No. 108 (3899)  
 W. N. Marks, 650  
 Curtis N. Meidig, 650  
 Jess Frederick, 650  
 Paul Masi, 650  
 Jack K. Devany, 650  
 Wm. F. Roy, 649  
 Sign, Scene, Pictorial Painters No. 831 (95)  
 Walt Zagajeski, 95  
 So. Calif. Dist. Council of Lathers (2)  
 Ronald Benner, 1  
 Sportswear & Cotton Garment Wkrs. No. 266 (867)  
 Samuel Otto, 867  
 Sprinkler Fitters No. 709 (379)  
 Jack T. Lyons, 379  
 Stage Employees No. 33 (275)  
 George J. Flaherty, 275  
 State Employees No. 361 (40)  
 Ovid L. Holmes, 20  
 McKay Mitchell, 20  
 Steelworkers No. 2172 (159)  
 Henry S. Rapuano, 159  
 Steelworkers No. 5504 (339)  
 Henry S. Rapuano, 339  
 Stereotypers No. 58 (300)  
 Robert White, 300  
 Teachers No. 1021 (300)  
 Kay Mormino, 150  
 Ralph Schloming, 150

## Textile Wkrs. No. 915 (133)

Frank Nicholas, Jr., 133  
 Tile Layers No. 18 (500)  
 John N. Cody, 250  
 M. J. Fitzgerald, 250  
 Typographical No. 174, (1642)  
 Charles B. Hughes, 411  
 Henry Clemens, 411  
 Sieg Grohse, 410  
 Chas. L. Brown, 410  
 Typographical So. Calif. Conf. (3)  
 Hobart M. Hall, 1  
 David O. Fleming, 1  
 United Garment Wkrs. No. 94 (41)  
 Betty Feeney, 41  
 United Garment Wkrs. No. 125 (284)  
 Ethel Fite, 284  
 Utility Wkrs. No. 132 (1718)  
 Edward T. Shedlock, 1718  
 Waiters No. 17 (3000)  
 Andrew Allan, 500  
 Sid Shulte, 500  
 Antonio Serafin, 500  
 Anthony Messina, 500  
 Jack Trystman, 500  
 Robert Taylor, 500  
 Waitresses No. 639 (4609)  
 Ruth Compagnon, 769  
 Mary Pilgram, 768  
 Anne Buckley, 768  
 Loreale Gabel, 768  
 Ida Thompson, 768  
 Yvette Coles, 768

## LOS NIETOS

Brick & Clay Wkrs. No. 824 (410)  
 Rodolfo Soto, 205  
 Ralph J. Mercier, 205

## MARTINEZ

Carpenters & Joiners No. 2046 (2037)  
 George Weise, 679  
 Ted Gruhn, 679  
 Thomas Baum, 679  
 Construction Laborers No. 324 (2395)  
 Sal Minerva, 400  
 Lofton Fowler, 399  
 Joe Miller, 399  
 Tom Slatton, 399  
 Cleophas Brown, 399  
 Clarence Ingram, 399  
 Contra Costa Bldg. & Const. Trades Council (2)  
 Howard Reed, 1  
 Sal Minerva, 1  
 Contra Costa Co. Central Labor Council (2)  
 Hugh Caudel, 1  
 Tony Cannata, 1  
 Contra Costa Co. Empls. No. 1675 (754)  
 Henry L. Clarke, 252  
 William Lucy, 251  
 Ronald Moon, 251  
 Electrical Wkrs. No. 302 (760)  
 Arthur G. Mainini, 254  
 C. L. Brady, 253  
 W. L. Dyer, 253  
 Oil, Chemical & Atomic Wkrs. No. 5 (2136)  
 George D. Kelty, 534  
 V. F. Coragliotti, 534  
 A. M. Troia, 534  
 Lawrence Malcolm, 534  
 Painters No. 741 (150)  
 William D. Martin, 150

## MARYSVILLE

Central Labor Council (2)  
 Harold Huston, 1  
 Hod Carriers & Gen. Laborers No. 121 (431)  
 Howard Endecott, 216  
 Curtis Austin, 215  
 MAYWOOD  
 Auto Wkrs. No. 808 (1255)  
 Fred O. Weberg, 314  
 Richard Chumley, Jr., 314  
 Ruben Ortega, 314  
 Gary D. Collier, 313



Auto Wkrs. No. 509 (4974)  
DeWitt Stone, 2487  
Spence Wiley, 2487  
Glass Bottle Blowers No. 145  
(136)  
Wyatt R. Lazenby, 63  
David W. Bryson, 63  
Locomotive Firemen & Engine-  
men No. 663 (53)  
H. A. Bliss, 53  
Steelworkers No. 1981 (1584)  
Thomas Consiglio, 523  
Philip Thimmes, 523  
Charles Harding, 523  
Steelworkers No. 2058 (232)  
Edmond Tanske, 232

**MERCED**

Construction & Gen. Laborers  
No. 995 (499)  
Howard Endecott, 499  
Fire Fighters No. 1479 (17)  
Robert B. McIntosh, 17

**MILL VALLEY**

Carpenters & Joiners No. 1710  
(303)  
Clarence Murfin, 303

**MILPITAS**

Auto Wkrs. No. 560 (1875)  
Joe R. Alvarez, 469  
Ray Lingerfelt, 469  
George Sylva, 469  
Joel Aguilera, 468

**MODESTO**

Bldg. & Const. Trades Council  
(2)  
R. L. Cloward, 1  
Central Labor Council of  
Stanislaus Co. (2)  
Frank J. Russo, 1  
David C. McCain, 1  
Electrical Workers No. 684  
(355)  
J. E. Hudson, 355  
Glass Bottle Blowers No. 17  
(196)  
Bertha Gisler, 98  
Phil Roper, 98  
Hod Carriers, Bldg. & Const.  
Laborers No. 1130 (640)  
James R. Milford, 214  
Frank J. Russo, 213  
Bert F. New, 213  
Plasterers & Cement Masons  
No. 429 (70)  
C. Al. Green, 35  
David McCain, 35  
Plumbers & Steamfitters No.  
437 (200)  
R. L. Cloward, 200

**MONTEREY**

Bldg. & Const. Trades Council  
(2)  
Paul Richards, 1  
Wayne Pierce, 1  
Carpenters & Joiners No. 1326  
(569)  
Francis I. Geary, 235  
Paul Richards, 234  
Central Labor Council of  
Monterey Peninsula (2)  
Francis Geary, 1  
Fish Cannery Workers of the  
Pacific (171)  
V. J. Malone, 171  
Hod Carriers & Com. Laborers  
No. 690 (396)  
George E. Jenkins, 198  
Kenneth B. Holt, 198  
Seine & Line Fishermen (200)  
Frank Briglia, 200

**MONTEREY PARK**

Steelworkers No. 1502 (600)  
Joe Pétito, 300  
Paul Shephard, 300

**MOUNTAIN VIEW**

Carpenters & Joiners No. 1230  
(1307)  
Leigh Keeline, 436  
Frank Hubbard, 436  
Jerry Hoopes, 435

Hardwood Floor Layers No.  
3107 (185)  
Rudolph W. Wade, 185

**NAPA**

Bartenders & Culinary Wkrs.  
No. 753 (481)  
Ernest E. Collicutt, 481  
Carpenters No. 2114 (302)  
Fred Schoonmaker, 151  
D. E. Haven, 151  
Central Labor Council (2)  
Fred Schoonmaker, 1  
Jesse O. Payne, 1  
Hod Carriers & Gen. Laborers  
No. 371 (361)  
Jessie O. Payne, 181  
Edward Driscoll, 180

**NEEDLES**

Locomotive Firemen & Engine-  
men No. 327 (64)  
J. L. Evans, 32  
S. C. Phillips, 32

**NILES**

Steelworkers No. 3387 (413)  
Herbert Finley, 207  
James Smith, 206

**NORTH HOLLYWOOD**

Auto Wkrs. No. 179 (1710)  
Charles Bickham, 1710

**NORTHRIDGE**

Teachers, San Fernando Valley  
No. 1441 (15)  
Wallace Graves, 8  
Leonard Pitt, 7

**OAKLAND**

Alameda Co. School Empl. No.  
257 (280)  
John Meyer, 140  
Joe Freitas, 140  
Allied Printing Trades Council,  
East Bay Cities (2)  
John M. Fitzgerald, 1  
Automotive Machinists No.  
Calif Council (2)  
Fred L. Martin, 1  
DeWayne Williams, 1  
Automotive Machinists No. 1546  
(4958)  
M. F. Damas, 827  
DeWayne Williams, 827  
Harry Lear, 826  
C. L. McMonagle, 826  
E. H. Vernon, 826  
W. P. Sweno, 826  
Auto & Ship Painters No. 1176  
(396)  
Leslie K. Moore, 198  
J. J. Wommer, 198  
Auto Wkrs. No. 76 (957)  
Manuel Dias, 479  
Ray F. Andrada, 478  
Barbers No. 134 (500)  
I. O. Chamorro, 250  
John A. Monte, Jr., 250  
Bartenders No. 52 (1258)  
Steven J. Revilak, 315  
James F. Murphy, 315  
John F. Quinn, 314  
Joseph J. Canale, 314  
Boilermakers No. 10 (775)  
O. M. Bachand, 259  
Wm. G. Cummings, 258  
C. W. Huddleston, 258  
Bldg. & Const. Trades Council  
(2)  
J. L. Childers, 1  
Paul L. Jones, 1  
Roofers No. 81 (250)  
L. H. Thomas, 125  
Con Silveria, 125  
Building Service Empls. No. 18  
(1851)  
Edna E. Lallement, 926  
Benjamin J. Tusi, 925  
Butchers & Meat Cutters No.  
460 (64)  
Walter Rahnn, 64  
Butchers No. 120 (2250)  
S. E. Thornton, 1125  
E. A. Coe, 1125

Calif. Legis. & Co-Ord. Council  
(2)  
Gilbert F. Rego, 1  
Carpenters & Joiners No. 36  
(1729)

Alfred Thoman, 346  
Gunnar Benonys, 346  
James Brooks, 346  
Oscar N. Anderson, 346  
Howell Frazier, 345  
Central Labor Council (2)  
Robert S. Ash, 1  
Richard K. Groulx, 1  
Cement Masons No. 594 (416)  
Bruce Dillashaw, 416  
Cemetery Wkrs. & Green  
Attendants No. 322 (137)  
Paul Katz, 137  
Cleaning & Dye House Wkrs.  
No. 3009 (1161)  
Russell R. Crowell, 1161  
Clerks & Lumber Handlers  
No. 939 (75)  
Melvin L. Tompkins, 75  
Commercial Telegraphers No.  
208 (100)  
George W. Hageman, 50  
Lawrence Ross, 50  
Communications Wkrs. No.  
9490 (1002)  
D. L. James, 501  
L. B. Knecht, 501  
Construction & General  
Laborers No. 304 (3000)  
Jay Johnson, 500  
Paul L. Jones, 500  
Howard Bostwick, 500  
Lester A. Smith, 500  
Anthony Schiano, 500  
Emmett P. Jones, 500  
Cooks No. 228 (2000)  
H. J. Badger, 400  
Pat Sander, 400  
Jack Faber, 400  
Louis Borges, 400  
Harry Goodrich, 400  
Culinary Wkrs. No. 31 (3556)  
Edrie E. Wright, 593  
Fran Childers, 593  
Betty Borikas, 593  
Jody Kerrigan, 593  
Alma Phillips, 592  
Pat Acalin, 592  
Dining Car Cooks & Walters  
No. 456 (270)  
B. P. Hicks, 135  
T. W. Anderson, 135  
District Council Chemical  
Wkrs. No. 2 (2)  
J. A. Thomas, 1  
S. S. Soros, 1  
Dist. Lodge of Machinists  
No. 115 (2)  
William Stadnisky, 1  
East Bay Municipal Empls.  
No. 390 (429)  
Harold Wilson, 215  
Cliff Sanders, 214  
East Bay Reg. Parks No. 414  
(42)  
Norman E. Amundson, 21  
James Roy Pope, 21  
Electrical Wkrs. No. 595 (1248)  
Vern Beck, 312  
William J. Fox, 312  
Albert Real, 312  
John S. Innot, 312  
Electrical Wkrs. No. 1245 (9500)  
R. T. Weakley, 950  
L. L. Mitchell, 950  
Leland Thomas, Jr., 950  
Marvin C. Brooks, 950  
Henry B. Lucas, 950  
James M. Lydon, 950  
A. G. Callahan, 950  
Andrew A. Clayton, 950  
J. H. Fountain, 950  
A. J. Boker, 950  
Fire Fighters No. 55 (639)  
Remy Zuur, 233  
Bruce McIntosh, 233  
Valerian Padrnos, 233  
Floor Layers No. 1861 (100)  
Bert H. Wenk, 100

## ROLL OF DELEGATES

Gardners, Florists & Nurserymen (85)  
 Irving J. Darling, 43  
 John B. Laschatz, 43  
 Glass Bottle Blowers No. 141 (600)  
 Rinkey Hellinga, 300  
 Elaine Alameida, 300  
 Hod Carriers No. 166 (390)  
 Wm. H. Norman, 195  
 Guy Newton, 195  
 Lathers No. 88 (170)  
 William Ward, 170  
 Laundry Wkrs. No. 2 (1072)  
 Millie Castelluccio, 268  
 Robert Luster, 268  
 James Lee, 268  
 Jesse White, 268  
 Locomotive Firemen & Enginemen No. 820 (26)  
 A. L. Lentz, 26  
 Machinists No. 284 (2000)  
 Emil C. Hanson, 500  
 Arthur B. Briggs, 500  
 Edward J. Logue, 500  
 Thomas M. Hunter, 500  
 M.P. Operators No. 169 (102)  
 Irving S. Cohn, 102  
 Office Employees No. 29 (2277)  
 John Kinnick, 759  
 Leah Newberry, 759  
 Amelia Solomon, 759  
 Offset Reproduction Artisans No. 478 (99)  
 Fred Brooks, 99  
 Operating (Stationary) Engrs. No. 736 (134)  
 Fred M. Pruitt, 134  
 Painters No. 127 (521)  
 S. Forsberg, 261  
 J. McCully, 260  
 Painters Dist. Council No. 16 (2)  
 Wm. D. Martin, 1  
 Paint Makers No. 1101 (521)  
 Peter Ambrunn, 521  
 Plasterers No. 112 (100)  
 Joe Egan, 50  
 Melvin H. Roots, 50  
 Plumbers & Gas Fitters No. 444 (900)  
 Ben H. Beynon, 300  
 Arthur M. Cleary, 300  
 George A. Hess, 300  
 Pressmen No. Calif. Dist. Jt. Council (2)  
 Fredrick T. Sullivan, 1  
 John Kelly, 1  
 Printing Pressmen No. 125 (371)  
 Jack McCormick, 371  
 Printing Spec. & Paper Products No. 382 (1258)  
 Fredrick T. Sullivan, 629  
 John G. Ferro, 629  
 Printing Spec. & Paper Products No. 677 (108)  
 Rose Brown, 54  
 Raymond Geiger, 54  
 Printing Spec. & Paper Products No. 678 (596)  
 Raymond Geiger, 596  
 Retail Clerks No. 870 (1200)  
 Charles F. Jones, 300  
 Russell L. Mathiesen, 300  
 James A. Suffridge, 300  
 Stephen Babbitt, 300  
 Roofers No. 81 (250)  
 L. H. Thomas, 125  
 Con Silveria, 125  
 Scrap Iron Wkrs. No. 1088 (286)  
 C. D. Parker, 286  
 Sheet Metal Wkrs. No. 216 (500)  
 Elias L. Arellano, 250  
 T. R. Treadway, Jr., 250  
 Shipyard & Marine Shop Laborers No. 886 (550)  
 O. K. Mitchell, 275  
 L. B. Blackwell, 275  
 Sleeping Car Porters (250)  
 C. L. Dellums, 125  
 J. E. Brown, 125  
 Steamfitters No. 342 (1275)  
 Wm. Weber, Sr., 1275  
 Steelworkers Union No. 1798 (494)  
 Raymond Maldonado, 247  
 Ed Raggio, 247

Street Carmen No. 192 (1000)  
 F. V. Stambaugh, 334  
 L. V. Bailey, 333  
 Emil Scala, 333  
 Structural Iron Wkrs. No. 378 (200)  
 John K. Sadie, 100  
 Robert McDonald, 100  
 Theatrical Empls. No. B-82 (80)  
 Jack Lubkert, 40  
 Joe Connelly, 40  
 Theatrical Janitors No. 121 (76)  
 Frank L. Figone, 88  
 Robert Grosso, 88  
 Theatrical Stage Empls. No. 107 (40)  
 John F. Craig, 20  
 William Daul, 20  
 Typographical No. Calif. Conf. (3)  
 Arthur Triggs, 1  
 Edward Cox, 1  
 Typographical No. 36 (667)  
 Arthur Triggs, 334  
 T. F. Trautner, 333

## OLIVE VIEW

L.A. City Empls. No. 347 (160)  
 Walter Backstrom, 80  
 Alex Newborn, 80

## OROVILLE

Bartenders & Culinary Wkrs. No. 654 (837)  
 Virginia L. Davis, 837  
 Butchers & Meat Cutters No. 460, (64)  
 Walter Rahnn, 64  
 Central Labor Council of Butte Co. (2)  
 Virginia L. Davis, 1

## OXNAED

Carpenters No. 2042 (841)  
 Herman A. Swor, 171  
 M. C. Reid, 170  
 Communications Wkrs. No. 9575 (294)  
 Kenneth B. Mathes, 294  
 Steelworkers No. 2029 (50)  
 Stannard C. Adams, 25  
 Joseph E. Doherty, 25

## PALO ALTO

Barbers No. 914 (146)  
 Joe Casillas, 146  
 Carpenters & Joiners No. 668 (1183)  
 Harry Malby, 296  
 Bob Moon, 296  
 Ben Jordan, 296  
 James Johnson, 295  
 Painters No. 388 (404)  
 James Shaw, 404

## PANORAMA

Communications Wkrs. No. 9503 (817)  
 R. W. Rivers, 817

## PASADENA

Carpenters No. 769 (1087)  
 Ben V. Doda, 1087  
 Fire Fighters No. 809 (158)  
 James T. Clifton, 158  
 Hod Carriers & Com. Laborers No. 439 (300)  
 Edward Nelson, 300  
 Painters No. 92 (410)  
 B. R. Overmier, 205  
 Clem Farrington, 205  
 Hotel-Restaurant Empls. No. 531 (2490)  
 Edith Glenn, 1245  
 Hilton Porter, 1245  
 Meat Cutters No. 439 (1800)  
 Arnold F. Hackman, 450  
 Walter A. Karas, 450  
 Hugh I. Albright, 450  
 T. Loyd Berry, 450

## PETALUMA

Fire Fighters No. 1415 (40)  
 Robert B. McIntosh, 40

Bartenders & Culinary Wkrs. No. 271 (286)  
 Marion W. Scoles, 133  
 Theo. H. Graser, 133

## PICO RIVERA

Auto Wkrs. No. 923 (1820)  
 James M. Brooks, 910  
 Thomas J. Stephens, 910

## PITTSBURG

Culinary Wkrs. & Bartenders No. 823 (806)  
 Chuck Alleman, 403  
 Vincent Licari, 403  
 Plasterers & Cement Masons No. 825 (176)  
 Kenneth E. Graedel, 176  
 Steelworkers No. 1440 (2214)  
 Joseph Angelo, 2214  
 Steelworkers Union No. 4534 (55)  
 Carl Jones, 27  
 A. B. Allison, 28

## PLACERVILLE

Hotel & Restaurant Empls. No. 792 (178)  
 Virginia L. Davis, 178

## PLEASANT HILL

Fire Fighters No. 1230 (212)  
 R. M. Walker, 212

## POMONA

Glass Bottle Blowers No. 34 (283)  
 Carl Legler, 233  
 Hod Carriers & Laborers No. 806 (600)  
 W. D. Clark, 600  
 Pacific State Hospital No. 1515 (490)  
 Cecil Stamm, 245  
 Oswaldo Marrujo, 245  
 Painters & Decorators No. 979 (518)  
 H. C. Evetts, 259  
 Fred VanStockum, 259  
 Retail Clerks No. 1428 (1410)  
 John M. Sperry, 705  
 Ira Van Valkenburgh, 705  
 Typographical No. 994 (220)  
 S. Paul Kelley, 220

## PORTERVILLE

Carpenters No. 2126 (84)  
 J. H. Gilligan, 84

## PORTOLA

Locomotive Firemen & Enginemen No. 795 (31)  
 A. L. Lentz, 31

## REDDING

Auto & Machinists No. 1397 (270)  
 Harry Hansen, 270  
 Butchers No. 352 (337)  
 Walter Rahnn, 169  
 George V. Rivard, 168  
 Culinary Wkrs. No. 470 (1013)  
 Clarice Rabe, 1013  
 Electrical Wkrs. No. 442 (41)  
 Charles F. Campbell, 41  
 Five Counties Central Labor Union (2)  
 Hugh Allen, 1  
 Hartley L. Weingartner, 1  
 Hod Carriers & Com. Laborers No. 961 (364)  
 Bill A. Thomas, 182  
 N. D. Emerson, 182  
 Lumber & Sawmill Wkrs. No. 2608 (1006)  
 Henry E. Anderson, 503  
 Hugh E. Allen, 502  
 Retail Clerks No. 1864 (771)  
 Hartley L. Weingartner, 257  
 Robert E. Koenig, 257  
 Norman P. Stevenson, 257

## REDONDO BEACH

Carpenters No. 1478 (1299)  
 Abraham T. Avoian, 825  
 Benjamin W. Entwistle, 325  
 Thomas R. Means, 825  
 Walter S. Stewart, 324

**REDWOOD CITY**  
Auto Wkrs. No. 109 (206)  
Harry Whiteside, 206  
Electrical Wkrs. No. 1969 (300)  
Franklin W. Stafford, 150  
Merritt G. Snyder, 150  
Painters No. 1146 (307)  
William Caldwell, 154  
Carby Graham, 153  
Printing Specialties & Paper  
Products No. 626 (220)  
Glen E. Hoop, 220

**RESEDA**  
Carpenters & Joiners No. 834  
(1739)  
W. D. Mitchell, 435  
A. F. Hovious, 435  
Joe Whiteside, 435  
R. N. Freeman, 434

**RIALTO**  
Railroad Trainmen No. 278  
(180)  
G. W. Ballard, 180

**RICHMOND**  
Bartenders & Culinary Wkrs.  
No. 595 (2131)  
John M. Kropa, 356  
James E. Calvarese, 355  
Katherine S. Ginsburg, 355  
Clarence Moltoza, 355  
Jean Jensen, 355  
Lou A. Lucas, 355  
Boilermakers No. 513 (400)  
Ernest M. King, 400  
Carpenters & Joiners No. 285  
(815)  
John H. Allen, 408  
Guy B. Marquand, 407  
Carpenters & Joiners No. 642  
(1153)  
J. Lawrence Lynch, 239  
Harry E. Cecil, 238  
C. M. Verrinder, 238  
Marvin E. Nelson, 238  
Communications Wkrs. No. 9401  
(115)  
Kenneth L. Crosswell, 115  
Machinists No. 824 (1500)  
Sam A. Swisher, 1500  
M.P. Projectionists No. 580 (40)  
Hugh Caudel, 20  
Charles W. Glum, 20  
Painters No. 560 (326)  
Daniel Arteaga, 163  
Fridolph Hedman, 163  
Public Empls. of Contra Costa  
Co. No. 302 (386)  
Thomas Hardwick, 386  
Retail Clerks No. 1179 (1666)  
William C. Roddick, 417  
D. Bill Henderson, 417  
Jack Luther, 418  
Keith Compton, 416  
Steelworkers No. 4113 (99)  
William F. Stumpf, 99

**RIVERSIDE**  
Cement, Lime & Gypsum Wkrs.  
Dist. Council No. 3 (2)  
Lyle Johnson, 1  
Central Labor Council (2)  
Burnell W. Phillips, 1  
Electrical Wkrs. No. 440 (304)  
William E. Creveling, 304  
Hod Carriers & Com. Laborers  
No. 1184 (1440)  
James L. Smith, 720  
Burnell W. Phillips, 720  
Retail Clerks No. 1167 (832)  
G. Raymond Butler, 277  
Courtney Lathart, 277  
Alice W. Doran, 277

**ROSEVILLE**  
Locomotive Firemen & Engine-  
men No. 53 (46)  
Robert M. Hanagan, 23  
John A. Eggers, 23

**SACRAMENTO**  
Amalgamated Transit Union  
No. 256 (142)  
Gilbert F. Rego, 142

Allied Printing Trades Council  
(2)  
Joseph J. Selenski, 1  
Barbers No. 112 (267)  
Olaf Karlstad, 267  
Bartenders No. 600 (725)  
Thomas Peterson, 363  
Ray McCarthy, 362  
Bookbinders No. 35 (112)  
Joseph J. Selenski, 112  
Bldg. & Const. Trades Council  
(2)

R. H. Worthy, 1  
George Peterson, 1  
Butchers No. 498 (1941)  
Roy Mack, 1941  
Calif. Federation of Teachers  
(2)  
William Plosser, 1  
Ralph Schlomling, 1  
Calif. State Empls. Council No.  
56 (2)  
John C. Zancanaro, 1  
Paul J. Hill, Jr. 1  
Carpenters & Joiners No. 596  
(1899)

Jerome B. Furniss, 633  
John B. Long, 633  
Victor LaChapelle, 633  
Carpet, Linoleum & Soft Tile  
Wkrs. No. 1237 (165)  
Robert N. Dike, 165  
Central Labor Council (2)  
Harry Finks, 1  
Lilas Jones, 1  
Cement Masons No. 582 (400)  
Richard O. Jacobs, 200  
Gordon M. Bishop, 200  
Construction & Gen. Laborers  
No. 185 (3500)  
Percy F. Ball, 1167  
John F. Petersen, 1167  
William R. Brickell, 1166  
Cooks No. 683 (742)  
Barney Jackson, 371  
John W. Crane, 371  
County Empls. No. 146 (100)  
H. E. Johnson, 50  
James L. McCormack, 50  
Dist. Council of Carpenters  
(2)  
M. B. Bryant, 1  
Electrical Wkrs. No. 340 (250)  
Jack Wyman, 125  
Edward O. Koger, 125  
Fire Fighters No. 522 (269)  
Kenneth D. Severit, 269  
Hod Carriers No. 262 (190)  
Charles Hall, 190  
Lathers No. 109 (100)  
Robert H. Worthy, 100  
Locomotive Firemen & Engine-  
men No. 260 (22)  
C. F. Woodworth, 22  
Miscellaneous Empls. No. 393  
(1108)

E. F. Reissig, 1108  
M.P. Machine Operators  
No. 252 (47)  
Leslie E. McMillin, 47  
Musicians No. 12 (250)  
Thomas P. Kenny, 250  
Plumbers & Pipefitters No. 447  
(300)  
Patrick V. Harvey, 150  
Jack M. Caspers, 150  
Printing Pressmen No. 60 (125)  
Richard W. Proschold, 125  
Retail Clerks No. 588 (2000)  
Jas. F. Alexander, 667  
Paul Frazelle, 667  
Wynn C. Plank, 666  
Stage Employees No. 50 (38)  
Harry Finks, 38  
State Empls. No. 411 (200)  
Bud Aronson, 100  
Rex Kennedy, 100  
Theatre Empls. No. B-66 (64)  
Harry Finks, 64  
Typographical No. 46 (441)  
Edgar O. True, 441  
Waiters & Waitresses No. 561  
(1215)  
Lilas Jones, 608  
Clement Smith, 607

Wholesale Plumbing House  
Empls. No. 447 (88)  
J. T. Minear, 88

**SALINAS**  
Carpenters & Joiners No. 925  
(481)  
Wayne M. Pierce, 241  
Russell L. Jeska, 240  
Hod Carriers & Com. Laborers  
No. 272 (214)  
Howard Endecott, 214  
Hotel, Rest, Empls. &  
Bartenders No. 355 (285)  
Virgil C. Knight, 143  
Alfred J. Clark, 142  
Packinghouse Wkrs. No. 78-A  
(1026)

Irene Johnston, 257  
Grace Bond, 257  
William Ed. Maples, 256  
Frank L. Menezes, 256  
Retail Clerks No. 839 (617)  
Carl N. Carr, 309  
James R. Dobbs, 308

**SAN BERNARDINO**  
Carpenters & Joiners Dist.  
Council (2)  
Vern C. Rippetoe, 1  
Carpenters & Joiners No. 944  
(1088)  
Charles G. Love, 544  
Elmer O. Pester, 544  
Central Labor Council (2)  
Earl Wilson, 1  
County Employees No. 122 (703)  
Robert J. Mitton, 235  
Albert Fisher, 234  
Ruby F. Wicker, 234  
Culinary Wkrs. & Bartenders  
No. 555 (1945)  
Vada Perrigo, 1945  
Electrical Wkrs. No. 848 (225)  
Deland A. Durr, 225  
Fire Fighters No. 891 (124)  
Robert C. Secombe, 62  
Frank E. Greene, 62  
Hod Carriers & Laborers  
No. 783 (840)  
Elmer Doran, 230  
Jose F. Rivera, 230  
James McGraw, 230  
Locomotive Firemen & Engine-  
men No. 314 (57)  
James L. Evans, 29  
R. S. Cox, 28  
M.P. Projectionists No. 577 (40)  
Robert G. W. Bennett, 20  
Carl R. Douglas, 20  
Electrical Wkrs. No. 477 (550)  
Jack Carney, 550  
Theatrical Stage Empls. No.  
614 (40)  
N. Earl Wilson, (40)

**SAN BRUNO**  
Carpenters No. 848 (542)  
J. J. Minehan, 542

**SAN DIEGO**  
Allied Printing Trades Council  
(2)  
John P. Yost, 1  
Bookbinders No. 40 (60)  
Marie P. Smith, 60  
Bridgemen No. 229 (175)  
George Jurasich, 175  
Butchers No. 229 (1837)  
Max J. Ossio, 919  
Arthur Meyer, 918  
Bldg. & Const. Trades Council  
(2)  
W. J. DeBrunner, 1  
Cab Drivers No. 3025 (441)  
Ed Allensworth, 211  
Walter R. Jameson, 220  
Cannery Wkrs. & Fishermen  
(2000)  
John Hawk, 2000  
Carpenters Dist. Council (2)  
Armon L. Henderson, 1  
Charles H. Popejoy, 1

- Carpenters No. 1296 (1196)  
 Lawrence McDaniels, 299  
 Andrew B. Andersen, 299  
 Arnold C. Sanders, 299  
 L. E. Palmer, 299  
 Carpenters No. 1571 (787)  
 Floyd E. Cain, 787  
 Central Labor Council (2)  
 R. R. Richardson, 1  
 Clothing Wkrs. No. 288 (300)  
 Mario Rosini, 150  
 Carla Carraro, 150  
 Communications Wkrs. No. 9509 (692)  
 Kenneth B. Mathes, 692  
 County & Municipal Empls. No. 127 (1229)  
 Otto W. Hahn, 1229  
 Culinary Alliance & Hotel Service Empls. No. 402 (2867)  
 Esther Ryan, 478  
 Dudley Wright, 478  
 Manly C. Bray, 478  
 Edward Clouette, 478  
 Joseph LiMandri, 478  
 Loretta Proctor, 477  
 Electrical Wkrs. No. 465 (550)  
 Vernon W. Hughes, 550  
 Electrical Wkrs. No. 569 (1732)  
 Frank R. Underhill, 866  
 M. J. Collins, 866  
 Federated Fire Fighters of Calif. (2)  
 Kenneth D. Severit, 1  
 Kenneth D. Larson, 1  
 Fire Fighters No. F-33 (65)  
 Paul J. Jones, 65  
 Fire Fighters No. 145 (465)  
 Robert L. Renner, 465  
 Hod Carriers No. 89 (3875)  
 Max R. Hernandez, 646  
 Samuel S. Brown, 646  
 Phillip Usquilano, 646  
 Gus Lopez, 646  
 Paul Macedo, 646  
 Halsom V. Bennett, 645  
 Painters No. 333 (725)  
 J. A. Lee, 242  
 H. R. Dell, 242  
 Edwin D. Larsen, 241  
 Plasterers & Cement Masons No. 346 (841)  
 Paul Robertson, 841  
 Retail Clerks No. 1222 (2707)  
 Phil J. Scott, 2707  
 State Employees No. 1676 (80)  
 Case Kellogg, 80  
 Stationary Oper. Engineers No. 526 (200)  
 Fred L. Wendt, 200  
 Stereotypers No. 82 (45)  
 John P. Yost, 45  
 Street, Elec. Rwy. & MC Oper. No. 1909 (426)  
 David H. Moore, 426  
 Waiters & Bartenders No. 500 (1059)  
 Gus Mureo, 1059
- SAN FRANCISCO**
- A.F.T.R.A. (343)  
 Art Brown, 172  
 Clarence Leisure, 171  
 Allied Printing Trades Conf. (2)  
 Herman Mansuy, 1  
 Allied Printing Trades Council (2)  
 Clinton N. Jetmore, 1  
 American Guild of Variety Artists (200)  
 Phillip S. Downing, 100  
 Joseph Miller, 100  
 American Radio Assn. (260)  
 William R. Steinberg, 130  
 Jay Darwin, 130  
 Apartment, Motel, Hotel & Elevator Operators No. 14 (520)  
 Philip J. Deredi, 520
- Automotive Machinists No. 1305 (3621)  
 Fred L. Martin, 725  
 Walter K. Keller, 724  
 Jos. M. Doody, 724  
 Harry Ritchie, 724  
 John Andersen, 724  
 Bakers No. 24 (1500)  
 Edward Kemmitt, 375  
 Herman Feiz, 375  
 Perry Rose, 375  
 Thomas Wake, 375  
 Barbers & Beauticians No. 148 (1113)  
 Frances Carney, 279  
 Noel J. Clement, 278  
 James A. Cramp, 278  
 Dean B. Hillam, 278  
 Bartenders No. 41 (8175)  
 Joseph Buckley, 530  
 Art Dougherty, 529  
 Wm. McCabe, 529  
 Joe Garcia, 529  
 Wm. T. Holloway, 529  
 George Corey, 529  
 Bay Cities Metal Trades Council (2)  
 Thomas A. Rotell, 1  
 Boilermakers No. 6 (750)  
 E. Rainbow, 250  
 A. E. Montoya, 250  
 C. Cox, 250  
 Bookbinders No. 31-125 (450)  
 Wm. S. Hogan, 225  
 Albert W. Mattson, 225  
 Bricklayers No. 7 (49)  
 Patrick J. Canavan, 25  
 Daniel E. Sweeney, 24  
 Bldg. & Const. Trades Council (2)  
 Daniel Del Carlo, 1  
 Terence O'Sullivan, 1  
 Bldg. & Constr. Trades, State Council (2)  
 Bryan P. Deavers, 1  
 Building Service Empls. Bay Dist. Jt. Council (2)  
 Philip J. Deredi, 1  
 Building Service Employees No. 87 (1200)  
 Herman Elmers, 1200  
 Butchers No. 115 (3500)  
 George Mesure, 500  
 Richard Brugge, Sr., 500  
 Thomas Anderson, 500  
 Sam Agosti, 500  
 Ernest Couly, 500  
 Clifford Dietrich, 500  
 Alfred Lombardi, 500  
 Butchers No. 508 (1243)  
 Edwin J. Laboure, 1243  
 Carpenters Bay Counties Dist. Council (2)  
 C. R. Bartalini, 1  
 Carpenters State Council (2)  
 John Lawrence, (1)  
 Anthony L. Ramos, 1  
 Calif. State Theatrical Federation (2)  
 Pat Somerset, 1  
 Wm. P. Sutherland, 1  
 Carpet & Linoleum Layers No. 1235 (428)  
 Edward Howe, 428  
 Cement Masons No. 580 (247)  
 Prentis Hicks, 247  
 Central Labor Council (2)  
 George W. Johns, 1  
 Claude H. Jinkerson, 1  
 City & County Employees No. 400 (679)  
 John E. Jeffery, 227  
 Edward J. Farnell, 226  
 Kenneth A. Finis, 226  
 Cleaning & Dye House Wkrs. No. 3010 (431)  
 Henry M. Romiguere, 216  
 Albina Baker, 215  
 Cloakmakers No. 8 (625)  
 Cornelius Wall, 313  
 Sam Green, 312  
 Clothing Wkrs. No. 42 (500)  
 Anne Draper, 250  
 Hazel Newton, 250
- Clothing Wkrs. Jt. Board (2)  
 Sam Krips, 1  
 William Konrad, 1  
 Commercial Telegraphers No. 34 (950)  
 James W. Cross, 950  
 Communications Wkrs. Dist. No. 9 (2)  
 Marie A. Bruce, 1  
 E. J. Cruice, 1  
 Communications Workers No. 9470 (118)  
 Donald L. James, 118  
 Const. & Gen. Laborers No. 261 (2240)  
 J. V. Small, 374  
 George Ando, 374  
 Tony Gonzales, 373  
 Dan Flores, 373  
 George Evankovich, 373  
 Lionel Tevis, 373  
 Cooks No. 44 (3000)  
 Wm. Kilpatrick, 500  
 Joseph Belardi, 500  
 C. T. McDonough, 500  
 Loren Schweitzer, 500  
 Willmer Jones, 500  
 James LaFrance, 500  
 Coppersmiths No. 438 (52)  
 Robert E. Mogel, 52  
 Culinary Wkrs. Bartenders Jt. Exec. Bd. (2)  
 Jos. Belardi, 1  
 Dressmakers No. 101 (1041)  
 Myrtle M. Banks, 521  
 Theodore Ingram, 520  
 Electrical Wkrs. No. 6 (800)  
 Wm. M. Reedy, 267  
 Wm. E. Flanagan, 267  
 Edw. B. Figone, 266  
 Elevator Constructors No. 8 (150)  
 Leon A. Pascal, 75  
 Thos. E. Fitzgerald, 75  
 Film Exchange Empls. No. B-17 (53)  
 Henry Meyer, 53  
 Fire Fighters No. 798 (1632)  
 Robert F. Callahan, 327  
 Harvey G. Follett, 327  
 Wm. O'Sullivan, 326  
 John Sherry, 326  
 H. Colen, 326  
 Furniture Wkrs. No. 262 (948)  
 Fred Stefan, 474  
 Anthony Scardaci, 474  
 Garment Cutters No. 45 (55)  
 Andy Ahern, 55  
 Garment Wkrs. No. 131 (872)  
 Emily B. Rosas, 436  
 Arthur E. Gomes, 436  
 Government Empls. No. 922 (66)  
 John W. Collins, 33  
 Maurice L. Schoonmaker, 33  
 Government Employees No. 634 (130)  
 Dorothy G. Traver, 130  
 Hod Carriers No. 36 (200)  
 Leo Sheehan, 100  
 Ken Lee, 100  
 Hospital & Institutional Wkrs. No. 250 (600)  
 Tom Kelly, 300  
 Timothy J. Twomey, 300  
 Hotel & Club Service Wkrs. No. 283 (3098)  
 Bertha Metro, 517  
 Glenn Chaplin, 517  
 Phyllis Foley, 516  
 Izora Roy, 516  
 Elizabeth Shaw, 516  
 Robert Wigton, 516  
 Industrial Carpenters No. 2565 (250)  
 Wm. W. White, 125  
 Rose M. White, 125  
 Inlandboatmen's Union of the Pacific (347)  
 Frank G. Briglia, 347  
 Iron Workers Dist. Council (2)  
 Juel D. Drake, 1  
 L. W. Wheeler, 1  
 Laborers No. Calif. Dist. Council (2)  
 Chas. Robinson, 1  
 Jay Johnson, 1

- Ladies Garment Cutters No. 213 (130)  
Larry Mirgon, 130
- Locomotive Firemen & Engineers Council (2)  
A. B. McNabney, 1  
D. B. McGriff, 1
- Locomotive Firemen & Engineers Legis. Bd. (2)  
J. L. Evans, 1
- Lumber & Sawmill Wkrs. State Council (2)  
J. L. Hazard, 1  
N. G. Cordil, 1
- Machinists No. 68 (2970)  
Merril Cooper, 1485  
Stanley Jensen, 1485
- Machinists No. 1327 (2000)  
Francis P. Meagher, 400  
Chris Amadio, 400  
Ray Gabel, 400  
Charles Barnes, 400  
Emmett Campion, 400
- Mallers No. 18 (200)  
W. Edward Cox, 100  
Horace Stafford, 100
- Marine Cooks & Stewards (4583)  
Ed Turner, 459  
Joe Goren, 459  
John Robbins, 459  
Frank Gomar, 458  
Bud Bayless, 458  
Don Rotan, 458  
P. D. Thompson, 458  
Tommy Nugent, 458  
John Stathis, 458  
Elmiro LaRue, 458
- Marine Firemen (2000)  
Wm. W. Jordan, 400  
Alex Jarrett, 400  
Robert L. Sherrill, 400  
Stanley A. Forde, 400  
Elmer Haug, 400
- Masters, Mates & Pilots No. 90 (1200)  
Robert E. Durkin, 1200
- Miscellaneous Employees No. 110 (2234)  
A. T. Gabriel, 447  
Sam Kutnick, 447  
Susan Barker, 447  
Cornelia Johnson, 447  
Dave Petrovitch, 446
- Molders & Foundry Wkrs. No. 164 (325)  
Thomas A. Rotell, 325
- M.P. Machine Operators No. 162 (124)  
E. H. Ponn, 62  
Rexford Elder, 62
- Motion Picture Photographers No. 659 (300)  
John Forde, 300
- Musicians No. 6 (1500)  
Charles H. Kennedy, 500  
Eddie Burns, 500  
William Catalano, 500
- Nat'l Maritime Unions—California (500)  
David Smith, 500
- Newspaper Guild No. 52 (1635)  
Robert Guiles, 545  
Fred D. Fletcher, 545  
Kirk Smith, 545
- Office Employees No. 3 (600)  
Edwin B. Love, 300  
Phyllis Mitchell, 300
- Operating Engineers No. 3 (12,000)  
Al Clem, 1200  
Paul Edgecombe, 1200  
Dale Marr, 1200  
Tom Stapleton, 1200  
A. J. Hope, 1200  
Don Kinchloe, 1200  
Robert Skidgel, 1200  
L. L. Laux, 1200  
Ernie Nelson, 1200  
Al McNamara, 1200
- Operating Engineers State Conf. (2)  
J. J. Twombly, 1  
Wm. G. Dowd, 1
- Operating Stat'y Engrs. No. 39 (1375)  
Frank O. Brantley, 344  
Newell J. Carman, 344  
Earl H. Petersen, 344  
Herbert H. Sims, 343
- Paint & Brush Makers No. 1071 (374)  
Frank Moreno, 187  
Dean C. Dillsaver, 187
- Painters No. 4 (1917)  
E. J. Carlson, 384  
Gerald Downing, 384  
Stanley Kippel, 383  
Thomas P. Mahoney, 383  
Francis H. Peck, 383
- Pile Drivers No. 34 (500)  
Charles Clancy, 250  
A. J. Melton, 250
- Pipe Trades Council (2)  
Chester Davies, 1  
Lewis Bergen, 1
- Plumbers & Pipefitters No. 38 (2500)  
Joseph P. Mazzola, 417  
Dan McCormick, 417  
Robert McCann, 417  
Pat Francis, 417  
Louis LaFlamme, 416  
Herb Bornfleth, 416
- Printing Pressmen No. 24 (666)  
William R. Childs, 666
- Printing Specialties & P.P. No. 362 (801)  
Wade Moore, 267  
Eugene J. Villalobos, 267  
Kenneth Young, 267
- Professional Embalmers No. 9049 (103)  
John F. Crowley, 52  
Hale F. Porter, 51
- Production Carpenters No. 2559 (287)  
A. C. Jensen, 144  
L. D. Shaughnessy, 143
- R.R. Trainmen Calif. Legislative Bd. (2)  
G. W. Ballard, 1
- Retail Clerks State Council (2)  
Larry Vail, 1
- Retail Dept. Store Empls. No. 1100 (5124)  
Leona Graves, 513  
Walter Johnson, 513  
Dick Williams, 513  
Genevieve Reade, 513  
Pat Kelley, 512  
Jim Callaghan, 512  
Margaret Smith, 512  
Herman Griffin, 512  
Charles McDermant, 512  
Ruth Von Soosten, 512
- Retail Grocery Clerks No. 648 (2363)  
Edward Henning, 473  
John J. Hill, 473  
Claude H. Jinkerson, 473  
Eric C. Lyons, 472  
Henry Savin, 472
- Retail Shoe & Textile Salesmen No. 410 (692)  
James Dwyer, 231  
Robert Ross, 231  
William Silverstein, 230
- Roofers No. 40 (341)  
E. L. Davenport, 171  
T. R. Moore, 170
- Sailors Union of the Pacific (5555)  
Morris Weisberger, 556  
Jack Dwyer, 556  
Gordon Ellis, 556  
Ed Wilson, 556  
John Davis, 556  
Jim Dimitratos, 555  
C. P. Shanahan, 555  
William Berger, 555  
Arthur Benjamin, 555  
George Williamson, 555
- S.F. Municipal Employees No. 811 (312)  
John Boden, 156  
John McLaughlin, 156
- Sausage Makers No. 203 (685)  
Gene Langst, 343  
Thomas Crosthwaite, 342
- Scrap Iron, Metal, Salv. & Waste Material Wkrs. No. 965 (176)  
Gerald J. Trubow, 88  
Pierre Sabastia, 88
- Seafarers, Atlantic & Gulf Dist. (750)  
V. J. Malone, 375  
E. B. McAuley, 375
- Sheet Metal Wkrs. No. 104 (437)  
Edward Francis Kenny, 437
- Sheet Metal Wkrs. Tri State Council of Calif., Ariz. & Nevada (2)  
Wilbur Fillippini, 1  
Robert E. Mogel, 1
- Sign, Scene and Pictorial Painters No. 510 (220)  
R. H. Wendelt, 220
- Specialty Unions Western Conf. (2)  
Kenneth Young, 1  
Don McCaughan, 1
- Sprinkler Fitters No. 483 (175)  
Robert E. Skillman, 175
- Stereotypers & Electrotypers No. 29 (290)  
Frank J. Sloan, 290
- Street, Elec. Rwy. & M.C. Empls. No. 1380 (208)  
Thomas W. McGrath, 104  
Paul Nathan, 104
- Teachers No. 61 (724)  
Herbert Heinig, 242  
Sam Wright, 241  
Daniel O'Brien, 241
- Teachers No. 1352 (22)  
Mario D'Angeli, 11  
Lloyd Crisp, 11
- Technical Engineers No. 11 (201)  
Frank D. Alban, 101  
James J. Walsh, Jr., 100
- Theatrical Employees No. B-18 (450)  
Wm. P. Sutherland, 450
- Theatrical Janitors No. 9 (132)  
Leland Elmers, 66  
Ellis Cheney, 66
- Theatrical Stage Empls. No. 16 (78)  
Edward C. Powell, 39  
Wm. J. Freeman, 39
- Theatrical Wardrobe Attendants No. 784 (40)  
Wm. P. Sutherland, 40
- Typographical No. 21 (1760)  
John M. Clancy, 352  
Edw. Sarkon, 352  
J. K. McCarthy, 352  
Joseph Leo Reilly, 352  
Donald H. Abrams, 352
- United Industrial Wkrs. of North America (425)  
George Issel, 213  
Lucy Perrone, 213
- Union Label Section (2)  
James C. Symes, 1  
Lee Lallor, 1
- Waiters & Dairy Lunchmen No. 30 (3622)  
James Anderson, 604  
Sangie Escove, 604  
Theo. Grubacich, 604  
Peter Lalias, 604  
Joe Piccini, 603  
Sanford J. Williams, 603
- Waitresses No. 48 (4312)  
Jackie Walsh, 863  
Odella Snyder, 863  
Elizabeth R. Kelley, 862  
Frankie Behan, 862  
Joyce McCabe, 862
- Watchmakers No. 101 (200)  
George F. Allen, 100  
Warren K. Billings, 100
- Web Pressmen No. 4 (333)  
James J. Zilembo, 167  
Charles F. Kelly, 166
- Welders No. 1330 (236)  
Pete Taylor, 236

Western Federation of  
Butchers (2)  
Richard Lautermilch, 1  
Window Cleaners No. 44 (200)  
Tony Borsella, 100  
James Gudge, 100  
Wood, Wire & Metal Lathers  
No. 65 (198)  
Kenneth M. Edwards, 198

**SAN JOSE**

Barbers & Beauticians State  
Assn. (2)  
Anthony Agrillo, 1  
Alvin L. Holt, 1  
Barbers No. 252 (211)  
Anthony Agrillo, 211  
Bldg. & Constr. Trades Council  
(2)  
John A. Corey, 1  
Roger M. Brennan, 1  
Butchers No. 506 (2011)  
Fred L. Fecl, (2011)  
Ernest L. Courtwright, 503  
Al Helsch, 503  
Walter Howes, 502  
Carpenters Dist. Council (2)  
F. O. Jorgensen, 1  
Carpenters & Joiners No. 316  
(2504)  
Ray F. Wood, 1252  
George Reilman, 1252  
Cement Laborers No. 270 (2805)  
Harry F. Whitehouse, 561  
Robert H. Medina, 561  
John Pierini, 561  
Gregorio B. Aguilar, 561  
Joaquin Delgado, 561  
Central Labor Council of Santa  
Clara County (2)  
Emerson Street, 1  
Electronics No. 547 (413)  
Leland L. Nelson, 413  
Electrical Wrks. No. 332 (200)  
Lawrence J. Pitchford, 100  
Frank D. Manfredi, 100  
Electrical Wrks. No. 1201 (6)  
Thomas D. Blachley, 3  
Jerry Mayberry, 3  
Electrical Wrks. No. 1507 (113)  
William D. Drohan, 113  
Fire Fighters No. 873 (286)  
Marco Cuffaro, 143  
Wayne Rist, 143  
Hod Carriers No. 234 (369)  
Faye Scoville, 185  
James Peepgrass, 184  
Hotel, Restaurant & Hotel  
Service Empls. No. 180  
(4250)  
Louis Bosco, 709  
John English, 709  
Charles Kallas, 708  
Russell Mason, 708  
Joe Santamaria, 708  
Donald Ungari, 708  
Lathers State Council (2)  
C. B. Gariss, 1  
William Ward, 1  
Machinists No. 504 (2104)  
James N. LeBlanc, 2104  
Machinists No. 562 (2598)  
Dwight L. Reed, 2598  
Machinists No. 565 (1558)  
John Escamilla, 1353  
Millmen No. 262 (705)  
John E. Lawrence, 705  
Painters Dist. Council No. 33  
(2)  
Jerome Downey, 1  
Painters No. 507 (963)  
Jerome R. Downey, 321  
Charlie A. Davis, 321  
Jack V. Belli, 321  
Plumbers No. 393 (287)  
James T. Hartigan, 144  
Harold E. Stanton, 143  
Printing Specialties & Paper  
Products No. 612 (378)  
Glen E. Hoop, 378  
Printing Specialties & Paper  
Products No. 659 (94)  
Glen E. Hoop, 94  
Public Empls. No. 1409 (91)  
Euell G. Rader, 91

Retail Clerks No. 428 (2000)  
Claude L. Fernandez, 1000  
James P. McLaughlin, 1000  
San Jose City Hall Empls.  
No. 348 (41)  
Euell G. Rader, 41  
Typographical No. 231 (200)  
Ed Cox, 200

**SAN LORENZO**

Fire Fighters No. 1428 (44)  
Eugene C. Walker, 22  
John Bigelow, 22

**SAN MATEO**

Air Transport Empls. No. 1781  
(3908)  
Robert Craig, 652  
Leonard Redding, 652  
Louis Schroeder, 651  
Frank Williams, 651  
Sam Menta, 651  
Armand Chavez, 651  
Bartenders & Culinary Wrks.  
No. 340 (3828)  
T. A. Small, 606  
George A. Smith, 606  
William J. Anselmo, 605  
Toy L. Smith, 605  
William O. Royalty, 604  
Ernest J. Molinari, 604  
Bldg. & Const. Trades Council  
(2)  
Rupert D. Morgan, 1  
U. S. Simonds, 1  
Butchers No. 516 (852)  
Edwin F. Michelsen, 852  
Carpenters & Joiners No. 162  
(1143)  
Sam J. Shannon, 1143  
Central Labor Council (2)  
Ruth M. Bradley, 1  
Edwin F. Michelsen, 1  
Communications Wrks. No. 9430  
(430)  
Dorothy Abel, 215  
H. C. Cotner, 215  
Const. & Gen. Laborers No.  
389 (1249)  
Chas. Benton, 313  
Phillip Thorpe, 312  
Floyd Elliott, 312  
Glen Hopper, 312  
County Empls., S.C. & M.E.  
No. 329 (264)  
Frank Gillis, 264  
Electrical Wrks. No. 617 (100)  
W. H. Diederichsen, 50  
Max Green, 50  
Hod Carriers & Com. Laborers  
No. 97 (100)  
M. B. O'Connor, 100  
Horseshoers No. 11 (40)  
Jerry Lane, 40  
Laundry Wrks. No. 143 (150)  
Ruth M. Bradley, 150  
Painters & Decorators No. 913  
(490)  
Kenneth M. Hower, 490  
Plumbers & Steamfitters No.  
467 (50)  
Sam Abruscato, 25  
Irving Hupp, 25  
Retail Clerks No. 775 (516)  
Carl E. Cohenour, 258  
Russell E. Hovland, 258  
Sheet Metal Wrks. No. 272 (40)  
Irvin L. Ellenberger, 20  
Rupert D. Morgan, 20  
Theatrical Stage & Motion  
Picture Operators No. 409  
(50)  
Frank Picchi, 50

**SAN PEDRO**

Bartenders No. 591 (354)  
Andrew Hemmes, 177  
Charles Warda, 177  
Carpenters & Joiners No. 1140  
(828)  
G. M. Goar, 828  
Hotel, Restaurant, Cafeteria &  
Motel Empls. No. 512 (1553)  
Edna N. Waugh, 311  
Mary Olson Moran, 311  
Beulah Class, 311  
Goldie Price, 310  
Bernice Hoagland, 310

Lumber & Sawmill Wrks. No.  
1407 (500)  
Homer Sullivan, 250  
Robert F. Carter, 250  
Painters & Decorators No.  
949 (150)  
Walt Zagajeski, 150  
Pile Drivers, Bridge, Wharf &  
Dock Bldrs. No. 2375 (546)  
Tom Randall, 273  
Joseph J. Moreno, 273  
Retail Clerks No. 906 (2455)  
Ben N. Scott, 491  
Walter B. Scheppmann, 491  
Herbert O. Blank, 491  
William H. Soady, 491  
Jeanette Simmons, 491  
Roofers No. 36 (1046)

**Delete:**

H. P. Bennett, 349  
M. Castro, Jr., 349  
B. J. McKenzie, 348  
Seine & Line Fishermen (300)  
John Calise, 150  
Nick Pecoraro, 150  
Shipyard Laborers No. 802  
(2080)  
E. L. Congo, 416  
L. McClain, 416  
Elmer Lowery, 416  
Wm. McClain, 416  
John H. Goodin, 416  
Steelworkers No. 5303 (118)  
Jack Blattau, 118

**SAN RAFAEL**

Bartenders & Culinary Wrks.  
No. 126 (1167)  
Elsie Jensen, 1167  
Bldg. & Constr. Trades Council  
(2)  
Charles Weers, 1  
Carpenters No. 35 (1176)  
Robert Braes, 294  
Jack Watson, 294  
Robert Palmer, 294  
Sherman Marble, 294  
Central Labor Council (2)  
Hugh Cassidy, 1  
Communications Wrks. No.  
9404 (256)  
C. H. Mills, 256  
Hod Carriers & Gen. Laborers  
No. 291 (900)  
Loney Trimble, 300  
Jas J. McGlade, 300  
Russell Franklin, 300  
Plasterers & Cement Masons  
No. 355 (100)  
Bryan P. Deavers, 50  
N. C. Green, 50  
Retail Clerks No. 1119 (849)  
Lorin T. Young, 849  
Theatrical Stage & M.P.  
Operators No. 811 (40)  
Joseph F. Holt, 40

**SANTA ANA**

Bldg. & Const. Trades Council  
of Orange Co. (2)  
Thomas W. Mathew, 1  
Carpenters No. 1815 (2342)  
C. K. Bush, 586  
Byron Kemper, 586  
H. L. Caster, 586  
Ray R. Gartner, 585  
Carpenters Orange Co. Dist.  
Council (2)  
James G. King, 1  
H. J. Harkleroad, 1  
Central Labor Council (2)  
Peter J. Rimmel, 1  
Chris T. Portway, 1  
Electrical-Electronic Wrks. No.  
2125 (62)  
Hughes, 62  
Electrical Wrks. No. 441 (531)  
Richard F. Martin, 266  
Ed Thomas, Sr., 265  
Glass Bottle Blowers No. 81  
(310)  
Frank Robison, 155  
Raymond E. Munion, 155

Hod Carriers No. 652 (2366)  
David Hernandez, 395  
Ray Mendoza, 395  
Jack Pool, 394  
Loule Rodriguez, 394  
Joe Lara, 394  
Roger Fisher, 394  
Operating Stationary Engineers  
No. 501 (860)  
R. W. Tucker, 426  
R. H. Fox, 426  
Painters No. 686 (923)  
Eugene V. Kaminski, 308  
Ruben D. Peterson, 308  
Frank Pesenti, 307  
Plumbers & Steamfitters  
No. 582 (312)  
Raymond F. North, 312  
Sugar Wkrs. No. 175 (161)  
C. Eugene Scarbrough, 161  
Theatrical Empls. No. 504 (51)  
Leo J. Buckholz, 51  
Typographical No. 579 (104)  
Hobart M. Hall, 104

#### SANTA BARBARA

Bldg. & Const. Trades Council  
(2)  
Carl L. Hehnke, 1  
Central Labor Council (2)  
Al Whorley, 1  
Alfred Hansen, 1  
Const. & Gen'l Laborers No.  
591 (707)  
Nicholas V. Orsua, 354  
Ignacio Ruiz, 353  
Culinary Alliance & Bartenders  
No. 498 (2108)  
Al Whorley, 1054  
Wm. J. Mulligan, 1054  
Electrical Wkrs. No. 413 (450)  
David G. Milne, 450  
Meat Cutters No. 556 (542)  
Warren M. Underwood, 271  
Russell E. Jehnke, 271  
Painters State Conf. (2)  
W. C. Farley, 1  
Kenneth M. Hower, 1  
Plasterers & Cement Finishers  
No. 341 (241)  
Willard Tuttle, 241  
Plumbers & Steamfitters No.  
114 (170)  
A. J. Hansen, 170  
Retail Clerks No. 899 (2090)  
Harry R. Warren, 1045  
Leon J. Fontes, 1045  
Sheet Metal Wkrs. No. 273  
(258)  
Carl L. Hehnke, 129  
W. L. Filippini, 129  
Stage & M.P. Machine  
Operators No. 442 (40)  
John H. Gotchel, 40

#### SANTA CLARA

Cement, Lime & Gypsum  
Wkrs. No. 334 (88)  
Glenn P. Boucher, 44  
Clar. Warnhoff, 44  
Glass Bottle Blowers No. 262  
(312)  
James J. Giacobelli, 156  
Warner P. Basse, 156  
Jefferson Union School Dist.  
No. 617 (26)  
Barbara Cooper, 26  
Locomotive Firemen & Engine-  
men No. 91 (127)  
C. O. Walden, 64  
M. R. Harrison, 63  
Roofers State Council (2)  
Thomas R. Moore, 1  
Santa Clara Municipal Empls.  
No. 107 (180)  
Euell G. Rader, 180

#### SANTA CRUZ

Central Labor Council, Santa  
Cruz Co. (2)  
Herman Cornell, 1  
Const. & Gen. Laborers No. 283  
(201)  
James J. McGlade, 201

Culinary Wkrs. No. 742 (144)  
P. C. Van de Putte, 144  
Painters No. 1026 (123)  
Iverson F. Fitchie, 123  
**SANTA MARIA**  
Const. Gen. & Oil Field  
Laborers No. 1222 (644)  
Bill A. Thomas, 644  
Culinary Alliance & Bartenders  
No. 703 (1132)  
William H. Lacy, 1132

#### SANTA MONICA

Carpenters & Joiners No. 1400  
(1063)  
Paul Miller, 266  
David Wertz, 266  
Albert Levesque, 266  
A. J. Keating, 266  
Communications Wkrs. No.  
9574 (847)  
Art Wade, 847  
Culinary Wkrs. & Bartenders  
No. 814 (4374)  
John W. Meritt, 438  
Alice C. Arwedson, 438  
Albert Castro, 438  
Eric H. Davy, 438  
Joey De Bell, 437  
Leslie R. Johnson, 437  
Lloyd Liechty, 437  
William F. McMullin, 437  
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Vernie M. Taylor, 437  
Meatcutters No. 687 (800)  
George P. Veix, Sr., 267  
Mario J. Pieri, 267  
Patricia D. Weger, 266  
Retail Clerks No. 1442 (958)  
O. I. Clappitt, 320  
A. O. Ewing, 319  
Dorothy Liechty, 319

#### SANTA ROSA

Bartenders & Culinary Wkrs.  
No. 770 (689)  
Loretta Riley, 689  
Butchers No. 364 (643)  
Everett A. Matzen, 643  
Hod Carriers & Common La-  
borers No. 139 (565)  
Al Deorsey, 283  
Warren Anderson, 282  
Retail Clerks No. 1532 (787)  
George L. Deck, 787  
Sonoma Co. Central Labor  
Council (2)  
George L. Deck, 1  
Russell F. Swanson, 1

#### SAUGUS

Glass Bottle Blowers No. 69  
(220)  
William A. Oppenheimer, 110  
Carl J. Napoli, 110

#### SHERMAN OAKS

Hotel, Motel, Restaurant Empls.  
& Bartenders No. 694  
(3493)  
Ira L. Osborn, 437  
William R. Robertson, 437  
Robert Axelrod, 437  
Hyman Rappaport, 437  
Everett Ivy, 437  
Colleen Logan, 436  
Clyde Hankins, Jr., 436  
Eva D. Dunn, 436

#### SKYFOREST

Fire Fighters Assn. 1490 (14)  
Robert L. Renner, 14

#### SONOMA

Calif. State Empls. No. 14  
(124)  
Dr. Ralph Slattery, 62  
Dick Almon, 62

#### SOUTH GATE

Auto Wkrs. No. 216 (3115)  
B. K. Armstrong, 779  
William Barry, 779  
Louis Cicconi, 779  
V. Collins, 778

Railroad Trainmen No. 465  
(479)  
J. E. Howe, 479  
Rubber Wkrs. No. 100 (1372)  
Betty I. Lunceford, 1372

#### SOUTH PASADENA

Railroad Trainmen No. 74 (353)  
P. J. Matthews, 353

#### SOUTH SAN FRANCISCO

Steelworkers No. 1069 (873)  
Edgar L. Stuart, 873

#### STOCKTON

Agricultural Wkrs. Organizing  
Comm. (3641)  
Norman Smith, 394  
Benjamin Gines, 394  
Larry Itllong, 394  
Dewitt Tannehill, 394  
Raul M. Aguilar, 393  
Wesley King, 393  
Charles Ellis, Jr., 393  
Otis Plante, 393  
Frank Lopez, 393  
Auto Wkrs. No. 792 (117)  
Wesley Hart, 117  
Brick & Clay Wkrs. No. 528  
(20)  
Joel B. DeLaRoi, 20  
Butchers No. 127 (1078)  
Richard Lautermilch, 1078  
County Employees No. 183 (65)  
James R. Beam, 65  
Electrical Wkrs. No. 591 (100)  
V. L. Breuillot, 50  
W. L. Vinson, 50  
Fire Fighters No. 1229 (155)  
Robert L. Renner, 78  
James Clifton, 77  
Hod Carriers & Com. Laborers  
No. 73 (750)  
Edward Nelson, 250  
Robert Turner, 250  
Oluf H. Jensen, 250  
Locomotive Firemen & Engine-  
men No. 794 (25)  
A. L. Lentz, 25  
M.P. Projectionists No. 428 (40)  
Joseph F. Holt, 40  
Municipal Employees No. 102  
(270)  
Ried T. Beam, 270  
Retail Clerks No. 197 (250)  
Emmet Hughes, 250  
San Joaquin Co. Central Labor  
Council (2)  
Henry Hansen, 1  
Robert Renner, 1

#### SUNNYVALE

Electrical Wkrs. No. 786 (418)  
Earl L. Bastemeyer, 209  
Lonnie E. Kuhns, 209  
Theatrical Stage & M. P. Oper.  
No. 796 (40)  
Joseph Holt, 40

#### TERMINAL ISLAND

Cannery Wkrs. of the Pacific  
(3749)  
Steve Edney, 625  
Winifred Felando, 625  
Eva Malsberg, 625  
Tony Tovar, 625  
Ruth Matthews, 625  
Alice Stiles, 624

#### TORRANCE

Steelworkers No. 1414 (400)  
Gerald J. Conway, 400  
Steelworkers No. 2586 (40)  
Henry S. Rapuano, 20  
Stannard Adams, 20

#### TRACY

Locomotive Firemen & Engine-  
men No. 808 (112)  
Ted F. Mackhurst, 112

#### TRINIDAD

Loggers No. 3006 (443)  
Granville D. Hartman, 222  
Billy R. Wright, 221

**VALLEJO**

Bldg. & Const. Trades Council  
(2)  
William Leshe, 1  
Lowell Nelson, 1  
Butchers & Meat Cutters No. 532  
(690)  
Walter A. Quinn, 345  
W. L. White, 345  
Communications Wkrs. No. 9411  
(125)  
R. W. Rivers, 125  
Culinary Wkrs. & Bartenders  
No. 560 (795)  
Elizabeth Billings, 265  
Ole G. Twedt, 265  
Purser Womack, 265  
Electrical Wkrs. No. 180 (166)  
Clarence A. Feigel, 166  
Carpenters & Joiners No. 180  
(774)  
William Leshe, 387  
Gordon Buck, 387  
Central Labor Council (2)  
James H. Pollard, 1  
Joseph Valdez, 1  
Hod Carriers & Laborers No.  
326 (545)  
William D. Clark, 273  
Hosea Brown, 273  
Operating Engineers No. 731  
(268)  
Daniel J. Molles, 258  
Plasterers & Cement Masons  
No. 631 (40)  
Joseph Valdez, 20  
Tony Coulter, 20  
Plumbers No. 343 (80)  
Arthur C. Shinn, 40  
Marion A. Beavers, 40  
Retail Clerks No. 873 (1000)  
Stanley Lathen, 334  
Jack H. Sparlin, 333  
Wilbur Brooks, 333  
Sheet Metal Workers No. 75  
(175)  
Charles B. Weers, 175

**VAN NUYS**  
Auto Wkrs. No. 645 (3303)  
William Goldmann, 3303  
Barbers No. 837 (162)  
Alvin Holt, 162  
Carpenters & Joiners No. 1913  
(2115)  
Michael R. Amato, 529  
Oliver Owens, 529  
Albert J. Reeves, 529  
Joseph P. Riviezzo, 528

Employers Guild, No. 54 (47)  
Alvin L. Holt, 47  
Bldg. & Const. Trades Council  
(2)  
Ronald Benner, 1  
Industrial Union No. 1662 (450)  
Charles F. Powers, 225  
Earl Schultz, 225  
Painters No. 1595 (602)  
James S. Lee, 602

**VENTURA**

Barbers No. 912 (67)  
Charles G. Curtis, 34  
Joseph D. Tanghetti, 33  
Bldg. & Constr. Trades Council  
(2)  
Frank Darby, 1  
Carpenters Dist. Council,  
Ventura Co. (2)  
Ora M. Goodrich, 1  
Donald W. Davidson, 1  
Carpenters & Joiners No. 2463  
(660)  
John Rourke, 325  
Alston, Olson, 325  
Electrical Wkrs. No. 952 (260)  
J. W. Hicks, 130  
John H. Goodman, 130  
Hod Carriers & Common  
Laborers No. 535 (853)  
Bennie A. Arellano, 286  
James V. Flores, 286  
Manuel M. Lopez, 286  
Lathers No. 460 (76)  
R. L. Benner, 38  
S. P. Caron, 38  
Typographical No. 909 (62)  
S. Paul Kelley, 62  
Ventura Central Labor Council  
(2)  
Patrick H. Riley, 1

**VERNON**

Glass Bottle Blowers No. 224  
(150)  
Keith L. Peaster, 75  
Michael E. Kovacevic, 75  
Steelworkers No. 1927 (196)  
Joe Doherty, 98  
L. F. Curry, 98

**VISALIA**

Carpenters & Joiners No. 1484  
(146)  
Charles E. Nichols, 146

Hod Carriers & Com. Laborers  
No. 1060 (239)  
James Milford, 239  
Stage Empls. & M.P. Oper.  
No. 605 (40)  
Albert M. Cox, 40  
Teachers No. 1472 (24)  
Joseph King, 13  
Thomas Stamper, 12

**VISTA**

Carpenters & Joiners No. 2078  
(735)  
Wm. C. Eddy, 735  
Fire Fighters No. 1429 (42)  
Valerian Padnos, 42

**WALNUT CREEK**

Locomotive Firemen & Engine-  
men No. 143 (59)  
Howard M. Vawter, 30  
Samuel C. Phillips, 29  
Steelworkers No. 5450 (40)  
William Stumpf, 20  
Ray B. Haeckel, 20

**WATSONVILLE**

Carpenters & Joiners No. 771  
(237)  
H. M. Cornell, 118  
G. L. DeWald, 118  
Theatrical Stage Employees  
No. 611 (53)  
James Wilson, 53

**WEIMAR**

Weimar Empls. No. 745 (193)  
Eugene W. Bedwell, 97  
H. E. Johnson, 96  
Theatrical Stage & M.P. Oper.  
796 (40)  
Joseph Holt, 40

**WHITTIER**

Fire Fighters No. 1503 (12)  
James O. Page, 12  
Steelworkers No. 4511 (51)  
James H. Reed, 51

**WILMINGTON**

Butchers No. 551 (2997)  
Charles F. Sigala, 2997  
Chemical Wkrs. No. 40 (830)  
Robert Long, 165  
Enrique Garcia, 165  
Seafarers, Atlantic & Gulf Dist.  
(250)  
John Yarmola, 125  
Dave Nunn, 125



**TABULATION OF VOTES**

**Election held Thursday, August 20, 1964,  
for Secretary-Treasurer**

	Thos. L. Pitts	Charles W. Walker
<b>ALAMEDA</b>		
Carpenters & Joiners No. 194		
Wm. E. Lewis .....	143	—
<b>ALHAMBRA</b>		
Electrical Wkrs. No. 47		
A. J. Coughlin .....	—	500
<b>ANAHEIM</b>		
Carpenters No. 2203		
Paul Cash .....	—	3111
Railroad Trainmen No. 78		
D. F. Fugit .....	—	340
<b>ARCATA</b>		
Lumber & Sawmill Wkrs. No. 2308		
Johnny Bowen .....	277	—
Cullen Barnett .....	277	—
Plywood & Veneer Wkrs. No. 2789		
Claude A. Heinig .....	542	—
<b>BAKERSFIELD</b>		
Butchers No. 193		
Charles A. Hohlbein .....	450	—
Central Labor Council		
Lowell E. Fowler .....	1	—
Paul J. Jones .....	1	—
Communications Wkrs. No. 9416		
Richard Tatum .....	398	—
Fire Fighters No. 1301		
Kenneth D. Severit .....	151	—
Locomotive Firemen & Enginemen No. 139		
William V. Ellis .....	56	—
Hodcarriers No. 220		
Ken Lee .....	873	—
Painters No. 314		
Robert H. Adams .....	240	—
Plumbers & Steamfitters No. 460		
George Long .....	173	—
Railroad Trainmen No. 566		
Don H. Sheets .....	—	130
Retail Clerks No. 137		
Jack L. Scoles .....	350	—
<b>BARSTOW</b>		
Machinists No. 706		
Lee M. Yin .....	260	—
<b>BELL</b>		
Auto Wkrs. No. 230		
Marvin Brody .....	1696	—

## TABULATION OF VOTES

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<b>Steelworkers No. 2018</b>		
Charles Hogan .....	638	—
Perry Nethington .....	638	—
Chris Gellepis .....	638	—
John A. Despol .....	639	—
Charles J. Smith .....	639	—
<b>Steelworkers No. 3941</b>		
Edmond Tanski .....	30	—
G. J. Conway .....	30	—
<b>BERKELEY</b>		
<b>Fire Fighters No. 1227</b>		
John L. Bauer .....	170	—
<b>Meatcutters &amp; Butchers No. 526</b>		
Everett A. Matzen .....	69	—
<b>Painters No. 40</b>		
Ben Rasnick .....	338	—
<b>Teachers No. 1078</b>		
Donald K. Henry .....	54	—
<b>BRYTE</b>		
<b>Locomotive Firemen &amp; Enginemen No. 260</b>		
C. F. Woodworth .....	22	—
<b>BURBANK</b>		
<b>Federated Fire Fighters</b>		
Kenneth D. Severit .....	1	—
<b>Fire Fighters No. 778</b>		
Paul J. Jones .....	80	—
<b>Locomotive Firemen &amp; Enginemen No. 97</b>		
P. O. Beck .....	—	55
Lynn Fruit .....	—	55
<b>Railroad Trainmen No. 385</b>		
J. E. Howe .....	612	—
<b>CHICO</b>		
<b>Lathers No. 156</b>		
Rex B. Pritchard .....	40	—
<b>Plumbers &amp; Steamfitters No. 607</b>		
James R. Ryan .....	247	—
<b>COMPTON</b>		
<b>Carpenters No. 1437</b>		
Wm. M. Young .....	997	—
<b>Locomotive Firemen &amp; Enginemen No. 979</b>		
H. A. Bliss .....	17	—
J. Cody .....	17	—
<b>CONCORD</b>		
<b>Fire Fighters No. 1230</b>		
Ronnie M. Walker .....	212	—
<b>CORONA</b>		
<b>Carpenters No. 2048</b>		
John Sandifer .....	—	124

	Thos. L. Pitts	Charles W. Walker
<b>CORONADA</b>		
Fire Fighters No. 1475		
Valerian Padrnos .....	22	—
<b>COSTA MESA</b>		
Firefighters No. 1465		
James Clifton .....	25	—
<b>COVINA</b>		
Communications Wkrs. No. 9579		
Richard W. Hackler .....	438	—
<b>CROCKETT</b>		
Sugar Wkrs. No. 1		
Alvin L. Silva .....	1059	—
<b>CULVER CITY</b>		
Stove Mounters No. 68		
A. Mendoza .....	—	156
<b>DALY CITY</b>		
Daly City Municipal Empls. No. 919		
Frank Gillis .....	62	—
No. Co. School Dist. Empls. No. 377		
John Merida .....	40	—
<b>DUNSMUIR</b>		
Locomotive Firemen & Enginemen No. 312		
James L. Evans .....	84	—
<b>EL CAJON</b>		
Carpenters No. 2398		
James W. Clark .....	273	—
Lester L. Freymiller .....	273	—
<b>EL MONTE</b>		
Carpenters No. 1507		
Allen K. Hansen .....	2084	—
Glass Bottle Blowers No. 39		
Mike Bucynski .....	—	71
Hod Carriers & Gen. Laborers No. 1082		
Peter A. Ramult .....	1345	—
Painters No. 254		
James Cianfone .....	574	—
Railroad Trainmen No. 390		
D. F. Fugit .....	—	678
<b>EL SEGUNDO</b>		
Transport Wkrs. No. 502		
George M. Garland .....	—	416
<b>EMERYVILLE</b>		
Steelworkers No. 1304		
Lloyd H. Ferber .....	734	—
<b>EUREKA</b>		
Bartenders No. 318		
E. T. Weber .....	155	—

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Edwin F. Michelsen .....	142	—
<b>Central Labor Council</b>		
Geo. O. Faville .....	1	—
Albin J. Gruhn .....	1	—
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Ruby Van Ornum .....	390	—
<b>Hod Carriers &amp; Com. Laborers No. 181</b>		
Albin J. Gruhn .....	373	—
<b>Hospital &amp; Institutional Wkrs. No. 327</b>		
Geo. O. Faville .....	62	—
<b>Lumber &amp; Sawmill Wkrs. No. 2592</b>		
Cassius G. Noble .....	608	—
<b>Lumber &amp; Sawmill Wkrs. No. 3019</b>		
Roy W. Clement .....	124	—
James F. Hershberger .....	124	—
<b>Lumber &amp; Sawmill Wkrs. Redwood Dist. Council</b>		
Leonard Cahill .....	1	—
Claude A. Heinig .....	1	—
<b>Machinists No. 540</b>		
Harry Hansen .....	180	—
<b>Plywood &amp; Veneer Wkrs. No. 2931</b>		
Clarence E. Purnell .....	282	—
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<b>FREMONT</b>		
<b>Auto Wkrs. No. 1364</b>		
Edward Malone .....	2609	—
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<b>FRESNO</b>		
<b>Bakers No. 43</b>		
Peter Rebensdorf .....	433	—
<b>Butchers No. 126</b>		
Fred P. Medaris .....	500	—
<b>Central Calif. Classified School Empls. No. 1206</b>		
Bill O'Rear .....	55	—
<b>Central Labor Council</b>		
Bill O'Rear .....	1	—
<b>Fire Fighters No. 753</b>		
Kenneth D. Severit .....	237	—
<b>Hod Carriers &amp; Com. Laborers No. 294</b>		
Chester Mucker .....	1029	—
<b>Railroad Trainmen No. 871</b>		
P. J. Matthews .....	147	—
<b>Retail Clerks No. 1288</b>		
Robert M. O'Brien .....	1295	—
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<b>GARDENA</b>		
<b>Steelworkers No. 2273</b>		
James H. Reed .....	158	—
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<b>GLENDALE</b>		
<b>Brick &amp; Clay Wkrs. No. 774</b>		
Geo. G. Schneider .....	—	561
<b>Brick &amp; Clay Wkrs. No. 820</b>		
James Cruz .....	—	182

	Thos. L. Pitts	Charles W. Walker
<b>Carpenters &amp; Joiners No. 563</b>		
Wm. F. Miller .....	607	—
Palmer H. Millar .....	607	—
<b>Painters No. 713</b>		
Ralph A. Novak .....	—	281
Willard L. Sward .....	—	281
<b>Plumbers No. 761</b>		
Robert T. Bennett .....	—	331
Luther Odom .....	—	331
Fred E. Weeks .....	332	—
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<b>Carpenters &amp; Joiners No. 1622</b>		
Charles A. Roe .....	1800	—
<b>Communications Wkrs. No. 9412</b>		
Rudy Valene .....	1	—
Kenneth L. Croswell .....	206	—
<b>Culinary Wkrs. &amp; Bartenders No. 823</b>		
Leroy V. Woods .....	2598	—
<b>Glass Bottle Blowers No. 53</b>		
Joseph A. Scalise .....	131	—
<b>Painters No. 1178</b>		
A. G. Swanson .....	539	—
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<b>HOLLYWOOD</b>		
<b>Actors Equity Assn.</b>		
Frank Maxwell .....	235	—
<b>American Guild of Musical Artists</b>		
Francis Barnes .....	104	—
Lee Harris .....	104	—
<b>Carpenters &amp; Joiners No. 1052</b>		
Patrick A. Hogan .....	1423	—
<b>Film Technicians No. 683</b>		
Ernest Abell .....	834	—
Donald P. Haggerty .....	1666	—
<b>Hollywood AFL Film Council</b>		
H. O'Neil Shanks .....	1	—
George Flaherty .....	1	—
<b>Hollywood Painters No. 5</b>		
Edward Homer .....	648	—
<b>M.P. Cinetechnicians No. 789</b>		
Percival F. Marston .....	300	—
Paul E. O'Bryant .....	299	—
<b>M.P. Costumers No. 705</b>		
Ted Ellsworth .....	130	—
<b>M.P. Crafts Service No. 727</b>		
A. T. Dennison .....	—	156
<b>M.P. Electrician Technicians No. 728</b>		
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Victor Robert Jones .....	—	250
<b>M.P. Photographers No. 659</b>		
John A. Forde .....	300	—
<b>M.P. Set Painters No. 729</b>		
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<b>M.P. Studio Art Craftsmen No. 790</b>		
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George Flaherty .....	143	—
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Office Empls. No. 174		
Max Krug .....	682	—
Property Craftsmen No. 44		
Crame Kanan .....		667
Bruce Colville .....	667	—
B. C. "Cappy" Du Val .....	667	—
Publicists No. 818		
Lloyd Ritchie .....	205	—
Screen Actors Guild		
Pat Somerset .....	5000	—
Screen Extras Guild		
Jack R. Clinton .....	600	—
Joe Brooks .....	600	—
Tony Regan .....	1800	—
Script Supervisors No. 871		
Thelma Preece .....	134	—
Set Designers & Model Makers No. 847		
George Flaherty .....	75	—
Studio Electricians No. 40		
Geo. A. Mulkey .....	200	—
Studio Grips No. 80		
A. T. Dennison .....	—	287
Studio Utility Empls. No. 724		
N. D. Jarrard .....	760	—
<b>HUNTINGTON PARK</b>		
Butchers No. 563		
Frank Verdugo .....	1262	—
J. J. Rodriguez .....	1261	—
Furniture Wkrs. No. 1010		
Louis Gilbert .....	—	655
Glass Bottle Blowers No. 114		
Deward Pitts .....	—	100
James M. Wilder .....	—	100
Steelworkers No. 1845		
John Prokopowich .....	—	1360
<b>KLAMATH</b>		
Lumber & Sawmill Wkrs. No. 2505		
Andrew D. Spencer .....	124	—
Wayne Duckworth .....	124	—
Randolph Pinckard .....	123	—
<b>LA JOLLA</b>		
Carpenters No. 1358		
Charles M. Evans .....	241	—
<b>LAKE ARROWHEAD</b>		
Firefighters No. 1490		
Robert L. Renner .....	14	—
<b>LAWNDALE</b>		
Glass Bottle Blowers No. 19		
James A. Conley .....		421

	Thos. L. Pitts	Charles W. Walker
<b>LONG BEACH</b>		
Bartenders No. 686		
James A. Hamilton .....	1035	—
Building Trades Council		
Wayne J. Hull .....	1	—
Communications Wkrs. No. 9571		
Leonard Lawson .....	848	—
Culinary Alliance No. 681		
James T. Stevens .....	4956	—
Culinary Wkrs. Jt. Exec. Bd.		
Thos. L. Pitts .....	1	—
Culinary Wkrs. State Council		
M. R. Callahan .....	1	—
Fire Fighters No. 372		
Paul J. Jones .....	355	—
Hod Carriers & Laborers No. 507		
James V. Brimhall .....	2418	—
Oil, Chemical & Atomic Wkrs. No. 128		
Al Chandler .....	—	845
Bill Braughton .....	—	845
Frank Bell .....	—	845
E. P. O'Malley .....	845	—
Ed Duffy .....	845	—
Painters No. 256		
George Yale .....	692	—
Retail Clerks No. 324		
Robert Giffin .....	4200	—
Sheet Metal Wkrs. No. 420		
Donald L. Chapman .....	275	—
Stanley L. Graydon .....	275	—
Typographical No. 650		
Hobart M. Hall .....	—	186

**LOS ANGELES**

Advertising & Public Relations Empls. No. 518		
Sherwood D. Barkdull .....	—	19
Charles H. Lang .....	—	20
Allied Printing Trades Council, So. Calif. Conf.		
Charles B. Hughes .....	—	1
Allied Printing Trades State Council		
Robert B. White .....	—	1
George E. Smith .....	—	1
American Guild of Variety Artists		
Julian Z. Christensen .....	300	—
Auto Painters No. 1798		
H. C. Evetts .....	—	400
Auto Wkrs. No. 887		
Henry L. Lacayo .....	17,214	—
Barbers No. 1000		
Q. H. Carter .....	—	499
Albin L. Holt .....	498	—
Bartenders No. 284		
James Mathews .....	909	—
Herman Leavitt .....	909	—

## TABULATION OF VOTES

	Thos. L. Pitts	Charles W. Walker
Beauticians No. 295-A		
Fannie Markley .....		40
Bill Posters No. 32		
Curtis J. Hyans .....	100	—
Boilermakers No. 92		
F. A. Lombardy .....	—	800
Bookbinders No. 63		
Eva R. Jones .....	—	300
George E. Smith .....	—	300
Brick & Clay Wkrs. Dist. Council 11		
Joel B. De La Roi .....	1	—
Bldg. & Construction Trades Council		
J. J. Christian .....	1	—
R. A. McMullen .....	1	—
Building Service Empls. No. 193		
William D. Johnston .....	50	—
Cabinet Makers & Millmen No. 721		
Joseph Pinto .....	2644	—
Carpenters Dist. Council		
Robert L. Hanna .....	1	—
G. A. McCulloch .....	1	—
Carpenters & Joiners No. 25		
Joseph Wilk .....	1577	—
Carpenters No. 929		
T. E. Sanford .....	891	—
Carpenters No. 1497		
Maxie L. Roland .....	1410	—
Carpenters No. 1976		
Vernon Thompson .....	571	—
Carpet, Linoleum & Soft Tile Wkrs. No. 1247		
Ray Maley .....	—	2401
Cement Masons No. 627		
Arturo S. Mendoza .....	1126	—
City Empls. No. 119		
Sam Hunegs .....	—	42
Cleaners, Dyers & Pressers No. 268		
Frenchie Rogers .....	—	400
Clothing Wkrs. No. 55D		
Leonard Levy .....	—	260
Claude Cox .....	—	260
Clothing Wkrs. No. 81		
Leonard Levy .....	—	150
Clothing Wkrs. No. 278		
Jerome Posner .....	—	433
Lillian Morris .....	—	433
Frank Panick .....	—	434
Clothing Wkrs. No. 408		
Noella Maurice .....	—	287
Kate Brooks .....	—	288
Clothing Wkrs. So. Calif. Jt. Bd.		
Jerome Posner .....	—	1
Communications Wkrs. No. 9590		
E. A. King .....	998	—
Cooks No. 468		
August A. Garcia .....	2500	—



	Thos. L. Pitta	Charles W. Walker
County Empls. No. 434		
Alfred S. Charlton .....	1385	—
Culinary Wkrs. Jt. Exec. Bd.		
Robert Giesick .....	1	—
Electrical Wkrs. No. 11		
L. R. McCall .....	—	5000
Electrical Wkrs. No. B-18		
Patrick J. Burns .....	—	300
John A. Smith .....	—	300
Electrical Wkrs. No. 1710		
C. P. Hughes .....	—	513
Electrotypers No. 137		
Robert B. White .....	—	63
Elevator Constructors No. 18		
John Dowd .....	84	—
Jack K. Parker .....	84	—
Fire Fighters No. 748		
George H. Lyman .....	881	—
Fire Fighters No. 1014		
Kenneth D. Larson .....	608	—
James O. Page .....	608	—
Garment Wkrs. No. 94		
Betty Feeney .....	—	41
Garment Wkrs. No. 125		
Ethel Fite .....	—	284
Glass Bottle Blowers No. 29		
Richard King .....	—	143
Garland Cheek .....	—	143
Hod Carriers No. 300		
Clarence Anderson .....	10	—
Insurance Wkrs. No. 83		
Lew Fink .....	—	670
Laborers So. Calif. Dist. Council		
Ray Waters .....	1	—
Ladies Garment Wkrs. No. 482		
Sam Schwartz .....	433	—
Lathers No. 42A		
David S. Furry .....	780	—
Lathers So. Calif. Dist. Council		
Ronald Benner .....	1	—
Leather & Luggage Wkrs. No. 213-L		
Max Roth .....	500	—
Locomotive Firemen & Enginemen No. 946		
David M. Epstein .....	—	39
H. A. Bliss .....	39	—
L.A. Co. Federation of Labor		
Irvin P. Mazzei .....	—	1
W. J. Bassett .....	—	1
Lumber & Sawmill Wkrs. No. 2288		
Nick G. Cordil .....	2757	—
Machinists No. M-311		
Carl J. Best .....	—	3288
Machinists No. 1186		
Herbert A. Cooksey .....	—	2500

## TABULATION OF VOTES

	Thos. L. Pitts	Charles W. Walker
<b>Mailers No. 9</b>		
W. J. Bassett .....	—	403
<b>Meat Cutters No. 421</b>		
John Tobin .....	625	—
Michael Pia .....	625	—
Philip Bird .....	625	—
<b>Misc. Foremen &amp; Public Wkrs. Superintendents No. 413</b>		
George Shipley .....	—	148
<b>Misc. Restaurant Empls. No. 440</b>		
Fred Felix .....	2794	—
<b>M.P. Projectionists No. 150</b>		
Arthur C. McLaughlin .....	—	583
<b>Municipal Empls. No. 319</b>		
Helen A. Scheetz .....	—	113
<b>Musicians No. 47</b>		
Dale Brown .....	2000	—
<b>Natl. Postal Transport Assn.</b>		
Herbert G. Kehr .....	40	—
<b>Newspaper Guild No. 69</b>		
Loel W. Schrader .....	—	1285
<b>Newspaper Pressmen No. 18</b>		
James Collins .....	—	285
Thomas J. Shirley .....	—	285
<b>Office Empls. No. 30</b>		
Gwen Newton .....	—	1300
<b>Offset Wkrs., Printing Pressmen &amp; Assistants No. 78</b>		
Avery Phillips .....	—	275
William Burns .....	—	275
<b>Operating Engineers No. 12</b>		
William Cobb .....	10,200	—
<b>Operating (Stat'y) Engineers No. 501</b>		
Fred L. Wendt .....	—	850
<b>Packinghouse Wkrs. Dist. 4</b>		
Bud Simonson .....	1	—
<b>Packinghouse Wkrs. No. 200</b>		
Ben Donato .....	157	—
Gilbert L. Simonson .....	157	—
<b>Packinghouse Wkrs. No. 1138</b>		
Vernon C. Landers .....	13	—
<b>Painters Dist. Council No. 36</b>		
Walt Zagajeski .....	1	—
<b>Painters No. 1348</b>		
David Fishman .....	208	—
<b>Pari-Mutual Empls. No. 280</b>		
Nicholas Daddario .....	200	—
<b>Photo Engravers No. 32</b>		
Ken Franklin .....	—	602
<b>Pipes Trades So. Calif. Dist. Council No. 16</b>		
E. E. Schell .....	1	—
<b>Plumbers No. 78</b>		
Walter S. Davis .....	409	—
Arthur J. Carolan .....	409	—
Daniel J. Mundy .....	409	—
Wm. Purciarele .....	409	—
Thomas Simmers .....	409	—

	Thos. L. Pitts	Charles W. Walker
<b>Printing Specialties &amp; Paper Products</b>		
<b>So. Calif. Dist. Council 2</b>		
Harry Dougherty .....	—	1
Howard Bowen .....	—	1
<b>Printing Specialties &amp; Paper Converters No. 388</b>		
Harold Bowen .....	—	1000
<b>Probation Officers No. 685</b>		
Milton Most .....	—	139
Alfred Massy .....	—	138
<b>Provision House Wkrs. No. 274</b>		
Joseph A. Spitzer .....	3000	—
<b>Public Empls. So. Calif. Council No. 20</b>		
Sam Hunegs .....	—	1
<b>Pulp, Sulphite &amp; Paper Mill Wkrs. No. 680</b>		
Leonard C. Boehm .....	—	166
<b>Railroad Trainmen No. 367</b>		
J. E. Howe .....	85	—
<b>Railroad Trainmen No. 465</b>		
J. E. Howe .....	479	—
<b>Railroad Trainmen No. 912</b>		
Don H. Sheets .....	—	413
<b>Roofers No. 36</b>		
Bruce J. MacKenzie .....	348	—
J. M. Castro .....	349	—
H. P. Bennett .....	349	—
<b>Rubber Wkrs. No. 44</b>		
H. H. Wilson .....	371	—
Paul Perez .....	—	371
<b>Sheet Metal Wkrs. No. 108</b>		
Curtis Neidig .....	3899	—
<b>Sign, Scene &amp; Pictorial Painters No. 831</b>		
Walt Zagajeski .....	95	—
<b>Sportswear &amp; Cotton Garment Wkrs. No. 266</b>		
Samuel Otto .....	867	—
<b>Stage Empls. No. 33</b>		
George J. Flaherty .....	275	—
<b>State Empls. No. 361</b>		
Jack Valov .....	20	—
Ovid L. Holmes .....	20	—
<b>Steelworkers No. 2172</b>		
Henry Rapuano .....	159	—
<b>Steelworkers No. 5504</b>		
Henry Rapuano .....	339	—
<b>Stereotypers No. 58</b>		
Robert B. White .....	—	300
<b>Teachers No. 1021</b>		
Kay Mormino .....	—	300
<b>Tile Layers No. 18</b>		
John N. Cody .....	—	250
<b>Transit Wkrs. No. 1277</b>		
Gayle L. Collins .....	1000	—
<b>Typographical So. Calif. Conf.</b>		
David O. Fleming .....	—	1
Hobart M. Hall .....	—	1

## TABULATION OF VOTES

	Thos. L. Pitts	Charles W. Walker
Typographical No. 174		
Charles B. Hughes .....	—	1642
Union Label Council		
Thelma Thomas .....	—	1
James Simmons .....	—	1
Utility Wkrs. No. 132		
Edward T. Shedlock .....	1718	—
Waiters No. 17		
Andrew Allan .....	3000	—
Waitresses & Cafeteria Wkrs. No. 639		
Ruth Compagnon .....	4609	—
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<b>LOS NIETOS</b>		
Brick & Clay Wkrs.		
Ralph J. Mercier .....	—	205
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<b>MARTINEZ</b>		
Bldg. & Construction Trades Council, Contra Costa County		
Sal Minerva .....	1	—
Howard Reed .....	1	—
Central Labor Council, Contra Costa County		
Hugh Caudel .....	1	—
Tony Cannata .....	1	—
Construction & Gen. Laborers No. 324		
Sal Minerva .....	2395	—
County Empls., Contra Costa County, No. 1675		
Henry L. Clarke .....	754	—
Electrical Wkrs. No. 302		
C. L. Brady .....	253	—
Arthur G. Mainini .....	—	254
Wallace B. Dyer .....	—	253
Painters No. 741		
William D. Martin .....	150	—
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<b>MARYSVILLE</b>		
Hod Carriers & Gen. Laborers No. 121		
Howard Endecott .....	216	—
Curtis Austin .....	215	—
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<b>MAYWOOD</b>		
Auto Wkrs. No. 509		
DeWitt Stone .....	2487	—
Spencer Wiley .....	2487	—
Auto Wkrs. No. 808		
Fred O. Weberg .....	314	—
Gary Collier .....	313	—
Ruben Ortega .....	314	—
Glass Bottle Blowers No. 145		
Wyatt Lazenby .....	—	136
Locomotive Firemen & Enginemen No. 663		
H. A. Bliss .....	53	—
Steelworkers No. 1981		
Philip Thimmes, Jr. ....	528	—
Thos. Consiglio .....	528	—
Charles Harding .....	528	—
Steelworkers No. 2058		
Edmond Tanski .....	232	—

	Thos. L. Pitts	Charles W. Walker
<b>MERCED</b>		
Construction & Gen. Laborers No. 995		
Howard Endecott .....	499	—
Fire Fighters No. 1479		
Robert B. McIntosh .....	17	—
<b>MILL VALLEY</b>		
Carpenters No. 1710		
C. E. Murfin .....	303	—
<b>MILPITAS</b>		
Auto Wkrs. No. 560		
Joel Aquilera .....	1875	—
<b>MODESTO</b>		
Glass Bottle Blowers No. 17		
Bertha Gisler .....	98	—
Phil Roper .....	98	—
<b>MONTEREY</b>		
Bldg. & Construction Trades Council, Monterey Co.		
Paul Richards .....	1	—
Wayne Pierce .....	1	—
Carpenters & Joiners No. 1323		
Paul Richards .....	284	—
Francis I. Geary .....	285	—
Fish Cannery Wkrs. of Pacific		
V. J. Malone .....	171	—
Hod Carriers & Com. Laborers No. 690		
George E. Jenkins .....	198	—
Kenneth B. Holt .....	198	—
Seine & Line Fishermen		
Frank Briglia .....	200	—
<b>MONTEREY PARK</b>		
Steelworkers No. 1502		
Joe Petito .....	300	—
Paul H. Shepard .....	300	—
<b>MOUNTAIN VIEW</b>		
Carpenters & Joiners No. 1280		
Leight Keeline .....	436	—
Frank B. Hubbard .....	436	—
Jerry Hoopes .....	435	—
<b>NAPA</b>		
Bartenders & Culinary Wkrs.. No. 753		
Ernest E. Collicutt .....	481	—
Carpenters No. 2114		
Fred Schoonmaker .....	302	—
Central Labor Council		
Fred Schoonmaker .....	1	—
Hod Carriers & Gen. Laborers No. 371		
Jessie O. Payne .....	361	—
<b>NEEDLES</b>		
Locomotive Firemen & Enginemen No. 327		
S. C. Phillips .....	64	—

	Thos. L. Pitts	Charles W. Walker
<b>NILES</b>		
Steelworkers No. 3367		
Herbert Finley .....	413	—
<b>NORTH HOLLYWOOD</b>		
Auto Wkrs. No. 179		
Charles Bickham .....	1710	—
<b>OAKLAND</b>		
Alameda Co. School Empls. No. 257		
Joe Freitas .....	140	—
Allied Printing Trades Council		
John M. Fitzgerald .....	1	—
Automotive Machinists No. 1546		
M. F. Damas .....	4958	—
Automotive Machinists No. Calif. Council		
Fred L. Martin .....	1	—
Auto & Ship Painters No. 1176		
Leslie K. Moore .....	198	—
J. J. Wommer .....	198	—
Auto Wkrs. No. 76		
Ray F. Andrada .....	957	—
Barbers No. 134		
John A. Monte, Jr. ....	250	—
I. O. Chamorro .....	250	—
Bartenders No. 52		
Steven J. Revilak .....	1258	—
Boilermakers No. 10		
William G. Cummings .....	—	775
Bldg. & Construction Trades Council, Alameda Co.		
Paul L. Jones .....	1	—
J. L. Childers .....	1	—
Bldg. Service Empls. No. 18		
Benjamin J. Tusi .....	925	—
Butchers No. 120		
S. F. Thornton .....	2250	—
Carpenters & Joiners No. 36		
James Brooks .....	1729	—
Cement Masons No. 594		
M. B. Dillashaw .....	416	—
Cemetery Wkrs. No. 322		
Paul Katz .....	137	—
Central Labor Council, Alameda Co.		
Richard K. Groulx .....	1	—
Robert Ash .....	1	—
Cleaning & Dye House Wkrs. No. 3009		
Russell R. Crowell .....	1161	—
Clerks & Lumber Handlers No. 939		
Melvin L. Tompkins .....	150	—
Communications Wkrs. No. 9490		
Louis B. Knecht .....	501	—
D. L. James .....	501	—
Construction & Gen. Laborers No. 304		
Emmett P. Jones .....	3000	—

	Thos. L. Pitts	Charles W. Walker
Cooks No. 228		
Pat Sander .....	2000	—
Culinary Alliance No. 31		
Edrie E. Wright .....	3556	—
Dining Car Cooks & Waiters No. 456		
B. P. Hicks .....	135	—
East Bay Municipal Empls. No. 390		
Cliff Sanders .....	429	—
East Bay Regional Parks Wkrs. No. 414		
Norman E. Amundson .....	21	—
Electrical Wkrs. No. 595		
Vern Beck .....	312	—
Albert Real .....	312	—
William J. Fox .....	312	—
Electrical Wkrs. No. 1245		
Henry B. Lucas .....	950	—
Leland Thomas, Jr. ....	950	—
A. J. Boker .....	950	—
Marvin C. Brooks .....	950	—
R. T. Weakley .....	950	—
A. G. Callahan .....	950	—
Andrew A. Clayton .....	950	—
James H. Fountain .....	950	—
L. L. Mitchell .....	960	—
James M. Lydon .....	950	—
Firefighters No. 55		
Valerian Padrnos .....	699	—
Floor Layers No. 1861		
Bert H. Wenk .....	100	—
Gardeners, Florists & Nurserymen No. 1206		
Irving J. Darling .....	43	—
Glass Bottle Blowers No. 141		
Elaine Alameida .....	300	—
Rinkey Hellings .....	300	—
Hod Carriers No. 166		
Guy Newton .....	390	—
Lathers No. 88		
William Ward .....	170	—
Laundry Wkrs. No. 2		
Jesse White .....	1072	—
Locomotive Firemen & Enginemen No. 143		
S. C. Phillips .....	29	—
Howard M. Vawter .....	30	—
Machinists District No. 115		
William Stadinsky .....	1	—
Machinists No. 284		
Edward J. Logue .....	2000	—
M.P. Operators No. 169		
Irving S. Cohn .....	102	—
Offset Reproduction Artisans No. 473		
Fred Brooks .....	—	99
Operating (Stat'y) Engineers No. 736		
Fred M. Pruitt .....	134	—
Painters Dist. Council No. 16		
William D. Martin .....	2	—

	Thos. L. Pitts	Charles W. Walker
Paint Makers No. 1101		
Peter Ambrunn .....	521	—
Painters No. 127		
S. L. Forsberg .....	521	—
Plasterers No. 112		
Melvin H. Roots .....	100	—
Plumbers & Gas Fitters No. 444		
George A. Hess .....	300	—
Arthur M. Cleary .....	300	—
Ben H. Beynon .....	300	—
Pressmen Calif. Legislative & Co-ordinating Council		
Gilbert F. Rego .....	1	—
Pressmen No. Calif Dist. Jt. Council		
John F. Kelly .....	1	—
Printing Pressmen No. 125		
Jack McCormick .....	—	371
Printing Specialties & Paper Products No. 382		
John G. Ferro .....	1258	—
Printing Specialties & Paper Products No. 677		
Rose Brown .....	108	—
Printing Specialties & Paper Products No. 678		
Raymond Geiger .....	596	—
Retail Clerks No. 870		
Charles F. Jones .....	1200	—
Roofers No. 81		
Lon Silvera .....	125	—
L. H. Thomas .....	125	—
Scrap Iron Wkrs. No. 1088		
C. D. Parker .....	286	—
Sheet Metal Wkrs. No. 216		
T. R. Treadway .....	500	—
Shipyard & Marine Shop Laborers No. 886		
L. B. Blackwell .....	275	—
O. K. Mitchell .....	275	—
Sleeping Car Porters		
C. L. Dellums .....	250	—
Steamfitters No. 342		
William Weber, Sr. ....	1275	—
Steelworkers No. 1798		
Ed Raggio .....	247	—
Raymond Maldonado .....	247	—
Street Carmen No. 192		
Emil Scala .....	333	—
L. V. Bailey .....	333	—
F. V. Stambaugh .....	334	—
Theatrical Empls. No. B-82		
Jack Lubkert .....	80	—
Theatrical Janitors No. 121		
Frank L. Figone .....	38	—
Typographical No. 36		
Arthur Triggs .....	334	—
T. F. Trautner .....	333	—
Typographical Conference, No. Calif.		
Arthur Triggs .....	1	—
Edward Cox .....	1	—



	Thos. L. Pitts	Charles W. Walker
<b>OLIVE VIEW</b>		
City Empls. No. 347		
Alex Newborn .....	160	—
<b>OROVILLE</b>		
Bartenders & Culinary Wkrs. No. 654		
Virginia L. Davis .....	837	—
Butchers No. 460		
Walter Rahn .....	64	—
Central Labor Council, Butte Co.		
Virginia L. Davis .....	1	—
<b>OXNARD</b>		
Carpenters No. 2042		
Herman Swor .....	341	—
Communications Wkrs. No. 9575		
Kenneth B. Mathes .....	294	—
Steelworkers No. 2029		
Stannard C. Adams .....	50	—
<b>PALO ALTO</b>		
Painters No. 388		
James O. Shaw .....	404	—
<b>PANORAMA</b>		
Communications Wkrs. No. 9503		
R. W. Rivers .....	—	817
<b>PASADENA</b>		
Carpenters No. 769		
Ben V. Doda .....	1087	—
Fire Fighters No. 809		
James T. Clifton .....	158	—
Hotel-Restaurant Empls. & Bartenders No. 531		
Hilton Porter .....	1245	—
Meat Cutters No. 439		
Hugh I. Albright .....	450	—
Walter A. Karas .....	450	—
T. Loyd Berry .....	450	—
Arnold F. Hackman .....	450	—
Painters No. 92		
B. R. Overmier .....	410	—
Railroad Trainmen No. 1003		
D. F. Fugit .....	—	91
<b>PETALUMA</b>		
Fire Fighters No. 1415		
Robert B. McIntosh .....	40	—
<b>PICO RIVERA</b>		
Auto Wkrs. No. 923		
Thomas J. Stephens .....	910	—
James M. Brooks .....	910	—
<b>PITTSBURGH</b>		
Culinary Wkrs. & Bartenders No. 822		
Chuck Alleman .....	806	—

## TABULATION OF VOTES

	Thos. L. Pitts	Charles W. Walker
Plasterers & Cement Masons No. 825		
Kenneth E. Graedel .....	176	—
Steelworkers No. 1440		
Joseph Angelo .....	2214	—
Steelworkers No. 4534		
A. B. Allison .....	28	—
Carl Jones .....	27	—
<b>PLACERVILLE</b>		
Hotel & Restaurant Empls. No. 793		
Virginia L. Davis .....	178	—
<b>POMONA</b>		
Glass Bottle Blowers No. 34		
Carl Legler .....	—	233
Pacific State Hospital Empls. No. 1515		
Cecil F. Stamm .....	245	—
Oswaldo Marrujo .....	245	—
Painters & Decorators No. 979		
Fred Van Stockum .....	—	259
H. C. Evetts .....	—	259
Retail Clerks No. 1428		
Ira Van Valkenburgh .....	—	1410
Typographical No. 994		
S. Paul Kelley .....	—	220
<b>REDDING</b>		
Auto Machinists No. 1397		
Harry Hansen .....	270	—
Butchers No. 352		
George V. Rivard .....	168	—
Walter Rahnn .....	169	—
Central Labor Council, Five Cos.		
Hugh Allen .....	1	—
Hartley L. Weingartner .....	1	—
Culinary Wkrs. & Bartenders & Hotel Service Empls. No. 470		
Clarice Rabe .....	1013	—
Electrical Wkrs. No. 442		
Charles F. Campbell .....	—	41
Hod Carriers & Com. Laborers No. 961		
Bill A. Thomas .....	182	—
N. D. Emerson .....	182	—
Lumber & Sawmill Wkrs. No. 2608		
Henry E. Anderson .....	503	—
Hugh Allen .....	502	—
Retail Clerks No. 1364		
Norman P. Stevenson .....	257	—
Hartley L. Weingartner .....	257	—
Robert Koenig .....	257	—
<b>REDONDO BEACH</b>		
Carpenters & Joiners No. 1478		
Abraham T. Avoian .....	1299	—
<b>REDWOOD CITY</b>		
Auto Wkrs. No. 109		
Harry Whiteside .....	206	—

	Thos. L. Pitts	Charles W. Walker
Electrical Wkrs. No. 1969		
Franklin W. Stafford .....	—	150
Merritt G. Snyder .....	—	150
<b>RESEDA</b>		
Carpenters No. 844		
Joe Whiteside .....	1739	—
<b>RICHMOND</b>		
Bartenders & Culinary Wkrs. No. 595		
John M. Kropa .....	2131	—
Boilermakers No. 513		
Ernest M. King .....	400	—
Carpenters No. 642		
Harry E. Cecil .....	288	—
Marvin E. Nelson .....	288	—
C. M. Verrinder .....	288	—
J. Lawrence Lynch .....	289	—
Communications Wkrs. No. 9401		
Kenneth L. Croswell .....	115	—
Machinists No. 824		
Sam A. Swisher .....	1500	—
M. P. Projectionists No. 560		
Hugh Caudel .....	40	—
Painters No. 560		
Daniel Arteaga .....	163	—
Fridolph Hedman .....	163	—
Public Employees, Contra Costa Co. No. 302		
Thomas Hardwick .....	386	—
Retail Clerks No. 1179		
Jack Luther .....	1666	—
Steelworkers No. 4113		
William F. Stumpf .....	99	—
<b>RIVERSIDE</b>		
Carpenters No. 235		
John H. Allen .....	815	—
Central Labor Council		
B. W. Phillips .....	1	—
Electrical Wkrs. No. 440		
William E. Creveling .....	—	304
Hod Carriers & Gen. Laborers No. 1184		
James L. Smith .....	720	—
Burnell W. Phillips .....	720	—
Retail Clerks No. 1167		
G. Raymond Butler .....	832	—
<b>ROSEVILLE</b>		
Locomotive Firemen & Enginemen No. 58		
R. M. Hanagan .....	46	—
<b>SACRAMENTO</b>		
Allied Printing Trades Council		
Joe Selinski .....	1	—
Barbers No. 112		
Olaf Karlstad .....	267	—

## TABULATION OF VOTES

	Thos. L. Pitts	Charles W. Walker
Bartenders No. 600		
Thomas Peterson .....	725	—
Bookbinders No. 35		
Joe Selenski .....	112	—
Bldg. & Construction Trades Council		
R. H. Worthy .....	1	—
Butchers No. 498		
Roy Mack .....	1941	—
Calif. Federation of Teachers		
William D. Plosser .....	1	—
Ralph Schloming .....	1	—
Carpenters Dist. Council		
M. B. Bryant .....	1	—
Carpenters No. 586		
John B. Long .....	1899	—
Carpet, Linoleum & Tile Wkrs. No. 1237		
Robert N. Dike .....	165	—
Central Labor Council		
Harry Finks .....	1	—
Lilas Jones .....	1	—
Construction & Gen. Laborers No. 185		
John F. Petersen .....	3500	—
Cooks No. 683		
Barney Jackson .....	742	—
County Empls. No. 146		
H. E. Johnson .....	50	—
Fire Fighters No. 522		
Kenneth D. Severit .....	269	—
Hod Carriers No. 262		
Charles A. Hall .....	190	—
Lathers No. 109		
Robert H. Worthy .....	100	—
Miscellaneous Empls., No. 393		
E. F. Reissig .....	1108	—
Musicians No. 12		
Thomas P. Kenny .....	250	—
Plumbers & Pipefitters No. 447		
Patrick V. Harvey .....	150	—
Printing Pressmen No. 60		
Richard W. Proschold .....	125	—
Retail Clerks No. 588		
Wynn C. Plank .....	666	—
Jas. F. Alexander .....	667	—
Paul Frazelle .....	667	—
Stage Empls. No. 50		
Harry Finks .....	38	—
Theatre Empls. No. B 66		
Harry Finks .....	64	—
Transit Wkrs.		
Gilbert F. Rego .....	142	—
Typographical No. 46		
Edgar O. True .....	—	441
Union of State Empls. No. 411		
Rex D. Kennedy .....	100	—

	Thos. L. Pitts	Charles W. Walker
Waiters & Waitresses No. 561		
Lilas Jones .....	1215	—
Wholesale Plumbing House Empls., No. 447		
J. T. Minear .....	88	—

**SALINAS**

Carpenters & Joiners No. 925		
Russell L. Jeska .....	240	—
Wayne Pierce .....	241	—
Hod Carriers & Com. Laborers No. 272		
Howard Endecott .....	214	—
Packinghouse Wkrs. No. 78		
Irene Johnston .....	1026	—
Retail Clerks No. 839		
James R. Dobbs .....	617	—

**SAN BERNARDINO**

Carpenters No. 944		
Elmer O. Pester .....	1088	—
Central Labor Council		
Earl W. Wilson .....	1	—
County Empls. No. 122		
Albert Fisher .....	234	—
Robert J. Mitton .....	235	—
Ruby F. Wicker .....	234	—
Electrical Wkrs. No. 477		
James H. Simmons .....	—	550
Electrical Wkrs., No. 848		
Delano A. Durr .....	—	225
Fire Fighters No. 891		
Robert C. Seecombe .....	62	—
Frank E. Greene .....	62	—
Hod Carriers & Gen. Laborers No. 783		
James McGraw .....	280	—
Jose F. Rivera .....	280	—
Elmer J. Doran .....	280	—
Locomotive Firemen & Enginemen No. 314		
James L. Evans .....	57	—
M. P. Projectionists No. 577		
Robert G. W. Bennett .....	20	—
Carl R. Douglass .....	20	—
Railroad Trainmen No. 278		
George W. Ballard .....	180	—
Stage Empls., No. 614		
N. Earl Wilson .....	40	—

**SUN BRUNO**

Carpenters No. 848		
J. J. Minehan .....	542	—

**SAN DIEGO**

Allied Printing Trades Council		
John P. Yost .....	1	—
Bookbinders No. 40		
Marie P. Smith .....	—	60
Bldg. & Construction Trades Council		
W. J. DeBrunner .....	—	1

## TABULATION OF VOTES

	Thos. L. Pitts	Charles W. Walker
Butchers No. 229		
Max J. Osslo .....	919	—
Arthur Meyer .....	918	—
Cab Drivers No. 3025		
Ed Allensworth .....	441	—
Carpenters Dist. Council		
Armon L. Henderson .....	1	—
Carpenters No. 1296		
L. E. Palmer .....	299	—
Arnold C. Sanders .....	299	—
Lawrence McDaniels .....	299	—
Andrew B. Anderson .....	299	—
Carpenters No. 1571		
Floyd E. Cain .....	787	—
Central Labor Council		
R. R. Richardson .....	1	—
Clothing Wkrs.. No. 288		
Carsella C. Corrao .....	—	150
Mario Rosini .....	—	150
Communications Wkrs. No. 9509		
Kenneth B. Mathes .....	692	—
County & Municipal Empls. No. 127		
Otto W. Hahn .....	1229	—
Culinary Alliance & Hotel Service Empls. No. 402		
Dudley Wright .....	2867	—
Electrical Wkrs. No. 465		
Vernon W. Hughes .....	550	—
Electrical Wkrs. No. 569		
Frank R. Underhill .....	—	866
M. J. Collins .....	—	866
Federated Fire Fighters of Calif.		
Kenneth D. Larson .....	1	—
Fire Fighters No. F-33		
Paul J. Jones .....	65	—
Fire Fighters No. 145		
Robert Renner .....	465	—
Fish Cannery Wkrs. of the Pacific		
John Hawk .....	2000	—
Hod Carriers & Const. Laborers No. 89		
Samuel S. Brown .....	3875	—
Operating Engineers No. 526		
Fred L. Wendt .....	—	200
Painters No. 333		
Henry R. Dell .....	725	—
Retail Clerks No. 1222		
Phil J. Scott .....	2707	—
State Employees No. 1676		
Case Kellogg .....	80	—
Stereotypers No. 82		
John P. Yost .....	45	—
Street, Electric Rwy. & Motor Coach Operators No. 1309		
David H. Moore .....	—	426
Waiters & Bartenders No. 500		
Gus Mureo .....	1059	—

	Thos. L. Pitts	Charles W. Walker
<b>SAN FRANCISCO</b>		
American Radio Association		
Jay A. Darwin .....	260	—
Apt., Motel, Hotel & Elevator Operators No. 14		
Philip J. Deredi .....	520	—
Automotive Machinists No. 1305		
Fred L. Martin .....	3621	—
Bakers No. 24		
Edward Kemmitt .....	375	—
Thomas Wake .....	375	—
Perry Rose .....	375	—
Herman Pelz .....	375	—
Barbers & Beauticians No. 148		
James Cramp .....	1113	—
Bartenders No. 41		
Arthur Dougherty .....	3175	—
Bay Cities Metal Trades Council		
Thomas A. Rotell .....	1	—
Boilermakers No. 6		
C. Cox .....	250	—
E. Rainbow .....	250	—
Antonio E. Montoya .....	250	—
Bookbinders & Bindery Women No. 31-125		
Wm. S. Hogan .....	225	—
Bricklayers No. 7		
Patrick J. Canavan .....	25	—
Bldg. & Construction Trades Council		
Terence O'Sullivan .....	1	—
Bldg. Service Empls. Bay Dist. Jt. Council No. 2		
Philip J. Deredi .....	1	—
Butchers No. 115		
Sam Agosti .....	500	—
Ernest Couly .....	500	—
Clifford Dietrich .....	500	—
Alfred J. Lombardi .....	500	—
Thomas Anderson .....	500	—
Richard W. Brugge, Sr. ....	500	—
Joe Mesure .....	500	—
Butchers No. 508		
Edwin J. Laboure .....	1243	—
Butchers Western Federation		
Richard Lautermilch .....	1	—
California Theatrical Federation		
Wm. P. Sutherland .....	1	—
Pat Somerset .....	1	—
Carpenters Bay Cos. Dist. Council		
C. R. Bartalini .....	1	—
Carpenters State Council		
Anthony L. Ramos .....	1	—
John E. Lawrence .....	1	—
Central Labor Council		
Claude H. Jinkerson .....	1	—
George Johns .....	1	—
City & County Empls. No. 400		
Edward J. Parnell .....	679	—

## TABULATION OF VOTES

	Thos. L. Pitts	Charles W. Walker
<b>Cleaners &amp; Dyers No. 3010</b>		
Henry M. Romiguere .....	431	—
<b>Cloakmakers No. 8</b>		
Cornelius Wall .....	313	—
Sam Green .....	312	—
<b>Clothing Wkrs. Jt. Bd..</b>		
William Konrad .....	—	1
Sam Krips .....	—	1
<b>Clothing Wkrs. No. 42</b>		
Anne Draper .....	—	250
Hazel Newton .....	—	250
<b>Commercial Telegraphers No. 34</b>		
James W. Cross .....	950	—
<b>Communications Wkrs. Council No. 9</b>		
Marie A. Bruce .....	1	—
E. J. Cruice .....	1	—
<b>Communications Wkrs.. No. 9470</b>		
Donald L. James .....	118	—
<b>Construction &amp; Gen. Laborers No. 261</b>		
George Evankovich .....	2240	—
<b>Cooks No. 44</b>		
C. T. McDonough .....	3000	—
<b>Coppersmiths No. 438</b>		
Robert E. Mogel .....	52	—
<b>Culinary Wkrs. &amp; Bartenders Jt. Exec. Bd.</b>		
Jos. Belardi .....	1	—
<b>Dressmakers No. 101</b>		
Myrtle M. Banks .....	521	—
Theodore Ingram .....	520	—
<b>Electrical Wkrs. No. 6</b>		
Wm. M. Reedy .....	800	—
<b>Elevator Constructors No. 8</b>		
Thos. E. Fitzgerald .....	75	—
Leon A. Pascal .....	75	—
<b>Film Exchange Empls. No. B-17</b>		
Henry Meyer .....	53	—
<b>Fire Fighters No. 798</b>		
Harold Colen .....	1632	—
<b>Furniture Wkrs. No. 262</b>		
Anthony Scardaci .....	948	—
<b>Garment Cutters No. 45</b>		
Andy Ahern .....	55	—
<b>Garment Wkrs.. No. 131</b>		
Emily B. Rosas .....	436	—
Arthur E. Gomes .....	436	—
<b>Hodcarriers No. 36</b>		
Ken Lee .....	200	—
Leo Sheehan .....	100	—
<b>Hotel &amp; Club Service Wkrs. No. 283</b>		
Glenn Chaplin .....	3098	—
<b>Industrial Carpenters No. 2565</b>		
Wm. W. White .....	—	250
<b>Industrial Wkrs. of North America</b>		
Lucy Perrone .....	425	—



	Thos. L. Pitts	Charles W. Walker
Inland Boatmen's Union of Pacific		
Frank G. Briglia .....	347	—
Laborers No. Calif. Dist. Council		
Chas. Robinson .....	1	—
Ladies' Garment Cutters No. 213		
Larry Mirgon .....	130	—
Locomotive Firemen & Enginemen Legis. Bd.		
James L. Evans .....	1	—
Locomotive Firemen & Enginemen Gen'l Grievance Comm.		
D. B. McGriff .....	1	—
Locomotive Firemen & Enginemen No. 566		
James L. Evans .....	33	—
Lumber & Sawmill Wkrs. State Council		
J. L. Hazard .....	1	—
N. G. Cordil .....	1	—
Machinists No. 68		
Merril Cooper .....	1485	—
Stanley Jensen .....	1485	—
Machinists No. 1327		
Chris Amadio .....	2000	—
Mailers No. 18		
W. Edward Cox .....	100	—
Marine Cooks & Stewards		
Joe Goren .....	—	4583
Marine Firemen		
Wm. W. Jordan .....	2000	—
Masters, Mates and Pilots No. 90		
Robert E. Durkin .....	1200	—
Misc. Culinary Empls. No. 110		
A. T. Gabriel .....	2234	—
Molders & Allied Wkrs. No. 164		
Thomas A. Rotell .....	325	—
M. P. Operators No. 162		
Rexford Elder .....	62	—
E. H. Ponn .....	62	—
Municipal Parks Empls. No. 311		
John P. McLaughlin .....	156	—
John T. Boden .....	156	—
Musicians No. 6		
Charles H. Kennedy .....	500	—
Eddie T. Burns .....	500	—
W. J. Catalano .....	500	—
Nat'l Maritime Union of America		
David Smith .....	—	500
Newspaper Guild No. 52		
Fred D. Fletcher .....	1635	—
Office & Professional Empls. No. 3		
Phyllis Mitchell .....	600	—
Operating Engineers No. 3		
L. L. Laux .....	12,000	—
Operating Engineers State Council		
Wm. G. Dowd .....	1	—
J. J. Twombly .....	1	—
Operating (Stat'y) Engineers No. 39		
Earl Petersen .....	1375	—

	Thos. L. Pitts	Charles W. Walker
Paint & Brush Makers No. 1071		
Dean C. Dillsaver .....	374	—
Painters No. 4		
Francis H. Peck .....	1917	—
Piledrivers No. 34		
Chas. Clancy .....	250	—
J. S. Melton .....	250	—
Pipetrades State Council		
Chester Davies .....	1	—
Plumbing & Pipe Fitters No. 38		
Daniel McCormick .....	2500	—
Printing Pressmen No. 24		
William R. Childs .....	666	—
Printing Spec. & Paper Converters No. 362		
Eugene J. Villalobos .....	267	—
Production Carpenters No. 2559		
A. C. Jensen .....	144	—
Professional Embalmers No. 9049		
John F. Crowley .....	52	—
Hale F. Porter .....	51	—
Retail Clerks State Council		
Larry Vail .....	1	—
Retail Dept. Store Empls. No. 1100		
Leona Graves .....	5124	—
Retail Grocery Clerks No. 648		
Henry Savin .....	2363	—
Roofers No. 40		
E. L. Davenport .....	171	—
Thomas S. Moore .....	170	—
Sausage Makers No. 203		
Thomas Crosthwaite .....	342	—
Gene Langst .....	343	—
Sailors Union of the Pacific		
Morris Weisberger .....	5555	—
Scrap Iron Metal Wkrs. No. 965		
Gerald J. Trubow .....	88	—
Seafarers Atlantic & Gulf Dist.		
V. J. Malone .....	750	—
Sheet Metal Wkrs. No. 104		
Edward F. Kenny .....	437	—
Sheet Metal Wkrs. Tri State Council		
Robert E. Mogel .....	1	—
Wilbur Fillippini .....	1	—
Sprinkler Fitters No. 483		
Robert E. Skillman .....	175	—
Steelworkers No. 1069		
Edgar L. Stuart .....	873	—
Stereotypers & Electrotypers No. 29		
Frank J. Sloan .....	—	290
Teachers No. 61		
Sam Wright .....	241	—
Daniel O'Brien .....	241	—
Theatrical Empls. No. B-18		
Wm. P. Sutherland .....	450	—

	Thos. L. Pitts	Charles W. Walker
Theatrical Janitors No. 9		
Leland F. Eimers .....	66	—
Theatrical Stage Empls. No. 16		
Wm. J. Freeman .....	78	—
Theatrical Wardrobe Attendants No. 784		
Wm. P. Sutherland .....	40	—
Typographical No. 21		
Edward Sarkon .....	—	352
John M. Clancy .....	—	352
Donald H. Abrams .....	352	—
Union Label Section		
James C. Symes .....	1	—
Waiters No. 30		
Sangie Escove .....	3622	—
Waitresses No. 48		
Adella Snyder .....	4312	—
Watchmaker's No. 101		
Warren K. Billings .....	200	—
Web Pressman No. 4		
Charles F. Kelly .....	—	166
James J. Zilembo .....	167	—
Welders No. 1330		
Pete Taylor .....	236	—
Window Cleaners No. 44		
Tony Borsella .....	200	—
Wood, Wire & Metal Lathers No. 65		
Kenneth M. Edwards .....	193	—

**SAN JOSE**

Barbers & Beauticians State Assn.		
Anthony Agrillo .....	1	—
Alvin L. Holt .....	1	—
Barbers No. 252		
Anthony Agrillo .....	211	—
Bldg. & Construction Trades Council		
Roger M. Brennan .....	1	—
Butchers No. 506		
Fred L. Feci .....	503	—
Al Heisch .....	503	—
Ernest L. Courtright .....	503	—
Walter R. Howes .....	502	—
Carpenters Dist. Council		
F. O. Jorgensen .....	1	—
Carpenters No. 316		
Ray F. Wood .....	2504	—
Cement Laborers No. 270		
Harry F. Whitehouse .....	2805	—
Central Labor Council, Santa Clara Co.		
Emerson Street .....	1	—
City Hall Empls. No. 318		
Euell G. Rader .....	41	—
Electrical Wkrs. No. 332		
Frank D. Manfredi .....	100	—
Lawrence J. Pitchford .....	—	100
Firefighters No. 873		
Marco Cuffaro .....	143	—
Wayne Rist .....	143	—

## TABULATION OF VOTES

	Thos. L. Pitts	Charles W. Walker
<b>Hod Carriers No. 234</b>		
Faye Scoville .....	369	—
<b>Hotel, Restaurant &amp; Hotel Service Empls. No. 180</b>		
Louis Bosco .....	4250	—
<b>I.U. Electrical Wkrs. No. 1507</b>		
William D. Drohan .....	113	—
<b>Lathers State Council</b>		
William Ward .....	1	—
<b>Locomotive Firemen &amp; Enginemen No. 820</b>		
A. L. Lentz .....	26	—
<b>Machinists No. 504</b>		
James N. LeBlanc .....	2104	—
<b>Machinists No. 562</b>		
Dwight L. Reed .....	2598	—
<b>Machinists No. 565</b>		
John Escamilla .....	1353	—
<b>Millmen No. 262</b>		
John E. Lawrence .....	705	—
<b>Painters No. 507</b>		
Jerome R. Downey .....	322	—
Jack V. Belli .....	642	—
<b>Plumbers No. 393</b>		
James T. Hartigan .....	144	—
Harold E. Stanton .....	143	—
<b>Public Employees No. 1409</b>		
Euell G. Rader .....	91	—
<b>Retail Store Empls. No. 428</b>		
Claude Fernandez .....	2000	—
<b>Typographical No. 231</b>		
Edward Cox .....	200	—
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<b>SAN MATEO</b>		
<b>Air Transport Empls. No. 1781</b>		
Robert Craig .....	3908	—
<b>Bartenders &amp; Culinary Wkrs. No. 340</b>		
T. A. Small .....	3628	—
<b>Bldg. &amp; Construction Trades Council</b>		
U. S. Simonds, Jr. ....	1	—
<b>Butchers No. 516</b>		
Edwin Michelsen .....	852	—
<b>Carpenters &amp; Joiners No. 162</b>		
Sam J. Shannon .....	1148	—
<b>Central Labor Council</b>		
Ruth M. Bradley .....	1	—
Edwin F. Michelsen .....	1	—
<b>Communications Wkrs. No. 9430</b>		
Dorothy Abel .....	215	—
H. C. Cotner .....	215	—
<b>Construction &amp; Gen. Laborers No. 389</b>		
Chas. Benton .....	1249	—
<b>County Empls. No. 829</b>		
Frank Gillis .....	264	—
<b>Electrical Wkrs. No. 617</b>		
Max Green .....	50	—

	Thos. L. Pitts	Charles W. Walker
Laundry Wkrs. No. 143		
Ruth M. Bradley .....	150	—
Painters & Decorators No. 913		
Kenneth M. Hower .....	490	—
Plumbers No. 467		
Sam Abruscato .....	25	—
Irving Hupp .....	25	—
Retail Clerks No. 775		
Russell E. Hovland .....	516	—
Sheet Metal Wkrs. No. 272		
Irving Ellenberger .....	20	—
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<b>SAN PEDRO</b>		
Bartenders No. 591		
Andrew Hemnes .....	354	—
Carpenters No. 1140		
G. M. Goar .....	828	—
Hotel, Restaurant, Cafeteria & Motel Wkrs. No. 512		
Mary Olson Moran .....	1553	—
Lumber & Sawmill Wkrs. No. 1407		
Homer Sullivan .....	500	—
Painters & Decorators No. 949		
Walt Zagajeski .....	150	—
Retail Clerks No. 905		
Ben N. Scott .....	—	2455
Seine & Line Fishermen		
George Issel .....	300	—
Shipyard Laborers No. 802		
Elmer Lowery .....	2080	—
Steelworkers No. 5303		
Jack Blattau .....	118	—
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<b>SAN RAFAEL</b>		
Bartenders & Culinary Wkrs. No. 126		
Elsie Jensen .....	1167	—
Bldg. & Construction Trades Council		
Charles Weers .....	1	—
Carpenters No. 35		
Jack Watson .....	1176	—
Hod Carriers & Gen. Laborers No. 291		
Loney Trimble .....	900	—
Plasterers & Cement Masons No. 355		
N. C. Green .....	50	—
Theatrical Stage & M.P. Operators No. 811		
Joseph F. Holt .....	40	—
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<b>SANTA ANA</b>		
Bldg. & Construction Trades Council, Orange County		
Thomas W. Mathew .....	—	1
Carpenters No. 1815		
Byron Kemper .....	—	2342
Central Labor Council, Orange Co.		
Peter J. Remmel .....	—	1
Chris T. Portway .....	1	—

## TABULATION OF VOTES

	Thos. L. Pitts	Charles W. Walker
Electrical Wkrs. No. 441		
Richard P. Martin .....	—	266
Edward E. Thomas, Sr. ....	—	265
Electrical Wkrs. No. 2125		
C. P. Hughes .....	—	62
Glass Bottle Blowers No. 81		
Frank Robison .....	—	155
Raymond E. Munion .....	—	155
Hod Carriers & Gen. Laborers No. 652		
Roger Fisher .....	2366	—
Painters No. 686		
Rueben D. Peterson .....	308	—
Painters No. 686		
Frank Pesenti .....	307	—
Eugene V. Kaminski .....	308	—
Plumbers & Steamfitters No. 582		
Roy F. North .....	—	312
Typographical No. 579		
Hobart M. Hall .....	—	104
<b>SANTA BARBARA</b>		
Bldg. & Construction Trades Council		
Carl L. Hehnke .....	1	—
Central Labor Council		
Alfred Hansen .....	1	—
Al Whorley .....	1	—
Construction & Gen. Laborers No. 591		
Nick Orsua .....	707	—
Culinary Alliance & Bartenders No. 498		
Al Whorley .....	1054	—
W. J. Mulligan .....	1054	—
Meat Cutters No. 556		
Warren M. Underwood .....	271	—
Russell Jehnke .....	271	—
Painters State Conf.		
Kenneth M. Hower .....	1	—
Plasterers & Cement Finishers No. 341		
Willard Tuttle .....	241	—
Plumbers & Steamfitters No. 114		
A. J. Hansen .....	170	—
Retail Clerks No. 899		
Harry R. Warren .....	1045	—
Leon J. Fontes .....	1045	—
Sheet Metal Wkrs. No. 273		
Carl L. Hehnke .....	129	—
W. L. Fillippini .....	129	—
<b>SANTA CLARA</b>		
Cement, Lime & Gypsum Wkrs. No. 334		
Clarence E. Warnhoff .....	44	—
Glenn P. Boucher .....	44	—
Locomotive Firemen & Enginemen No. 91		
M. R. Harrison .....	63	—
C. O. Walden .....	64	—
Municipal Empls. No. 107		
Euell G. Rader .....	180	—

	Thos. L. Pitts	Charles W. Walker
<b>SANTA CRUZ</b>		
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