

Proceedings

Sixth Convention

San Diego, August 8-12, 1966

CALIFORNIA LABOR FEDERATION, AFL-CIO

Thos. L. Pitts, Secretary-Treasurer

995 MARKET STREET, SAN FRANCISCO



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

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PROCEEDINGS

of the Sixth Convention

FIRST DAY

Monday, August 8, 1966

MORNING SESSION

Opening Ceremonies

While awaiting the call to order the delegates were entertained by the convention band, under the conductorship of Edward Ortez and by the courtesy of Local 325, American Federation of Musicians, with a program of popular airs.

The Sixth Convention of the California Labor Federation, AFL-CIO, was called to order at 10:10 a.m. in the Community Concourse by Max J. Osslo, Chairman and Master of Ceremonies.

The meeting opened with the presentation of the flag by the United States Marine Corps Color Guard and singing of the "Star Spangled Banner" by Lilian Canaan.

The pledge of allegiance to the flag was led by Eagle Scout Don Northcutt, Explorer Post 296.

Invocation

The Most Rev. Francis J. Furey Bishop of San Diego

Chairman Osslo then presented His Excellency, The Most Reverend Francis J. Furey, Bishop of San Diego, who delivered the following invocation:

"In the name of the Father and of the Son and the Holy Spirit, amen.

"Almighty and eternal God, you have been kind enough to show a special predilection for labor. You ordained that the foster father of your only begotten son should be a carpenter. That same son worked as a carpenter for many years. Saint Paul, the great apostle of the early church, boasted of the fact that he lived by the work of his hands. Because we know you love and esteem labor and the laboring class we do not hesitate to ask that you bestow a very particular blessing on the Sixth Biennial Convention of the California Labor Federation.

"Many problems will be discussed during the days of our meeting. Many proposals will be made, many interests will be at stake. We beg your blessing on all that is said and done so that the best interests of labor may be served.

"Permit us to keep our ultimate goal always before our eyes. Do not let us be deceived or led astray by vain considerations. Grant that whatever we do during these days may redound to the good of labor and the laboring class.

"We make bold to ask these favors because we feel that you are on our side. We ask them in the name of your only begotten son, Jesus Christ, our Lord. Amen."

Greetings and Remarks

Max Osslo General Chairman

General Chairman Osslo then extended greetings to the delegates:

"At this time, because of the heavy agenda, I will be most brief in my remarks. But it goes without saying that we are very happy to have you again meeting in this Convention, the Sixth Biennial Convention of the California Labor Federation, in one of the great and the beautiful cities in California.

"Many firsts have taken place in this city. As you all know, nearly 200 years ago, the seed of Christianity was planted here, which has flourished throughout this great state. And we know the important part that this has played in our everyday lives.

"We hope that you will enjoy yourselves in your stay, and that your deliberations will be fruitful. We are most appreciative of the honored guests who have taken time from their busy schedules to be here this morning, and to pay respects to this gathering. I wish to thank them for their efforts in our behalf.

"We are meeting here in convention at a perilous time in our nation's history, at a time when perhaps never in the history of our nation have we had so much, and have we developed standards far in excess of those throughout the world. We know that this is not the complete picture. We know that we also in our deliberations will have to do much more to alleviate those prob-

lems affecting millions of our fellow Americans. But we are appreciative of these things and appreciative of the part we must play.

"Never at any time in our nation's history, facing the great peril that confronts our nation today, has more been demanded of us as Americans. It calls for great fortitude. It calls for unlimited sacrifice.

"I am sure as members of the Free Trade Union Movement—and I emphasize the 'Free Trade Union Movement'—we at this time, as we always have in the past, will meet the needs and emergencies that our country demands of us.

"As a great and free society which respects law and order, we will do and work as a team as we should while at the same time, recognizing that peace only comes when justice is equally recognized.

"I am sure that we count on this great convention, and the wisdom of our delegates, to deliberate our problems, and to go from here with a policy and a program that will encompass those basic needs that must be met at this time, as they pertain to our country or national interest, and our own personal welfare.

"So at this time, because, as I stated, of the amount that is to be covered this morning, it is my privilege to call on various members of our local Committee. I might add at this point that our local Committee has done everything to try to provide for your comfort. And we hope that we have met the needs.

"At this time, it is indeed a great privilege, and certainly an honor, to call on one who has been President of our Council for many years. He is a very dedicated person, and he's one that is most cooperative and is truly a team player.

"Our President, Armon 'Slim' Henderson, President of the San Diego Labor Council."

Armon Henderson

President, San Diego County Labor Council

Armon Henderson then addressed the Convention:

"Thank you, Brother Osslo. Honored guests on the platform, Officers of this State Federation, Delegates to this Sixth Convention, ladies and gentlemen:

"It is with a great deal of pride that I welcome you to the beautiful City of San Diego. I know that there is hardly any way at all that you won't be able to enjoy your stay here. I know many of

you have been to this city before on other conventions.

"When you look around, I am sure that you will find many new things and many new improvements to this city that you will enjoy, such as our world famous zoo, that has had continuing improvement.

"I am so happy and proud to have this Convention in San Diego. I want your stay to be most pleasant and most happy and a most pleasant and happy journey home.

"At this time, I want to turn the mike over to the most energetic Secretary of probably the finest Central Labor Council in this entire State: our secretary, Brother R. R. Richardson."

R. R. Richardson

Secretary-Treasurer, San Diego County Labor Council

Brother Richardson made the following remarks:

"Chairman Osslo, His Excellency, the Most Reverend Bishop Furey, all honored guests on the platform, Delegates to this Sixth Biennial Convention of the California Labor Federation, AFL-CIO, ladies and gentlemen in the balcony:

"As Secretary-Treasurer, and in behalf of the San Diego County Labor Council, I extend to you greetings and a welcoming. Two years ago in San Francisco, at our Convention, the delegates from San Diego saw fit to request and make a motion to bring your Convention this year to our city, with only one thing in mind: to show the delegates especially that were here in 1959 that we have a city on the move; we have a new look; we have a city in motion.

"I point out to you our skyline, our crosstown freeway. We have a \$27 million multipurpose stadium under construction. And last but not least, our city concourse, which entails our civic center on the right, civic theatre, our city administration building in the rear, our parking unit and, most of all, the convention hall in which you are seated this morning.

"You may say: Why is this so great to labor?

"For several reasons. No. 1. All of these structures and complexes were built by the most competent workmen of our building trades crafts; and secondly, labor as a whole played a big part, an important part, in making all of these entities to which I have pointed this

morning a reality. We served on civic committees, we helped raise money, we supported propositions, we supported bond issues that made this possible and, as I have said many times in the past and as I say again this morning, labor has always used its philosophy and principle in San Diego County, that what is good for the City and County of San Diego is good for labor, and what is good for labor is good for the City and County of San Diego. And so it is with pride that we point to our 'City in Motion' because we are part of it.

"The committee that was appointed to formulate and plan your stay here in San Diego, the committee appointed by the San Diego Labor Council, had only one thing in mind: to make this one of the most pleasant and enjoyable conventions you have ever attended. After your stay here for five days I hope you agree with us that we hit our mark.

"In closing, I know that you have a busy schedule. May your deliberations be with wisdom and may the toils of your labor be with fruitfulness to make a better Federation of Labor in California. And if there is anything that I can do for you as Secretary of our Council here, the doors are open and please call on me.

"Thank you very much, Mr. Chairman."

General Chairman Osslo thanked Brother Richardson, and remarked:

"You can tell by his statement that he has been and is a very effective Secretary of our Central Labor Council. The splendid progress that has been made during the past few years has been due in no small measure to his unselfish devotion and attention to all important matters."

Walter DeBrunner

**Business Manager, Building
Trades Council**

Chairman Osslo continued:

"At this time we are calling upon another distinguished leader of our labor movement. He is one who heads up a very important part of our AFL-CIO in San Diego. He has equally been very active in the labor movement as a whole.

"At this time it is a great pleasure to call on a good friend, Brother Walter DeBrunner, Business Manager of the Building Trades Council."

Brother DeBrunner spoke as follows:

"Mr. Chairman, Bishop Furey, officers of the California Labor Federation, hon-

ored guests, ladies and gentlemen.

"On behalf of the San Diego Building and Construction Trades Council I too welcome you to the beautiful City of San Diego. While you are here we do trust that you will take advantage of our many attractions and enjoy them to the fullest. I specially recommend to you Shelter Island, the old Spanish lighthouse and our world-famous zoo. Please take the time to enjoy San Diego and come again.

"Thank you."

Introduction of Honored Guests

General Chairman Osslo next presented the Convention's honored guests.

"A convention would never be complete and certainly we would show great ingratitude if we in our local labor movement did not take the time to show our appreciation for the distinguished citizens of our community who are giving so much of themselves for the betterment and future welfare of our community.

"At this time it is a pleasure to go into that phase of our local committee activity.

"We have here, of course, none other than the first citizen of San Diego—a gentleman who is very congenial, very fair-minded and most cooperative. With the growing pains of this great city he is kept very much on the go, and I think that he has found out since he has been Mayor that there is an awful lot in just being Mayor of this city, to say nothing of the various problems and everything else that go with it.

"It is a great pleasure to call on His Honor the Mayor of San Diego, Frank Curran."

Mayor Frank Curran

Mayor Curran addressed the Convention:

"His Excellency the Bishop, distinguished guests on the platform and certainly the distinguished guests in the audience:

"It is a real pleasure for me as the Mayor of the City of San Diego, the 'City in Motion,' to greet you on this opening session of your Sixth Biennial Convention.

"San Diego has taken advantage of its relationship with labor, as Mr. Richardson has already informed you, to form a working combination that has produced for our community what I think is the most progressive attitude and out-

look and program of any of the cities in California. And I back down to none.

"Those of you who have been familiar with San Diego and its history over the past ten or fifteen years can readily see by the construction that is presently going on in our community and by the things that are challenging the imagination of our citizens that it has taken more than just wishful thinking to bring these to fruition. Mr. Richardson has mentioned several of the items in our community by physical appearances on the horizon that have given to San Diego a new city look, but there are a great number of other things that go on in a community that add to its stature.

"And I want to pay special tribute this morning to the efforts of organized labor in conjunction with the efforts of my office in producing into this community some new ideas and some new attitudes and new programs that have been both beneficial to the individual in the community and to the city as a whole. Because of some influences not entirely controlled within the City of San Diego, but nonetheless appreciated, and because of dedication on the part of labor and management and people within the community, we can say at the present time that we have the highest rate of employment that this city has ever enjoyed and our unemployment figures are decreasing quite rapidly. This in itself sounds like an accomplishment, but strangely enough the unemployment figure still contains a high percentage of the people that we refer to constantly as 'the hard core.'

"So in conjunction with the efforts of labor and management in my office we have created a special committee which, starting as of Monday of last week, is attempting to do something brand new in terms of solving this problem. The Mayor's Committee on Unemployment, of which Mr. Richardson is a board member, was successful in the first six months of its operation in placing more than 1200 members of our community in productive, paying jobs on the OJT program. We have enjoyed cooperation with labor down the line, including the Machinists Union and the Culinary Workers and a great number of other individual unions which have assisted us in making this program work.

"Starting on July 1, with a new allocation of funds for this project, we have taken on an additional 700-job obligation, 200 of which will be what I call 'sheet-shaking' jobs. 'Sheet-shaking' in

my mind means getting them out of the sack, combing their hair, polishing their shoes and getting them down to where the job is, to see if we can't produce in this community a whole new element of productive citizens. And when and if we do, of course we would hope (as a matter of fact we anticipate) that they will then become members of organized labor and contribute their fair share of the effort to keep our economy strong.

"My prime responsibility, I believe, as the Mayor of the City of San Diego, is to see to it that we have an undergirding of our economy that keeps the people employed and the city going.

"And in keeping with this thought, and not contrary to the President's suggestion, we are going to bid—or, we are going to vote in November for \$46,000,000 of bonds. And this is always a touchy problem. But we do have some deficiencies in our building programs, particularly in our public works aspects, of police and fire stations, park and recreation facilities, the completion of Mission Bay, and some of the other things that have to be done.

"The difference between our proposal this fall and the normal proposal for a bond issue in any community is that, in conjunction with labor and management, we hope that when the citizens have authorized by two-thirds vote the necessary bonds to get on with the program, that we can over a five to eight-year period schedule and space our projects in such a way that we will get the maximum amount of labor good, and the minimum amount of competition with private enterprise in producing the facilities that we need in this community, and still have them coordinated with a good, constant labor supply program.

"I think this is unique. And so, I am calling on all of our labor people who are assembled here today to give us an all-out effort in producing in November a substantial vote, well in excess of the 66 2/3 as required, so that we can show the way to other communities and to the state and nation, that San Diego is the can-do city, a city in motion; and that we know how to program, and we know how to take advantage of the best that's in us, whether it be labor or management or government; and that we can produce for this community and for the state—and certainly for the nation—a program that will be most beneficial to all concerned.

"And we are banking on labor to give us a great assist on this one.

"It isn't very often that we have the opportunity to host people from upstateways, to come down and take part in our community and its activities. And I am sure that your state President and your state Secretary are going to be very, very busy for the next four days.

"But in the event that they have the opportunity to return shortly—or at any time, for that matter—or if they have a little free time on their hands during the next four or five days, may I take the opportunity to present the symbolic key of the City to your state President, in hope that he use it well.

"And then, to Tom Pitts, an old friend of our community, and our legislative delegation in Sacramento. I don't think we've ever done this before, and it's only an oversight, Tom. It's a pleasure on my part to present you with the symbolic key to the City."

Further Introductions Chairman Osslo

General Chairman Osslo introduced the following local dignitaries: Joseph O'Connor, Sheriff of San Diego County; Ray Shukraft, Chief of the San Diego Fire Department; DeGraff Austin, Chairman of the San Diego Board of Supervisors; Rear Admiral L. P. Kimball, Jr., SC, USN, Commanding Officer U.S. Naval Supply Center, San Diego, representing the Commandant of the Eleventh Naval District; William S. Howell, Marshall, Municipal Court of San Diego Judicial Council; and Assemblyman James R. Mills; all of whom delivered greetings to the convention.

DeGraff Austin also presented tokens of appreciation to Federation President Gruhn and Secretary Pitts.

Regrets at being unable to be present were sent by District Attorney Donald Keller, Chief of Police Wesley S. Sharp; Captain W. E. Rast, Commandant of the United States Coast Guard; Congressman Lionel Van Deerlin; Earl D. Roberts, Program Advisor, Bureau of Customs; Senator Jack Schrade.

Chairman Osslo also asked the following local and state COPE-endorsed candidates to take a bow: Assemblymen-Candidates Wadie P. Deddeh, Tom Ruth, and Jim Bear.

Chairman Osslo also announced at this time that ten young men from the Jobs Corps were available to help the delegates in any way or to be used as guides to points of interest.

Introduction of President Albin J. Gruhn

Convention Chairman Osslo presented President Albin J. Gruhn for the formal opening of the convention.

Formal Opening of the Convention

President Albin J. Gruhn

Greetings

President Albin J. Gruhn assumed the chair and extended greetings to the delegates:

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

"Your Excellency Bishop Furey, Mayor Curran, Chairman of the Board of Supervisors Austin, Assemblyman Mills, Sheriff O'Connor, Fire Chief Shukraft, Rear Admiral Kimball, Marshal Howell, Assemblyman-Candidates Deddeh, Ruth and Bear; President Henderson, Secretary-Treasurer Richardson, Business Manager DeBrunner, AFL-CIO Vice President and President of the Seafarers International Union Paul Hall, AFL-CIO National COPE Director Al Barkan and other dignitaries, I extend to you the greetings of the officers and delegates of this Convention.

"Our special thanks go to the local convention committees which have given so much of their time in assisting us in carrying out the numerous details in preparation for this convention in the beautiful city of San Diego.

"And, delegates, note those beautiful chairs in this auditorium! You have never had it better!

"As you registered at the credentials desk as delegates to this Sixth Convention of the California Labor Federation, AFL-CIO, you received a copy of the reports of the Executive Council and the Secretary-Treasurer, Statements of Policy proposed by the Executive Council, recommendations of the Executive Council on November 8 ballot propositions, Resolutions Part I as submitted to the Convention for consideration and other pertinent material of interest to each delegate. I hope that each delegate has taken the opportunity to read and peruse the aforementioned information and material. This will be most helpful to you as the convention proceeds. And I believe that you will agree that the California Labor Federation, AFL-CIO, under the outstanding leadership of our Exec-

utive Secretary, Thomas L. Pitts, is moving ahead in dynamic fashion to cope with the multitude of problems facing the labor movement and its membership in this, the now unquestioned No. 1 State in the Union.

"Executive Secretary Tommy Pitts!"

Secretary Pitts acknowledged the applause, and the President continued.

"If this Federation is to be fully successful in coping with the problems, our Executive Secretary-Treasurer and Executive Council must have the help and cooperation of every affiliated organization in this state. And this is the kind of muscle that it is going to take to get the job done. To further increase our strength we must also continue our efforts to bring about complete and full affiliation into this Federation of all AFL-CIO organizations in this state. Free riders are a menace to themselves and to the very structure of the organization or society of which they are a part.

"Turning from the area of strengthening our Federation organizationally and economically, we must recognize that one of the prime functions of the California Labor Federation, AFL-CIO, is its legislative activities at Sacramento. And this convention will adopt an extensive legislative-action program for the 1967 session of the legislature. This convention's actions on such a program will be meaningless unless we are successful in electing COPE-endorsed candidates at the November 8th election. This means electing COPE's endorsed candidates from Governor Brown on down through the senate and the assembly.

"I firmly believe that in this year of 1966 we can elect one of the most liberal legislatures in California's history. That is, provided labor does its job in every precinct of this State. It can be done. In fact, it must be done if we are to truly reap the benefits of reapportionment, the one-man, one-vote principle which labor fought so long and hard to obtain in our nation.

"The election of Governor Brown, Lieutenant-Governor Anderson, Attorney-General Tom Lynch, Controller Alan Cranston, Treasurer Betts and other labor-endorsed, nonlegislative candidates is also a 'must' on November 8th. The election and re-election of labor-endorsed congressional candidates is particularly important—those who have stood up to vote for repeal of Section 14(b) of Taft-Hartley and voted for Medicare and other labor-supported legislation. Some of the congressional candidates in mar-

ginal districts are under heavy attack by ultra-conservative forces because of their votes. We must offset these attacks with every resource at our disposal. A defeat of any of these proven friends of labor would be a tragedy and would adversely affect labor's program in Washington for several years in the future.

"In our program to elect labor's COPE-endorsed candidates we must go all-out. There can be no halfway measures. The apathy of hundreds of thousands of non-voting, registered voters must be dispelled. These are registered voters who must be aroused as to the extreme importance of their vote in this crucial election.

"Based upon the records in heavy-voter turnouts, these voters usually vote for liberal-endorsed candidates. It is a cinch that every registered ultra-conservative and extreme leftist voted in the primary elections.

"Who didn't vote in the 1966 June primary election? Here are some of the distressing figures of the 1966 primary:

"Despite the spirited contest, 1,900,000 registered Democrats did not vote for anyone for Governor. 1,900,000! 900,000 registered Republicans didn't vote for anyone for Governor. This vast number of registered voters who did not even vote in the primary could well be the key to victory in November for our endorsed candidates. Many of them could be our members, their families, and others normally friendly to labor.

"Let's go to work on them now to assure their vote on November 8! Registration and re-registration of every member and his family are also vital to our total November 8 effort. When we talk about an all-out effort, just think about the possibility that could occur in Sacramento with the actor as Governor. For the position of Director of Department of Industrial Relations it could be the former Senator from Arizona: 'Right-To-Work' Barry. Or would it be that ultraconservative Walter Knott? Or maybe Johnny Rousselot, of Birch Society fame. I shudder to even think about the possibilities for other important appointed positions under the executive branch of Government. If they couldn't legislate labor out of business, they would take care of us administratively.

"Reagan's position in support of Section 14(b) would permit states to outlaw the union shop and places him in the category of supporting 'Right-To-Work.' This alone is enough to warrant

his defeat. Section 14(b) has been a vehicle used by anti-labor forces throughout the south and elsewhere in this nation to depress the wages and working conditions of thousands of workers, many of whom are manufacturing products in direct competition with union-manufactured products in California. California indeed needs to re-elect Governor Pat Brown and labor's other endorsed candidates.

"We must, we can and we will do the job necessary to accomplish this objective on November 8.

"Thank you very much."

Announcements

At this time, the Secretary announced a meeting of the Committee on Credentials to take place later.

President Gruhn then announced the members of the Escort Committee for the Governor.

Escort Committee for Governor Brown

The following delegates awaited the Governor's arrival to escort him to the platform:

Robert Ash, Chairman, Alameda County Central Labor Council; C. R. Bartolini, Bay District Council of Carpenters, San Francisco; Max Osslo, Butchers No. 229, San Diego; Henry Lacayo, UAW No. 887, Los Angeles; Bryan Deavers, State Building and Construction Trades Council, San Francisco; M. R. Callahan, Bartenders No. 686, Long Beach; John Cinquemani, L.A. Building and Construction Trades Council, Los Angeles; Ron Weakley, IBEW No. 1245, Oakland.

REPORT OF COMMITTEE ON CREDENTIALS

The Chair then called upon the Chairman of the Committee on Credentials, Chairman James Blackburn.

Chairman Blackburn moved that the delegates listed in the partial preliminary report, as printed and presented to the delegates, be seated.

Motion was seconded and carried.

Chairman Blackburn then gave a further report with additions and deletions, and moved that the additional delegates be seated. The motion carried. (See completed Roll of Delegates.)

Arrival of Governor Brown

The Governor of the State of California, having arrived, was escorted to the platform to a standing ovation.

HON. EDMUND G. BROWN

Governor of the State of California

Introduction by Secretary Pitts

Secretary-Treasurer Thos. L. Pitts presented the Governor in these words:

"This is an auspicious occasion, this 8th day of August, in this beautiful City of San Diego, which depicts so much of the early life of California. We are here assembled in a Convention that will be confronted with the most tremendous problems that we have seen confronting our movement in a long period of time.

"We have one with us this morning on this very auspicious occasion who has deeply carved a place in the hearts of the people of California, particularly the labor people of California. We have known in this state, administrations of government that varied from style to style; those less liberal, those more liberal, those who are touched with a sense of understanding of the human problems that exist and do not concern themselves only with the wealth of our state, except that that wealth serve the people of our state.

"I am sure that in this instance we have had amply demonstrated to us for, now, almost eight years, in the Governor's Office, an ability to know, to understand the problems of human beings, the problems of all segments of our society, those of the elderly, those of the youths, those who have strayed from the path and are required to pay their debt to our society, to all those of industry, those of commerce and trade, and to all of those of the labor movement who have worked hard by their hands and minds to produce the great wealth of this state.

"We know the improvements that have been made. I will not stand here and reiterate them, because I am sure you will hear them time and again throughout the next few weeks and months ahead of you. We know the things that have been good for us, and we know that we are not going to turn our back on the people who have accomplished the good for us.

"So, based upon this, and the fine traditions that have stemmed from the Governor's office in this state, upon all the fine deeds that have been accomplished under his leadership, and upon what I know, and I am sure, will be a fine program projected into the future for our State of California—it is a deep, distinct honor and privilege that I am able to present to you for an address to this Convention this morning the Honorable

Edmund G. Brown, the next Governor of California after November 8th, 1966."

ADDRESS

Governor Brown presented the following address:

"Thank you very much, Tommy Pitts, thank you for a wonderful presentation to this wonderful audience.

"Al Gruhn, distinguished national leaders of labor that are here, distinguished legislators, and my fellow Californians:

"At the very outset, let me tell you that the Governor has many thrills. He has many disappointments, too. But I want you to know that the feeling of friendship and warmth, as I walked down these aisles with you people with whom I've worked for so long here in this great State, that nothing in my career surpasses that; and I want to thank you very, very much.

"One other matter that I just want to mention at the very outset. You make a lot of friends in government and politics, labor; some of them you don't see as much as you'd like to, particularly after you are Governor, and you have to move around this state. But an old friend of mine died yesterday, and I just want you to know that I knew him in San Francisco, as a friend, as one of our great San Franciscans. 'Pop' Kennedy will be missed. And I want to acknowledge his greatness to all here in this auditorium.

"Now, I have been before you many times in my public career. I have been before you three times as Governor of this No. 1 State of this Union. But never have I appeared before you at any time of more critical importance to all the citizens of our state.

"I give you blunt warning that this state faces a grave public danger immediately ahead. Make no mistake. The issue in the coming gubernatorial election is not just between two individual candidates; it is one of two directly divergent philosophies, one pointed forward, and the other pointed backward.

"Nothing can make this clearer than the events of Saturday and Sunday in Sacramento when the Republican State Convention took place.

"In 1964 we turned back the extremists and the enemies of progress and we thought that we had defeated them for a little while, but they have had a face-lifting since that time and they

are back—more determined and more dangerous than ever before. Their reactionary proposals are exactly the same as we turned back in 1958, in 1962 and 1964. And I promise we are going to turn them back in November of 1966, too!

"You know what they stand for: the call to make the union shop voluntary; the doubletalk about voluntary Social Security; the refusal to repudiate the John Birch Society; the cry for cuts in support of our public-educational system, mental health, conservation programs in this great, big, beautiful state of ours; the cutback in many other essential public services. Yes, the face is different this year, but the scriptwriters and the string-pullers and the checkbook bosses are exactly the same, believe me!

"And that's not the only danger facing this state. When asked about the complex job of governing California, the junior senator from Hollywood recently said my opponent's inexperience might be a blessing because he would surround himself (and this is what Senator Murphy said) 'with all of the best advisors.'

"Well now, who are those 'advisors?' Let's examine it for just a moment. There is the labor-baiting Czar of Buena Park Berry Farm. How would you like him for a labor commissioner instead of Sigmund Arywitz?

"And then there is the savings and loan capitalist who mails anti-union literature to his depositors. Might he be the Director of the Department of Employment in place of Al Tieburg? Or would the job go to the razor-blade tycoon who wants to impeach Earl Warren? And it's quite possible. These things may seem ridiculous, but my opponent, like the head of the John Birch Society, thinks Earl Warren (and I quote him, and every word I say I am using from his own speeches—and this is what he said about Earl Warren) 'is a lousy Justice.'

"These are not my words. These are the words of my opponent.

"Or maybe you would like to have a lawsuit in which you are involved where your life and your property and your liberty may be at stake. How would you like to have your case tried by a judge who happens to be a Bircher, like some of those that my opponent is now supporting for the Legislature of the State of California?

"In one breath he tells us that the people of California have spoken on 'Right-

to-Work' and he will let it go at that. In the next breath he says union membership should be voluntary and he opposes repeal of 14(b).

"Now, why? Why does he do these things? 'Because,' he said, 'it would let Government tell us what we can or cannot do.'

"Obviously he doesn't know the facts. He doesn't know that 14(b) already gives state government the power to tell unions and managements what they can do. That is, to agree voluntarily for a union shop.

"He says he wants individual initiative developed, but he opposes training benefits to help the unskilled worker attain skills that will help him develop this initiative in this very sophisticated society in which we live in California.

"For years he was a paid spokesman for the American Medical Association trying to abort Medicare before it was born. Now that it is the law he is trying to kill it by making Social Security voluntary. And this is one of the unbelievable things that my opponent has said within the past six months. He suggested that we might turn over to a committee of hotel operators our state hospitals and mental institutions because, in his words, they are 'in a sense hotel operations.'

"Last month a speechwriter for President Eisenhower (and I like to use the expressions of people within his own party) in a national magazine called my opponent 'a quick master of the empty gospel of the radical right and his candidacy a political jest.'

"These are quotations from the man who wrote the speeches for Dwight Eisenhower. Believe me, my friends, it is no jest. It is a deadly serious, all-out effort by the forces of extremism, not only in California but across this broad land of ours, to reverse the progressive thrust of our state government. With his right-wing supporters, I tell you that he would disrupt the economy, and he could divide this state. And I want you to know that I don't intend to let them get away with it, believe me!

"You know that California has long enjoyed a moderate tradition under both Democratic and Republican governors. We have sought to insure industrial peace and economic prosperity for all of our people and for all parts of our state. And I am proud of the record that I have established in this state for the past seven and a half years. I am

proud that I have sought to govern and manage the state in the tradition of Earl Warren and also Goodie Knight when he was Governor of the State of California. And I am proud to continue that tradition, and I know that you are determined to continue that tradition just as much as I am.

"What we have accomplished in the last seven and a half years has not been done just by me as Governor, not by Senator Jim Mills and the Legislature of our State. Labor can and must claim a fair share of the credit. And I am confident that if you will tell your people, we shall again be victorious in November.

"But a record is not enough. I know that. It's good to point to the things you have accomplished only because it gives evidence to the fact that when you make a commitment you'll keep your word. But, I repeat, the record is not enough. Ours is a growing state, its population is booming, its economy is skyrocketing, its problems multiply as we go. It requires vision and hard, practical experience to insure its continual fulfillment. Government cannot be stagnant, it cannot stop, and it must constantly strive for new and better ways to serve all the people of our state.

"Months ago when this campaign started (and this campaign started six months ago), I called upon my opponent to tell the people of our state 'What are your plans? What are your suggestions? What will you do better than the Democratic administration in Sacramento?' And I say to you, and I say to every citizen of this State, that to date we have had nothing but silence or stock answers that evade or vaguely generalize, but never, never meet the genuine challenges facing this No. 1 State of this Union.

"Now I come before you today with proposals for California's future in the areas of direct concern to you and your members. When I am finished I will once again challenge my opponent to match this program, to tell Californians what if anything he offers as positive alternatives. And I will during this campaign deal in specifics. For seven and a half years in Sacramento I have had to make decisions. I haven't been able to make everybody happy. I haven't been able to make you happy. But I have made decisions that have moved this state ahead. And during this campaign I want the people of this state to know where I stand so that they can support

me or reject me. That's the democratic way to do this, my friends!

"And I want you wherever you go and wherever he or his supporters speak to demand where he stands on the things that are important to California. So today I start with the things that I will present to the Legislature of California. And let me give them to you right now.

"1. Guarantee collective bargaining rights for all workers, including farm workers, in the State of California.

"Recent legislative hearings down in Delano have amazed me in some ways because almost unanimously now they agree that there must be state action in this field. I think some of you will remember my inaugural speech in 1959 when I asked the legislature to adopt that. They are a little bit late, but I am happy that they finally discovered that I was right in 1959 and you were right too, because this was part of your proposals back in 1958.

"2. To place disability insurance benefits back on an escalated basis tied to wage levels.

"This is your program, paid for entirely by the employees of this state, and the two-thirds of salary level should be maintained and financed on an automatic basis, not subject to the ups and downs of the annual legislative session.

"3. Support congressional efforts to establish federal standards for unemployment insurance at 50 percent of wage levels and continue to have California in the lead with our present payments of 55 percent of average weekly wages.

"4. Continue improvement and modernization of our workmen's compensation program. Our major objectives will be to end the drain on your disability insurance fund by proper increase in temporary benefits under workmen's compensation.

"I think everyone admits now that those levels are too low and this permits an unfair shifting of employers' responsibilities into your disability fund.

"5. Pursue another recommendation of the Workmen's Compensation Study Commission, which includes representatives of all interested groups and organizations, including employers and insurance carriers, to make rehabilitation a positive right of the workers, subject only to the employer's proper right to a hearing on the reasonableness of the worker's proposed rehabilitation master plan.

"Now, no one should doubt the validity or the wisdom of these rehabilitation programs. Studies have shown time after time that everyone benefits — the worker, the employer, the taxpayer — everybody — when you get a person back to work, take him off of workmen's compensation or off of disability insurance or off of unemployment insurance or off of welfare. And this is the thrust of everything that we are trying to do.

"The figures show that the income taxes paid by the rehabilitated worker more than paid for the cost of rehabilitation.

"6. Extend unemployment insurance to the farm workers.

"Here California must continue to lead. The time is past when the farm workers should be denied the simple protections afforded to every one of you in this room and every employee almost in this great, big state. This will help to build a more stable, domestic work force in the farm areas. It will be helpful to the farm workers. It will be helpful to everybody.

"7. Review the impact of the changes in eligibility features of the unemployment insurance legislation of 1965.

"I think it is a little bit early to judge their impact, but we must make sure that they serve only their intended purpose of preventing abuses and not go beyond to unduly penalize workers whose failure to get reemployed is not their fault but that of the economy or the labor market.

"8. Support improved National Minimum Wage Law and push its extension to all workers—including farm workers again, my friends.

"I think we have the job of convincing the employers of this state that the California employer will be benefited by these things, because of some of the bad wage scales and the less-than-minimum wages that are paid in some of the other states with which our California employers are in competition.

"9. Now for the consumer. Too often overlooked in the struggles of economic interests in Sacramento by the groups that are up there with the lobbyists back and forth is the consumer. And all of us are consumers in this great, big state. I think that the time has come when we must ease the burdens of wage garnishment and attachment laws. I think that we must require greater disclosure of credit and interest costs. And I think that we must provide a bill

of rights for home owners, for protection against overcharges on closing costs and comparable fees. And even more important, for the home owner in many areas, high property rates in California. And I will in the series of specific programs that I will offer to the people of this state soon propose additional property-tax reforms which will mean substantial tax reductions in property taxes in our state.

"Now, I don't think that anyone can disagree with me that I am letting the people of this state and letting you know where I stand. These are specific proposals. I shall detail in the weeks ahead (and there are only about 90 days left before November 8) specific proposals to continue the improvement of our free educational system, our health programs, law enforcement, transportation and a number of other fields.

"But now, Mr. Reagan (pronounced Ree-gan) or Reagan (pronounced Rai-gan)—it was Reagan (pronounced Ree-gan) when he was a Democrat and it is Reagan (pronounced Rai-gan) when he is a Republican, though I don't know why—let us hear your specific proposals—not the evasive and vague generalities and negative retreats heard in Sacramento last weekend.

"Of course those of you in this convention know we shall get no constructive alternatives. And my opponent has none. He is devoid of ideas except those short, spoon-fed answers fed him by his right-wing scriptwriters.

"For my part, for the next four years I pledge to continue all-out leadership in this state and with the Democratic administration in Washington to assure the expansion of California's prosperity and the steady growth of this booming economy. I pledge experienced, proven leadership to bring more jobs, more payrolls, more profits to our state. I pledge bread-and-butter, meat-and-potatoes stewardship in the interests of every man, woman and child in this State. I pledge to continue impartially and wholeheartedly to serve all Californians. Not just labor, not just business, not just this or that particular group, but every single human soul in our state.

"I say to you that this state has never been more prosperous than in the last eight years. This state has never been more prosperous than it is, as I stand before you today. But with this growing population we must assure continuing economic and social progress. I mean, help not only to assure tens of thousands

of new jobs every year, but better jobs, better skills, better pay for our present working force.

"Let's not let a reactionary few who will not even repudiate a secret, authoritarian organization like the Birchers disrupt our economy and divide our state. Let us not turn the complicated job of managing a community of 19 million people over to an experienced actor who has never served the slightest apprenticeship in government, much less that of a shop steward in even some small sector of public business.

"Our opposition this year seeks to use a Hollywood facelifting and some dangerous demagoguery to pit class against class and group against group in this State. That is the fastest and the most foolhardy way that I know to provoke economic and social strife and bring our economy to a grinding halt.

"The real goal of those spoilers is not California. It is the nation. But California is the big stepping stone they seek this autumn.

"I ask each of you individually and collectively to join with us to stop them. I ask each of you to join with us to stop them. I ask each of you to join with me to assure this continued growth of our beloved state, the continued prosperity, the continued well-being, to stop the attempted takeover of our state. You in labor are already doing your part—probably more than any other segment of our economy. You are doing it by registering voters, you are doing it by alerting your members. I have seen your papers and your newspapers and I have talked to most of you in this room during the past six months, and I thank you for what you have done. But I say to you that you are going to have to work harder than you have ever worked before. Much, much more must be done.

"I tell you that I have worked awfully hard myself. I have taken off about ten pounds. I have done a lot of homework there on the things that we have done and the things that we are going to do. Spiritually I have tried to examine my conscience. I will go into that individually with you, not collectively here today. But I tell you that I intend to give every bit of muscle that I have, every bit of intelligence that I have, everything that I have to win this fight. I don't like to lose. You don't like to lose either, my friends. And you more than any other group know the threat to human progress that arises constantly from the

crazy fringe that we see in our state and other states of this Union.

"Let us together—you and I, I repeat—fight as we have never fought before for the greater good of all Californians!"

"Thank you very much."

President Gruhn then commented:

"Governor Brown, you won't be alone in this fight! There's your team!"

Convention Picture

There was a brief interruption in proceedings for the taking of a picture of the convention.

Recognition of the Hon. John F. Henning

During the pause, President Gruhn took the opportunity to note the presence of the Hon. John Henning, Under Secretary of Labor.

"You probably noticed one of the very dear friends of ours came in with the Governor when he came in to the Convention. He is one of the most outstanding appointments the Governor ever made. In fact, they took him away from us to go back to Washington. He is our Under Secretary of Labor, John Henning.

"The Under Secretary of Labor John Henning will speak to us, as you will note on the program, during the Wednesday session."

Escort Committee for Lieutenant Governor

At this time, Chairman Gruhn noted:

"I will announce at this time the Committee to escort Lt. Governor Anderson to the platform on the reconvening of the afternoon session: Harry Finks, Chairman, Theatre Employees No. B66, Sacramento; Charles Robinson, Northern California District Council of Labor, San Francisco; John W. Merrit, Culinary Workers and Bartenders, No. 814, Santa Monica; Joseph Seymour, Operating Engineers No. 12, Los Angeles; Kenneth Larson, Federated Fire Fighters of California, San Diego; W. L. Fillippini, Building and Construction Trades Council of Santa Barbara."

PAUL HALL

**President, Seafarers' International Union
Member, Executive Council, AFL-CIO**

President Gruhn then presented the next speaker:

"At this time, it is my privilege to introduce to you a special representative of President George Meany of the AFL-

CIO, a member of the AFL-CIO Executive Council, President of the Seafarers International Union, who has been out in our state the past week in connection with the work to be done ahead.

"At this time, I'll introduce to you Paul Hall."

Paul Hall then spoke as follows:

"Thank you very much. Thank you very much, ladies and gentlemen.

"Now, I recognize that your agenda is quite crowded, and you have much to tend to, so I will make my remarks rather brief.

"President Gruhn, Governor Brown, my good friend Jack Henning—all of my good friends—members of this Executive Council, Delegates to this Convention, Trade Unionists: I am highly honored and pleased to be able to address this Convention in behalf of George Meany and of the Executive Council of the AFL-CIO. I will remind you that I was one of a Committee appointed by George Meany recently to represent the National AFL-CIO, for the purpose of coming to California and attempting to establish an apparatus in which we could all cooperate and coordinate our effort towards the direction of making the victory of Pat Brown a surety in the coming election.

"Brother Al Barkan, who will speak next to you, and I had the very great privilege of informing George Meany, within the past couple of days, that all of the meetings that we have attended have now been completed; and that a program has been worked out; that there has been unanimous agreement within all of the component segments of the California Labor Movement, from the State Fed down to the smallest central body, a program that will be an effective program; a program that will unite within it all of the efforts of every single part of every trade union and of every local union of the State Federation in this great State of California all into one tremendous machine, which will then be able to do the job to bring about this victory which we all seek.

"So it is with a great deal of pleasure that I also make this statement to you: that we are extremely pleased over the outcome of the meetings.

"In this state, as in every state in the Union, within every segment of the labor movement, there are always differences as to techniques and approaches. But I am happy and proud to be able to say to you that whatever differences—on

this matter of this election and the importance that it represents — might have existed have now been totally eliminated; and I would think that you will now be able to make the great effort that will be necessary if we are going to win.

"I think that it is appropriate, too, that in these days and times, and in this spirit, in times of crisis, with the great problems that confront us as a people, as a country, problems which you will discuss and act on later on in this convention, I think that it is appropriate and proper that, of all the places to have as a starting point of the battleground, the proving point, if you please, of the national issue—even here on the local level—that that place that has been chosen and recognized as the proving ground by the National Labor Movement of the AFL-CIO is within the State of California itself.

"Because this great state, I believe, represents the greatest part, the greatest segment of this American Labor Movement. I think that the State Federation, with all of the central bodies and all of the federations in the central areas, without question represents that which is the finest part of the American Labor Movement.

"If we are to join forces here and engage ourselves in struggle with the forces of reaction that we know we are going to, then there can be no better battleground chosen than here in the State of California.

"This is not a strange thing, because it was in this state, back in the very early thirties—a wave of strikes and organization, which developed this West Coast, the whole West Coast area—not just California—into one of the greatest trade union areas in this country. And it was on this basis of these strikes and these actions by the trade unionists and the labor movement of California in the early thirties—and all of those strikes and movements rolled across the country like a tidal wave, resulting in the organizational efforts in the basic industries; resulting, of course, in the development of what is now today the trade union movement in America.

"So, I would suggest that our trade union movement would be in very good hands in the coming days, weeks and months.

"Let's not misunderstand, whatsoever, the nature of the enemy. The Governor of this state, I think, has put it quite precisely: This is not a contest between

individuals. This is a contest between philosophies.

"This is a contest between those things which we all believe in, those things which we have in most instances dedicated our lives to fighting for, against those things which we are opposed to. That is the thing to remember.

"I know that there will be times when it may be confusing, when the opposition in this campaign will attempt to make their candidate look like something that he is not. They will try to attempt to hang on him a label of respectability and of Americanism and of everything else.

"But you and I know that, without regard, if a female skunk has a litter of kittens in the garage, that does not make those little kittens Chevrolets; they are still skunks as well.

"So, in the coming days, we want to remember this. We want to remember that, without regard to how much Hollywood glamour is put on the surface of this operation, that in the final analysis, we are up against tough adversaries. And if they win, if they defeat us here, then we are in for a difficult time throughout this nation.

"I want to thank you again very much for the opportunity of being here. I would like in particular to thank all of the officers of the State Federation, as well as all of the officers of the central bodies throughout this state with whom we met.

"I would like to thank them for the great cooperation. I would like particularly to thank them for their full and complete recognition that the task ahead is a thing to be concerned about; that you must now go out and use this labor movement itself—which, by and large, is an army of the most skilled professionals that you will find in this country—to build yourselves into an apparatus, based on this program that your leadership has adopted, and which can go forth and do the job.

"Because—and make no mistake about this—if this state is to be saved from the hands of reactionaries—and in fact, if this country is to be saved from the rolling out of this reactionary wind — if it is to be beaten, if it is to be defeated, if victory is to come to the peoples of this country—not only to California — it is this labor movement, as represented at this convention, which must do that job.

"And unless you do that job, we will surely be defeated.

"It is a great feeling of confidence that I know—and I know that George Meany would reflect that same feeling were he here—that our future and our lives could not be in better hands, if it must be this way, than in your hands, the very delegates to this convention today. Thank you very much."

AL BARKAN

**Director of the AFL-CIO
COPE Organization**

Chairman Gruhn then made the following introduction:

"Now, to put the icing on the cake, it's a pleasure for me to introduce someone well known to all of you in the area of labor and political activity, the one and only Al Barkan, Director of the National AFL-CIO COPE Organization. Al Barkan."

Al Barkan then took the platform.

"President Gruhn, Secretary-Treasurer Tommy Pitts, Governor, Jack Henning, Paul Hall, and leaders of California Labor: Back in 1958, I paid a visit just about this time to California. I was told by the experts, I was told by the pollsters that we were going to go down on right-to-work in California.

"I am greeted by the same forecasts of doom as we face this 1966 crisis. You went to work in 1958. You did the organization job. You did the registration job. You did the education job, and you brought us victory in '58. And you will bring us victory again in '66.

"Let the word go forth from this convention: There is nothing, absolutely nothing, that faces the labor movement of California—I don't care whether it's contract negotiations; I don't care whether it's unsettled grievances; I don't

care if it's arbitration, strikes, new organization—there is nothing, absolutely nothing more important to California labor, your present, your future, than the outcome of the election in this state in November.

"So, let the word go forth from this convention. Put everything else aside. Put this COPE organization job on the top of every agenda in every local union in this state.

"There are thousands of our members that aren't registered. There are thousands of them that don't know friend from foe. There's an organization job that can't wait. We must work at increasing organization. Our wives, our children, our telephone banks have to be mobilized. That can only be done if we put this task at the very top of our agenda for the remaining three months.

I am hoping the kind of job that you do, the registration, the education, the organization, get-out-the-vote job, will be of such a character that, when historians look back at California labor, they will say: The job that you did in this moment of labor's agony, this was California labor's finest hour.

"Good luck. God bless you, and on to victory in November."

Announcement

Chairman Gruhn called on Secretary Pitts for announcements, which he then made.

Recess

Secretary Pitts moved that the convention recess until 2:00 p.m. The motion was seconded and carried. The convention was thereupon recessed at 12:30 p.m., to the hour of 2:00 p.m. the same day.

AFTERNOON SESSION

The Convention was called to order by President Gruhn at 2:25 p.m.

APPOINTMENT OF CONVENTION COMMITTEES

President Gruhn then called on Secretary Pitts who announced the Convention Committees, as follows:

"Mr. Chairman and delegates, I submit to you the appointments of committees for this Convention as made by the Chair in keeping with the Constitution.

SERGEANTS-AT-ARMS

Andy Hemnes, Culinary Alliance &

Bartenders No. 498, Santa Barbara; Edward D. Duffy, OCAW No. 128, Long Beach; George E. Jenkins, Hod Carriers & Com. Laborers, No. 690, Monterey; Arthur Meyer, Butchers No. 229, San Diego; Tom Nugent, Marine Cooks & Stewards, San Francisco; Abel Silva, Hod Carriers No. 166, Oakland; George Williamson, Sailors Union of the Pacific, San Francisco.

RESOLUTIONS COMMITTEE

T. A. Small, Bartenders & Cul. Workers No. 340, San Mateo; Joseph Angelo, Steelworkers No. 1440, Pittsburg; C. L. Dellums, Sleeping Car Porters, Oakland;

Philip J. Deredi, Apt., Motel, Hotel & Elevator Operators No. 14, San Francisco; W. L. Fillippini, Bldg. & Const. Trades Council, Santa Barbara; Al Green, Plasterers & Cement Masons No. 429, Modesto; Armon L. Henderson, Central Labor Council, San Diego; Charles H. Kennedy, Musicians No. 6, San Francisco; Henry L. Lacayo, UAW No. 887, Los Angeles; Kenneth D. Larson, Federated Fire Fighters of Calif., San Diego; Everett A. Matzen, Butchers No. 364, Petaluma; Gordon McCulloch, District Council of Carpenters, Los Angeles; Mary Olson Moran, Hotel, Restaurant, Cafeteria & Motel Employees No. 512, Wilmington; Edward T. Shedlock, Utility Workers No. 283, South Gate; Ray Waters, So. Calif. District Council of Laborers, Los Angeles; Morris Weisberger, Sailors Union of the Pacific, San Francisco.

RULES AND ORDER OF BUSINESS COMMITTEE

Howard Reed, Contra Costa Bldg. & Const. Trades Council, Martinez; Harry Bloch, Southern Calif. Joint Bd. Amalgamated Clothing Workers, Los Angeles; N. G. Cordil, State Council Lbr. & Sawmill Workers, Los Angeles; Russell R. Crowell, Cleaning and Dye House Workers, No. 3009, Oakland; Bryan P. Deavers, State Bldg. & Const. Trades Council, San Francisco; James L. Evans, Calif. Leg. Bd., Bro. of Firemen and Enginemen, San Francisco; Richard Hackler, CWA No. 9490, Oakland; Alvin L. Holt, Barbers No. 1000, Los Angeles; C. T. McDonough, Cooks Union No. 44, San Francisco; James P. McLoughlin, Santa Clara County CLC, San Jose; George Measure, Butchers No. 115, San Francisco; William Reedy, Electrical Workers No. 6, San Francisco; James L. Smith, Hod Carriers & Common Laborers No. 1545, Riverside; Isidor Stenzor, Ladies Garment Workers No. 55, Los Angeles; James T. Stevens, Culinary Alliance No. 681, Long Beach; Arthur Triggs, Typographical Union No. 36, Oakland; Earl Wilson, Central Labor Council, San Bernardino; Herbert H. Wilson, United Rubber Workers No. 44, Los Angeles.

CONSTITUTION COMMITTEE

Max J. Osslo, Butchers No. 229, San Diego; Leonard Cahill, Redwood Dist. Council of Lbr. & Sawmill Workers, Eureka; M. R. Callahan, Bartenders No. 686, Long Beach; Fred D. Fletcher, Newspaper Guild No. 52, San Francisco; Donald P. Haggerty, Film Technicians No. 683, Hollywood; Earl W. Honerlah,

Carpenters & Joiners No. 162, San Mateo; Stanley Lathen, Retail Clerks No. 373, Vallejo; Roy Mack, Butchers No. 498, Sacramento; Frank Meagher, Machinists No. 1327, Burlingame; Terrence O'Sullivan, Const. & Gen. Laborers No. 261, San Francisco; Burnell Phillips, Central Labor Council, Riverside; R. R. Richardson, San Diego Labor Council, San Diego; Clyde E. Ringwood, L. A. Bldg. & Const. Trades Council, Los Angeles; Charles J. Smith, Steelworkers No. 2018, Los Angeles; Kenneth D. Severit, Fire Fighters Assn. No. 522, Sacramento; James C. Symes, Union Label Section, San Francisco; Merlin "Jack" Woods, Miscellaneous Restaurant Employees No. 440, Los Angeles.

CREDENTIALS COMMITTEE

James H. Blackburn, Painters No. 256, Long Beach; Andy Ahern, Garment Cutters No. 45, San Francisco; G. J. Conway, United Steelworkers No. 3941, Huntington Park; Paul Edgecombe, Oper. Engineers No. 3, San Francisco; George O. Faville, Humboldt County Central Labor Council, Eureka; John P. Felix, Hodcarriers No. 89, San Diego; Otto W. Hahn, County & Mcpl. Empl. No. 127, San Diego; Elizabeth R. Kelley, Waitresses No. 48, San Francisco; Ernest King, Boilermakers No. 513, Richmond; Daniel J. McPeak, Electrical Workers No. 1245, Oakland; Edwin Michelsen, Butchers No. 516, San Mateo; Phyllis Mitchell, Office Employees No. 3, San Francisco; Paul E. O'Bryant, Motion Picture Cinetech, No. 789, Glendale; Pat Sander, Cooks Union No. 228, Oakland; Anthony Scardaci, United Furn. Workers No. 262, San Francisco; Hartley L. Weingartner, Retail Clerks No. 1364, Redding; Charles E. Wiest, Fire Fighters No. 1014, Los Angeles; Ed Wilson, Sailors Union of Pacific, San Francisco.

LEGISLATION COMMITTEE

Robert S. Ash, Alameda Central Labor Council, Oakland; C. R. Bartalini, Bay County District Council of Carpenters, San Francisco; Anthony J. Bogdanowicz, Cabinet and Millmen No. 721, Los Angeles; George W. Ballard, Railroad Trainmen No. 278, Rialto; Robert F. Callahan, Fire Fighters No. 798, San Francisco; Ruth Compagnon, Waitresses No. 639, Los Angeles; Manuel Dias, UAW No. 76, Oakland; Harry Finks, Theater Employees No. B-66, Sacramento; Kenneth M. Hower, Calif. State Council of Painters, San Mateo; George W. Johns, San Francisco Labor Council, San Francisco; H. D. Lackey, Bldg. & Const. Trades Council, Bakersfield; Fred

L. Martin, Automotive Machinists No. 1305, San Francisco; George Mulkey, Studio Electricians No. 40, Hollywood; W. T. O'Rear, Fresno Central Labor Council, Fresno; Charles Robinson, No. Calif. District Council of Laborers, San Francisco; J. J. Rodriguez, Butchers No. 563, Huntington Park; J. J. Twombly, Oper. Engineers No. 12, Los Angeles; Larry Vail, State Council, Retail Clerks, San Francisco.

Approval of Appointments

On Secretary Pitts' motion, the convention approved the committee appointments.

Announcements

At this time there were further announcements by the Secretary.

ANNOUNCEMENT OF PASSING OF CHARLES "POP" KENNEDY

Secretary Pitts then spoke:

"Mr. Chairman and delegates, I am sure most of us heard this morning and many of us of course knew earlier about the fact that Charles 'Pop' Kennedy passed away here in San Diego at the El Cortez Hotel just prior to the opening of our convention. To those of us who have known 'Pop' for a great many years this certainly is a great loss. In addition to being an outstanding individual with respect to his own profession, he was a great trade unionist; and those who were closely associated with him, particularly in the Bay Area, can well testify to the many, many contributions that 'Pop' made to everybody's welfare in the labor community in that area.

"I regret that this has happened. For of course we will surely miss 'Pop,' and we shall miss him for all of the years of our lives ahead of us.

"I want to announce to you now that the funeral of 'Pop' Kennedy will be Friday, August 12th, at 1:00 p.m. at Godeau Funeral Home at Van Ness and Market Street in San Francisco. In lieu of flowers, request has been made that you make contributions to the Heart Fund or to Musicians' Tempo in 'Pop's' name at 230 Jones Street, San Francisco."

REPORT OF RULES AND ORDER OF BUSINESS COMMITTEE

Howard Reed, Chairman

Chairman Gruhn then called on Chairman Howard Reed of the Rules and Order of Business Committee for a report.

Chairman Reed reported:

"Mr. Chairman and delegates. The members of the Rules Committee met and we submit the following report for your approval:

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 session 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 nonconcurrence shall be first on the minority report.

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

8. Passage of Resolutions and Committee Reports by Convention.

(a) A majority of the delegates present and voting shall be required to act on a committee report or a resolution except a constitutional amendment,

which shall require a two-thirds vote of the delegates present and voting.

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

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

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

First—To adjourn;

Second—To recess to a time certain;

Third—For the previous question;

Fourth—To set as a special order of business;

Fifth—To postpone to a stated time;

Sixth—To postpone indefinitely;

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

Eighth—To divide or amend;

Ninth—To lay on the table.

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

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

13. Motion to Reconsider. A motion to reconsider shall not be entertained unless made by a delegate who voted with the prevailing side; such motion shall require a two-thirds vote to carry.

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

15. Recognition and Decorum of Delegates.

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

(b) In the event two or more delegates 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 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.

"Mr. Chairman, that concludes our report, and I move concurrence in the Committee's Report."

Chairman Reed's motion was seconded and carried. He then thanked his committee and read their names.

President Gruhn thanked the Committee and then dismissed them, as their work was completed.

Announcements

Secretary Pitts made a few more announcements.

Messages to the Convention

Secretary Pitts then read the following greetings and messages:

Tom Maloney

"My best wishes for a successful and progressive convention. Over the years your officers and delegates have done a magnificent job for labor.

"Tom Maloney, Former Legislator."

Herman Kenin

"With heavy heart I send the salutations of the American Federation of Musicians to you and to the delegates assembled at the convention of the AFL-CIO California State Federation of Labor. Charles 'Pop' Kennedy, our cherished colleague and executive officer, was to participate and take a leading part as always in the deliberations of your body. His sudden passing on the eve of your opening has deeply saddened all of us. I know you will agree with me that no greater tribute could be paid to his memory than for you to conduct your meetings with even greater vigor and devotion to the advancement of organized labor in California. In this spirit I send you my greetings and best wishes for a successful convention.

"Herman Kenin, President
"American Federation of Musicians."

Morris E. Skinner

"Dear Sir and Brother: I regret to advise you and the delegates assembled at your Sixth Convention of the California Labor Federation, AFL-CIO, that I will not be able to attend. I find that due to contractual obligations, restrictions on travel during the current airlines strike, and other administrative matters, it is impossible for me to be in attendance and participate with you in your convention. I would like to extend to you and to the officers and delegates assembled, my sincere good wishes for a constructive and fruitful convention, and also to state that we, in the Bureau of Apprenticeship and Training, appreciate your continued support in assisting us in carrying out our assigned objectives in the fields of apprenticeship and industrial training. With best personal regard, I remain,

"Sincerely,

"Morris E. Skinner,
"Regional Director Bureau of
Apprenticeship and Training
U. S. Department of Labor,
Room 10451, 450 Golden Gate Avenue,
San Francisco, California."

FURTHER REPORT OF THE COMMITTEE ON CREDENTIALS

The Chairman next called upon the Chairman of the Committee on Credentials, Chairman Blackburn, for a further report.

Chairman Blackburn read the list of additions and deletions, and, on his motion, the additional delegates were accepted and seated. (See completed Roll of Delegates.)

REPORT ON LATE RESOLUTIONS

Secretary Pitts then reported on late resolutions.

"Mr. Chairman and delegates, I have received the following late resolutions that do not conform to the requirements of the Constitution:

"Sacramento Printing Pressmen Local 60, Prevailing Wage in School Printing. Duplicate resolutions are already in.

"Sacramento Printing Pressmen Local 60, Professional Strikebreakers. Duplicate resolutions are already in.

"State Building and Construction Trades Council of California, Mexican Independence Day.

"State Building and Construction Trades Council of California, Amend Sections 12804, 13353 and 13354 of California Motor Vehicle Code.

"I.L.G.W.U. San Francisco Joint Board, Assassinations of Painters Wilson and Green. Duplicate resolution is in.

"I.L.G.W.U. San Francisco Joint Board, Upgrade Agricultural Employment. Duplicate is in.

"Steelworkers Local 3367, Retain California Buy American Act.

"L.A. City Employees Local 347, a number of resolutions dealing with the 35-hour workweek, garnishment of wages, Saturday holidays for public employees, duplicate resolutions of the same being already in. Rule of one in Civil Service, Union scales for L.A. City skilled craftsmen. Oral examination in Civil Service, duplicate resolution concerning which is already in. Lower retirement age, duplicate resolution of which is already in. L.A. City pay full health and welfare; escalator clause for retired City employees; prohibit deficiency judgments on automobiles; tightening job descriptions; public funds for nursery schools; Civil Service longevity pay; child day-care centers; 35-hour workweek; garnishment of wages; Saturday holidays for public employees; rule of one in Civil Service; Union scale for county skilled craftsmen; oral exam-

ination in Civil Service; Civil Service longevity pay; sick leave for county employees.

"United Postal Clerks, Los Angeles, Criticism of Postmaster General.

"Sacramento Typographical Union No. 46, Professional Strikebreakers. Duplicates are in on it. Prevailing Wage in School Printing. Duplicates are in on that.

"Steelworkers No. 5766, San Luis Obispo, Retain California Buy America Act.

"Postal Clerks No. 1159, Van Nuys, Executive Order 10988 Should Be Enacted Into Law; Support Bills to Improve Labor Relations for Federal Employees; and Repeal Hatch Act.

"Typographical No. 174, Los Angeles, No Raise in State College Tuition.

"Air Transport Employees Lodge 1781, San Bruno, re Air Line Strike Support.

"There are two resolutions that I think are deserving of the attention of the Convention in this instance. One I referred to previously with respect to Mexican Independence Day and the one I read to you just now on the situation in the air-lines strike.

"The air-lines strike resolution is of of such an urgent nature that I would like, if I may, Mr. Chairman, to move to the Convention at this moment that these two resolutions be given consideration by the Convention; that secondly the air-lines strike support be immediately referred to the Resolutions Committee and the Committee be asked to hold its meeting as promptly as possible so that we can possibly get a report back to this Convention at the earliest possible moment in order to expedite the intent of the resolution. And this is to deal with the situation at the congressional level in Washington. Keeping in mind that it is now 6:00 o'clock in the evening in Washington, it doesn't pose a great problem for us; but we will have the same time problem tomorrow morning. And I would like to move that motion, if we can, so that this matter can be expedited."

The motion of Secretary Pitts was seconded and passed by the necessary two-thirds and the two resolutions were referred to the Committee on Resolutions.

Meeting of Resolutions Committee

Secretary Pitts then announced:

"I would ask, if possible, that the members of the Committee on Resolutions meet immediately with Chairman

Small, in this corner of the auditorium to which I point."

Chairman Small of the Resolutions Committee a few moments later called the names of his committee members in order to assemble a quorum to consider the resolution.

Correction in Roll of Delegates

Secretary Pitts called attention to the name of Henry L. Lacayo, Auto Workers No. 887, Los Angeles, which had been incorrectly spelled on page 5 of the Preliminary Roll of Delegates.

Message, Wm. F. Schnitzler

While awaiting the Lieutenant-Governor, Secretary Pitts read an additional message:

"Sincerely regret development which had not been anticipated makes it necessary for me to cancel my plans to speak at your convention. Please express my regrets to the officers and delegates and extend my best wishes for a most successful convention.

"Wm. F. Schnitzler."

Correction of California AFL-CIO News

Secretary Pitts then announced:

"I don't know if the August 5th edition of the California AFL-CIO News has gotten to your table yet or not. If it has, I would call to your attention, in the article on the front page, where it says 'Fed opposes interference in air-lines strike,' the first couple or three words of it, 'in opposition to—' and it says 'ending,' there should have been a 'p' there. This is a typographical error. So it would read 'Opposition to pending Congressional measures.'

"So, if you have it on your tables, just remember that it's a 'pending' rather than 'ending.'"

Neil Haggerty Message

The Secretary continued:

"I have another report to make to you. There was, as you note in the Executive Council's Report, an invitation extended to Mr. and Mrs. Haggerty to come to our convention. And it's regrettable, but I have a letter which I would like to read. After extending the invitation on behalf of the Council, we received this letter which says:

"Dear Tom:

"This will acknowledge your letter of June 17, 1966, advising that the Executive Council of the Federation was ex-

tending an invitation to Peg and the undersigned to be the guests of your Convention with all expenses paid for the duration of the Federation Convention beginning on August 8, 1966, in San Diego, California.

In saying that Peg and I are very appreciative and grateful for this invitation would be putting it mildly. We are both pleased and honored to receive this invitation from the Executive Council and we wish that we were in a position to accept.

Unfortunately, Tom, while I have visited your office for a short time each day for the last couple of weeks, the doctor has advised against any extensive traveling as he is fearful of his patient getting tired which would not be to the best interest of his continuing good progress towards eventual recovery.

Will you please accept and extend to each member of the Executive Council our personal thanks as we are deeply appreciative of the invitation.

May we express our best wishes for a successful, constructive and productive convention.

'Yours fraternally, Neil.'

Announcements

There were a few additional announcements.

REPORT OF RESOLUTIONS COMMITTEE

Airline Strike

Chairman Gruhn recognized the Chairman of the Resolutions Committee, Chairman Small, for a report, which follows:

"As you know, there was a resolution given to the Resolutions Committee. We can't identify it by number as yet, but it will be given the next number available. The resolution will appear in today's proceedings, which will be on your table tomorrow morning.

"This resolution was submitted by the International Association of Machinists and Aerospace Workers, Air Transport Employees, Lodge No. 1781.

"Whereas, The Airline Employees who are members of the International Association of Machinists and Aerospace Workers and who are now on strike against Eastern, National, Northwest, Trans World and United Air Lines, have exhausted all lawful and legal recourse as provided for in the Railway Labor Act,

"Whereas, The aforementioned airlines have not negotiated in good faith, but have admittedly and openly encouraged government intervention and sought subterfuge in legislation which would deny these union members their free right to strike and would force them to accept contract terms that are unacceptable to a majority of these members.

"Whereas, That if such legislation were passed and these brothers and sisters were forced back to work against their will, then it might be expected that similar laws would be written and enforced to end other lawful strikes, thereby suppressing the very strength of any and all labor unions; therefore, be it

"Resolved, That the California Labor Federation go on record supporting the International Association of Machinists members' right to resolve their dispute with the airlines through the process of free collective bargaining, and be it further

"Resolved, That the officers and delegates to this convention protest in the strongest terms or actions possible, government intervention and/or legislation in any labor dispute wherein the union has complied with all existing provisions of local, state, and federal laws.

"Your Committee has reviewed this resolution and moves concurrence, and I move the adoption of the Committee's report, Mr. Chairman."

Adoption of Committee Report on Resolution

After a second, Paul Schrade, Auto Workers No. 887, Los Angeles; Stanley Jensen, Machinists No. 68, San Francisco; and George Garland, Air Transport Workers No. 502, El Segundo, spoke in support.

The motion passed.

Appreciation for Support

Frank Williams, Machinists No. 1781, then rose to express appreciation:

"Mr. Chairman, in behalf of the 35,000 striking airline machinists, I wish to express our thanks to the California Labor Federation for getting into the fight. I think that we can make it. Thank you very much."

Vice-Presidential District

After brief announcements, the Secretary spoke as follows:

"Mr. Chairman, at the 1964 Conven-

tion, you know, we had a few problems with respect to a vice-presidential district. All of this was to be handled at a later time by the Executive Council, and under some clarification from President Meany's office. Part of the clarification suggested that the office could be filled pending our convention approval here at this convention; and then it, of course, required some specific changes, following up therewith in the numbers that existed for vice-presidents in certain sections of the Constitution.

"So at this time, I would say to you:

"As noted, in the Executive Council's Report, page 3, which has been distributed to you, Resolution No. 8—adopted at the 1964 Convention of the Federation—creating an additional geographical vice president in Orange County, did not specifically state the exact amendments to the Constitution required to accomplish this result.

"President Meany was contacted and advised the Executive Council, through the Secretary-Treasurer, that the office could be filled pending this convention and approved the specific language changes necessary in the Constitution, which are as follows:

"(a) Substituting "35" for "34" in Article IV, Section 1, line 3: and

"(b) Substituting "35" for "34" in Article IV, Section 1, line 5; and

"(c) Substituting "25" for "24" in Article IV, Section 1(b), line 1; and

"(d) Substituting "25" for "24" in Article IV, Section 2, line 2; and

"(e) In Article IV, substituting "District No. 2-A (City of Long Beach), one vice president;" and "District No. 2-B (Orange County), one vice president" for "District No. 2 (City of Long Beach and Orange County) one vice president;" and

"(f) Substituting "35" for "34" in Article IX, Section 1, line 3.

"President Meany also directed that this report be submitted to this convention and ratification of the action taken is hereby requested."

"And I move the adoption and approval of this report at this convention."

The motion was seconded and carried.

Escort of Lt. Governor Anderson

At this time Lt. Governor Anderson was escorted to the stage.

Introduction of Lt. Governor Anderson

President Gruhn then presented the Lieutenant Governor:

"Lieutenant Governor Anderson says: 'If you are ready, I'm ready!'

"I would just like to say that the Lieutenant Governor is another part of that team about which we were talking this morning—the team that is going to go ahead for victory in November. He is one who has been a champion of the cause of the rights of the labor movement of this state. Many years ago when it was real tough in the '40s, when he was an assemblyman, he had an outstanding labor record; and since he has been in the office of Lieutenant Governor he has been friendly and has given every support possible to the labor movement of this state.

"So it is a great pleasure for me to introduce to you a great Lieutenant Governor: Lieutenant Governor Glenn M. Anderson!"

HONORABLE GLENN M. ANDERSON Lieutenant Governor of California

Lieutenant Governor Anderson spoke to the convention:

"Thank you very much, Al Gruhn.

"Tommy Pitts, officers and delegates to this great convention. It is a real pleasure to be here today and to have this opportunity to talk with you once again.

"But we are not here today merely to renew old friendships and to discuss some of the battles that we have fought together in the past. It perhaps would be nice to spend our time reminiscing about the drubbing we gave Bill Knowland and his Right-to-Work proposals in '58 or the way we deflated Mr. Nixon's formidable ego in 1962. Those indeed were the good old days. But this is 1966 and we have a job to do.

"Our job, and I am sure that I am not being too presumptuous in assuming that the great majority of you here will be with us, is to preserve, to protect and to defend the meaning of the word "California." For what that word means today to the great majority of our people, not merely in this country but all over the world, is simply this: a place where humanity is making a fresh start toward building a better, freer, more prosperous life than mankind has ever known before. A place that stands for high wages for the working man, fair

profits for the businessman, opportunity for every man, woman and child.

"And I believe that if we are going to preserve not only that image, but that reality, we have to reelect Governor Brown and the entire Democratic team from top to bottom. Which means that we are going to have to return Mr. Reagan to televisionland. And I know that that will come as a horrible shock to the John Birch Society, but then they can take comfort from the knowledge that they can watch him on TV. Perhaps one of those rich, old right-wingers who seem to dote on Reagan might even decide to sponsor his own show. And I think that he would do a fine job on one of those late evening talk shows where he can sit around with his buddies Knowland and Nixon and Goldwater and some of the other Republican losers and talk about how this country is going to the dogs.

"I didn't come here today to talk with you about Mr. Reagan, but I would like to take a few moments to discuss the opposition. I should prefer to discuss their views on the issues, but that's a rather difficult thing to do since the opposition refuses to discuss issues. Let me tell you why I think that is.

"Last winter when Reagan decided at the urging of his right-wing friends that he was destined to save California from the Californians, he had a meeting with a high-powered advertising agency which specializes in manufacturing political images.

"Now, I wasn't present at this meeting, but I can imagine what went on. The ad-agency boys, being political realists, must have said something like this:

"'Ronnie Baby,' that's how those fellows talk, 'we agree you'd make a great Governor and all, but there's one problem. I mean, you look right for the part, but these funny ideas you've been spouting all these years: this business about being against Social Security and unemployment insurance and the way you snuggled up to Barry Goldwater—that stuff may go over big in the Birch Society meetings or the executive offices of some of the right-wing industrialists, but the people won't buy it. Look what happened to Goldwater.

"'So what can we do?

"'Well, Ronnie, you can go around the state and honestly tell the people what you think and lose the election. Or you can play it cool, keep your mouth shut and your ideas to yourself, and when

anybody asks a question just flash that lovable little-boy grin, like 'Rebecca of Sunnybrook Farm.'

"Well, that's of course precisely what he did in the primary—and it worked. He went up and down this state coming out strong for morality, efficiency, and what he called a 'creative society.'

"Now, you have all seen him on television trying to wiggle out of the questions that newsmen fire at him in trying to pin him down on the issues. When they ask him about the Birch Society he acts as if he never heard of the outfit. If they ask him how he feels about welfare legislation, he says (and these are his precise words): 'I will appoint a commission to study the matter and recommend appropriate legislation.'

"If they ask him about Right-to-Work laws, he replies by telling us what a great labor leader he was in Hollywood—but neglects to mention that in those days he was a Democrat.

"In short, Reagan's campaign thus far resembles one of those old-fashioned radio soap operas that some of our wives used to love. It is a story that asks the question: 'Can a reactionary right-winger from the west be elected Governor of the nation's largest and most progressive state while concealing his views from the people who elect him?'

"Yes, I suppose it is possible. But if it happens, it will make our state and our democratic system look like a bad joke.

"What I am driving at is simply this: two years ago we had a presidential election. Mr. Goldwater, running on a conservative platform, was defeated by the most overwhelming vote in American history. Here in California President Johnson won by over a million votes. And now, less than two years later, Ronald Reagan, whose political philosophy is far to the right of Senator Goldwater's, who is in fact a right-wing radical whereas Goldwater may properly be described as a conservative, is said to be running ahead.

"Now, what can that mean? Have the people of California completely reversed their political philosophy in this short time? No. I think the answer is that the people simply do not know what Reagan stands for; that, in fact, if Reagan is elected it will be only because he has managed to deceive the voters. And I contend that his entire campaign strategy is aimed at precisely this. He is hoping to get away with perhaps the

biggest political hoax or con game in American history. And our job is to expose him for the reactionary that he is and to expose his campaign for the fraud and deception that it is.

"And so those of us who are running against the ticket which Reagan leads have no other choice this year but to go out and challenge our challengers to speak up, to define, debate and discuss the issues that face the people of California. And we are confident that if Reagan does that, he'll be rejected by the great majority of our people.

"Of course Ronnie has not been entirely successful in eluding the questions put to him by the press. Now and then they manage to pin him down to the point where he can't avoid giving us some inkling of what goes on behind that smile. Let me cite just one example of what I mean.

"Pressed as to how he feels about California's great tax-supported college and university program, Reagan admitted that he planned to 'explore the idea of tuition in the university.'

"Now, what does that mean to you as parents? First of all, remember that if the university began charging a 'modest' tuition, say \$500 per year, within a few years it will inevitably go up to \$1,000 per year; and secondly, remember that not only university students will be affected. Our state and junior colleges are just as hard-pressed for funds as the university—in some cases, more so. And if the university begins to collect tuition, inevitably the state colleges and junior colleges will, too.

"What Reagan is hinting at, in other words, if you have one or more children presently enrolled in college or planning to attend in the next few years, is a charge to you of at least several thousand dollars in addition to the present costs—which in my opinion are already too high and ought to go down, not up.

"Now, who would be hit hardest by such a radical departure from California's traditional and proven system of providing a college education for every youngster who can profit from it? Well, not the very rich. A few thousand dollars more or less won't make much difference to them. And perhaps not the very poor. They would probably be exempted or given scholarships. The people who would bear the burden of these new and staggering expenses would be people like most of you here in this hall—middle-class Californians. Many of you would simply not be able to meet these

expenses. And so your kids won't go to college, even though your taxes helped build and support these colleges in the first place.

"And that, my friends, is the sort of creative society that Reagan has in store for you and that is why he is so coy about telling us what he has in mind.

"Let me cite another example. Pushed to describe his conception of unemployment insurance, Reagan described it as 'a prepaid vacation for free-loaders.' That gives you an idea of this man's compassion, his great heartfelt understanding of what it means to be without a job and without an income to support one's family. And with this attitude will Reagan, if elected, seek to abolish unemployment insurance? Well, I doubt it. But I think I can predict that the snow will fall on the streets of San Diego in July before Reagan asks for an increase in benefits, regardless of what happens to the cost of living in the meantime.

"Nor do I have any hesitation in predicting that if Reagan is elected Governor, his four-year term will cost the average middle-class California family thousands upon thousands of dollars in money they won't earn, in benefits they won't get or will pay through the nose for, and in services they now receive out of tax funds but which they will have to pay for directly under a right-wing philosophy of government. And I promise you this: taxes won't go down one penny. For Reagan believes (and I wish he were honest enough to admit it and debate the issue openly) that it is wicked for the government to help ordinary people in their struggle toward a better life for themselves and their children. He thinks that's socialistic and immoral. On the other hand, I have never heard him or any of his ruggedly individualistic right-wing supporters complain about the moral dangers of government tax write-offs, of subsidies, of land grants, of special legislation and a thousand and one other devices which rich men and great corporations have lobbied into law for their own benefit.

"Reagan, in short, stands for government of the selfish, for the greedy and by the hypocritical. He thinks it is fine for a rich man to make millions on government contracts, but somehow a worker getting fifty or sixty dollars a week unemployment insurance while he looks for another job, or a student preparing to acquire priceless knowledge and valuable skills at the taxpayers' expense, is a free-loader whose character is in danger.

"Reagan is against welfare payments. Well, nobody is for welfare. But we think it necessary and compassionate and civilized. There are many countries in this world who do not have welfare programs. Instead they have people begging on the streets.

"Reagan is against the graduated income tax. Notice I said 'graduated,' because that was Reagan's choice of words. He isn't against taxes. He just thinks that the man who makes \$50,000 a year should pay the same taxes as the man who makes five. Can you imagine what will happen to the middle-income taxpayer if Reagan is elected?

"I don't want to spend all of my time here today talking about such a negative and unpleasant subject. Let me simply close this topic by urging those of you who may be thinking about voting for Reagan, or those of you who may have friends with similar delusions, to ask yourselves a few questions.

"Would you buy a car without checking on the price, the guarantee, if any, the performance probabilities of that car? Well, don't buy a governor because of a pitchman's ad on TV. Ask yourself what it will mean to you and your family. Ask yourself, too: can California afford a four-year experiment in right-wing reaction? Remember, as Shakespeare once said, 'A man can smile and smile and still be a villain.'

"But what about the positive side of this campaign? What opportunities does this campaign hold out? And what are the stakes for the labor movement of which you are a part?

"First of all, as Governor Brown has already told you and as you know from your own experience, California is enjoying a very prosperous business climate, both for the working man and for the employer. At present 19 out of every 20 people who seek work in California have a job. That is a good record. But we do not, frankly, feel that it is good enough and we will not be satisfied until it is 20 out of 20. That is, until every person willing and able to work can find suitable employment. And I see nothing fanciful or Utopian in this goal. We are close to it now. In fact I would be willing to predict that within a very few years we will remember unemployment as a vanished and obsolete evil, like the plagues of the Middle Ages, like child labor in the 19th century, like the breadlines that some of you can still recall from the dark days of the depression.

"We Democrats regard a man looking for work which he is qualified to do, but unable to find, as a victim of a social evil. We think it is as tragic for a worker to be without a job as for a corporation to go bankrupt. Our opponents do not agree, have never agreed with this point of view. They think a certain amount of unemployment is healthy; that it stimulates labor and keeps wages down. We think that unemployment is about as stimulating as a toothache.

"At present in California there are probably more jobs going begging than there are people looking for work. The problem is to match the people to the jobs. And that is where our extensive apprenticeship, retraining and education programs come in. We think that we need more, not less, of that kind of thing. And, as working men, your principal fear, your principal burden outside of the health and welfare of your families is the fear of unemployment. We think that the time is very near when that fear can be lifted permanently.

"Secondly, as union leaders, you stand for principle—the principle of cooperation. Most of you know from experience that the whole secret of the labor movement lies in the idea that if men cooperate in a democratic manner, everybody is better off. As Democrats we support that idea and through the years we have demonstrated that fact by our support of organized labor. I don't believe it is an exaggeration to say that the Democratic Party helped create the labor movement in this country, supported it when it was weak and fragile and stands with it now that it is strong and great. Our Republican opponents have never been really keen about organized labor. Some Republicans, like Supreme Court Justice Warren when he was Governor of California, and Goodwin Knight, did cooperate with labor. But our present opponents are not from that branch of the Republican Party which is willing to live and let live as far as labor is concerned.

"Reagan, of course, refuses to commit himself on the Right-to-Work issue. But his buddy and idol, Senator Goldwater, representing an open-shop, low-wage state, is not so shy.

"Why does the American workingman earn twice as much as his highest-paid counterpart in any other country of the world? Because your unions have fought for high wages and decent working conditions. And the Democratic Party has fought for your right to belong to that union.

"Finally, as workingmen you have an interest in seeing to it that California, the most populous and influential state in this Union and a state which is closely tied to the federal government in a whole range of programs from defense industries to the space program to higher education, does not turn around and march in the opposite direction from the rest of the nation. If California were to be captured by the radical right this year, it would almost certainly be used as a base for an assault on the presidency by the right wing of the Republican Party in 1968. California, in other words, would be the principal staging ground for organizing opposition to the administration for the next two years. No one can predict what the effects of this would be upon this state's economy and on our continuing growth. But I can tell you that it won't help our problem of communication with the national administration to have this state represented by two Republican senators and a Republican state administration.

"California has almost from the moment it entered the Federal Union had a tradition as a liberal, progressive state, a state which has traditionally led most of the others in advancing new ideas—new ideas not only in government, but in industry and entertainment and education. That tradition has been maintained by both parties. It has been maintained for the past eight years by the Brown administration. But within this decade we have seen the steady growth of something new and foreign to California's tradition. A great many people, themselves beneficiaries of California's traditional liberalism, have attempted to reverse this policy. Many of these people came to California themselves when they were younger and poorer because it was a place which offered hospitality and opportunity to the new and the unfamiliar. They took advantage of that opportunity. And now that they have secure positions and nice homes, they want to close the door to those who come after them. Now that they are ahead they want to stop the game. They say we can no longer afford to let so many young people attend our colleges and universities without paying tuition, that we are too poor to pay for essential social services, although in fact we are more prosperous now than we have ever been.

"Well, I don't believe them. I believe that this state's future is irrevocably tied to growth, to expansion, to leadership. I believe it is California's destiny

to demonstrate to the world that not just a tiny minority, but a whole state with more than 20 million people can be prosperous and free and well-educated; that we are well on the way to making this state the envy of the world and we will not be deterred from this objective because of the fears of a small group who want all the benefits and blessing of living in a large, urban and progressive state, but none of the responsibilities.

"Between now and November Governor Brown and I and the rest of our team will drive the truth home to the people of California. We will be challenging our opponents to come out and say what they are for, to debate us on the issues, and in the press and in forums like this one and in face-to-face meetings on television. And I ask only that the people of California recognize what is at stake, listen carefully and read critically. We ask that you look around and see who is telling the truth about the condition of this state. And we ask you to judge not on the basis of manufactured images, but on facts and issues.

"The campaign of 1966 represents a historic moment in the history of this state—indeed, of this nation. And I can think of no other election in the 30 years that I have been in politics in which the voters were presented with such a clear-cut choice between reaction and progress. The labor movement, we know, will be on the side of progress because it is only through progress that the workingman advances. But because we are up against a new and essentially a phony opposition, it will be necessary this year to work harder than ever before, to get out and tell your friends and neighbors about what is at stake in this campaign.

"If you do your part of the job and if we do ours, I think that we can put our confidence in the good sense of the people of California. I think they are beginning to discover the truth about our opposition. And then in the cool, clear light of election day next November, a majority of our people will not turn their backs on eight years of steadily mounting progress and prosperity under the leadership of Governor Brown or on that historic liberalism which has been the foundation of this state's great rise to leadership in business, in education, in the arts and in the quality of life that is enjoyed by our citizens.

"It has been a real pleasure to be

here and I look forward to working with you in the next 90 days ahead of us.

"Thank you very, very much."

President Gruhn commented:

"Thank you very much, Lieutenant Governor Anderson.

"I think you will agree that he laid the issues out very well and as part of the team that will be carrying on the fight for victory in November he is a credit to the administration."

LEGISLATION COMMITTEE

President Gruhn called on Chairman Ash of the Legislation Committee, who reported:

"Mr. President and Delegates. The Committee met for a period of time.

"Referring to Resolution No. 72, the Committee believes that this Resolution is more properly a subject for the Committee on Resolutions. Therefore, we move that the resolution be referred to the Committee on Resolutions. And I so move."

The motion passed.

Chairman Ash continued:

"I would like to announce a meeting of the Committee on Resolutions for 3:00 p.m. in this Convention Hall, Room 206 tomorrow, Tuesday, August 9.

"It is the request of the members of the Committee on Legislation that the sponsors of each of the following resolutions appear before it in order to answer certain questions that exist in the minds of the Committee. The co-operation of the sponsors appearing promptly will be appreciated.

"The resolutions are as follows:

"Resolution No. 7, Professional Strikebreakers, sponsored by: Allied Printing Trades Council of Los Angeles; Printing Pressmen No. 125, Oakland; Allied Printing Trades Council, Sacramento; Fresno & Madera Counties Central Labor Council, Fresno; Fresno Typographical Union No. 144; Bookbinders No. 35, Sacramento.

"Resolution No. 131, also applying to Professional Strikebreakers, sponsored by: Typographical Union No. 21, San Francisco.

"Resolution No. 85—Juvenile Institutional Personnel Retirement, sponsored by: American Federation of State, County and Municipal Employees District Council No. 20, Los Angeles and Los Angeles County Federation of Labor.

"Resolution No. 86 — Training Proba-

tion and Parole Officers, sponsored by: American Federation of State, County and Municipal Employees District Council No. 20, Los Angeles and the Los Angeles County Federation of Labor.

"Resolution No. 77 — Education for the Unemployed, sponsored by: Lumber and Sawmill Workers State Council, San Francisco.

"Resolution No. 90: Delete Section 1262 of the U.I. Code, sponsored by: Los Angeles County Federation of Labor, Los Angeles.

"Resolution No. 93: Amend Section 1262 of the U.I. Code, sponsored by Los Angeles County Federation of Labor, Los Angeles.

"Resolution No. 109: Amend Section 1262 of the U.I. Code, sponsored by Los Angeles County Federation of Labor, Los Angeles.

"Resolution No. 106 — Unemployment Insurance Appeals Board, sponsored by the Los Angeles County Federation of Labor.

"Resolution No. 127 — Workmen's Compensation Appeals Board for Southern California, sponsored by the Los Angeles County Federation of Labor.

"Resolution No. 115 — Fair Employment Practices Act, sponsored by the Los Angeles County Federation of Labor, Los Angeles.

"That is for Tuesday (tomorrow), August 9th at 3:00 p.m., Convention Hall Room 206."

Announcements

The Chairman recognized the Secretary for some announcements and messages.

"I have a request which came from the officers of the Nevada Federation to advise you, particularly those who might be inclined to return home at the end of this Convention via the City of Las Vegas, that the Holiday Inn is on their 'unfair list' at the present time. So if any of you are inclined to head in that direction, keep this in mind and steer clear of the Holiday Inn.

"A caucus of all Laborers' delegates will be held upon the recess at noontime tomorrow in Room 250, which is upstairs in this building. All Laborers' delegates upon the recess at noon tomorrow in Room 250, which is out to the foyer and upstairs in this building."

Motion to Recess

"Mr. Chairman, because of the lack of

reports from the Committee Chairmen, for I am sure that they have not yet completed as much of their work as they would like to do before making their report, we find ourselves at a loss for something to do.

"And so I will move at this moment that we suspend the rules and recess the Convention until the hour of 9:30 tomorrow morning."

Announcement

The Secretary made other brief announcements:

"Building Trades Steering Committee will meet at 8:00 a.m. Tuesday morning until 10:00 a.m. in Room 1480 in the El Cortez Hotel. Candidates for election shall appear from 8:00 a.m. to the hour of 10:00 a.m. in the same room.

"The Credentials Committee will be meeting immediately following adjournment, which is now, in the Don Room of the El Cortez Hotel."

Adjournment

The Secretary's motion having passed, the Convention adjourned at 4:17 p.m., to reconvene Tuesday at 9:30 a.m.

SECOND DAY

Tuesday, August 9, 1966

MORNING SESSION

The Convention was called to order by President Gruhn at 10:00 a.m.

Invocation

Reverend Ralph Hanson
Vice President, San Diego County
Ministerial Association

The Chairman then presented the Reverend Ralph Hanson, Vice President of the San Diego County Ministerial Association, who delivered the invocation.

"Let us pray.

"Almighty God, Creator of all things, all treasures of the land and sea. What revelation of Thee is found in Thy handiwork! Thy work is hitherto, for all nature rests in Thee and in Thee we live and move and have our being.

"Help us to be workers too, finding work a blessing. Grant unto us the joy of creating labor. Deliver us, O God, from any attitude or action that discounts the value of work or degrades the worker. Help us to solve all problems in modern industry that men may not themselves become machines, and that goodwill may prevail in human relations and that there may be a just sharing in the products of labor.

"Keep us ever faithful to Thee in our stewardship of talent and time and wealth. We praise Thee for the work of redemption wrought out for us by Jesus Christ our Lord and Savior, in whose name we pray. Amen."

Announcements

The President recognized the Secretary for various announcements.

**Escort Committee
for the Hon. Alan Cranston**

The Secretary then announced the names of the committee to escort Controller Alan Cranston:

Stanley Lathen, Chairman, Retail Clerks No. 373, Vallejo; William Stumpf, Steel Workers No. 267, Emeryville; R. R. Richardson, San Diego Central Labor Council, San Diego; Clyde Ringwood, L. A. Building Trades Council, Los Angeles; Ed Turner, Marine Cooks and Stewards, San Francisco; and Robert Giesick, Culinary Workers Joint Board, Los Angeles.

Messages

The Secretary read the following messages:

Joseph P. McCurdy
Catherine C. Peters

"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."

Joseph Lewis

"Dear Tommy: It is with regret that I inform you that I will not be able to make your convention. I have been unable to get transportation to the West Coast. I waited until this time to notify you, hoping that something would turn up, but this has not been the case. On behalf of the Executive Board of the Union Label and Service Trades Department of the AFL-CIO it is my pleasure to extend to you and to your fellow officers and delegates warm and hearty greetings and best wishes for a successful and pleasant convention. The splendid support which the California Labor Federation has always given to our department's efforts to promote and publicize organized labor's distinctive emblems—the Union Label, shop card, store card and service button is sincerely appreciated and we thank you and trust that you will call upon us when we can be of any possible assistance to you.

"Cordially and fraternally, Joseph Lewis, Secretary-Treasurer, Union Label and Service Trades Department, AFL-CIO."

John E. Evans

"Best wishes for a successful 67th Annual Convention. John E. Evans, Secretary-Treasurer, Arizona State AFL-CIO."

Hubert H. Humphrey

"To so many old and dear friends among your officers and members, I convey warmest personal greetings

for the best convention ever. 1966 can be one of the most important years in the progress of American Labor, many important forward steps have been taken to strengthen the well-being of our working people, but we know what a long way we still have to go toward assuring fullest economic justice. The labor movement of the Golden State can be very proud to have been the vanguard of the good fight for so many humanitarian goals. By our continued close cooperation, we will help make sure that trade unions play their fullest and finest role in helping President Johnson to build the Great Society.

"For your warm friendship, my deep thanks. For your vigorous championing of the cause of liberalism, of opportunity for all, my commendation. Best personal regards, Hubert H. Humphrey."

Jesse M. Unruh

"Regretfully, I am unable to join you at the Sixth Convention of the California Labor Federation, AFL-CIO, in San Diego. My duties as president of the National Conference of State Legislative Leaders make it necessary for me to be out of the state at this time.

"You have my best wishes for a successful, productive convention and my gratitude for your very kind invitation. Sincerely. Jesse M. Unruh, Speaker of the Assembly."

Joseph A. Beirne

"Dear Brother Gruhn:

"The men and women of the Communication Workers of America, living in towns and cities throughout the United States and Canada, recognize the unique combination of promise and peril that confronts the labor movement and all Americans in this dynamic era.

"As your 1966 convention opens, we are with you in our thoughts as you plan the actions which shall constitute the historic record of your deep involvement in the search for answers to the challenge and change we find all about us.

"I am certain that your deliberations will be fruitful and that the goal of full democracy in a full economy can be reached so long as dedicated organizations such as yours are a vital part of the process.

"Sincerely and fraternally, Joseph A. Beirne, President."

PARTIAL REPORT OF RESOLUTIONS COMMITTEE

Thomas A. Small, Chairman

The Chairman then recognized the Chairman of the Committee on Resolutions, Thomas A. Small, who reported for the committee as follows:

Resolution No. 105—

"The Committee on Resolutions believes that this resolution is more properly the subject for consideration by the Committee on Legislation; and I move that it be re-referred, Mr. Chairman."

The motion carried.

Policy Statement I

Full Employment and the Economy

Subsection (a)

(a) Full employment and economic security for all remain elusive goals despite over five years of economic expansion. The steady achievement of new production and earnings records has obscured the problem of lingering unemployment among major segments of the work force.

While 50 million people continue to live in poverty or slightly above it, corporate profits skyrocket and the cost-of-living steadily moves upward.

Now, more than ever, is the time for the federal government to pursue bold and innovative policies to achieve full employment while meeting the growing social and economic needs of a largely urban population.

The committee recommended concurrence.

The committee's recommendation was adopted.

Subsection (b)

(b) California unemployment, despite recent improvements, remains unsatisfactorily high. Our recent economic growth, spurred on by defense industry expansion, only reemphasizes the state's vulnerability to changes in federal procurement patterns.

Continued high unemployment, the heavy reliance upon defense, the likelihood of further social explosions, and the threatened destruction of California's irreplaceable natural beauty and resources demand new state programs that, through comprehensive planning, place the public interest foremost.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement II

Unemployment Insurance

Major improvements are needed in the state's unemployment insurance program in order for it to keep in step with a changing and growing economy. Particularly important is the need to increase the maximum benefit amount, modify restrictive and disqualifying provisions, and to extend coverage to the many workers presently denied protection. We call upon the legislature in 1967 to enact improvements in the unemployment insurance system that are commensurate with the needs of our state's economy and its jobless workers.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement III

Unemployment Disability Insurance

The California Labor Federation affirms its belief that the nation's best disability insurance program falls short of both reasonable and obtainable goals. Our state's worker-financed disability insurance program must be freed of the restrictive amendments enacted by the 1965 general session of the legislature. We support additional limited, but necessary, improvements in the benefit structure, in coverage, and in the financing of the system.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement IV

Workmen's Compensation

The California Labor Federation reaffirms its goal of seeking coverage for all employees who suffer a work-connected disability. For workers whose disability is total and partial, but which leaves no permanent impairment, our goal is replacement of lost wages in order to adequately meet the injured worker's non-deferrable expenses.

For those whose injury is permanent, the goal must be adequate re-

placement of lost wages until the impairment becomes stable.

When the permanent injury becomes stable, the maximum benefit amount must be increased to an amount equal to that paid for temporary disability and the requirement that pension benefits shall apply only to permanent disabilities which rate 70 per cent or more must be decreased. A just and equitable workmen's compensation program must also provide that when death arises as a consequence of employment, a pension is provided to the spouse until death or remarriage, with additional benefits for other dependents.

In addition, organized labor in California seeks a mandatory vocational rehabilitation program under the supervision of the State Division of Industrial Accidents.

Above all, we believe that the law's administration must assure prompt and full payment of all benefits with a minimum of adversary proceedings.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement V

Taxation

Subsection (a)

(a) The progressive federal income tax has been severely weakened over the postwar years by special interest group efforts. Reform is necessary to close the many tax loopholes available to the wealthy and to better enable the federal government to meet public needs.

The committee recommended concurrence.

The committee's recommendation was adopted.

Subsection (b)

(b) California's overall tax structure is extremely regressive, placing a heavier burden on the poor than on the wealthy. Moreover, state and local tax revenues do not rise as rapidly as income and thus the result is periodic financial crises and piecemeal tampering with the tax structure.

Major tax reform that places reliance upon taxes incorporating the ability-to-pay principle is necessary to stimulate the economy and meet the state's pressing social and economic needs.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement VI

Labor Legislation

Subsection (a)

(a) Free collective bargaining, despite its solid record of achievements, continues to be attacked by groups seeking to destroy the trade union movement. The many pro-employer biases of the Taft-Hartley and Landrum Griffin Acts provide these special interest groups with the ammunition they need in their battle to weaken and ultimately destroy collective bargaining.

Positive action is mandatory to remove the serious inequities now existing in the National Labor Relations Act, as amended, and its administration by the National Labor Relations Board and the courts. Particularly essential is repeal of Section 14(b) of the Taft-Hartley Act, and congressional enactment of situs picketing legislation.

Moreover, improvements are needed in the Davis-Bacon and Walsh-Healey Acts, and the Fair Labor Standards Act coverage should be extended to all non-covered workers, along with a \$2.00 minimum wage, double-time for overtime, and a reduction in the standard workweek to a maximum of not more than 35 hours.

The committee recommended concurrence.

The committee's recommendation was adopted.

"We have three resolutions with regard to this section of the policy statement."

Resolution No. 60—35 Hour Week for Federal Employees.

Resolution No. 136—National 35-Hour Week.

Resolution No. 155—35-Hour Workweek.

"The subject matter of these Resolutions is similar, namely, the establishment of a 35-hour week.

"You will note that a statement of policy just adopted, VI, Labor Legislation, (a), calls for the establishment of a maximum work week of not more than 35 hours.

"Your committee accordingly believes the subject matter is more adequately covered by the Statement of Policy and therefore recommends that Resolutions 60, 136 and 155 be filed."

The committee's recommendation was adopted.

Resolution No. 139—Federal Minimum Wage.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 142—Repeal Section 14(b) (Taft-Hartley).

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement VI

Subsection (b)

(b) California labor legislation remains inadequate in numerous areas despite recent improvements. Organized labor urges action guaranteeing intrastate workers, including those in agriculture, the right to organize and bargain collectively; outlawing the use of professional strikebreakers; curbing the use of antilabor injunctions; and enactment of a state FLSA with conditions at least equal to those urged at the national level in Section (a).

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement No. VII

Agricultural Labor

The bracero program, as operated under Public Law 78, is dead, yet farm workers continue to suffer prolonged unemployment, and are ill-paid, ill-housed, and lack job security. Moreover, their purposeful exclusion from the social and economic legislation of the past 30 years relegates them to the status of second-class citizens.

The task ahead is to bring farm workers into the mainstream of the nation's social and economic life. To accomplish this, we pledge redoubled efforts to help farm workers organize into unions, believing union organization is the only solution to the problems they face. We also pledge intensified legislative action to cover farm workers under the National Labor Re-

lations Act and the nation's unemployment insurance system, and amendment of the Fair Labor Standards Act to assure farm workers coverage equal to that of the covered workers.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement VIII

Civil Rights

Despite major progress in the field of civil rights in recent years, racial discrimination continues to exist on a major scale. New efforts must be made in the fields of housing, employment, education, and the administration of justice before true equality of opportunity exists throughout the nation.

The committee recommended concurrence.

Delegate C. L. Dellums, Sleeping Car Porters, Oakland, spoke in support.

The committee's recommendation was adopted.

Policy Statement IX

Housing

Subsection (a)

(a) One-fifth of the nation's population lives in substandard housing, our central cities become increasingly slum ghettos, and unplanned, chaotic suburban growth destroys millions of acres of prime farmland. The social and economic results — high crime rates, high unemployment, broken homes, and low educational attainment — are the antitheses of democracy.

The irony is that good, attractive housing for all is within reach. Yet reacting to inflationary fears, the Federal Reserve Board's action to restrict the money supply has adversely affected home construction. To meet our needs there must be a major increase in home building to an annual rate of at least 2½ million dwelling units. New and imaginative programs also are necessary to meet the housing demands of the poor and elderly.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 143—Low Rent Housing.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement IX

Subsection (b)

(b) Despite great public need, one half of California's population is barred from the housing market by excessive land and financing costs. Reflecting this and the tight money policies of the Federal Reserve Board, the state's home construction industry is severely depressed.

Greater utilization of the state's credit, a revamping of the Cal-Vet program, and new programs to meet the housing demands of farm workers are mandatory if California's needs are to be met.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement X

Education

Subsection (a)

(a) Public schools are the foundation of a free society and require our continuing support. The nation's current and future educational needs must be met through federal programs, financed by the progressive federal income tax, to aid capital construction, teacher salaries, and to help equalize educational programs and opportunities.

The committee recommended concurrence.

The committee's recommendation was adopted.

Subsection (b)

(b) California's public schools and institutions of higher education lead the nation in many ways. Such leadership can be maintained only by continuing to meet the changing needs of an ever-growing population working in a technically complex economy. The problems related to defining, attaining, and maintaining programs that equalize educational opportunities and services demand the labor movement's continuing attention.

California must attract and retain qualified teachers, achieve tax reform that will place school financing on a more progressive basis, and correct the debating society and company union provisions created through

enactment of the "Winton Bill" by the Legislature in 1965. Enactment of legislation to insure the extension of organizing and collective bargaining rights to educators is essential.

The committee recommended concurrence.

The committee's recommendation was adopted.

Subsection (c)

(c) We reaffirm our continued support for measures to extend programs of consumer education, and to have enacted into law legislative measures that will protect the buying public. Consumer education programs need expansion at all levels of education, from high school through higher education and in adult education programs, in order to help consumers make rational decisions in the marketplace when confronted with a melange of competing products and services.

The committee recommended concurrence.

The committee's recommendation was adopted.

Subsection (d)

(d) Extremists of the far right and left, seeking to control educational programs at the local level, are an ever-present threat to the public school system. Currently the ultra-conservatives are moving in on school board membership, local PTA units, and school advisory bodies. Pro-labor teachers and administrators are being attacked by these forces and are subjected to unfair and unwarranted social and economic pressures.

"Subject to the correction of the typographical error in Line 8 of the heading, so that the line should read 'units, and school advisory bodies,' your committee recommends concurrence."

The committee's recommendation was adopted.

Subsection (e)

(e) We reaffirm our support for expanded labor education programs throughout California, including the Federation's annual Scholarship Awards Program.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement XI

Social Security

Over the past two years, historic advances were made in the nation's social security program with the enactment of "Medicare," major increases in cash benefits, and other general improvements in the system. However, these achievements must not blind us, for many goals remain unmet. New and substantial improvements must be made in the nation's social security program if it is to keep pace with fast changing social, economic, and technological conditions.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 133—Lower Social Security Retirement Ages.

"The subject matter of this resolution is concerned with the liberalization and the improvement of the Social Security Retirement Program.

"Your committee is convinced that the items in question are more adequately covered under the Statement of Policy just approved, and accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 138—Disability Insurance for Every State.

"The subject matter of this resolution is concerned with the establishment of an unemployment disability insurance program on a federal level to be integrated with state programs.

"Since the state of California already has a state-established program in this area and since the question of creating a federal-state program would raise serious policy questions involving not only the national AFL-CIO but each of the states which does not currently have such a program, it was the feeling of your committee that this subject matter more properly should be initiated either by the states without such a program or at the national AFL-CIO level.

"Your committee accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

Policy Statement XII

Social Welfare

Despite rapid economic progress, large

numbers of families and individuals continue to live in poverty and deprivation. They are occupants of "the other America," far too often forgotten by the more affluent majority of the population.

The President has stated, "... for the first time in our history, we have the power to strike away the barriers to full participation in our society. Having the POWER, we have the DUTY."

The California Labor Federation endorses the goal and accepts the responsibility of, "we have the DUTY."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 121—Community Work and Training Program.

"The subject matter of this resolution is concerned with the improvement of the Community Work and Training Program.

"It is the feeling of your committee that the Statement of Policy more adequately covers this subject matter and your committee accordingly recommends that Resolution 121 be filed."

The committee's recommendation was adopted.

Policy Statement XIII

Foreign Policy

The California Labor Federation reaffirms its belief that freedom and dignity can be maintained and extended in an unsettled, poverty-stricken world only if the United States and its allies adhere to democratic principles, maintain military power adequate to deter any potential aggressor, and help new and emerging nations develop constructive programs of social and economic change. A strong, visionary United States, compassionate yet realistic, dedicated to peace but resolute in its determination to thwart totalitarian aggression and subversion, must provide the leadership in striving for the goal of a world free of war, tyranny, ignorance and poverty.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement XIV

Water Resources Development

An abundant water supply is crucial

to California's future growth. The benefits of current and future water development programs, however, must go to the general public, not to a few giant landholders who profit from the poverty of farm workers and who consistently oppose policies and programs that will benefit all of our state's population.

The committee recommended concurrence.

The committee's recommendation was adopted.

"That completes the partial report of the Resolutions Committee."

Announcements

The Chair recognized Vice President Osslo for an announcement:

"Mr. Chairman and delegates, Secretary Richardson of our Central Labor Council and I wish to announce that we want a meeting of the San Diego delegation right over in this corner immediately after the Convention recesses this noon.

"I also wish to announce that there will be a meeting of the Constitution Committee this afternoon over in the Oregon Room of the El Cortez Hotel."

The Chair recognized the Chairman of the Resolutions Committee for an announcement:

"I would like to announce that the Resolutions Committee will meet this afternoon at 3:00 p.m. in Room 217, upstairs."

Chairman Gruhn again recognized Vice-President Osslo, who had something further to announce:

"I forgot to state that anyone wishing to appear before the Constitution Committee is welcome to appear at that time, 1:30 this afternoon, El Cortez Hotel."

The Chair then recognized the Secretary for various announcements:

"I have an announcement to make that the Building Trades Steering Committee will meet in the El Cortez Hotel, in Room 1480, at 5:00 p.m. today. Any candidates desiring to appear may do so at that time."

FURTHER REPORT OF THE CREDENTIALS COMMITTEE

The Chair then recognized Chairman Blackburn of the Credentials Committee for an additional preliminary report.

On Chairman Blackburn's motion the

report was adopted (See completed Roll of Delegates).

Announcements

The Chair recognized the Secretary for announcements:

"I have been asked to bring again to your attention that all delegates from the Laborers Union, meet in caucus in Room 250, upstairs in back of this building, on the noon recess."

BRYAN P. DEAVERS

**President of the California State
Building and Construction
Trades Council**

Chairman Gruhn then addressed the convention:

"Delegates, it is a pleasure for me to present to you at this time the President of one of the great organizations in this state, Bryan Deavers, President of the State Building and Construction Trades Council."

President Deavers spoke as follows:

"Brother and Sister Delegates. You know, I have been around here now for a week. Sometimes you get to the point where you talk for a living; and when you are not making a living, you are practicing. And I think we have been practicing for quite a long time. I was tied up in committee this morning. I thought I was going to escape. I had a hard time getting away, but I finally made it.

"But one thought that I want to bring home is the fact that, if there was ever a time that we must go down the road together, any more than this, I don't know when it was—even the right-to-work bill.

"Yesterday, you heard a great man talk. I have been doing quite a bit of talking for this particular fellow, but he does a hell of a job talking for himself. And the job that he's done, that he has been doing, does a better job than that. Of course, I'm talking about the great Governor of the greatest state.

"Now, we've taken a look at the program that has been developed by the California Labor Federation for the coming election. We like that program. We've studied it, and we like it. It is now our program.

"Thank you for giving me these few words."

Correction

The Chair called upon the Secretary.

"Mr. Chairman and the Delegates, a matter of correction in the proceedings of yesterday's session. On Page 22, under the announcement of the passing of Charles 'Pop' Kennedy, in the left-hand column—I would like you to note this—in the last paragraph of my statement, there is reference to making of contributions in lieu of flowers to the Heart Fund or to Musicians Temple.

"It should not be T-e-m-p-l-e, but it's Musicians' Tempo, T-e-m-p-o. This is the fund of the musicians, for their needy."

Announcements

The Secretary then announced a Carpenters meeting at the rear of the hall at the end of the morning session.

The Chair recognized the Chairman of the Credentials Committee.

"Delegates, the Credentials Committee will be open in the Don Room in the El Cortez Hotel immediately on adjournment of this session."

FURTHER REPORT OF THE RESOLUTIONS COMMITTEE

The Chair then recognized Chairman Small of the Resolutions Committee for continuation of his report, as follows:

Ballot Proposition No. 1-a

**Annual General Legislative Sessions.
Legislature to Fix Own Salaries.**

Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Ballot Proposition No. 1

Legislature May Authorize Investment of 25% of Funds of Any Public Retirement Fund Except Teachers' Retirement Fund In Stock of Corporations and Diversified Management Investment Companies.

Recommendation: Vote YES.

The committee recommended concurrence, and Chairman Small moved the adoption of the committee's report.

Secretary Pitts; C. R. Bartolini, Carpenters District Council, San Francisco; Ken Larson, Fire Fighters No. 809, Pasadena, spoke in support.

Delegate Collins, UAW No. 216, Southgate, spoke in opposition.

The committee's recommendation was adopted.

Resolution No. 37—"Yes" on Proposition No. 1.

The committee recommended concurrence.

The committee's recommendation was adopted.

"That completes another partial report of the Resolutions Committee."

Escort for Controller Alan Cranston

Controller Alan Cranston was at this time escorted to the platform.

Announcements

The Secretary made additional announcements.

"I have been asked to announce to the delegates that Denny's, which is a restaurant at the corner of 9th and Ash Street just below the El Cortez Hotel, is non-union. Please do not patronize."

Airline Strike

"A message to the President of the Federation.

"I would like the attention of every delegate in this matter.

"Senate Joint Resolution 186 forcing airline machinists to return to work against their will may be on the house floor late this week. Suggest immediate contact with all members of the House of Representatives urging they oppose this measure which would force free men to work for the private profit of others. Important to contact as many affiliates as possible to take same action. We need as many contacts as possible."

"The message is signed by Andy J. Biemiller, Director of the Department of Legislation, AFL-CIO.

"I may advise the delegates that our office had already sent to all of our congressmen from California messages of our opposition to what is going on in this instance. But you are called upon to do the same thing. I would urge every delegate here to see that their union at least is represented by wires and messages to the House at the present time with respect to the issue of Senate Joint Resolution 186."

Scholarship Representatives

"In connection with the Federation's 16th annual Scholarship presentation I would like to announce that each of the affiliates which sponsored scholarships in this year's award program should arrange to have one representative of their organization on the platform at 2:00 p.m. tomorrow at the start of the afternoon session for the ceremony pic-

tures which will be taken of each presentation.

"At 2:00 p.m. tomorrow afternoon at least one representative of the sponsoring organization for scholarships should be here on the platform for the ceremony; and there will be a picture taken in each instance of that individual representing the sponsoring organization along with the winner of the award."

HONORABLE ALAN CRANSTON

Controller, State of California

Introduction

President Gruhn then introduced Controller Alan Cranston.

"Delegates, at this time it is a real privilege to present to you a high official of our state government—one whose position in respect to the interest of the trade-union movement is well-known, as a champion of our rights, the things for which we stand. I just wish that he were back there in the United States Senate in place of that actor!

"But he is with us carrying on in the interests of the people of California in the office that he holds.

"At this time I present to you our friend the Controller of the State of California, Alan Cranston."

ADDRESS

Controller Cranston spoke to the Convention:

"Thank you, Al, Tommy, and 'hello' to each of you.

"I am delighted to be with you once again—delighted to have this opportunity to talk with you.

"On July 28th, which was Thursday a week ago, I issued a report documenting and revealing race hatred and religious prejudice, riddling the Birch Society from top to bottom. And incidentally, I have brought with me 100 copies of that report and they are at the literature tables. I can think of no better hands in which to place copies of this report than yours.

"On July 29th, one day later, Ronald Reagan challenged me to name names, dates and places to prove my charges. And he said: 'I would certainly be first in line to repudiate anyone or anything that espouses racial prejudice or religious prejudice of any kind.'

"Thus Ronald Reagan became the first Californian to challenge my report and to defend the Birch Society; and he re-

mains the most prominent Californian yet to do so.

"I accepted Ronald Reagan's challenge. And to his surprise, his consternation, his horror, I met him at the airport in Sacramento on August 1st, a week ago yesterday, and I handed him a copy of my report which contained all the documentation that he was demanding. I gave him one additional thing in addition to that report. I handed him a letter naming two contributors to Gerald L. K. Smith's neo-Fascist, hate-ridden, Christian Nationalist organization who are listed as contributors not only to Gerald L. K. Smith but listed as contributors to Ronald Reagan's primary campaign for the office of Governor of California. Those men are Armais Arutunoff, a man in Oklahoma, and Paul M. Talbert, who was not only a contributor to Gerald L. K. Smith but a charter member of the National Council of the John Birch Society—a man who resides in Beverly Hills and who also contributes to Ronald Reagan's campaign.

"I called on Ronald Reagan man-to-man and face-to-face to put up or shut up regarding his glittering pledge given in Chico to repudiate anyone who is pushing prejudice.

"Ronald Reagan evaded the issue then in the airport. And in fairness to him, I must say that he hadn't had time then to read my report. But he has had plenty of time since and now to read that report. And yet on Saturday, three days ago, under his leadership, the Republican Party at its State Convention in Sacramento refused to repudiate the John Birch Society or any other extremist group. And also on Saturday Ronald Reagan said:

"I have seen nothing to change my position on the Birch Society."

"Well, the kindest thing that I can say at this point is: Ronald Reagan is either a slow reader or he has an extremely low rate of comprehension. I thought that a man who spent his entire life reading scripts could do better than that. And frankly, this raises a new question about his qualifications to be Governor of California. If he can't get through a report on extremism, imagine the problems that he would have coming to grips with a report, say, of an analysis of the implication of the impact of wage-price guidelines on the economy of California! Or how do you think that he would do wading through a study on

the money cost spiral and the primary rate rise?

"And incidentally, I came to the conclusion in that meeting at the airport that he isn't even a very good actor. There were a number of photographers there to photograph him; and he wanted to smile and have that urbane grin on his face. And it went sort of like this [illustrating]. He couldn't hold a smile.

"And incidentally too, I have heard it said that he looks like a governor about the way Warren Harding looked like a President!

"Reagan has shut up rather than put up on his pledge. He hasn't repudiated the Birch Society; he hasn't repudiated Armais Arutunoff; he hasn't repudiated Paul Talbert. Instead of coming to grips with my documented, carefully detailed white paper and my charges concerning anti-Semitism and anti-Negro and anti-Catholic propaganda pervading the John Birch Society and inside his own campaign . . . and incidentally, no one, neither Reagan nor anyone else, has sought to refute one single detail of my charges until this moment . . . now, instead of a direct answer, Reagan attacked me on Saturday. He accused me of 'appealing to prejudice and trying to divide Americans along every kind of line.'

"No, Mr. Reagan. The facts are these:

"First, the John Birch Society is the one appealing to prejudice itself, dividing Americans along every kind of line and fanning the flames of neo-Fascism in California. All I did was point this out.

"Secondly, you, Ronald Reagan, have refused either to acknowledge or repudiate it, piously standing by your statement of September 8, 1965, when you said you have 'no moral justification for repudiating the Birch Society.'

"And thirdly, Ronald Reagan, by your failure you are pouring gasoline on those flames. If you threw cold water instead on the ugly and dangerous fire it might simmer out. It's as simple as that.

"Although Ronald Reagan will not go on record against the John Birch Society, he is on record against a number of other things. Reagan is on record against repeal of 14(b). He says: 'Unions would be better off if their membership were voluntary.'

"Reagan is on record against unemployment insurance. He calls it 'a prepaid vacation for free-loaders.'

"Ronald Reagan is against education, saying: 'It's a strange paradox, with our complete tradition of individual freedom, that parents are being forced to educate their children.'

"Reagan is on record against collective bargaining for farmworkers, against the progressive income tax, against aid to the needy. I think that you and I well recognize that 'Right-to-work' is right around the corner if Ronald Reagan is elected Governor of California.

"Just the other day I read in the Sacramento Newsletter a report on what will transpire legislatively and governmentally in our state, for Reid Larson, the Executive Vice President of the national Right-to-Work Committee, said: 'We have more members in California than any other state.' And their hopes for success in achieving Right-to-Work rest upon the election of Ronald Reagan for Governor.

"Imagine what Ronald Reagan would do to our California economy, which is generating 200,000 new jobs every year, if he became our Governor! One of the first things I did when I was elected State Controller was to work out a checkoff system for union employees on the state payroll. I don't think that would appeal to Ronald Reagan.

"Reagan must be defeated, not only to protect the gains that have been made in the past seven and a half years for California wage-earners, but to permit further progress in dealing with our ever-growing problems. And we know that they are many.

"California's job problem is perhaps the greatest confronting us, and it is both critical and unique. It's critical because our unemployment rate in California hovers well above the national average. It's unique because our growth rate and our population increase and our industrial development soar far beyond other states. We live together in a state where a full one-third of our industrial employment is directly related to national defense. Here in San Diego the figure is even higher. There is much truth in the remark: 'When they sneeze in Washington we get pneumonia in California.'

"We have a serious unemployment problem, yes. But we also have a measurable manpower shortage in California. I know such a shortage exists because I am constantly in touch with the heads of our great industrial plants; and they tell me of their problems in finding

skilled and trained workers where they want them, when they need them.

"I use the word 'measurable' only because our manpower shortage is capable of being measured. Thus far nobody has measured it. No one knows exactly what workers are needed, where they are needed, or by whom they are needed. Only about 20 percent of new job openings in California are reported through the Department of Employment, and the Department of Employment is the only important source of that information apart from the want ads in the newspapers.

"Exciting new programs are aborning in manpower training. The regional skills centers of the Department of Employment, for example, are among the most advanced and most exciting. We are all aware of the highly escalated efforts to train workers by federal, state, local and private agencies, by business and by labor.

"These are essential programs, but they can have little meaning unless the newly trained worker can be put together with an employer who needs him, when he needs him.

"Unless we can achieve a high level of sensitivity between the job market and the available work force, we will find ourselves in the position of a toolled-up factory with no outlet for its products.

"I have a proposal which I believe can make a giant stride toward solving this problem. I propose that we establish a California manpower agency, supervised by a commission composed of management, labor, university and governmental representatives. Its mission would be to engineer solutions to the problems of manpower and industry.

"The agency must establish a data acquisition and retrieval system capable of accurately identifying our work force and our manpower needs. You may wish to point out that this task has never been accomplished before—and you would, of course, be right. Like public health programs, like prison reform, like Feather River projects and 2,000 miles of free-ways in California, this task is a difficult one and one that will cost money. But I believe it will more than pay for itself. The tools are at hand and the rewards are so immense that to shirk its undertaking would be both inhuman and imprudent.

"The key to this program lies in the computer and other electronic systems

which are sometimes looked upon as enemies of working men and women. The new technology is in large part responsible for our manpower problems, both unemployment and worker shortages. We must turn this potent new weapon upon itself. And I believe we can.

"How do we accumulate the information without which cybernetic devices are as ignorant as mere human beings? I propose that we allow a modest unemployment tax rebate to employers who cooperate by providing the manpower agency with data on job-mix requirements, hiring criteria and available production projections. I believe that the costs of such rebates would quickly be recovered by decreases in unemployment compensation payments.

"The raw material in terms of information and the machinery to put it together already exist. There are rich sources of available manpower data in our Department of Employment and in the labor unions. University facilities, such as the Institutes for Industrial Relations, are fully equipped to plan and undertake needed surveys and studies. And once we know that jobs are available, the new training centers will be able to turn out qualified applicants for many of them.

"Think of the services such an agency undertaking to coordinate this task could provide to both our government and to private employment agencies, to the prospective employer who wishes to know in what area of the state he should advertise for new and qualified help, to the company which wishes to know in which part of the state work force conditions are most favorable for the establishment of a new plant, and to the chambers of commerce and other civic agencies whose interest is community planning and prosperity.

"As Governor Brown told the California legislature in his economic message for 1966, 'Our problem is not that our economy cannot or does not produce enough jobs. The basic problem—and it is more severe in California than elsewhere in the nation—is one of fitting demand to the job, fitting skills to employment requirements.'

"The California Manpower Agency would attack that basic problem. I believe the attack could produce unprecedented and unparalleled success. And I intend to consult with Governor Brown about introducing legislation to imple-

ment this idea at the next session of the legislature.

"Let me give you just a few statistics before I close.

"The unemployment rate in Italy is 3 percent, the unemployment rate in Great Britain is less than 3 percent, in France it is less than 2 percent, in Sweden it is 1½ percent, and in Japan and West Germany it is actually less than 1 percent. The unemployment rate in California—the richest state in the richest nation on earth—is 4.7 percent. And yet our production is colossal.

"If California were a nation, not a state but one of the nations of this earth, and if you measured California in terms of its gross national product against the other nations of the world, where do you think California would rank? How far down the list of nations would you find California? Think for a moment and then let me tell you.

"The first nation in gross national product, with or without California counted, is of course the United States of America. The second is Russia. The third is West Germany. The fourth is Great Britain. The fifth is France. The sixth is China. And the seventh would be California. Ranking eighth, after us, would come Japan. And so on down through many of the great nations in this world of ours.

"Our opportunities as citizens of this great and most productive state, the first state in the greatest democracy on earth, is immense. And so is our responsibility. We must match our high rate of production with a high rate of employment—and then move on to higher and higher levels of living standards for every citizen.

"And incidentally, can you imagine one of those great nations, Great Britain or France or Japan, choosing as its president, as its chief executive, a man whose only training and experience were acting in movies and in television? No. They choose a man of experience, of dedication, of compassion—a man like Pat Brown!

"And while the people of California are doing just that, I ask you to see to it that they also keep a man of experience and a friend of labor as State Controller.

"Thank you."

President Gruhn commented:

"Controller Cranston, we are glad you are a part of that team that is going to

be in this fight on November 8th. And I just kind of think, looking at the representatives of state government, our top officials who have been before us up to this time and the ones that we have endorsed, we can be proud of the type of people we put into high office in this state."

Announcement

The Chair recognized the Secretary.

"I have been asked to repeat the number of the resolution referred to in the wire from Andy Biemiller this morning.

"The number of the Senate Joint Resolution is 186. So that you have the correct number for wires or messages that you would like to send."

Recess

The Secretary continued:

"Mr. Chairman, since we are close to the hour of 12:00 and a good breaking point in the convention, I would offer a motion, if acceptable, that we recess now until the hour of 2:00 p.m."

The motion carried and at 11:55 a.m. a recess was taken until 2:00 p.m. of the same day.

AFTERNOON SESSION

The convention was called to order by President Gruhn at 2:30 p.m.

Greetings

The Secretary read another message:

"Dear Tom: The International Association of Fire Fighters Executive Board Meeting in Indianapolis, Indiana, President Buck, Vice-President Harmelink, and myself send our compliments and best wishes to the California Labor Federation for a very pleasant and successful convention. Please convey our kindest regards to all the delegates present. Fraternally, Al Albertoni, Secretary-Treasurer, IAFF."

INTRODUCTION OF LATIN AMERICAN LABOR OFFICIAL VISITORS

President Gruhn announced:

"Delegates, at this time I am going to call upon the Secretary to introduce to the delegates to this convention some visitors, labor officials from eleven Latin American countries who are sitting up in the rear of the auditorium."

The Secretary then spoke:

"Mr. Chairman and Delegates. Those I am about to introduce to you (and I shall ask them to rise as I call their names) are a group of some 17 labor officials, as Al mentioned to you, from eleven Latin American countries. They are here under the auspices of the American Institute for Free Labor Development. They are members of the 14th Resident Course at the Institute School at Front Royal, Virginia. This school, you know, is sponsored and aided by the AFL-CIO. We have in our own way in the Federation in California tried to aid in that respect with the Institute for

Free Labor Development. Our Director of Education has worked with them, has been called back to Washington on occasion to aid in their program.

"This group is headed by Jose Estrada, the Program Director.

"I would like to ask Mr. Estrada to rise at the present time.

"May I ask you to withhold your applause until I have introduced each of them; and then you may wind up with one round of applause for all of them at one time.

"From Bolivia, Ernesto Sanchez.

"From Chile, Francisco Cordero.

"From Costa Rica, Rafael Fernandez and Juan R. Mora.

"From El Salvador, Alfredo Fuentes and Antonio Osegueda.

"From Guatemala, Jonas A. Vasquez and Mario Castillo.

"From Honduras, Salvador Ramos.

"From Panama, Carlos Cerrud.

"From Paraguay, Ricardo E. Leyva.

"From the Dominican Republic, Antonio Chong and Eleccio Ozuna.

"From Washington, D.C., Domingo Lamadriz, Billy D. Richards, Vicente Sosa and Clemente Hernandez."

[Standing ovation.]

"As you visitors from the Latin American countries can readily see, you are extremely welcome guests in this convention of the California Labor Federation, AFL-CIO. We hope that you enjoy all of it that you are able to observe in the time that you are permitted to remain here; and we extend to you our best wishes for the rest of your journey, the rest of your educational period in our country, and hope that you return

to your respective countries carrying on the battle and the fight for a free labor movement throughout the world.

"Thank you."

President Gruhn added:

"To the delegates from El Salvador, I only wish my new daughter-in-law could be here to visit with you, the former Rosa Maria Ortiz y Lopez."

DIRECTOR ERNEST B. WEBB

Department of Industrial Relations State of California

President Gruhn then made the following introduction:

"At this time, it is a real pleasure for me to present to you one whom you all know, who came up through the trade union movement, as a delegate to this convention, and then was appointed by Governor Knight, Governor Warren, and by Governor Brown to high positions in this state.

"He now holds the position of Director of the Department of Industrial Relations of the State of California. In fact, just recently, he was elected as the International President of the International Association of Governmental Officials. This organization is composed of the heads of the 50 states' Labor Departments and the Ministers of Labor of the ten Canadian provinces.

"This is quite a recognition for a Californian, one out of our own ranks.

"I had a chance to talk to him a little bit during the noon hour, and I asked if this association was affiliated, and he said, 'Well, there you are, trying to look for per capita tax again.'

"So anyhow, it's a pleasure to introduce to you once again Ernie Webb, Director of the Department of Industrial Relations of the State of California."

Address

Ernest B. Webb then addressed the convention:

"President Al, Secretary Tommy, Officers of this great Federation, our honored guests on this occasion, my brother and sister trade unionists:

"If I were to pick a title or a theme for the remarks I am about to make, I think there could be no more fitting title than that of 'The Lullaby of Birchland,' with due apologies to that great composer and lyricist of the great American classic, 'The Lullaby of Birdland.'

"I come before you today in a much

troubled frame of mind. I am deeply preoccupied with a real and present threat to the great State of California, its people, its institutions and their future.

"The best way I can think of to tell you of my concern for our people and our state can be summed up in these few words. To me, the candidacy of Ronald Reagan is the most frightening ghost story I have ever heard; and believe me, I don't scare easily! The aspect that really sends chills of fear through me is that this unfolding story could come true.

"To begin with, Reagan has been from the outset the not-so-secret candidate of the hobgoblins of racism and anti-Semitism who work under the surreptitious aegis of the John Birch Society. Reagan, with something more than tacit approval of this ominous well-spring of support, no longer fancies himself merely as a governor—he has been renominated by these same forces and by himself for the Presidency!

"Using Reagan as their willing vehicle, the Birch Society may well accomplish in California what they have reportedly virtually succeeded in bringing about in Texas: that is, the seizure of control of the Republican Party.

"In a copyrighted story in the San Francisco Examiner on August the 2nd, Columnists Rowland Evans and Robert Novak said that 'the John Birch Society and fellow travelers are on the verge of seizing control of the Republican Party in Texas' largest city (Houston).'

"The article condemns responsible Republicans for 'Silence in the face of impending disaster,' charging that this is 'typical of the national Republican party today, under the unity-at-any-price doctrine' of the GOP's national chairman.

"Columnists Evans' and Novak's exposé says further that 'Chief Bircher Robert Welch boasts that Houston ranks second only to Southern California in hatching Birch recruits.'

"They conclude that 'their (the Birchers') entire attention is on taking over the (GOP) party organization and using it to nominate their candidate for President in 1968—who at present is Ronald Reagan.'

"We see this unity-at-any-price doctrine at work here in California among normally responsible and traditionally moderate GOP leaders.

"They are lining up behind Reagan, pledging to work for him, and they are,

with incredible vehemence, denying that he is the darling of the far right and chief espouser of Birchland philosophy.

"A recent example of GOP surrender to the far right is found in Houston Flournoy's defense of Reagan's refusal to review Alan Cranston's documentation of the active racism and anti-Semitism in the Birch Society. Flournoy merely termed Cranston's exposé 'a scarecrow' and 'irrelevant.'

"It is sad to see able and respected men such as George Christopher and Cap Weinberger fall in behind a man with whom they share nothing in common—a man who is totally out of step with their philosophies, hopes and aims!

"Thus, the surrender to extremism, which began with the Goldwater campaign, seems destined to wrap its tentacles around the California Republican Party and snuff out its life; and, in the process, a great number of people—nearly 19 million, to be exact—stand to get badly hurt.

"Ronald Reagan is singing a song called 'The Lullabye of Birchland.' And he has never been off-key, regardless of what his press agents, tongue-in-cheek protectors and far right supporters tell us to the contrary!

"You all know by now the lyrics to 'The Lullabye of Birchland.' Reagan and his far right cohorts and supporters have been singing them for some time.

"The words hold a glacier-like warmth and cavalier concern for human beings, their welfare and their dignity.

"Let's review the lyrics to this 'Lullabye of Birchland.'

"For the elderly: 'Social Security ought to be voluntary.' Of Medicare: 'Traditionally one of the easiest first steps in imposing statism on the people has been government-paid medicine.'

"For poor people—which includes our elderly—'A faceless mass waiting for handouts.'

"For men of high public office: Earl Warren is a 'lousy Justice' and according to the Birchlanders, should be 'impeached.'

"Eisenhower is a 'dupe' of the Communists. Reagan deletes this line or remains in detached silence while the other members of his chorus sing it.

"For the unemployed: 'Unemployment insurance is a prepaid vacation for free-loaders.'

"For minorities: At one moment he would enforce civil rights 'at the point

of a bayonet, if necessary,' and at a later moment Reagan would vote against the Civil Rights Act of 1964.

"For organized labor: Reagan favors 'right-to-work' laws, is opposed to farm labor having collective bargaining rights, decent wages or unemployment compensation.

"For people in other lands: 'When they (speaking of the new African nations) have a man for lunch, they really have him for lunch.'

"And so goes the song filled with the curdled milk of human bitterness.

"These are the words expressing the thoughts and attitudes of a man who holds in utter contempt those who are unfortunate enough not to be as well-heeled as 'Lullabye of Birchland' Reagan.

"This is the man whose press agents and supporters are attempting to pan him off on Californians—and all Americans, eventually—as an innocuous moderate, when he has been and still is an ardent adherent of the far, far right!

"Should we, through our own inaction or unwillingness to work long, hard hours permit this man to perpetrate his proposed swindle on the people of this state, chaos and stagnation will reign in the administration of California's affairs for possibly more years than most of us here will live.

"Taking into consideration the fact that Pat Brown has given active leadership to developing California into one of the best administered states in the union—and that our Department of Industrial Relations has under his guidance and direction become the nation's model state labor agency—what could we expect from Reagan?

"For example, what would happen to the funding of our department and divisions under him?

"Can you see a Reagan showing any enthusiasm for supporting such massive state building programs as Pat Brown has put into effect during his tour of office? What would happen to the greatest educational system in the world, which has grown to its present size and thrived in excellence under Governor Pat Brown?

"Reagan would have it so that only the rich or affluent could attend our state colleges and universities. He wants to make our youngsters pay a tuition—I suppose because he can afford to pay a tuition. How many fine young people, headed for a successful and rewarding career, would Reagan turn aside in frus-

tration because they simply cannot afford to pay a tuition fee?

"We already know what this man would do should he be placed in a position to control the fate of medicare, unemployment compensation, aid to the needy and other programs dealing with the health and welfare of Californians.

"Does this ghost story frighten you, too? Does the 'Lullabye of Birchland' keep you awake at nights?

"All this brings to my mind the words of another song. It goes something like this: The days have dwindled down to a precious few—and, as we approach November, there's no time for the waiting game!

"The Save our State campaign must be mounted on the same magnitude as was the fight to elect Pat Brown and defeat Right-to-Work in 1958. Nothing short of it will suffice.

"The fact that we have just about twelve weeks left in which to accomplish this feat is a sobering one, indeed.

"Each day from here on out must be made to count for the victory of Pat Brown. Let us each go out and pick up the pace this challenge demands, beginning this very moment!

"Thank you for inviting me to speak. I'll see you on the battle line tomorrow and the next day and the next—until we have put down Reagan's candidacy and the threat it presents.

"Thank you very much for your courtesy and for the privilege of addressing you."

EARL F. CHEIT

Vice Chancellor, University of California, Berkeley

President Gruhn presented the next speaker:

"The next speaker I am going to present to you is well-known throughout California for his activities in the academic area; one whom many of you know.

"It is a pleasure at this time to present to you Earl F. Cheit, Vice Chancellor of the University of California at Berkeley."

Address

Vice Chancellor Cheit addressed the delegates:

"Thank you very much, President Gruhn.

"Secretary Pitts and friends. About

two years ago a network TV documentary began with a question that went something like this: What serves the whole State of California, employs scientists, cooks, teachers and cowboys, makes the world's best wine, teaches courses to workers, bankers, farmers and optometrists, and sails a ship that can stand on one end? The answer was: the University of California.

"The point made by this question and noted in the television program was that in addition to its primary teaching and learning function, the University serves the State of California through a tremendous range of activities and interests.

"Two years have gone by since that TV program. Today, if we were going to raise the question, we could do it like this:

"What invents tomato-packing machines, is about to start two new medical schools, has just published Dave Selvin's excellent history of labor in California, has a chemical laboratory that is a national landmark, attracts national attention when a midwest boy wanders on its premises with a sign bearing a four-letter word, was just declared the best of its kind in the nation and is misunderstood almost as much as the labor movement itself? The answer is still: the University of California.

"Now, whether it is the texture of tomatoes, or the strength of pre-stressed concrete, or the properties of expansive cement, or health plans, or the methods of using nuclear energy, the University of California plays a central role in trying to help the citizens of this state with their problems, to develop to their fullest, and to live in a useful and attractive environment.

"There is a temptation for a university speaker when facing a group such as this to tell you what the University has done for organized labor. This is doubly tempting for me because I have worked on projects with many of your state officers, with many of your county officers, and I know first-hand the work that is being done by the county and the state committees together with the University.

"But that is not what I want to talk to you about today. Today I would like to talk to you about the Berkeley Campus.

"You people come from organized labor and you know what parts of your work become matters of public discussion. And I would like to ask you: How

would you like to be judged by that discussion? How would you like public judgment to rest primarily on what the mass media say about organized labor? You would like it about as much as we do. And therefore, just as unions have tried to do a great deal to reveal something of their real workings and their nature as well as their problems, I would like to take a few minutes to examine a broad sample of events that occurred this past year on the campus of the University of California at Berkeley.

"The Berkeley campus of the University of California was the first large campus in the nation to be faced by the sit-ins and related tactics of students. In that respect our campus shares a spot in history, I suppose, that is similar to the Rubber Workers and the Auto Workers—the first to use the sit-down strike.

"Despite the fact that these events occurred two years ago and have not occurred again at Berkeley, and despite the fact that the consequences for Berkeley students were far more severe than they have been at any other university in the country, and despite the fact that similar events have occurred at every major university in the country, Stanford among them, the University of California at Berkeley is often judged as if these events keep recurring, as if a dance which was held on campus was the only major event that has occurred there and as if nothing else has ever happened on our campus.

"If you were to take the trouble to spend a little time to review last year at the Berkeley campus, let me run down a few things that you would find.

"You would find among other things that one of our students was declared Miss U.S.A. You would discover, and significantly, with a delegation of Latin-American labor leaders, that the citizens of Colombia named a school after one of our students, a Peace Corps volunteer who worked in that country. You would discover that last year three members of our faculty were nominated to the National Academy of Science, making us the second campus in the nation in this regard. You would discover that more Berkeley students volunteered for Peace Corps service than any other university in the United States.

"Many of these young men and women include your sons and daughters. Let me point out to you that the records of Berkeley students, for example in the Peace Corps, occur not because we are the largest campus in the country, as is

often believed. Far from it. There are many universities in the Midwest much larger than Berkeley. But the fact is that in dozens of ways Berkeley students have demonstrated that they care about their country, they care enough to stand up to declare for what they think is right and what they think is wrong.

"Sometimes their activities have been a source of pride to us, sometimes embarrassment and sometimes conflict. But that is not the point. The point is that in the most challenging century of mankind's existence students generally and Berkeley students especially are trying to find a meaningful way to participate.

"Just as we have led in the number of Peace Corps volunteers, I suppose that we have also led in many other respects. I suppose that we have led in the number of marchers, in the number that took the Selective Service test, and in the number that have won scholarships from the State of California to Berkeley.

"The Berkeley campus made news last year because it was one of the few major campuses which did not have a student sit-in. I say that not because I want to tempt fate, but because I want to set the record straight.

"The Berkeley campus was the first major campus in the United States of which we know to take an ethnic census of its student body. It did it this last year. It revealed what we suspected. And that is that our campus is not attracting its share of qualified Mexican-American, Negro and other minority youth. We have been working on this problem, and we will next fall be able to report the most outstanding progress in this area that I think we can report in the University's history—perhaps more than any other university in the country.

"Next fall the minority students who will come to Berkeley will include many who will become distinguished alumni of the University, along with many others with whom you are familiar. Some come to the campus with distinction already. One of the young men who is coming to the campus this next fall has the distinction of being the best high-school high-jumper in the United States.

"Among the things that happened to the Berkeley campus last year was that the Department of Interior designated one of our chemistry laboratories a national landmark. It was the place where plutonium was discovered. And not every California schoolboy who chooses to study chemistry will come to the Uni-

versity of California at Berkeley, but every schoolboy throughout the world who studies chemistry will have to learn that periodic table of elements as you did, and he will know Berkeley because No. 97 on that periodic table is Berkelium and No. 98 is Californium.

"This past year a State Senate Subcommittee published a report about the Berkeley campus. It was able, as you may know if you read the report, to restrain its enthusiasm for the Berkeley campus. It cited among other things the fact that we had a dance on the Berkeley campus at which there were reports of misbehavior.

"Now, perhaps all of you come from communities where you don't have this kind of difficulty with young people at a dance; but if you do, perhaps you will understand why we acted hastily to extend our rules to prevent a recurrence. You will be pleased to know, if you are interested, that since the time of this occurrence on the campus we have had a couple of dozen dances with no difficulties whatsoever.

"There were two films produced this past year which some of you may have seen, dealing with the University of California at Berkeley. One of them literally portrays the University as communist controlled and inaccurately alleges among other things that state funds have been used improperly.

"There is another film that was produced about the Berkeley campus this year—a very romantic film about protests which from the other political point of view does the same thing.

"I might add, if you took the trouble to find out a few more things about the Berkeley campus, you would learn that this last year the American Council on Education, after polling college and university facilities across the nation, rated as the best-balanced program in the United States that offered in the graduate program at the University of California at Berkeley. And the most significant thing for those of you with sons and daughters at Berkeley or planning to come is that our graduate faculty is the same as our undergraduate faculty. All of our students are taught by the same faculty.

"If you summarize this sampling of events or any other extended list which you might choose to look at, I submit to you that there are two conclusions about Berkeley. The first is that the citizens of California do not need to be protected from their University; and secondly,

that they have a top-flight University with the kinds of problems that large institutions have and a University which young people find an extraordinarily challenging and exciting place to study. That is the prevailing view of our campus. Ask any educator. Ask your President, whose son is one of our students.

"Why is it if this is the case that the man down the street from you may occasionally say critical things about our campus? Why is it that wild charges are sometimes made about the University of California?

"Let me in the couple of moments that I have left give you four reasons why this is the case. And let me add that we are not fearful of criticism, that we are not fearful of advice. We ask only that we have the same courtesy for our response.

"Here are four reasons, I submit to you, why people have been critical of Berkeley and why wild charges have been made about our campus.

"1. The first is: many people are offended by the recent change in the style of dress and behavior of young people. James Reston recently pointed out that college students used to chase girls and now they chase college presidents. The fact of this that seems to bother the people the most is that they do it with long hair.

"Now, this style of dress extends well into high schools and into many of your own junior high schools; and the reasons for it go far beyond and are far deeper than the university environment.

"I have no solution to this. Perhaps the delegates here from the Barbers have. But I would submit to you that when this form of rebellion disappears it will appear in another form, and the more we are offended by it, the longer it will last. That after all is its major purpose.

"Most parents seem to recognize this—some more than others. I met a man recently who told me: 'So you are the Vice Chancellor at Berkeley. I am delighted my son is coming up there to study this fall. And if you can get your hands on him and give him a haircut, I will be in your debt for a long time.'

"Not many parents, I will submit, have as good an understanding of the problem as this man does.

"The University has many functions, but one of them is not to assure the good grooming of its students.

"2. A second reason why the Univer-

sity campus is sometimes criticized is that people were worried about our ability to reassert authority after student rebellion in 1964. Any of you who took the trouble to look at the campus this past year will know that that worry is now groundless.

"3. There is a third reason why the people criticize the University. And that is that they fail to distinguish between the rights of free speech and assembly on the one hand and endorsement of what is said on the other. And just as the State Federation of Labor does not assume responsibility for my remarks here, so the University of California does not assume responsibility for the remarks of its invited speakers.

"4. There is a fourth reason why the University has been the subject of attack. And that is that there are some who have come to consider the University politically useful. Just as some students and nonstudents have tried to exploit the name and the premises of the University for their own political advantage on the left, others on the right have tried to do the same thing.

"I mentioned the movies a moment ago. You will be interested to know that while in some journals the University is attacked because on the one hand it is said to harbor communists, at the same time in other places it is under attack because of the key role that it played in the development of nuclear energy and in the helping of our government's efforts.

"You people in the labor movement have had considerable experience in dealing with both extremes, and you should be aware that there are frequent occasions in which the extreme left and the extreme right depend upon each other for their existence. Sometimes they depend upon each other in amusing ways, but it becomes serious when education is the instrument of that dependency.

"The position of the Berkeley campus is clear and you should understand it as such. We have not responded to political pressure. And this means that we will have conflict with students if they try to break rules or with nonstudents, outsiders, who try to exploit us. These will be the matters that you will read about. But these will not be the main problems of education in California. For Berkeley, as for other large universities, there will be the problem of making the curriculum alive, making the University responsive to the needs of its students, to its staff, to its faculty, to its employees,

and making certain that California's unique system of higher education remains intact.

"You should be aware that the three-part system of tuition-free higher education in California—the junior college, state college and university system—has become a model for educational planning in virtually every state in the Union that has gone into planning its higher educational program.

"As many of you probably know, the California Legislature is planning to dedicate Tideland Oil revenue in the hope of financing construction for universities and state colleges on a pay-as-you-go basis. But in the meantime there is a tremendous need for places on university and state college campuses right now for your sons and daughters and mine. Berkeley is filled this year. We have long since ceased accepting applicants. So have other universities in our system. So have many of the state colleges. There is enormous need for additional student capacity; and to meet this need, to assure that the sons and daughters of Californians can get tuition-free education, our State Legislature put on the ballot Proposition 2 this November. I was delighted to see the recommendation of your Education Council wholeheartedly in support of Proposition 2. The record of the labor movement on the construction for state colleges and universities has been superb. And let me close by asking you to give your enthusiastic support to Proposition 2, for the need in California was never greater.

"Thank you very much."

EDWARD SHARKEY

**Commander, American Legion
Department of California**

Introduction

The President proceeded with his next introduction:

"The next speaker whom I shall introduce to you is from an organization which as a matter of policy over a great number of years has exchanged with us the courtesy of inviting the respective executive officers to the respective conventions.

"At this time it is a pleasure for me to present to you for an address Mr. Edward Sharkey, Commander of the American Legion, Department of California.

Address

Commander Sharkey spoke as follows:
 "President Al, distinguished guests and delegates to this convention.

"May I take this opportunity to extend to each and every one of you the greetings of The American Legion of the Department of California. I feel very happy and honored to have been invited here today as a guest. Moreover, I feel somewhat at home. I come not exactly as a stranger to the halls of labor. I might say to each and every one of you delegates that I hold a withdrawal card from Boilermakers No. 8 in the City and County of San Francisco. I can say to you further that I am somewhat familiar, though it has been a long time ago, with the many facets of organized labor and of the problems that constantly confront it.

"I walked the streets of San Francisco in the year 1920 during the Boilermakers' strike which, as best as I recall it, lasted some nine months. Of course those were troublesome times. I well recognize that we had a streetcar strike at that time and perhaps there was some diversity on the part of those of us that were walking what we call 'picket lines.' Some of those cars reached their destination and some did not.

"I don't think that any of you here need to have me tell you that in unity there is strength; that the only thing that the trade unionists enjoy today is what you laborers have fostered throughout the years. I hope that your fight in the future will be short. However, I think also you know that any time that you permit yourself to be divided you are not only defeating your country but you are defeating yourself.

"I don't feel as an individual that there is a great deal of difference between organized labor and the American Legion. Quite to the contrary. I find a decided similarity. I think that organized labor goes forth in its daily toil to build a country. On the other hand we in the American Legion strive in our way to try to maintain and preserve the ideals of American institutions. I don't think that there is a great area of disagreement in that particular scope of activity. We shall continue as we have in the past to do what we can toward building a greater America. I am quite certain that the record of organized labor most certainly indicates that it will do likewise.

"I pledge to you delegates of this convention that during my term of of-

fice I shall continue and the Department of California will continue to support organized labor in this state in every manner possible.

"Thank you very much."

President Gruhn responded:

"Thank you very much, Commander Sharkey, for visiting with us today and for those kind remarks."

HELEN EWING NELSON

Consumer Counsel
 State of California

Presentation

The President proceeded:

"Delegates, the next speaker that I have to introduce to you is one whom most all of you know. She has made herself quite prominent through the state. Particularly she has raised great alarm as far as some of the exploiters of consumers are concerned. She has been working in Sacramento and throughout the state. In fact, she is serving, I believe, on a national committee in the area of consumer interests.

"So at this time it is a pleasure to present to you Helen Nelson, Consumer Counsel of the State of California."

Address

Mrs. Nelson then spoke:

"Thank you, Albin. Officers and Delegates: You know, it's trite to say it's a pleasure to address your convention, but in my case, that's very deeply felt. Because there was a good deal of time last year when your officers and my boss, Governor Brown, and I were not at all sure that there would be a Consumer Counsel this year, to accept an invitation to your convention.

"So, it is really a pleasure to come here with you. As your last speaker this afternoon, I am going to be very brief. But there are some things in our brief history, in the Consumer Counsel, that I want to go over with you.

"You know, the consumer is about where your members were 50 or 75 years ago. Organized Labor has given the working man, as a working man, you've given him dignity; you've given him security, and you've given him purchasing power.

"But what happens to the wage earner when he cashes his pay check and becomes a consumer? Too often, he is exploited by high interest rates; too often, he is deceived by price increases,

hidden in package size changes; too often, he's cheated outright by unscrupulous businessmen.

"What we have to do, you and I, is to give this wage earner now a voice and a bargaining position in the day to day business of buying and selling.

"Esther Peterson said it very well. She said, 'Wages won at the bargaining table are being lost at the bargain counters.'

"We have had the Consumer Council Office in California now for seven years; and during that period, I think we've seen many causes for encouragement. For one thing, California is no longer alone in having a Consumer Council in State Government. Connecticut, Massachusetts, and Rhode Island have followed California's lead.

"Massachusetts has enacted a retail credit sales act which includes truth-in-lending. This is a tremendous stride forward for the consumers of Massachusetts, and I think gives us in California a challenge.

"Responsible businessmen in industries are dropping hints that they're hearing our complaints, and this is encouraging. I think that we have reason to hope for an early end to the decay of the consumer's rights, as compared with the seller's or the lender's rights.

"Let's talk about California now, and what we in California have accomplished. During Governor Brown's administration, we've broken new ground for consumer rights. We have established precedents on which to build, and we have constructed some landmarks. I want to review with you a few of these.

"One, and a most important one, is the establishment of the first effective law to curb radio and television repair frauds. It's estimated that this law saves California consumers 15 million dollars a year. The reason that the television repair fraud law is so important, in addition to the fact that it saves us 15 million dollars a year, is that it represents a recognition on the part of lawmakers that fraudulent and deceptive business practices deserve the same kind of law enforcement that we expect when we are robbed at the point of a gun. It is a recognition by the legislature that we are entitled to law enforcement when we are in a business establishment, as well as when we are on the street.

"Landmark number two was established when we established an official sales tax schedule. Now, that sounds

very elementary, but that's just the point. It is so elementary that it indicates the blindness of the preceding administrations, that permitted the retailer to exact of his customers whatever amount he chose to in the name of sales tax.

"Now, he has to follow an official schedule, and the consumer has rights when he pays sales tax. That, too, has saved us millions of dollars a year.

"But I think even more important is the fact that we have established some rights for ourselves when we are doing our daily shopping.

"A third landmark was the passage of the Unruh Retail Installment Sales Act. This was passed in the first year of Governor Brown's administration. It establishes the legal rights of credit buyers when they buy on time.

"In each session since then, we have built upon this basic law, and we have improved it. Only this July, a new law authored by Assemblyman Charles Warren, went into effect to require disclosure of credit charges on revolving charge accounts at the time we apply for the account.

"We used to open a charge account and never be told what the service charge was going to be. That is no longer legal. The seller is required to tell us now what the service charge will be when we open a new charge account.

"The fourth landmark deals with auto insurance. Auto insurance is a necessity, I don't need to tell many of you. It's the only means that Californians have, in most cases, of meeting the liability requirements of the California Financial Responsibility Law.

"In 1965, a law authored by Assemblyman Willie Brown was enacted, which denied insurance companies the privilege of canceling insurance policies at will. For the first time, the insured person must be given a written reason for cancellation. And, for the first time, consumers are given a legal means of appealing an arbitrary decision of an automobile insurance carrier.

"The fifth breakthrough is a new legal requirement upon household goods moving companies. This was authored by Assemblyman John Williamson. It requires that when estimated moving costs are furnished, the estimate must be in writing; and notification must be given in advance of delivery if the actual charge will exceed the estimate by 10 percent.

"It also requires the moving company to report to the Public Utilities Commission every charge they make that exceeds the estimate by 10 percent. So that there is now some surveillance over household goods movers who estimate in a misleading fashion in order to get the business.

"Landmark number six is your landmark as much as any of these consumer actions. Your support was effective in ending the deficiency judgments on everything except automobiles. Assemblyman John Foran was the author.

"Now, a credit seller must choose between repossessing goods or suing for the unpaid balance. Before we enacted this law, the seller could do both. He could hardly lose, no matter how indiscriminately he made installment sales.

"This law has made a big start towards setting limits on the seller's hitherto unlimited authority to sell goods without any regard to the consumer's ability to meet the terms of the installment contract.

"The final landmark, I would say, is certainly a tribute to Governor Brown's wisdom. That is the creation of the Consumer Council Office. Our office was created seven years ago; and so appropriately, I think, I've given you seven representative landmarks in our fight to win for consumers justice and fair play.

"These seven markers certainly can only be considered as starting points. We've put some additional material in your delegates' folders; but I think these seven illustrate how government action can and should limit the degree to which a consumer is at the mercy and the caprice of the seller.

"The consumer's request is simple and reasonable. He does not ask for protection; he asks for adequate information. He asks for legal assurance of fair play; and he asks for participation in public policy decisions affecting him. Given these basic rights, he will protect himself—and protect himself well.

"What the consumer asks for is legal rights equal to the legal rights of those who sell and those who lend.

"Governor Brown, as you heard yesterday, considers the cause of equities between buyer and seller a cause of major importance.

"I think we've broken ground; we've laid out some roads toward that market place. But, we are a long ways from it. We have important unfinished business.

Ultimate success, I hope you understand, will take your help and your energy. It will take diligence and determination, because the opposition is strong.

"You in the labor movement have stood behind and supported every major gain for consumer rights. Many of your members have served on the program advisory committee through the Consumer Council Office, or as officers in the Association of California Consumers.

"Your officers have walked those hard marble halls in Sacramento in behalf of these consumer measures. And I think that it's safe to say that the AFL-CIO is the largest organized group of consumers in the world, and will continue to be a prime mover in giving consumers their rightful voice in our economy.

"Last year, when our enemies mounted a concerted effort to end the short life of the Consumer Council Office, it was the California Labor Federation that did much to save it from extinction, and to bring our cut and bleeding budget out of committee with a do-pass.

"One of the consoling and rewarding comforts I've held during these seven—often hard—first years was the support that you and your officers gave me and Governor Brown through your active participation in consumer programs.

"So, on behalf of all consumers, please let me commend you; and let me thank you. But I must urge you to help make it possible for us to continue to work together in the consumer's behalf.

"Thank you."

President Gruhn commented:

"Thank you very much, Helen Nelson. And keep up the good work in behalf of the consumers of this state.

"I might add that many of the officers, including myself, are members of the Executive Board and also members of the Association of California Consumers; and this organization is working to assist in this over-all program, to develop effective consumer education for California consumers."

Announcements

At this time, the Chair called upon the Secretary for announcements.

"Delegates, an announcement. The Credentials Committee will convene in the Don Room at the El Cortez Hotel, both on the adjournment of this session and again tomorrow morning at 8:30."

There were a few other announcements.

FURTHER REPORT OF THE COMMITTEE ON CREDENTIALS

The Chair called upon Chairman Blackburn of the Committee on Credentials for a further report.

The Committee's report was adopted. (See completed Roll of Delegates.)

FURTHER REPORT OF RESOLUTIONS COMMITTEE

The Chair called upon the Chairman of the Committee on Resolutions, Chairman Small, for a further report.

Resolution No. 72—Protective Clothing for Welders.

"In an effort to carry on our badminton game between the Resolutions Committee and the Committee on Legislation, I would like to move at this time, Mr. Chairman, that Resolution No. 72, which was referred to us in the opening day, now be re-referred back to Legislation. We have no reason to think that we should have anything whatsoever to do with it."

The motion carried.

Proposition No. 2

Bonds to Provide State College and University Facilities.

Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 3

Open Space Conservation. Legislature may define, provide restrictions on use, and establish basis of assessment on open space lands.

Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 4

Local General Obligation Bonds for Library or School Purposes May be Approved by 60 Percent of Voters Voting on the Proposition at Any Statewide Primary, General or at the General Election of November, 1966, if This Proposition is Approved.

Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 5

Property Taxation. Relief in Event of Disaster. Legislature May Authorize Assessment or Reassessment in Disaster Area Damaged or Destroyed by Major Misfortune or Calamity.

Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 6

Acts of Legislature Effective 60 Days After Regular and 90 Days After Other Sessions. Legislature Shall Reconvene for 5 Days After Regular Sessions to Reconsider Measures Pocket Vetoeed.

No Recommendation.

The committee recommended concurrence with the recommendation of the Executive Council.

The committee's recommendation was adopted.

Proposition No. 7

Compensation of County Officers. Provides Supervisors Shall Fix Own Salary Subject to Referendum and Also Salary of District Attorneys and Auditors. Supervisors Fix Own Salary in Charter Counties.

No Recommendation.

The committee recommended concurrence with the Executive Council's recommendation.

The committee's recommendation was adopted.

Proposition No. 8

Taxation of Insurance Companies; Home or Principal Office Deduction. Establishes Formula and Limits Amount of Real Property Taxes Deductible From Gross Premiums Tax. Includes Attorneys In Fact as Unit With Insurance Exchanges.

No Recommendation.

The committee recommended concurrence with the Executive Council's recommendation.

The committee's recommendation was adopted.

Proposition No. 9

Veterans' Tax Exemption for Blind Veterans. Authorizes Exemption of \$5,000

on Home of Veteran Who Because of Permanent Total Service-Connected Disability is Blind.

Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 10

Loans of Public Funds. Legislature May Provide for Use of Public Funds to Finance Restoration of Private Property Damaged in Disaster Area.

Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 11

Boxing and Wrestling Contests. Provides Legislature May Amend, Revise or Supplement Boxing and Wrestling Initiative Act of November 4, 1924.

No Recommendation.

The committee recommended concurrence with the Executive Council's recommendation.

The committee's recommendation was adopted.

Proposition No. 12

County Assessment Appeals Boards. Authorizes Any County To Create Board to Act as Board of Equalization of Taxable Property in County.

Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 13

Property Tax Statement. Removes From Constitution Requirement that Legislature Shall Require Each Taxpayer File Annual Property Statement.

No Recommendation.

The committee recommended concurrence with the Executive Council's recommendation.

The committee's recommendation was adopted.

Proposition No. 14

Personal Income Taxes. Legislature May Provide For Reporting And Collecting California Personal Income Taxes By

Reference to Laws of U.S. With Exceptions and Modifications.

Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 15

Eligibility To Vote. Provides Educational Requirement for Voting Not Applicable to Person Who on June 27, 1952, was 50 Years Old and Resident of U.S. for 20 Years.

Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 16

An Initiative. Obscenity Digest: Declares State Policy Is To Prohibit Obscene Matter and Conduct. Redefines "obscene" and "knowingly"; Provides Rules and Procedure for Prosecution and Enforcement.

Recommendation: Vote NO.

The committee recommended concurrence with the Executive Council's recommendation.

Delegate McLaughlin, Retail Clerks No. 428, San Jose, and Delegate Rader, Municipal Employees No. 107, Santa Clara, spoke in support.

Jack Carney, IBEW No. 477, San Bernardino, spoke in opposition.

The committee's recommendation was adopted.

Resolution No. 10—Support Boss Glove strikers.

"This resolution was withdrawn at the request of the Amalgamated Clothing Workers, who sent in a communication to the Resolutions Committee, which met just recently upstairs."

Resolution No. 61—No Labor Conventions or Conferences in Redding.

"Resolution No. 61 was withdrawn by the sponsor.

"So please make note that these two resolutions will not be reported out."

Explanation of Withdrawal of Boss Glove Resolution

The Chair recognized Delegate Anne Draper, Clothing Workers No. 42, San Francisco:

"I want, if I may, to give a word of explanation on the reason that our Union is withdrawing Resolution No. 10, 'Boycott of Boss Gloves.' We feel that some word of explanation is necessary on why the Amalgamated Clothing Workers is withdrawing the Boss Gloves boycott resolution. The word just literally came to us this morning that this strike against Boss Gloves, which has been on for some 18 months, is now coming to a satisfactory settlement.

"I particularly wanted to share this wonderful news with the affiliates of the California Labor Federation because of the great support, the great aid, which so many of you gave to the boycott against Boss Gloves.

"I would remind you that 600 workers, mainly women, working in three plants of the Boss Glove Company, have been walking the picket line for 18 months; and I am confident that were it not for the great support that so many of you gave the Clothing Workers Union, and for which we are very grateful, we would never have been able to bring this giant of industrial and work gloves to the bargaining table. Your consumer dollar, your aid in refusing to buy Boss gloves until they settled the strike, helped us to get a contract at the three plants of the Boss Company. And I am delighted to tell you that at two of the plants the workers have already ratified the contract, and we certainly intend to end the substandard wages and working conditions and the general inequities and injustices that prevailed. At the third plant, while the contract has still not been ratified—there are details to be worked out—we are very confident that we shall come out with a complete, satisfactory settlement. And we thank every delegate who aided us in the campaign. Your help made it possible.

"Thank you."

President Gruhn commented:

"We are very pleased to hear that good news."

PARTIAL REPORT OF RESOLUTIONS COMMITTEE

Thomas A. Small, Chairman

The Chair again recognized the Chairman of the Committee on Resolutions for a further report.

Resolution No. 30—Union Dental Care Personnel.

"The subject matter of this resolution is concerned with the mandatory direc-

tion to the affiliates of the Federation instructing them to insert in their contracts with respect to dental health programs the specific language set forth in the first resolve.

"It is the feeling of your Committee that this is a subject matter more properly for the determination by each of the individual affiliated organizations as well as the subject matter of collective bargaining by such organizations. In addition, your Committee does not believe that the Federation could be adequately staffed to effectively supervise such a requirement, even if the Convention felt that this was not an intrusion in the area of jurisdiction of the affiliates.

"Your Committee accordingly recommends nonconcurrence and I move adoption of its recommendation."

The motion carried.

Resolution No. 31—Organization of Dental Personnel.

"The subject matter of this resolution is concerned with imposing upon the Secretary of the Federation the holding of meetings with various unions and dental programs for the purpose of obtaining compliance with an agreement entered into between the Executive Council of the AFL-CIO and the American Dental Association. Since the agreement was in fact negotiated by the National AFL-CIO, it is the feeling of your Committee that the request should be directed to the national organization and that it would be improper for the Secretary-Treasurer to be required to attempt enforcement of the national agreement.

"Your committee accordingly recommends nonconcurrence and I move adoption of the committee's recommendation."

The motion carried.

Resolution No. 32—State Dental Program.

"The subject matter of this resolution is concerned with the administration of the Casey Program insofar as dental services are involved.

"While the Committee concurs in the intent that the Casey Program should be fully implemented, with appropriate labor representation included on all agencies and boards, and the services provided to the recipients be of the highest and best type of care with a safeguard that the funds available for payment not be wasted, it is the feeling of the Committee that the burdens which would be imposed upon the State Fed-

eration under this resolution could not be met with the existing staff and facilities; and accordingly your Committee recommends nonconcurrence and I move adoption of the committee's recommendation."

The motion carried.

Resolution No. 33—Mechanical Dentistry Under Medicare Title 19.

"The subject matter of this resolution is concerned with the requirement that all dental services under the Casey Program should be performed within this state and that none of such work should be shipped outside of the state.

"Here again, while your Committee is sympathetic with the objectives of the resolution, it is convinced that the Federation is not adequately staffed to undertake the burdens imposed by this resolution.

"Your Committee accordingly recommends nonconcurrence and I move this recommendation be adopted."

The motion carried.

Resolution No. 144 — Comprehensive Health Care Insurance.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 2—Unfair Attitude of Harrah's.

Resolution No. 3—"We Don't Patronize List" for Harrah's.

Resolution No. 4—"We Do Not Patronize" Harrah's.

Resolution No. 134—"We Don't Patronize" Harrah's.

"The subject matter of these resolutions is the same, namely, the alleged anti-labor attitude of Harrah's, Reno and Lake Tahoe, and the request that this attitude be publicized and that their establishments not be patronized as far as all of the organizations, both in the State of California as well as Nevada and other areas are concerned.

"Your Committee noted first that the establishments in question were located in the State of Nevada and not in the State of California; and that furthermore, there were collective bargaining agreements currently in existence with various affiliates of the AFL-CIO, including the musicians and AGVA. No evidence was submitted to your Committee of the written consent of any of these affiliates to action by any agency,

either within the state or the State of Nevada.

"Rule 22 of rules governing AFL-CIO State Central bodies provides in part as follows:

"22. Boycotts and Unfair Lists.

"No state central body shall have power or authority to originate a boycott or to initiate action to place an employer on an 'unfair' or 'do-not-patronize' list. All such action shall be taken only on written request of the aggrieved union or in response to an action of the AFL-CIO.

"When such action is requested by an aggrieved union, the state central body shall be governed by the following regulations:

"(a) Disputes affecting contractual interests of other unions. If the requested action is directed against an employer which has a contract or working agreement with any union or unions affiliated with the AFL-CIO, other than the aggrieved union, then the written consent of such other union or unions shall be required. If such consent is not given, no further action shall be taken by the state central body, except as authorized by the President or by the Executive Council of the AFL-CIO.

"(b) Disputes within the state. If the requested action is directed against an employer for a dispute arising within the state which does not involve the contractual interests of other AFL-CIO unions, the state central body may take the requested actions if, in its judgment, such action is warranted.

"(c) Disputes in areas of other central bodies. If the requested action is directed against an employer for a dispute arising wholly outside the state, no action shall be taken unless the local central body, or state central body, as the case may be, in whose area the dispute arose has first acted favorably on the request of the aggrieved union in keeping with applicable rules.

"(d) National and regional disputes. If the requested action is directed against an employer for a dispute which is national or regional in scope, no action shall be taken by the central body unless the national or international union involved has first secured approval of the AFL-CIO."

"It is clear that the requested action to be taken by this convention is not consistent with the rules applicable, and accordingly your Committee recommends that the resolutions be filed."

The committee's recommendation was adopted.

Resolution No. 132—Don't Patronize Kingsport Press.

"Your Committee recommends that the eighth whereas be amended by striking in the second line the word 'are' and inserting the word 'use.' And as so amended your Committee recommends concurrence and I move adoption as amended."

The Committee's recommendation was adopted.

Announcements

The Chair recognized the Secretary for some announcements and messages.

Secretary Pitts announced the Escort Committee for Attorney General Thomas C. Lynch:

"Morris Weisberger, Sailors Union of the Pacific; C. A. Green, Plasterers & Cement Masons, Modesto; Anthony Ramos, California State Council of Carpenters, San Francisco; Terence O'Sullivan, Construction Laborers Local 261, San Francisco; Al Clem, Operating Engineers No. 3, San Francisco; William Farley, Painters No. 256, Long Beach; George Mulkey, Studio Electricians, Hollywood; Ernest King, Boilermakers No. 513, Richmond."

FURTHER REPORT OF RESOLUTIONS COMMITTEE

Thomas A. Small, Chairman

The Chair recognized the Chairman of the Resolutions Committee for a further report.

Resolution No. 8—Israel and Histadrut.

Resolution No. 152—Support of Histadrut.

"The subject matter of these resolutions is similar: namely, the support of Histadrut.

"Your Committee recommends concurrence in Resolution No. 152, and further recommends that Resolution No. 8 be filed. And I move the adoption of the Committee's report."

The committee's recommendation was adopted.

Resolution No. 52—Support National Department of Transportation.

"The subject matter of this Resolution calls for the support of the Federation with respect to the establishment of a Department of Transportation as part of the United States Cabinet.

"Your committee notes first that this

is basically a matter which should be initiated and implemented by the national AFL-CIO rather than by a State Federation, and your committee was further advised that there are differences of opinion between various affiliated International Unions of the AFL-CIO. While your committee is sympathetic to the establishment of an appropriate department, in view of the fact that the Maritime Internationals and others are not necessarily in agreement with one Department of Transportation, your committee recommends non-concurrence."

The committee's recommendation was adopted.

Resolution No. 81—Executive Order 10988.

"The subject matter of this resolution is concerned with the establishment by legislation at the national level of the concept embraced within Executive Order 10988. It is the feeling of your committee that it would be extremely difficult if not impossible to obtain favorable legislation at the national level, which would not contain some unfavorable features which, in effect, would nullify a portion of the executive order currently in effect.

"In addition, however, it was the feeling of your committee that the executive order adequately covered the situation at the current time, and that the danger of obtaining unsatisfactory legislation was a controlling factor.

"Your committee accordingly recommends non-concurrence and I so move."

The Chair recognized Anthony Composto, Local 1159 United Federation of Postal Clerks, Van Nuys:

"We would like to add a further resolve to this resolution as follows:

"That the California Labor Federation, AFL-CIO, through its duly-authorized officers and agents, work for and press the enactment into law of S-3188 and HR-14466, establishing Union rights for arbitration and mediation of unresolved contract disputes, grievances and impasses arising out of negotiations between employee organizations and governmental departments.

"And I so move."

President Gruhn ruled:

"Delegate, there is a motion on the floor at the present time, and it's non-concurrence in this resolution. Therefore, your motion is not in order.

"However, if you'd bring what you

have here up to the platform, we can see what you have.

"If there's no objection from the delegates, we will hold this matter and reserve it, going on to the next matter. Is there any objection?

"There being no objection, we'll hold the matter up and proceed with the next item."

Resolution No. 82—Repeal the Hatch Act.

The committee recommends concurrence.

The committee's recommendation was adopted.

The President stated:

"On **Resolution No. 81**, where the delegate just brought up another resolve, it will be studied by the committee and reported out later."

Chairman Small continued.

Resolution No. 16 — AID — United Givers.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 124—Support Community Chest and Other Fund-Raising.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 153—Support Community Service Organization.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 88—Enlarging the War on Poverty.

Resolution No. 141—Program to Eliminate Poverty.

"The subject matter of these resolutions is similar, namely, the enlargement of the war on poverty. Your committee recommends concurrence in Resolution No. 141 and further recommends that Resolution No. 88 be filed; and I move the adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 66—Aid to Shipbuilding and Shipping.

Resolution No. 68—Shipbuilding Conference.

"The subject matter of these resolutions is similar; namely, the providing of shipbuilding and the necessity for a conference to accomplish this resolve. Your committee recommends concurrence in Resolution No. 68; and further recommends that Resolution 66 be filed; and I move the adoption of the committee's report."

Chairman Small spoke in support.

Jerome Zimmer, National Maritime Union, spoke in opposition.

William Cummings, Boilermakers No. 10, Oakland, moved to amend, to combine Resolutions Nos. 66 and 68.

The Chair ruled this could not be acceptable, as it would involve a completely conflicting amendment.

Delegate A. E. Montoya, Boilermakers No. 6, San Francisco, rose to second the amendment, but the Chair had not accepted it.

Delegate Frank White, Steelworkers No. 1304, Emeryville, made the following motion:

"Mr. Chairman, I make a motion to refer both resolutions to the Resolutions Committee, so that the members of the Boilermakers and the National Maritime Union can appear before the Committee to bring forth a resolution that is satisfactory to both organizations."

President Gruhn responded:

"Well, Delegate, you say 'Bring back a resolution.' You just want a motion to refer back to committee so that the groups might appear? The Chairman has no objection to that. Maybe they can resolve something."

Motion duly seconded.

C. W. Huddleston, Boilermakers No. 10, Oakland; Alex Jarrett, Marine Firemen, San Francisco; and Secretary Pitts spoke in favor of referring back to committee.

The motion carried.

Resolution No. 67—Tank Building and Bulk Cargo Carriers.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 53 — Coded Survey Questionnaires.

"The subject matter of this resolution is concerned with the improper use of confidential information, as a result of which the identity of those questioned by way of questionnaires is not only dis-

closed but the record of their answers is maintained with their identity.

"While your Committee condemns the conduct in question, it is the opinion of your Committee that this is a grievance which should be handled by the affiliate in question and the burden of processing the grievance should not be transferred to the Federation.

"Your Committee recommends non-concurrence and I move adoption of the committee's recommendation."

The committee's recommendation was adopted.

Resolution No. 54—Work out of Classification.

"The subject matter of this resolution is concerned with a complaint that individuals are compelled to work out of classification.

"While your Committee condemns the conduct in question, it is the opinion of your Committee that this is a grievance which should be handled by the affiliate in question and the burden of processing the grievance should not be transferred to the Federation.

"Your Committee recommends non-concurrence and I move adoption of the committee's recommendation."

The committee's recommendation was adopted.

Resolution No. 55—Oppose Working Alone in Wards.

"The subject matter of this resolution is also concerned with a complaint that individuals are subjected to improper work conditions in the wards of the California State Mental Hospitals.

"While your Committee condemns the conduct in question, it is the opinion of your Committee that this is also a grievance which should be handled by the affiliate in question and the burden of processing the grievance should not be transferred to the Federation.

"Your Committee therefore recommends nonconcurrence and I move adoption of the committee's recommendation."

Henry L. Clarke, Contra Costa Em-

ployees No. 1675, Martinez, spoke in opposition.

The motion was lost.

Resolution No. 57—Decrease in Nursing Service Personnel.

The committee recommended concurrence.

The committee's recommendation was adopted.

Announcements

The Chair called upon the Secretary for some announcements and messages.

There followed miscellaneous announcements by Secretary Pitts.

The Chair recognized R. R. Richardson, the Secretary of the San Diego Labor Council, for an announcement.

"Delegates, I have an announcement to make relative to the barbecue to be held tomorrow evening at the Caliente Dog Race Track.

"Speaking to all delegates who have cars, we urge that you ask other delegates to ride with you to help out in the transportation problem, which will make it more compatible, anyway. However, for those who do not have cars or transportation there will be buses leaving the concourse here tomorrow evening; and tomorrow during the convention the Chairman of the Transportation Committee will announce the time the buses leave for the track and the time of return."

Delegate A. E. Montoya, Boilermakers No. 6, San Francisco, asked when the Committee would be meeting so he could be present.

President Gruhn stated it would be announced in the morning.

Recess

Secretary Pitts moved the convention stand in recess until the hour of 9:30 Wednesday morning.

Motion was duly seconded and carried.

Whereupon, at 5:00 p.m. an adjournment was taken until 9:30 a.m., Wednesday, August 10, 1966.

THIRD DAY

Wednesday, August 10, 1966

MORNING SESSION

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

Invocation

Rabbi Joel S. Goor

Spiritual Leader, Temple Solel

President Gruhn presented Rabbi Goor:

"Delegates, at this time it is a pleasure to present to you for the purpose of the invocation this morning Rabbi Joel S. Goor, Spiritual Leader of Temple Solel of San Diego."

Rabbi Goor presented this invocation:

"Creator of the Universe, Father of all mankind, we join in prayer as we have united in endeavor. Through Your Bible we have been taught that one of the basic rights of all men is to a standard of living worthy of the bounties of Your creation. Teach us also our responsibilities for sharing these bounties with our fellow men. May we never forget that all we have and prize is but lent to us—a possession for which we must render account unto Thee.

"O Lord, we respectfully acknowledge that society has never fully heeded Your admonition to see that the worker is compensated fully for his toil, rewarded not only materially but with a status of mind and soul worthy of the dignity labor lends man.

"Inspire the leaders of this organization not only to dedicate themselves to obtaining better working conditions for their members, but also to labor with unfailing devotion and dedication for the betterment of all society.

"We pray that we may all learn to utilize our possibilities to the highest of our potential, enabling us to join in the work of creation that never is completed—the creation of a just and equal society in a secure and peaceful world. Then shall man be his brother's keeper and none shall want, all sharing the fruit of the earth. Amen."

President Gruhn responded:

"Rabbi Goor, we appreciate your taking your time out this morning to come down and give us this very spendid, in-

spiring invocation. Thank you very much."

**Escort of Under Secretary of Labor,
John F. Henning**

At this time the Honorable John F. Henning, Under Secretary of Labor, was escorted to the rostrum.

Announcements and Messages

The Chair recognized the Secretary for some announcements and messages.

The Secretary read this message:

"Carpenters Local Union 1815, Santa Ana, California, wishes this Sixth Convention to be the greatest and most fruitful of all conventions. President of Local 1815, Robert Dougharty."

The Secretary announced:

"The American Federation of State, County and Municipal Employees will meet in caucus immediately on adjournment of this morning's session in the area where it is seated. Just remain in your seats, State, County and Municipal employees on the adjournment of the morning session.

"A note here to the desk says: 'It has been observed that many delegates are bringing to the Convention Hall a notorious anti-Union paper that has been on the unfair list for many years, "The Los Angeles Times." The delegates should be instructed not to buy the Times.'

"Submitted by Daniel Cohen, delegate from 174, Typos, Los Angeles."

Resolutions Committee Call-In

The Chair recognized the Chairman of the Resolutions Committee, Chairman Small, for an announcement:

"The Resolutions Committee will meet at 10:30 in Room 216, which is at the top of the stairs on this side of the foyer.

"We would like to have the sponsors of these two resolutions, 66 and 68, present, please.

"Thank you."

Announcement of Barbecue

The Chair recognized David Moore, of the Bus Drivers Union.

"As you know, tonight is the night for

the barbecue at the Agua Caliente Race Track. We are going to ask that the local delegates and other delegates with cars take as many people as possible to this function. However, we shall have two buses that will be parked right outside of the Concourse and they will start leaving as soon as they are loaded. We have a target time of 5:30 and the last bus will leave no later than ten minutes to 6:00.

"When you get to the Mexican Border there will be some buses on the other side that will transport you down to the Agua Caliente Race Track. The last bus will leave the Agua Caliente Race Track at 11:30 and the bus on the American side will leave at 12:00 o'clock. That is, the last bus. There will be two buses. One will leave as soon as it is loaded and the second will leave at midnight. However, if you miss all your transportation there are always taxicabs to take you home.

"Anyway, we hope that you will have a nice time and we hope that you get there without any difficulties."

Further Report of Credentials Committee

James Blackburn, Chairman

The Chair recognized the Chairman of the Committee on Credentials, Chairman Blackburn, for a further report. (See completed Roll of Delegates.)

Chairman Blackburn then further announced: "The next session of this committee is the final session according to the Constitution of this organization. We shall be in session immediately after leaving here and getting to the Don Room in the El Cortez Hotel and will stay there through the entire lunch hour to catch any of you delinquents. And if you know any delinquents, tell them that that is the last go around. You will not be eligible to vote on anything or have delegate credentials unless you get in.

"Please cooperate.

"I move the adoption of the Committee's report."

The motion carried.

Announcement of Committee on Legislation

The Chair recognized Chairman Ash, Committee on Legislation, for an announcement:

"To the members of the Committee on Legislation: We have just been notified that we have another resolution for us

which has now been transferred from the Committee on Resolutions. So we shall meet immediately upon recess to handle this one resolution over in the back end of the hall here."

HON. JOHN F. HENNING

Under Secretary of Labor

Introduction

President Gruhn then presented the Honorable John F. Henning:

"Delegates, at this time it's an honor once again to present to you one who came out of the ranks of the trade union movement in California, who formerly served this Federation as its Research Director, and assistant to the Executive Secretary-Treasurer.

"He was then called by Governor Brown to assume the important position of Director of the Department of Industrial Relations of the State of California, where he did an outstanding job in behalf of the working people of this state.

"And then, during the administration of the late beloved President John F. Kennedy, this brother of ours was called to higher office, in our United States Government. He was appointed to the high post of Under Secretary of Labor, in the Cabinet of the President.

"In this position, with his background and knowledge of the trade union movement, and his sincere belief in its principles and objectives, he has served the trade union movement of this country well.

"At this time, it's a real privilege to present to you our own John F. 'Jack' Henning, Under Secretary of Labor."

ADDRESS

Mr. Henning spoke as follows:

"Mr. Chairman, Al Gruhn, Secretary Tommy Pitts, Officers and Delegates.

"It's a great honor to be here with you once again.

"I would be presumptuous to bring to you the particular personal greetings of Neil Haggerty. I know that he has been in contact with Tommy Pitts and explained that he could not attend this convention, the first State Labor Convention he has missed in something more than 40 years. He is well on the way to recovery following his operation. He continues to give great leadership to the Building Trades Union movement of this nation.

"Also, I could not help but note that,

for the first time in more than 40 years, Walter Otto of this State Labor Federation Staff is not in attendance. He was here for many years as a delegate of the Teamsters Union, and then also as a staff member for more than 20 years.

"Like the Governor of California, I could not help but experience great sorrow on learning of the death of 'Pop' Kennedy, the Head of the Musicians Union of San Francisco, who died while in attendance at the convention, following sessions of the State Theatrical Federation.

"As a San Franciscan, I hope you will allow me to say that 'Pop' was a genuine San Franciscan; the city was in his blood, in his bones. And I like to think that, as a San Franciscan, he shared in the great trade union traditions of his native city. He made the Musicians Union one of the great trade unions of San Francisco.

"It was my great honor to be here Monday at the opening sessions and to hear Governor Brown explain his doctrines and his teachings and his beliefs, the doctrines and teachings and the beliefs that he has espoused all throughout his political career, and that will once again assure him of victory in state-wide election.

"I don't think there is any need to emphasize the importance of political action in 1966. We have long since left the day when it could be argued that trade unions can fulfill their missions in American society through economic strength. We know by the lessons of history that the most powerful trade union can be destroyed or emasculated overnight if government is in hostile hands.

"Now, the hostile voice of Mr. Reagan was heard this week. He once wore your badge. He once attended these conventions. But now he speaks disparagingly of the 'Sultans of Labor.' He didn't enjoy your endorsement; he seemed surprised—certainly, those who direct his political life are too sophisticated to think that, for one moment, any trade union in this state or any individual trade union member could send Governor Pat Brown to the wall for the likes of 'Mr. Slick.'

"He has no credentials to justify a labor endorsement. But his candidacy does point to a political crisis.

"For the third time in the past eight years, the state of California is in Political crisis: 1958, 1962, 1966.

"In 1958, William Knowland, then one of the most powerful national Republican figures in the nation—Knowland, who was the minority leader of the Republican Party in the United States Senate—in 1958 William Knowland and the Republican right moved on Sacramento, the State Capitol; and they moved behind the arrogant and anti-worker and the anti-Democratic and the anti-Progressive and the anti-freedom banners of the right-to-work clause:

"Knowland was whipped by more than a million votes. The right-to-work movement suffered a catastrophic defeat. Proposition 18 was beaten by almost a million votes.

"By reason of that convulsion in our political history, the Democrats won every state-wide office: Governor, Lt. Governor, Attorney General, Treasurer, Controller.

"In 1958, the Republican Party was driven out of both Houses of the State Legislature for the first time in the 20th Century.

"In 1962, Richard Nixon came home from the national campaigns to lead the Republican right on Sacramento. He was the old Nixon, the old anti-labor Nixon, who was committed to unfailing opposition to trade unionism from the very day he first sought political office in the Congressional election of 1946 against Jerry Voorhees, in Southern California.

"He was the old Nixon. He was beaten by more than 200,000 votes, and he has not yet regained or recaptured the political momentum that took him within the shadow of the White House and within the shadow of John F. Kennedy—the laces of whose shoes he wasn't fit to touch—in 1960.

"And now they are back again. In 1966 Ronald Reagan leads the Republican right on Sacramento. Forgetting his absence—his complete lack—of understanding of political ethics, the absence of any sense of social consciousness or social responsibility; beyond all that, he doesn't qualify.

"Now, I am not one of those (and I think that we should be very careful in this) who decries his candidacy because he is an actor. His profession has given to this state and to this nation great and profound men. The argument against this man is that he is only an actor. He has no credentials of service either in community life, in the business community, in the political community. It's incredible. It is, as John Emmett Hughes

said, a 'political jest' that the Republican Party would submit such a man as candidate for the office of Governor of the most populous state in the Union.

"It is argued by some that he has some credentials. He once held the honor of trade-union office. He was once a liberal.

"That isn't enough. Some of the most depraved figures in human history came out of liberal sources and liberal origins. I am not for a moment making a realistic comparison, but history tells us never to forget that a socialist newspaper editor in radical Italy became the fascist butcher, Benito Mussolini. And history reminds that a Georgian nationalist in revolutionary Russia became the communist butcher and the butcher of humanity, Joseph Stalin. And history also recalls that in his own twisted and insane manner a man named Adolph Hitler stumbled one evening in 1920 into a meeting of the German Workers' Party. He captured the party, he captured the nation, and he sought to capture the world. It isn't enough for any man to note that he once wore a liberal badge.

"No, we wouldn't make that kind of a comparison on this man, but there are other comparisons that are closer to the truth.

"In the early 1930's John L. Lewis, then President of United Mine Workers, came into conflict with one of the political powers of his time. He was a member of the cabinet of Herbert Hoover. He was a man born in the poverty of the Oklahoma Territory. He was an Irish Indian: Patrick Hurley. He was a member of the Mine Workers Union and he spoke for and advocated the cause of the United Mine Workers. And then he rose by the standards of the world through the law. He came to wealth, he came to power, he came to reaction, and in his arrogance he fought the very men from whose homes and from whose families he came.

"John L. Lewis said of Patrick Hurley, then in his day of power, that 'For 30 lousy pieces of silver he sold the Union of his youth! He sold the Union of his youth!'

"And Hurley cried out in outraged innocence and he asked Lewis to retract the statement, to withdraw the statement.

"And Lewis said: 'Strike the word "lousy"!'

"Now we don't speak of Reagan and 30 pieces of silver, but we have the right

to ask: What mystical power brought about his overnight conversion? In 1950 he campaigned for Helen Gahagan Douglas, and his right-wing supporters enjoy kind of a queer thrill today by remembering that he campaigned for Adlai Stevenson in 1952. But suddenly there was a new Reagan. Suddenly he became the voice of a determined corporate program to destroy free collective bargaining in this country. And week after week and month after month on radio and television there was a new Reagan. I would call him 'Ronnie the Parrot.' He was parroting lines written by other men. He was speaking a philosophy that he once scorned and he was now part of an alliance to destroy the union from which he came. He doesn't belong!

"There are some lessons we can learn from these political crises of the past 8 years; and I would submit that the first lesson we learn is this: that the right-wing extremists have captured the party of Hiram Johnson, the party of Earl Warren, the party of Goodwin Knight.

"It was my honor to represent the State Federation of Labor at the Republican State Convention in 1958. I hasten to add that I was a Democrat. But I was there with others asking that party to remember their noblest traditions, to remember the gospel of Johnson and perhaps even in a moment of solitude to remember that their patron was once the moderate Abraham Lincoln.

"We didn't win. We sat through a very revealing session in the State Assembly chamber one Saturday night in August eight years ago. We heard William Knowland pour out his sentiments on labor. And suddenly the staid, respectable assembly of state Republican figures was on its feet. They heard a war cry against trade unionism by one of the right-wing extremists, and the veneer was gone and the mask was off and they were a howling mob. And you saw that howling mob on national television of the Republican Convention of 1964. They are in control of the Republican Party of this state. They would deny and they would disown Earl Warren—the greatest Chief Justice of this century and perhaps one of the greatest Americans of our generation!

"They not only denied and disowned, but they displaced Goodwin Knight because in his boldness he dared to oppose Right-to-Work legislation in this state in 1958 and they drove him out of the Capitol. There is no precedent for it.

ERRATUM

Due to a printing error, the following correction should be noted on this page, right-hand column, fourth full paragraph, which should properly read: "But, we know that the racist Negro community is but a microscopic percentage of the Negro people of this nation; and we know the same of the White community. Those who speak in terms of racist hatred represent a microscopic percentage of the White community."

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They drove their own incumbent Governor out of the State Capitol. They would disown, they would deny and with unspeakable villainy they would destroy the name and the honor of Thomas Kuchel, the liberal senator of the Republican Party from this state. He nailed them to the wall, but only after the Hitlerian tactics of the intellectual underworld had driven him to retaliation. There is nothing like the animal attack of this group on Kuchel in all the political history of California.

"So Reagan is with them. He is not here. He is with the new-found friends. He is with the right-wing Republican element that would put their pawing hands on Earl Warren—hands that are stained with mud and political filth. And they cry 'Impeach Earl Warren!'

"He is in new company now. He is with those who would put their pawing hands on Thomas Kuchel and destroy him. But at their own peril they will put their hands on the trade-union movement of this state!

"This is the company of Mr. Reagan in the year 1966. He is a part of the intellectual underworld. He is a part of the right-wing Republican extremists—the extremism repudiated by the people of this nation in the presidential election of 1964.

"There is another lesson to be learned. The labor-liberal coalition won in '58 and it won in '62 by direct assertion of the progressive liberal traditions of American political life. This is no time for a hesitation waltz. This is no time for the labor-liberal coalition to take a posture just a little bit to the left of Reagan or just a little bit to the left of Jim Crow. You have to speak out on the doctrines to which you are committed. And you do it. You do it. The Democratic Party must do it. There can be no equivocation. They stand either with labor or they stand alone in the hour of crisis.

"And this is the time for the common assertion of the goodness of the liberal tradition; this is the time to assert the rights of labor, the rights of all free men, to enjoy the values of American life.

"Now, there may be a tendency that 'wise' men have proposed, that could seduce the coalition. It will never seduce you. But there are those perhaps who say, in this campaign, 'Don't talk about the American Negro. Don't talk about the American Negro.'

"If you hold your silence on the question that involves not only twenty-two

million Negroes, but a hundred ninety-five million Americans, then you are not worthy of victory. That goes for all of us.

"If you hold your silence on this issue, you only imitate Reagan at his worst. Reagan was confronted by one lone Negro in a conference in the primary campaign, and he didn't have the stamina to endure a dialogue with the Negro. The Negro questioned him on his beliefs and his concepts, and he had a temper tantrum. He ran out of the room.

"You have to face up to the glories and the tragedies of American life. We have to meet the Negro agony and the White agony.

"We know that there are Negro racists and White racists who will never be satisfied until Negro and White men greet each other with gunfire on the streets of America. They don't want brotherhood. We know that.

"But, we know that the militant Negro community is but a microscopic percentage of the Negro people of this nation; and we know the same of the White community. Those who speak in terms of racist hatred represent a microscopic percentage of the White community.

"We have to answer the madmen of any community. We can't sit in silence when we hear in the streets of our city chants of racial hatred, whether they be directed against White or Negro.

"They heard those chants in Germany in the 1930's. When the masses are seduced to chant race hatred, the blood and the tyranny of hatred is not far from human behavior. We have to answer that. We have to speak out against it. We have to curb and restrain that kind of tyranny.

"But, we have to also make it clear that every American, whatever his race, his color, his creed or his national origin, has a right to register without being stopped; he has a right to rear his children in decency, without being mobbed or assaulted. We have the duty and the moral obligation to say that every American, by his very presence in this magnificent land, is entitled to all the values of our system: economic, social, educational.

"No man has a right to draw a line of hostility on the Negro people as they seek equality before the law.

"Now, we are aware—many liberals are agonizingly aware that the Negro has proven himself as immoral as the

White. Racial judgments are always dangerous, my friends. Remember this, when you read of riots by Negroes or Whites, remember this: that it was one of the greatest white nations of history—if we can judge greatness in terms of scholarship and education and cultural attainment—it was one of the greatest white nations of history that sent six million Jews into the gas ovens of extermination, to avoid the racial indictment.

"But beyond all this, we have to face the question. Reagan won't face it. Can you imagine, if this man—by any horrible accident of history—were Governor, facing a group of Negroes in the office of the Governor in Sacramento? Can you imagine him having a temper tantrum and, with the dignity of office abandoned, refusing to face the agony?"

"Reagan hasn't the capacity to stand up before it; he hasn't the convictions; and he hasn't the persistence.

"It isn't the place for a parrot.

"Now, there's another lesson we can learn from these eight years. The right wing Republicans want to put their pawing hands on that Governor's chair. They want to take that chair.

"But let me tell you this: they're up against a man who destroyed their hopes in 1958. They are up against a man who broke the political career of William Knowland. They are up against the man who broke the political ambitions of Richard Nixon.

"And, in the person of Pat Brown, they are up against a man who will destroy the distorted political ambitions of Ronnie Reagan.

"You can't compare the men—not in terms of philosophies or dimensions or in terms of personal commitment and integrity. There's no comparison.

"With the momentum of victory in 1959, Governor Brown, leading a united party, gave us the greatest administration in the history of this state. Workmen's Compensation in that first term went up 40 per cent; unemployment disability insurance, 40 per cent; unemployment insurance, 35 per cent.

"He gave us a fair employment practices law. We became the first state in the Union to enjoy an unemployment disability insurance law for farm workers. We became the first state in the continental U.S. to know a meaningful minimum wage for the agricultural workers of the state.

"And, while we differed with him on

certain of the land usage aspects of his water program, let's concede this: he has had the vision to develop the largest water program ever anticipated by man, that will bring water a thousand miles from the Oregon border to the southern part of the state.

"Because this state does not have the capacity or the legal authority to borrow, he was compelled to meet the balanced budget. We have had fiscal responsibility for two terms. The administration has handled billions without public scandal.

"There has been no place for the corrupt forces of American political life in the administration of Pat Brown.

"He took an already-advanced school system and made it into the model educational system of the nation; and—good God!—we can't for one moment allow the Republican right wing extremists to put their pawing hands on the public school system of this state.

"Any more than we can allow them to put their pawing hands on the judiciary, the courts. Can you imagine the kind of a judge who would sit on the Supreme Court if the right wing extremists control that capitol in Sacramento? We have to make the terrifying possibilities of right wing control known to every voter in this state.

"Pat Brown is the candidate. Pat Brown is a man. Pat Brown will be the winner in November.

"You have the burden of political action, if you have the continuing burden of sustaining the trade union movement. It is your moral obligation.

"And all through the years, you've honored it well, to forge a society worthy of the nature of man, worthy of his dignity, to develop those economic and social policies that will honor the promise and hope and the capacity of man; that will honor his very nature. That's your future.

"You begin with bread. You begin with the bargaining table. But not by bread alone does a movement live. There must always be the commanding sense of social responsibility that, more than 50 years ago, inspired Eugene V. Debs with his back to the wall, and with the odds of a thousand to one against him, to tell a taunting and a hostile world that, 'While there is a lower class, I am in it. While there is a criminal element, I am of it. While there is a soul in prison, I am not free.'

"Match those lines with the parrot.

Take a look at that soul, Mr. Parrot.

"Be of good faith, Brothers and Sisters. You will win in November. You will win inevitably. You will win because history is your ally. You have not survived the past to be vanquished now. You will win because in this land, in this land, whatever the difficulties, or trials and our agonies, the future still belongs to freedom. Thank you."

President Gruhn thanked the speaker in these words:

"Thank you very much, Under-Secretary of Labor Henning. I know that you have to leave us now to take a plane to go back to Washington. We thank you for coming here, taking time out from your extensive duties—and I know the traveling he does throughout the United States.

"Godspeed in your trip home, so you can get back there and visit a little bit with that wonderful wife and seven children you have back there in Washington, Jack."

Whereupon the Honorable John F. Henning was escorted from the rostrum to a standing ovation.

Resolutions Committee Meeting

President Gruhn announced:

"If there are any members of the Resolutions Committee who are on the floor of the auditorium, the committee is meeting, and they need some additional members, up in Room 216. So, if there are any members of the Resolutions Committee, please proceed to room 216 immediately."

Announcements

The Chair recognized the Secretary for some announcements.

"I have been asked to announce that the Yellow Cab Company is the only union-operated cab company in San Diego. Delegates, please take note."

LLOYD L. LINDQUIST

**State Junior Vice Commander
Veterans of Foreign Wars,
Department of California**

Introduction

President Gruhn introduced the next speaker:

"Delegates, at this time we again have the privilege of having with us for the purpose of an address a representative of an organization which has been very

close to the trade-union movement over the many years in our battle for progressive legislation and matters of mutual concern.

"It is indeed a deep privilege for me to present to you at this time Lloyd L. Lindquist, State Junior Vice Commander, Veterans of Foreign Wars, Department of California."

Address

Vice Commander Lindquist spoke as follows:

"After following the Under Secretary I don't think that I have a chance. I feel like a junior up here.

"Mr. President, delegates and members of the California Labor Federation, AFL-CIO, I bring to you greetings of the Veterans of Foreign Wars, Department of California. It is my pleasure to be able to say a few words about our organization to so many fine Americans.

"Members of the Veterans of Foreign Wars of the United States are justifiably proud of the fact that for the past several years our organization has shown an annual membership increase. In my opinion the primary reason for our continuous growth is that the Veterans of Foreign Wars have never forgotten that the basic justification for our experience and existence is to be of service to the veterans, the widows, and their dependents. Service to veterans and their dependents is an obligation of our organization and it is defined in our congressional charter. It is an obligation which must always be foremost in our consideration and one that will never be neglected.

"A good example of this is the Veterans Readjustment Benefit Act of 1966. Our fight for this began back in 1955. The Veterans of Foreign Wars do not seek any special privileges for veterans, but our organization will always support the veteran who fought for and preserved this nation in time of war. He deserves a balanced system of benefits for himself and his dependents when he qualifies under a reasonable and fair administration.

"I am disturbed by the frequent articles and strong objections to veterans' benefits and often condemning the veterans as a group. I am proud to be one of the leaders, one of the leaders of this organization, so that I may defend the integrity and the benefits to veterans authorized by the Congress of the United States and in accord with the will of the

people. Our efforts will always be non-partisan and biased only in the interest of the veteran and our country.

"Our political action will not only be directed toward the welfare of the veteran but also toward the benefit of all members of the community and towards the defense of our way of life. This we must always work for together.

"Last year our Veterans of Foreign Wars posts and their auxiliaries sponsored over 57,000 community service projects in California. Yes, ladies and gentlemen, our members are also union members. More than two-thirds belong to labor unions. Like any other workers, our members have benefited from gains in wages, hours and conditions of employment through your efforts. But many of the workers must retire at an early age due to disabilities that were incurred while they were in service during a time of war and they are entitled to compensation for their proven disabilities. The Veterans of Foreign Wars of California make available to all veterans a claim of service without charge; and if a claim is necessary, it is processed all the way to Washington, D.C. And this is also without charge to the veteran.

"Many benefits that are available for the veterans just did not happen. We in the Veterans organization like you in the labor movement now enjoy the fruits of labor of men before us. And we intend to carry on the battle which is never won, and we welcome your support. We need dedicated men, we need men dedicated to our hard work, dedicated to the good of our nation. There are many objectives and accomplishments, and the list in its entirety is much too long to enumerate right here. We have justified our existence as you have yours. We are all Americans. We are citizens. We all believe in Americanism, loyalty, community service, and in our youth. So let us all strive for national security and worldwide peace.

"Thank you."

Announcements and Comments

There followed miscellaneous announcements and messages by Secretary Pitts.

President Gruhn, while waiting for the Escort Committee to assemble, commented:

"While we have these few minutes I should like to say that after hearing that splendid address by Under Secretary of Labor John Henning, I might

also point out to you that the actor aspirant for Governor who notes many times as one of his qualifications that he was a President of the Screen Actors Guild and active in the trade-union movement did not even have the courtesy to make the full effort to arrange his time to appear before the interviewing committee of the California State Council of COPE. He was the only major candidate who did not appear before the interviewing committee."

Escort of Thomas C. Lynch

At this time, the Escort Committee escorted Attorney General Thomas C. Lynch to the rostrum.

HON. THOMAS C. LYNCH

Attorney General, State of California

Introduction

President Gruhn continued:

"Delegates, at this time it is a privilege for me to present to you another one of that great team of officeholders in the State of California that we have endorsed for reelection; one who has served his former community of San Francisco well in the area of District Attorney and then was promoted by Governor Brown to the position of Attorney General of the State of California; and during the period he has served in this office he has served the people of this state well and has been a friend of and understands the trade-union movement and its problems. So at this time it is a pleasure to present to you the Attorney General of the State of California: the Honorable Thomas C. Lynch."

Address

Attorney General Lynch spoke to the convention:

"Thank you very much, Al.

"And thank you, ladies and gentlemen, for inviting me here today. I was just tremendously thrilled with the warm reception that you gave me as I passed down the aisle. When I first came in I thought that you were cheering Morrie Weisberger, but then I realized that it was for me.

"But this invitation gives me the opportunity to speak to you personally concerning a few matters which I think are very important.

"First, it allows me to thank you personally for your endorsement in the primary election. I was most grateful for

this endorsement, and I am sure that it was a significant factor in helping me win in every county in the state. As a first-time, statewide candidate, I am especially grateful for the success which I achieved with your support. And today also allows me to reaffirm in person my life-long support of the labor movement and the goals of organized labor.

"I grew up believing in the labor movement as a primary instrument for achieving the high goals of American society, and nothing that I have ever encountered as an Assistant United States Attorney, a public lawyer, as a District Attorney or now as Attorney General, has altered that view. In fact, through the years I found myself often working closely with labor in pursuit of the same goals. It is for this reason that I have continually supported the repeal of Section 14-b of the Taft-Hartley Act.

"While the repeal of this particular law does not come within the official scope of the office of Attorney General, as a private citizen I have made my position most clear.

"I have likewise committed myself in the past to opposing Taft-Hartley provisions against situs picketing. I am convinced that these changes would result in a stronger and a healthier labor movement.

"At times, however, the Attorney General does enter directly into the labor field. A recent example involved a request for an official opinion by our office on the legality of anti-strikebreaking ordinances. It was clear to us that federal and state laws had completely preempted the labor field and that local ordinances were invalid. And citing the complete background of court cases and legislative history behind the preemption of labor law, we ruled that anti-strikebreaker ordinances are invalid.

"As a result of our opinion, at least two county attempts to pass anti-labor ordinances have been stopped. The same reasoning prevents Right-to-Work laws. Some people have been unhappy because the same legal reasons which prevent local anti-labor laws also prevent laws favorable to labor. As Attorney General I believe that labor is fortunate not to have a patchwork quilt of local labor ordinances throughout this state. If any community had the right to pass any labor ordinance that it wished, both you and I could name a number of communities which would take only an hour to

wipe the labor movement out of existence in their towns. And these attempts have been made, as you know.

"Most of the time, however, the Attorney General does not deal directly with the labor movement or its problems. Generally, I am faced with problems which are common to all the citizens of California. Many of them, however, are of particular interest to labor and to union members—representing, as you do, a large segment of the wage-earners and home-owners of this state.

"As the chief law officer of this state, one of my greatest concerns is in the field of consumer fraud. Because of our standard of living, our successful economy, our vast population, California has become the number-one target for consumer frauds.

"I am determined to make it the toughest state for swindlers.

"One of my first acts as Attorney General was to ask for a new law which would put a \$2500 penalty on each instance of false advertising or false promises by a con man. We got that law and we have started to collect the money from the crooks.

"In the good old days, swindlers could plead guilty to a misdemeanor, pay a fine like a traffic fine, and be right back in business. Now we're hitting them where it hurts—in their pocketbooks.

"We have stepped up our activities against the home improvement frauds—the aluminum siding salesmen, the phony swimming pool promoters, the sharpies selling fake stone at outrageous prices. We have moved against phony food packaging and against phony pyramid investment plans. We have stopped the sale of fraudulent health plans for senior citizens.

"Consumer fraud is one of the most critical areas today for day-to-day law enforcement. It requires new enforcement techniques, as well as an alert citizenry.

"To aid citizens, I have published two pamphlets. One tells people how to protect themselves when they buy on time. The other tells people what to do when they have been cheated.

"We have combined these efforts aimed directly at citizens with new approaches to local consumer law enforcement. Working with local district attorneys, city attorneys, sheriffs and police chiefs, it is our intention that ultimately the state effort in this area will be accom-

panied by similar local efforts throughout the state.

"While consumer fraud is the crime which probably strikes the most people in California, it is not the central crime issue in terms of public concern.

"The public is concerned with the over-all rising crime rate—and rightfully so. In the past decade, crime has steadily risen throughout this nation. It is one of our most critical domestic problems.

"Internal peace and security are essential if we are to obtain the goals of our society. Citizens must feel safe if they are to enjoy fully the advantages of our nation.

"I have dedicated my life to meeting this problem.

"As Attorney General, I have striven to bring my years of experience to bear in facing this challenge on a statewide basis.

"I believe you realize not only the importance of combatting this problem; but are also aware of the need for experience and practical knowledge in meeting the challenge.

"Organized labor is most aware of the need for stability in society, and the havoc that can be wrought by lawlessness.

"Unfortunately, crime is also an issue which engenders public hysteria and political hypocrisy.

"Political campaigns generally result in vast public confusion over the crime issue, springing from the extensive misinformation promoted by unscrupulous candidates.

"The effect of such campaigns is eventually to impede important progress in meeting the crime problem. The public's attention is diverted from the real needs and the true priorities.

"Our only hope of success in this area is a complex across-the-board approach to law enforcement and criminal justice.

"Yet this year, as in every election year, there will be candidates like patent medicine peddlers claiming they have the cure-all and the easy remedy for crime.

"There is no easy remedy for crime.

"The candidate who says that he's going to solve the crime problem by demanding stronger criminal penalties is a candidate who doesn't know much about California's current criminal laws and knows even less about the crime problem itself.

"In every area of criminal activity, California's laws are among the toughest in the nation. In every session of the legislature, we review these laws—tightening them, upping penalties, amending them to meet new problems.

"As a district attorney, I worked closely with the legislature in drafting many of California's current criminal statutes—including our narcotic and drug laws which are now a model for the nation.

"As Attorney General, my efforts with the legislature have increased.

"The 1965 Legislature was the best for law enforcement in more than a decade. Over forty new laws were passed to attack the crime situation. Unfinished business was completed in the 1966 Special Session and we are now readying our proposals for the 1967 Session.

"These laws did not simply put greater penalties on various crimes. Their approach was as varied as the crime problem itself.

"As I have noted, in the consumer fraud field we found that a civil penalty of \$2500 for false advertising would be much more effective than any criminal penalty we could invent.

"Similarly, while we increased the penalties for possession of firearms by felons, we also took steps to make certain types of dangerous weapons less available.

"We achieved appropriations in 1965 to create a statewide telecommunication network which will allow our law enforcement agencies to communicate instantly with each other, instead of relying on an outmoded teletype system.

"This year, we received our first funds to begin designing a statewide computer network for law enforcement. Linked by our new communications system, law enforcement computers throughout California will be able to talk to each other, collecting and analyzing all the information on a crime or a criminal which a policeman may request.

"Only through this advanced use of computers can we hope to keep pace with crime in this vast state.

"It is essential for the future that the public understand the need for this program and be willing to bear the tax burdens to pay for it.

"Yet it has either been ignored by the Republican candidates—or worse. The Republican candidate for Attorney General called it Madison Avenue poppy-

cock. This is the sort of damage that can be done to our anti-crime programs during an election year.

"It is essential that the public not be diverted from the true needs of law enforcement. It is essential that the public is not sold a worthless cure-all.

"For this reason, I intend to spend the next three months discussing the facts of the crime problem and the efforts that are needed to control this problem.

"We cannot afford to have our most critical efforts labeled poppycock.

"We hear much now about court decisions. I disagree with some of them. I have had many cases before both the United States Supreme Court and the State Supreme Court attempting to convince the courts to alter or to clarify their decisions. Sometimes we have been successful.

"Yet those who spend their time attacking the courts or proposing wild schemes to circumvent the decisions are damaging severely all our efforts at meeting the crime problem. They are distracting people from our real needs.

"I agree that it is much easier to attack court decisions, than it is to plot new methods and techniques which will handle the new problems created by the decisions. Yet it is harmful and wasteful—especially for men seeking public office—to attempt to convince the public that attacking these decisions will solve the crime problem.

"I don't agree with the theory that all's fair in a political campaign. Two short months after the election, the 1967 California Legislature convenes. As Attorney General, I must be prepared to tell that legislature what new laws and programs are needed in areas of law enforcement and criminal justice.

"This job becomes especially difficult if a band of political wizards has been touring the state promising people that their magic wands will cure the crime problem.

"There is only one solution to the crime problem and it begins with hard work and practical experience. Only with these elements can we develop a program with all the factors that are needed to make it effective.

"I have dwelt on this topic today with you because I believe you are particularly aware of the need for these elements of experience and hard work, in approaching any problem.

"You know yourselves—in your jobs and in advancing the labor movement—that there are no magic words and no magic methods.

"You have succeeded as individuals and as an organization because you are realistic, because you are willing to work hard, because you are experienced.

"I simply urge you to apply the same standards to government that you apply to yourselves. I urge you especially to view the crime problem realistically. It has been created by massive social factors over which law enforcement has no control. Yet we are carefully planning how we can successfully oppose it in the years ahead. I am convinced our programs will be successful.

"We need your help. Without public support, our goal will never be achieved.

"I ask your help. I ask your support. Thank you very much."

President Gruhn responded:

"Thank you very much, Attorney General Lynch, for the wonderful address. I wish you much success soon in the days ahead, when we put this whole deal together for victory on November 8th. Thank you very much."

Whereupon the Honorable Attorney General Lynch was escorted from the platform to a standing ovation.

Announcements

President Gruhn recognized the Secretary for various announcements.

WILLIAM KIRCHER

Director of Organization, AFL-CIO

President Gruhn at this time presented the next speaker:

"Delegates, at this time it is a pleasure for me to introduce to you a man who has taken over a terrific responsibility in the United States trade union movement. He has been appointed by President George Meany as Director of Organization of the AFL-CIO. Among his responsibilities has been the assignment to give special attention to problems of organization of agricultural workers in the state of California.

"I know his message will be important to all of us. I know he has worked with our Executive Secretary-Treasurer and other officials of the state of California on this tremendous problem; and I know, by working together with him, that we will succeed in bringing this great number of agricultural workers who have

been unorganized into the ranks of organized labor in the state of California and into the AFL-CIO.

"At this time, I give to you Bill Kircher, Director of Organization of the National AFL-CIO."

Address

Mr. Kircher then addressed the convention:

"Thank you very much, President Gruhn. My good friend Tommy Pitts, and members of the Board, Delegates, honored guests and friends of this Convention. I am sure that I would be somewhat remiss in my duty if I didn't mention what a pleasure it is to be here in the land of sunshine in San Diego. For many years, this was a favorite area of mine. Of course, I have been somewhat saddened by the recent voting performances in this section of the state.

"I would hasten to say that I imagine it is very nice for AFL-CIO people from the Los Angeles area who, because of man-made atmospheric conditions, don't get a chance to see the sun quite as often as they do in San Diego—and for those up in the Bay Area, where, because of conditions other than man-made, they often don't see the sun—to be here in San Diego.

"I would say that, for me, it's a real pleasure to come down to where it's a little cooler; because for the past several weeks, most of my time has been spent in an area of California where the temperature has been hovering, midday, between 107 and 112. This is in the grape fields of Kern and Tulare Counties—and I want to talk about that a little bit later on.

"I am particularly glad at this time to be able to tell you some things about membership figures in the AFL-CIO. We are now nationally at the highest point in membership since the merger and this year particularly the results of AFL-CIO organizing efforts have shown a marked improvement. The most recent figures from the National Labor Relations Board show that we are at the highest percentage in terms of the number of elections being won by AFL-CIO unions around the country than any time since 1961 and the second-highest since the time of the merger.

"In May we were winning at the rate of 63 percent of all elections in which AFL-CIO unions participated. For the first five months of this year AFL-CIO unions participated in a greater number

of elections than in any five-month period of any year since merger. And not only are we participating in more; not only are we winning at a higher percentage rate, but we find that the number of workers involved in units for which we are winning elections is averaging higher than at any time in recent years.

"We are also encouraged to note that the margin of victory is becoming wider, and in cases where we lose elections the margin of defeat is shrinking.

"People have asked us why we think this is happening today. I think that perhaps there are many reasons. One of the foremost, of course, is the fact that there is a greater degree of internal harmony within AFL-CIO unions all over the country than ever before. All of us, I am sure, are aware that with the first ten years of merger there were many problems within the family that we had to work out. I tell so many people that mergers are things that you can effectuate on top at one moment, but you may spend many, many months making them work at the lower levels. It is sort of like a widow with ten children who marries a widower with ten children. When the minister in the nice ceremony pronounces them man and wife, they are married and everything is blissful. But I rather imagine that night at home when they get those twenty kids together one of the damndest fights would break out that you ever saw in your life.

"These are the kind of things that we have been working with over the past ten years; and I think it is to the credit of the leadership of unions at all levels, particularly in state bodies and in central bodies all over the country, that we have done a pretty effective job of developing the degree of unity and harmony that is necessary to do the job that must be done in terms of organizing the unorganized.

"The economic picture today, the question of jobs, is one that at least doesn't hurt in the organizational effort. We find that the labor market is in such a condition that it contributes somewhat to our organizational effectiveness. Those of us who organize know that very frequently a worker who is going to face some kind of action from the company if he takes part in an organizing effort tends to be frightened if he feels that he can't get another job. And today in many cases the job situation is such that workers can look to greater job opportunities and they are therefore

freer in terms of participating in union organizing drives.

"One of the things that has helped to create the growth is the extreme interest that is developing in union organizing on the part of groups that have not been as aggressive organizationally in the past. We find this most pronounced today among public employment, in state, county and federal government employment and among teachers and in some of the white-collar groups.

"I think, however, that one of the greatest reasons for the growth picture today is the fact that the labor movement itself is becoming more effective and more efficient in its organizational endeavors. I find over the country that unions are placing more emphasis on organizing. They are placing more emphasis on the level of competence of the organizer. They are putting better people, harder-working people, into the task of doing the job of organizing; and I think that we are improving. I think at the same time the campaign of the boss which was launched at the time of merger has become less effective. You know, the management community in this nation took the merger of AFL-CIO as some kind of a call to arms, and they have developed over the past ten years one of the most effective union-resisting programs that this nation has ever seen. I think that workers are becoming a little tired of the song that the management sings and the fear techniques that they try to inflict upon workers as they go about the business of unionizing themselves; and I think that their campaign is running just a little threadbare these days. And the combination of these two things is helping us organizationally.

"But most directly to you I want to say that the interest of local union people, the interest of union members at the rank-and-file level in the task of organizing, is making one of the great contributions to what is happening to the growth of unions over the country today. More and more we find, particularly through the machinery of the central labor unions, young, aggressive rank-and-file leaders who are willing to devote some of their time to the job of helping in an organizational campaign. And we find that this kind of activity is particularly effective because when an organizer who is paid to organize talks to a worker about joining the union, the story that he tells is diminished some by the worker who says, 'Well, he's an effective guy, but he should be. That's

what he gets paid to do.' But if with that worker can be a volunteer who works on the clock over on one side of the town and who will take his time to come over and tell a potential union member what his union does and what it has meant to him, this comes across with great effectiveness; and we find that as there is an improvement, an increase, in this kind of rank-and-file volunteer activity, the effectiveness not only flows to the potential member but it gives him the kind of courage that is necessary if workers are to have the kind of aggressiveness that all of us know is necessary at the point that we are organizing.

"Of all that has been happening in union organizing since merger, there is nothing, of course, that has become more dramatized and has caught the awareness of the nation more than what has been happening in the past couple of years in the field of agricultural workers. And those of us here know that the name of farm-worker organizing is really Delano. And at this point I want to say to you that Cesar Chavez, the President of the National Farm Workers Association, and Larry Itliong, who is, as you know, our strike director in Delano of the Agricultural Workers Organizing Committee, were both invited to be here today and to speak to you. We talked it over. I am sure you are aware of the fact that we are right in the midst of a great struggle. We have an election coming up on August the 30th with the gigantic DiGiorgio Corporation and it was felt that at this time it was not wise to pull a single one of our principals out of the organizational situation. All of these people are working night and day, and they therefore felt that it was best that they should stay there and continue to work. They asked me to bring to you their greetings, to extend to you their heartfelt thanks for the kind of support that you have provided in the past and the kind that they are hopeful will continue at an accelerated rate in the future.

"Lest we forget for a minute, let's talk about AFL-CIO and its work in the farm workers' situation. Because I think that there are many people who have forgotten that it was the AFL-CIO a little over seven years ago through the Agricultural Workers Organizing Committee that commenced the organizational activity in this area which, combined with the great work that was done by your state and local bodies and by AFL-CIO nationally in bringing to an end Public Law 78 and the bracero program, set the

stage for the kind of ferment and courage and activity which today is the organizational framework that we find the farm-workers in.

"In that seven-year period we have not been able to structure a single local union, but we have been able to have a marked effect on wages of farm workers. In the past 15 years farm-worker wages in this state have gone up approximately 60 cents an hour. Real quickly let me say that they have gone up about \$1.65 an hour in the same period for factory workers. So the farm worker is getting farther behind. But the improvement in his wage has been substantially a result of the pressure that the Agricultural Workers organizing operation of AFL-CIO has been able to bring about.

"The situation that we find today started a year ago with the joint strike among the grape growers in the Delano area, where the Agricultural Workers Organizing Committee and the NFWA engaged jointly in a strike against about 40 growers in that area. They worked closely at that time and the AFL-CIO worked closely with them. It was the joint cooperation of the AFL-CIO with the NFWA that was ultimately able to bring about recognition with the Schenley Corporation. Today we have a contract covering farm workers with Schenley which provides a minimum wage of \$1.75 an hour. Every worker in the fields and every farm worker of the Schenley Ranch received a minimum wage increase as a result of the union contract of 35 cents an hour. They not only have a full union shop, but the company has signed an agreement permitting the union to be the labor referral center for the company. All workers are referred through the union to the company as it desires new workers. In addition to that they have insurance, they have a health-and-welfare plan, they have vacations, and it is really better than an ordinary beginning for first workers.

"Immediately after that the AFL-CIO nationally joined with the National Farm Workers Association in a boycott against the DiGiorgio Corporation. Most of you know that the DiGiorgio Corporation is the General Motors of the agricultural industry and many of you know their history in terms of a vicious, union-busting practice better than I know it. The history is written in blood in the soil of California by the DiGiorgio Corporation wherever workers have attempted to unionize. And this has been a big and

bitter battle, and it has only been by constant effort on the part of everybody involved and wonderful cooperation from all segments of AFL-CIO that we have been able to pressure and push the DiGiorgio Corporation into a situation where on August 30th we are going to get an election.

"Let me remind you in case you have forgotten that there is no legal procedure for such an election. There is no method or machinery whereby they can get the kind of mechanics for an election to establish their union that all of you have enjoyed. It becomes a virtual law of the jungle. It is whoever can think the fastest, move the fastest and put the other fellow in the most difficult position to gain an advantage that you are able to bring this kind of a situation to a point where an election can be held. And it was only by the intervention of the Governor after the company unilateral election of July 24th that we were able to establish this one.

"In the process of this we have been able to bring together both of these organizations into one union operation. As many of you know there now are no two organizations: the NFWA and the Agricultural Workers Organizing Committee. They are both together now in one union operation. And it is an AFL-CIO union operation!

"I would like to talk to you a little bit about that merger, as there are a lot of things behind it that I would like to tell you about and maybe a few things that I would like to get off my chest.

"If any of you think that our troubles are over just because we have a merger, you will have forgotten what you have been going through the past ten years. It is the situation that I talked to you about earlier. We are going to have rough edges, but the point is that now we are organically one union.

"I know that there have been some mixed feelings about the merger, but I want to tell you something. In all of the talk that I have heard around this state about whether or not we should all be together or whether these two should be in one union, never one time have I heard a complaint about unity from the worker himself. Since the merger we have had several meetings in different areas with memberships from the AWOC and from the NFWA. We have taken votes on the merger in every case, and there has not been one dissenting vote passed by a single

worker against this merger. And I think that the great language of unity and solidarity which is supposed to be the language of a labor movement can maybe be better taught to the advanced people by some of the rank-and-file people than vice versa.

"I have never seen the enthusiasm of workers surpassed, by the way it was when the news reached them that they were no longer two organizations, they were merged into one, that it was an AFL-CIO operation.

"Let me for a moment bore those who know this story, so that those who don't can know. When you talk about the importance of one million farm workers, it goes beyond the traditional kind of one million justification that we normally talk about as trade union members.

"Certainly, we know that with a single basis, all of us are strengthened together. We all know that the only language that management understands is the language of unity and solidarity. But, it goes deeper than that, where farm workers are concerned—and particularly in this state.

"Because for many, many years, the pattern of exploitation which the wealthy, well-organized, politically strong growers of this state have inflicted upon workers has been built on the fact that many of them have different national origins; many of them have different colors; and one group is played against the other group.

"The Mexican-American, the Filipino, the Anglos, the Negro, the Japanese, the Arabs; these are all groups that anyone who has any knowledge of the history of the farm industry in this state knows provide one of the great tools that the management has had, to keep these people divided and weak and working under the depressed conditions at low economic level—the tool of prejudice, the tool of group exploitation.

"So that building one union is not only for the purposes of building the strongest economic collective bargaining base for a group of workers; it becomes the machinery whereby workers can understand that their mutual problems and the things that their families can anticipate in the years ahead cut across the fact that they may have a difference in color or a difference in national origin.

"And if the union can't mean that to workers, I don't know what it should mean.

"Because of the low level of educa-

tional attainment inflicted on farm workers, the question of making them able to understand these things is more difficult. The question of organizing becomes more certainly a question of education.

"At our meetings in the past—we had an enormous blackboard, and all of the workers have been shown—we spent long hours showing just exactly what the structure of the AFL-CIO is, what the different unions are, how they work, what autonomy means, what the Constitution means, what a by-law means; these that have long since become everyday parts of your glossary of terms, are things that they must learn, as you had to learn reading and writing one day.

"And let me tell you something about them: At this point, at this point I'll put the rank and file striker, who is a Mexican-American in the Delano area, or who is a Filipino or who is a Negro, or who is an Anglo, up against many of you in terms of understanding how the labor movement is made up, how it works and what its purpose is. Because they want to be the kind of unionists that all union people can be proud of.

"And you ought to all be proud of them right now, because they have got the fiercest loyalty and devotion to their union of any workers I have run across in 20 years.

"Now, we are locked in a great struggle with the DiGiorgio Corporation—as I have said, no law, no procedures—a corporation that will utilize any device to gain its ends; a corporation that is continuing to capitalize on the differences between groups.

"Only a couple of days ago, I got a report that two Filipino groups had been hired into the DiGiorgio fields. These are Filipino groups who have worked around the Delano area in the grapes for years and years. They have never worked at DiGiorgio before.

"There are other workers standing at the gates, waiting to get hired. This crew got hired.

"We sought to find out the reason. Do you know what the reason was? As we had it reported? The crew leaders of these two groups are not in favor of the AFL-CIO. That's why they got hired. Under the NLRB, we would have a charge; we would be able to pull them in before some court of justice and do something about it.

"In agricultural labor, there is nothing we can do but struggle with it.

"We now have to organize a group of workers who are hired because the company felt they would vote against the AFL-CIO.

"Now, let me tell you something. We'll get the job done.

"You see, we had reached a point, after five months of the hardest work and the most bitter struggle, where we were on the threshold of one of the greatest victories that labor has known in this state for a quarter of a century. We had come through, and were still on a strike that had been in operation for 11 months.

"And the focal point of that strike was the DiGiorgio Corporation. We had made progress with respect to unity; we had held the meetings with respect to the merger. Of course, the Governor had set up his special procedure for the election. Suddenly, another union appeared in the fields.

"Now, I don't know what school of trade unionism you come from, but the one I come from has only one name for an operation where, after 11 months of strike, and with the strike still going on, another union appears on the scene and starts signing up the workers who are working in the fields behind the picket lines. And this is what happened; and this is what we are faced with today.

"And the tragedy of this is not only the things that appear on the surface, and which you can all see very quickly, but the tragedy of this is that, instead of being in a position where, as we organize, we are educating the workers as to what their union means in terms of dealing with the corporation, instead of being able to point to the company as the enemy, instead of relating all of the past bad practices to management practices, we now find that our organizing takes on first the thrust of differentiating for a farm worker the differences between the two unions.

"And I don't have to tell you what the confusion is that flows from this, the things that are said, and the kind of images of unions that are developing in the minds of the new workers in this respect.

"We are saddened, and we realize that we have a great disadvantage, because there's no question of the fact that, in this case, the company is favoring and working very closely with—and in fact, meeting with—the representatives of the Teamsters Union in this campaign. When one of them speaks, it's pretty

hard to know which mouth the words are going to come out of.

"I have been over these words very carefully; I have been working night and day on the situation. I have spent my life in organizing.

"I have never yet run into a situation where there was a more obvious accommodation between a management and a union in an organizational campaign than the one that exists and the one that we are fighting against in Delano today. And let me tell you something: we are still going to win.

"On Sunday, there was a fiesta in Delano. The purpose of the fiesta was really to celebrate the merger. It was gotten together on about three or four days' notice.

"I don't know how many people were there; I'm not a good crowd counter. I know that we had food for over 2500 people, and we ran out of food early. There must have been some place between four and six thousand people who came in, farm workers, from all over the area.

"It also marked the end of a reverse pilgrimage, where, starting up in the Bay Area, mostly AFL-CIO and other union people, who have been helping the grape strikers for so long, developed a food caravan; and they came back down Highway 99; and they stopped at towns. They had an enormous big trailer truck, and people who wanted to donate food, put it in the truck. And they brought it on down.

"It was a great day. I've forgotten how many tons of food were brought to the strikers and their families. One of those trucks was driven by a Teamster member from the Bay Area.

"The Teamster organizers in the Delano campaign came over to the fiesta and sought him out to tell him that they would meet him on the road. They did everything in the world to intimidate the guy who drove the truck to bring food to striking workers and hungry children, and told him that this hurt their campaign in Delano.

"When he told them that this was a commitment that he had had for many weeks, and he was carrying it out, they said, 'All right, buddy, we'll see you out on the road.'

"Now, I submit that this is not the kind of trade unionism that is going to contribute to getting the job done that needs to be done in the organization of farm workers.

"We have no choice. We did not set the collision course. The other parties set the collision course. But I'm telling you that we are not going to get off of the collision course; we are going to continue to struggle and fight to build a union of, by, and for the farm workers of this state and this nation; and I'm here to tell you that we expect the full and total support and cooperation of the entire AFL-CIO in the state of California in the process.

"It is a very difficult struggle. There are many of you who have helped. There are many of you who have been there, and you know how difficult it is. Your help in the past has been one of the real, great stabilizing elements in this struggle.

"If I were to start to name the people in the AFL-CIO in the state of California who have worked and sacrificed and helped, the list would be longer than you have time to listen to. I don't have enough good words to say to the grand leaders of the various central labor unions all around over this state who have never at one time said 'No' to a single request for assistance that I have made to them, in this entire campaign.

"I want you to know that, in every case where the State AFL-CIO is concerned, there has been full and complete cooperation and total support. You know, I don't know who gets credit for things that get accomplished, but I think very often, the folks who do the most get the least credit.

"So, if I can do it here once and for all, without mentioning names—for very obvious reasons, I would certainly forget some—I just want to say to all of you who have helped, personally, and certainly on behalf of the many families, and the farm workers, and the strikers themselves, your help has been wonderful. And words just can't express my gratitude and their gratitude. But, I would like to tell you this: the problem now is more critical than ever before. This is the most unusual organizing campaign I think in the history of the labor movement. I know it's the most unusual I have ever participated in.

"One phase of this organizing effort involves organizers from Juarez, Mexico, clear up to the upper part of the State of Oregon. That's our organizing area. And when I say that, I don't mean that that's just it as far as the map is concerned. We have organizers working in that area.

"The eligibility list in this election will

exceed 2000 workers. Since only five or six hundred are working at any given time—and since the migratory nature of this work force is what it is—we have an eligibility list with about 2000 names on it, about 600 of whom are residents of El Paso and Juarez.

"We have organizers going from house to house and door to door in El Paso and in Juarez; and when we find that Juan Lopez's mother says that the last time she heard from him was some place up above Sacramento, and he said that the next week he was going on up into Oregon, we get that word to our organizers up there; and it's a kind of a needle in the haystack manhunt that has never taken place in an organizing drive before.

"We are determined to get every single eligible voter that we can get, wherever he is, and get him back to Delano on election day, so he can cast his vote, and cast it for the AFL-CIO.

"It's a hell of a job. And when I tell you that it is not unusual for these people to work 20 and 22 hours a day, the Filipino and Mexican-American organizers, Anglo organizers, our staff, working constantly, seven days a week, from 16 to 22 hours a day—I have seen organizers in this situation work all day in one place and make a 200-mile drive, and arrange it so that, on an alternate basis, they could crawl into the back seat and get one hour's sleep, so they could go another 22 hours—how many people do you see working like this today? And they don't get paid. They get meager allowances for food. Some of them get their utilities and their rent paid.

"But they're working because there's a cause that they believe in. They know that the answer to the problems of their families, the chances of their children to have the kind of education that all other groups are surpassing them in today, rest with their ability on their own motion to develop the kind of energy and coordination that will build a union.

"Again, there's nothing that's happened to us in the last quarter of a century that should excite more pride in all of us as union members. I say: you can't be a union member and not be proud of the strikers in the Delano area.

"To bring these workers back to vote, to operate on this kind of a basis, is obviously an expensive type of organizing. The need for your support is greater today than it has ever been before.

"It is going to continue to be great. And let me tell you: the need is great, but what can fulfill that need is very little, in terms of sacrifice on your part.

"A little \$25 a month from every local union in the state of California would pay virtually all of the organizing—new organizing expenses in the farm worker campaign.

"A three- or four-cent contribution a month per member will provide all of the strike assistance and food needs that all of the Delano strike-area people need, because you are so big, because there are so many. And I would say to you that you might ask yourself if we have the right to be part of a great movement that is designed to help working men and working women, and we reap those benefits for ourselves and then refuse to extend the full helpfulness of that machinery to workers like this who need this help so badly. Just think what unionism has meant to you! Not just affluence, not just the fact that you can have a new car a little more frequently than you might otherwise have had it, not just that you can have a vacation and the money to take a vacation. Think what it has meant to you in terms of human beings, in terms of being responsible citizens. How many of you are there here as convention delegates who know more about the world just because of your leadership in the union? Have you ever stopped to realize what the union has provided for you in terms of making you a better citizen, in terms of making you a better person? How many of you are there here today who the first time he stood up on the union floor to make a speech or a statement shook like hell? And yet today you are able to stand among people as a leader and give expression to your ideas. Stop and evaluate what unionism has done for you in this respect and you'll get a little better idea of why it is the perfect machinery to help the farm worker and his family in the many problems that they have—the cultural problems, the need of rebuilding the very fibre of the family, the need to provide the kind of legal assistance and medical and dental assistance, the need to develop methods of evening out the economic peaks and valleys of their existence and all of these things to which the union can contribute. And I think as you think of them you can get maybe a little more excited than you are. And I know there are some of you who are excited.

"It is a long story. It is one that can't even be told in this long period of time. I have tried only to hit the high spots,

but I want to tell you this: that the AFL-CIO nationally is dedicated to helping farm workers build a farm workers' union. I happen to think, and so do many other people—and I am sure that you will agree—that great unions are built by workers who work in the field of those unions. I don't care what union it was, the International Brotherhood of Electrical Workers, the Auto Workers, the Steelworkers, the Machinists—they were built by the workers in that industry. They are the ones who know the problems of the industry, they are the ones who know the problems of the workers. And the problem of indigenous leadership, the problem of leaders coming from the work force, is one that is critically important to the structure and the growth of the union.

"We are going to be working night and day to help them accomplish this because I think that farm workers are the best damn people in the world to build a union for farm workers.

"I think that professionals, so to speak, can help. I think that we can help considerably. But in the final analysis the devices that they develop will be the devices that fit their problem.

"The other day one of the men on CBS was interviewing us, and he asked me: 'How do you expect this thing to work when it is such an amateurish operation?' He said: 'You know, these farm workers are amateurs in terms of professional organizing standards.'

"And I said to him: 'You know, it was the amateur in the '30s that built those unions then. The techniques that they developed, the sit-downs, or whatever you want to refer to them as, were built by amateurs.' And I said: 'I think maybe amateurism is more of an asset than it is a liability.'

"And I want more organizers working at these situations who maybe are so 'amateurish' that they don't know all the damned reasons why you can't get the job done! And this is something about these people. They don't know any of the reasons why you can't get the job done. And this is the reason that they are going to get the job done. And the only thing that it is going to take to really develop the full strength necessary to build a great union is the total support of the people in AFL-CIO.

"They have a great love for you. I hope you have a great love for them. They look forward to the day when they can sit at tables in a convention like this, with their per capita paid, with one of their members on a committee, full

status in the family of American labor—the AFL-CIO. And I say it behooves every damn one of us to do everything we can to help them get the job done!

"Thank you very much."

Collection for Farm Workers

The Chair recognized Delegate Paul Schrader, Auto Workers:

"Mr. President, I would like to rise to a special, privileged motion and say a couple of words on it. And that is that we take up a collection at this convention for the farm workers in their fight for an election at DiGiorgio and their fight for a union."

The motion was accepted and seconded. Delegate Schrader; Secretary Pitts; Louis Ciccone, Auto Workers No. 216, South Gate, spoke in support.

The motion carried.

Request for Text of Henning Address

At this time John Headley, Carpenters No. 1976, Los Angeles, requested the text of John Henning's address, on tape, for distribution to locals and councils.

Secretary Pitts said then an effort would be made to supply texts, on tapes, to all those who requested them.

Announcements

President Gruhn recognized the Sec-

retary for announcements:

"The Building Trades Caucus will meet immediately on the noon recess in this hall.

"The Amalgamated Clothing Workers invites all delegates to sign up for the free drawing of ten union label prizes. If you haven't already signed up at the Union Label Display in the Exhibit Hall, at the other side of the foyer, you can register after the end of this session. The prizes include two men's suits, a sports coat, and other menswear items with the union label.

"I would like to remind each of the affiliates sponsoring the scholarship awards in the California Federation Scholarship competition to be sure to have their one representative of the organization to come to the platform at 2:00 p.m. for the presentation ceremony this afternoon. Pictures will be taken of each presentation."

Random announcements followed.

Recess

The Secretary moved a recess until the hour of 2:00 p.m.

Motion seconded and carried.

Whereupon at 12:15 p.m. an adjournment was taken until 2:00 p.m. of the same day.

AFTERNOON SESSION

The convention was called to order by President Gruhn at 2:30 p.m.

Neighborhood Youth Corps Observers

President Gruhn announced:

"At this time I would like to call the attention of the delegates to the fact that we have had a delegation from the Neighborhood Youth Corps which has been attending this convention, observing the operation of the trade-union movement. The delegation consists of: Eva Knight, Suandia Zallicaffer, Leatha Covington, Diane Jackson, Margaret Walker, Marianne Ilithera, Rose Gonzalez, Nancy Kelly, Maria Martinez, and Dorothy Gibson.

"Will you please stand so that the delegates will know the ones from the Neighborhood Youth Corps who are observing the operations of the convention."

Whereupon the delegation rose to ac-

knowledge the applause.

Motion for Federation Donation

Delegate Collins, UAW No. 216, South Gate, rose to move that the California Labor Federation donate \$2,000 to the grape strikers.

Motion was seconded.

Delegate Collins and Ralph Merola, L.A. Co. Probation Officers No. 685, spoke in support.

Secretary Pitts; and Joe Seymour, Operating Engineers No. 12, Los Angeles, spoke in opposition.

Delegate Seymour then moved to refer the matter to the Executive Council.

Delegate Ciccone, Auto Workers No. 216, South Gate, rose to a point of order, noting that Delegate Seymour had spoken and then made his motion.

The Chairman stated the point was well taken, and the motion would not

be recognized.

Philip Deredi, Apartment, Motel, Hotel & Elevator Operators No. 14, San Francisco, moved that the original motion be referred to the Executive Council.

Motion was seconded.

Delegate Collins rose on a point of order to state the motion was out of order, as the Executive Board was not empowered to act when the convention was in session.

The Chairman ruled the motion was in order, and Delegate Collins appealed his decision.

With Vice President Osslo presiding, Delegate Collins and President Gruhn presented their positions, and the ruling of President Gruhn was sustained.

With President Gruhn presiding, the motion to refer to the Executive Council was again under consideration.

Ralph Merola, Los Angeles County Probation Officers No. 685; and Warren Bovee, Transport Workers No. 505, San Bruno, spoke in opposition.

The motion carried.

Further Delegate Contributions

Sam Kutnick, Miscellaneous Employees No. 110, San Francisco, rose to ask that those who had not been present earlier be given an opportunity to contribute to the farm strikers.

President Gruhn assured him this would be done.

DR. MAX RAFFERTY

Superintendent of Public Instruction State of California

Introduction

President Gruhn reminded the delegates that he expected them to extend due courtesy to our next speaker, our invited guest. He then presented Dr. Max Rafferty in these words:

"At this time it is a pleasure for me to introduce to you a man who heads up our educational system of the State of California, an invited guest to this convention. As we have over many years that I have been an officer and delegate to this convention, we have invited the Superintendent of Public Instruction of the State of California, Dr. Max Rafferty.

Address

Dr. Rafferty thus addressed the Convention:

"I was just telling the kids that parliamentary procedure bit there was a lot more exciting and I suppose a little more interesting than my talk. And you folks do have exciting conventions, don't you? It's a lot of fun.

"I am going to tell you something which I think will make you very happy. You may not realize it right now, but there are going to be certain things about this talk that you are going to enjoy. For one thing, I have spoken once or twice at conventions before and I know how tough it is to try to compete with delegation caucuses and across-the-aisle asides and newspaper rustling and once in a while even three-martini lunches. So this one is going to be short if not sweet.

"Secondly, the jokes that I could tell you that you would get the biggest kick out of are jokes that I can't very well tell you because we have reporters here. So there will be no jokes at all.

"Thirdly, and perhaps most importantly, I'm the one elected state official you could possibly have invited here today who can be relied upon not to give you a political speech designed to help get himself reelected. It is not at all that I am particularly virtuous. It is just that you already elected me in the June primaries, and I am the only guy in Sacramento who doesn't need any votes right now. The result: no campaign oratory today for you to have to listen to.

"Finally, you fellows are obviously too busy today to have to listen to a lot of guff, so I'll forego the fancy rhetoric and the long-winded elocution. I'm going to talk turkey with you for just 15 minutes—unless you interrupt me with gales of spontaneous applause. I want to talk about just a few problems which you and I have in common, and then I'm going to shut up, go home, and let you get on with your convention.

"See? I told you so. Some of you right down front here are looking happier already. Believe me, on some of you it looks good.

"The first one is a problem well on the way to being solved. Some months ago—almost three years ago, as a matter of fact—your organization got smart and picked one of our finest California educators, Dr. John Carroll, to be your expert advisor in this highly complex field of schooling.

"Now, there is a minimum of nonsense about John, in case you haven't noticed. A couple of days after he was appointed

by you, he showed up in my office in Sacramento, and he looked me in the eye and said, 'When are we going to start teaching California kids the facts about organized labor?'

"I stared right back at him, eyeball to eyeball, and replied: 'Just as soon as you can talk the big publishing houses into putting the facts into print, and then talk the State Curriculum Commission into adopting it for the schools.'

"'Fair enough,' said John, and went ahead and did it.

"The result: The recent approval by the State Board of Education of the first textbooks ever submitted to the State of California and adopted for pupil use which deal specifically, accurately and objectively with the role of labor in our nation's history, and with its overwhelming importance in the world we live in.

"Now, I know how modest John is—it's a characteristic which he shares with all other educators, of course—and I wasn't sure that he would brief you properly on this and show you the results of his work. So, I brought them along for you to look at. Here they are: the new books on organized labor, which will go into all California public schools in 1967—the first of their kind.

"Now, they're not perfect; no books are. But they're a start. You are welcome to look them over and suggest improvements, in time for the next adoption. But a landmark? I'll say they are. And something more than a landmark. They're a perfect illustration of the symbiotic relationship, if I can throw a word at you, which today exists between California public education on the one hand and organized labor on the other.

"Symbiosis, in case you didn't know, is a biological term which means the partnership of dissimilar organisms. But it seems to me that we can stretch this term to cover our own relationship, because my dictionary gives 'symbiosis' the secondary definition: 'An association which is mutually advantageous.' And if this description doesn't apply to our current relationship, I'll eat my mortarboard—now, that term, incidentally, is one which illustrates exactly what I am talking about, because we educators borrowed that word 'mortarboard' from your laborers a long time ago, to describe a highly important if somewhat silly-looking article of our formal academic wearing apparel.

"I am not going to dwell overlong on all the ways my office in Sacramento works with labor. Such programs as

work experience, industrial education, apprentice training, publication of vocational materials have been going on for a long, long time, with your people working in fullest cooperation with ours. And I'm sure you don't need to be reminded of them by me today. What I really want to do is to outline a couple of really knotty problems and solicit any help you might be able to see your way clear to give.

"One is the matter of how to pay for public education. This one is no longer a matter of long-range concern. It's right in our laps. If you read the papers at all, you know that local school bond and tax elections are failing at a rapidly increasing rate. From tiny, one-room schools to districts the size of Glendale, teachers are being fired and important services to the kids are being curtailed, not because anyone wants to have these things happen, but simply because the schools have run fresh out of money.

"Several months ago, I said publicly that I was scared stiff about what was happening in the area of school finance. I still am. The easy way out is to blame the local taxpayer for being coldly insensitive to the needs of his own schools. This is nonsense. The fact is that in 1950 the state was furnishing half the money needed for the support and operation of elementary and secondary schools; the local real property owner furnished the other half. Today, the state is furnishing less than 40% of the money needed to operate its far-flung system of public schools, and the fellow who owns a corner lot, a small home or a farm is having to take up the slack. And he has just about had it, right up to here.

"Now, the reason I'm bringing this rather tiresome and expensive problem before you today—with all the other things you've got to think about—is that it's your children—and in some cases, if you are as old as I am, your grandchildren—who are starting to suffer as the direct result of the state's failure to do its share in paying for public schools.

"Now, I daresay that the vast majority of you, like me, have sent your own kids to public schools, if only because the average laboring man—and the average teacher, for that matter—doesn't have the financial means to send his kids to private schools. A rich man, you know, can always fall back upon private education when something goes wrong with public education; the laborer is nearly always dependent upon the public schools.

"That's why I am asking you today

to get off the dime and tell these candidates who are currently seeking your support for statewide office that you want their pledge to get the state back into the business of financing its own schools in return for your support. My top expert on school finance tells me that it will take a minimum—get this, now—a minimum of 300 million dollars in new state money to give the schools what they desperately need while at the same time giving relief to the hard-pressed local taxpayer. And this has to be done in 1967. If it isn't, it's labor and the children of labor who will take the beating, and don't you forget it.

"I will be seeking and supporting new finance legislation when the next session starts in January, so that California education can go forward, not backward. I expect and demand your active, even aggressive assistance. It's popular nowadays to carp at the extravagances of school people and to insist upon school economies before voting new school moneys. There are no doubt some school people and some school districts that waste money. But almost 90 percent of the average school operational budget is devoted to salaries, and these salaries continue to rise inexorably, year after year, simply because all other salaries in every other line of work are rising too. These are the hard facts of educational life today, and a school district is caught right in the middle, with little or no room for maneuver. Waste and extravagance have very little to do with the current financial bind in education. Even if all waste and all administrative salaries were completely eliminated, the problem would still be with us in almost as formidable a degree as it is right now.

"Closely allied to this question is the tricky one of what to do about school district unification. You will recall that in 1964 the so-called Unruh Bill was passed which required local districts to vote on consolidation around their existing high school district boundaries every two years, whether they wanted to or not. As interpreted and administered by the appointed State Board of Education, the legislation has not had conspicuously successful results. Even in its most successful months, 60 percent of the elections failed. More recently, almost 90 percent of the elections have been turned down by the voters, some of them by margins of five or six to one.

"It is obvious that any further attempts by the state to mandate unification will be futile. Even if all districts were unified by legislative fiat from

Sacramento, the only result would be an intensified bitterness on the local level which would find expression in more and more opposition to badly needed bond and tax measures. The legislature will be well advised—and I hope well advised by you—to make it increasingly attractive financially for small districts to get together, but to avoid any attempts to stuff unification down the throats of entire communities and whole counties who want no part of it. Here, too, I need your help, if the schools are not to continue to suffer.

"There are a lot of other educational problems I could bring before you today, but I promised to keep this brief. One increasingly serious headache, however, which sooner or later you are going to have to take a position on, is this question of what to do about de facto school segregation. So many goofy suggestions are being voiced these days that I want to make my own attitude crystal clear.

"I'd like to start out by putting in a good word for the neighborhood school. As an institution it dates back to the 1640's, but it is currently under increasing attack.

"In the name of civil rights, it's being said that children should be transported out of their own neighborhoods, if necessary against the will and consent of their own parents, miles away from their homes, across roaring freeways and crowded industrial areas, in order to establish for a few hours each day in a given school an artificial ratio of Negroes to Caucasians. It's further contended that this is the only way ultimately to achieve racial balance in the schools.

"I don't believe it.

"Now, voluntary bussing is another matter. If a school board decides to bus racial minority children into your neighborhood school with the full consent of their parents in order to achieve better education, then you have no kick coming, as I see it. Your own kids have the right to go to school in your own neighborhood. Maybe that's the big reason you bought or rented a home in that neighborhood to begin with. But you have no right to try to play dog in the manger and try to prevent other people's children from being sent to your school if there is room for them, if this is what their parents want for them, and if this is what your elected school board thinks is best.

"There were darned good reasons why

our ancestors set up neighborhood schools. They saw the need for frequent parent-teacher get-togethers, for encouraging kids to stay after school to go out for football and help put on the school play, and even for keeping some of them after school as a disciplinary measure. Maybe they even foresaw the PTA, and the good it often does.

"Do away with the neighborhood school, incidentally, and you do away with each and every one of these things. And if we visualize unwillingly and despite our prayers the possibility of natural or man-made calamity in our cities, the picture which this conjures up of frantic parents seeking their children across the chaos of a devastated city is not one with which I would willingly go to bed at night.

"My office is recommending a lot of things to solve this puzzle of racial imbalance. Schools can redraw attendance zones. They can plan new buildings on boundaries between all-white and all-Negro neighborhoods, drawing pupils from both. They can try such experimental proposals as specialized high schools, bringing pupils together from all parts of a large area on the basis of their curriculum majors and their special interests.

"Right after the first Watts riots, I recommended educational 'flight pay'—bonuses to persuade the best and finest teachers rather than the poorest and newest to work in the racial slums. No district has yet adopted this proposal. I could certainly use your help in persuading your school boards to try it out. I'm convinced it would help tremendously.

"But not compulsory bussing for racial reasons alone. I repeat this because of all the pussy-footing in this state right now about this issue. You have a right to know how your state superintendent stands on this. I'm against it.

"Let's lick this racial discrimination which gnaws at the vitals of our republic. But let's not do it by adopting proposals which are fundamentally unsound from an educational standpoint, thus dynamiting the very concepts which the experience of centuries has proved to be right and good for all Americans. I hope with all my heart that you agree with me on this—if you agree with me on nothing else.

"Here, then, are a mere handful of the many ways in which you need my help, quite frankly, and I need yours. The issue at stake is entirely too big for us

to quibble about details or personalities or imaginary ideologies. I think that during the past four years I have given ample evidence that I am the best friend which organized labor has ever had in the office of state superintendent of public instruction. And if you don't believe me, you name a better one. The proofs are before you, with more yet to come. In return, you have done me the honor of electing me twice, most recently in the greatest outpouring of votes ever cast for a candidate for any office in the history of California's primary elections.

"It is well that this is so, for the future of five million children lies in our hands, yours and mine. It is largely for us to decide whether in the year ahead the road of California education takes a downward turn into insolvency and dissension and eventual chaos, or whether it is to continue upward and onward into the broad uplands of knowledge and opportunity and education in depth for the children who are at once the hope and the fulfillment of our own generation."

Announcements and Messages

The Chair called upon the Secretary for announcements. After announcements, the Secretary read the following messages:

"Would it be possible to make announcement to convention that Pop's funeral will be Friday, 1:00 p.m., 25 Van Ness Avenue? Regards, Dian Kennedy."

George Meany Message

"Please extend to all officers and delegates my sincere fraternal best wishes. Your convention meets at a most serious moment for organized labor in California. All you have accomplished to make California a leader among the states is threatened. Enlightened and progressive state legislation to benefit workers, children, the elderly, minorities, and the poor, are in danger. The forces of reaction have picked California for a major, well financed, well-organized effort. The labor movement must, can and will meet this threat not only for the good of California but for the good of America. I am confident you will do the job and I wish you every success in your effort. George Meany, President AFL-CIO."

PRESENTATION OF SCHOLARSHIP AWARDS

President Gruhn announced:

"Delegates, at this time, we come to the time in our convention when we make the presentation of the Federation's Sixteenth Annual Scholarship Awards to those students who were successful in obtaining these awards; and for this purpose, I now call upon the Secretary-Treasurer, Tom Pitts."

Secretary Pitts then spoke:

"Mr. Chairman and Delegates: this, I am sure, is a happy moment for all of you—and particularly a happy moment for the young people who are here with us on the platform, who I am sure we'll look upon now as the future of California."

"They have worked hard at the program of participating in this scholarship award; and each one of them has a bit of background, which I would like to acquaint you with—and, in each instance, let you know whose award it is. And we plan to snap a picture here, quickly at the platform, with the student and with the representative of the sponsoring organization."

Joshua Smith

"The first that I have to present today is Joshua Smith, 17, of 908 Indian Rock, Berkeley. He is already contributing toward one of the labor movement's goals: the improvement of the plight of California's farm workers. He is currently working in a summer school for the children of agricultural workers in Yuba City and has elected to forego the opportunity of a free, week-long trip to the Federation's convention in San Diego in order to stay on his job. I consider this an important activity which should be accompanied by a drive to raise the living conditions of agricultural workers through just such organization for collective bargaining," he explained. For diversion, Mr. Smith enjoys folk dancing, camping and rock climbing. His strongest interests are in foreign languages, psychology and philosophy, and he is presently planning to attend Harvard College next fall where he may major in either psychology, anthropology, or linguistics.

"He is one of the winners of the California Federation's scholarships and, as you note, is unable to be with us for the reasons outlined."

Frederick L. Nebeker

"Next is Frederick L. Nebeker, 17, Riverside. He has already racked up college credits for courses in anthropology and calculus at the University of

California at Riverside, but plans to attend Pomona College next fall. While he has not yet decided on a career, he is particularly interested in mathematics, science, and 'possibly law.' During his last year at Riverside Polytechnic High School he earned two varsity letters for cross-country and track, was president of the National Forensic League and a member of various clubs. A lifetime member of the California Scholarship Federation and a co-valedictorian of his class, he was also a Bank of America District winner."

Alan D. Smith

"Alan D. Smith, 17, of 4375 Acacia Avenue, Bonita (San Diego County) credits his interest in debating with leading him to compete for the Federation's scholarship. He also devotes a good bit of his time to singing and, as a member of the Hilltop High School Vocal Ensemble, has performed in San Diego and Los Angeles as well as in the Chula Vista area. His major academic interests have been mathematics and science but he plans to major in economics at Claremont Men's College in the fall.

"Mr. Smith's Award is sponsored by the California State Council of Lathers, who are represented today by Brother Harry Worthy."

H. Thomas James

"H. Thomas James, 17, of 812 Mayfield Avenue, Stanford, is keenly interested in the humanities, science and French, and hopes to spend part of his college career in France. Presently employed as a drugstore clerk in Palo Alto, he plans to attend Harvard next fall to pursue general undergraduate studies. For athletic activities he enjoys back-packing into the Sierra and fishing and was a member of the Gunn High School Varsity Basketball squad. Last year he was vice president of the student body, commissioner of campus affairs, and represented the school at the Governor's Youth Conference. He was also editor of the school science newspaper and an editorial assistant on the school paper.

"The Roderick MacKenzie Memorial Award in this instance—an Award made by Painters District Council No. 36 in Los Angeles. And present to join with us on this occasion from the Painters Council is its President, Julius L. Bence."

Martin Vanderlaan

"Now Martin Vanderlaan, 17, of 17830

Bruce Avenue, Los Gatos, is eyeing the possibility of a career in physics and is already enrolled at the University of California at Santa Barbara next fall. He served as captain of the Los Gatos High School debate team which qualified for the state debate finals this year. Last year his strong interest in science qualified him to participate in the National Science Foundation summer school at the University of California at Los Angeles. In the athletic field, he played on the Los Gatos High water polo team and swim team for four years and was a member of the Athletic Society. A reflection of his abiding interest in national affairs is the fact that he was president of the West Santa Clara Valley Young Citizens for Johnson during the 1964 Presidential campaign. No stranger to trade unionism, Mr. Vanderlaan is currently a member of Retail Clerks Union Local 428. Moreover his father was a member of Local 3 of the International Union of Operating Engineers, and his mother was a member of Local 3 of the Office Employees International Union. His late grandfather was a member of the United Brotherhood of Carpenters and Joiners for 40 years.

"Mr. Vanderlaan's scholarship is sponsored by the California State Council of Retail Clerks, who are represented here today by their Secretary-Treasurer, Larry Vail."

Karen K. Roper

"Next, Karen K. Roper, 17, of 667 Division Street, Porterville. This one is off to a flying start toward her goal of a career in television news reporting. Graduating 8th in a class of 500 at Porterville Union High, she was editor-in-chief of the school paper that won first prize in a nationwide traffic-safety contest, and served as president of the Tulare County Student Heart Association, as well as of the Porterville Union High School Chapter of the California Scholarship Federation and a 4-H Club. She was also one of the top ten on the state level in a 'Homemakers of Tomorrow' contest. She is already enrolled at the University of Santa Clara where she plans to major in political science and minor in economics and journalism. An avid water-skiing enthusiast, she also enjoys sewing, playing the piano and reading.

"Miss Roper's scholarship is sponsored by the Brotherhood of Railroad Trainmen, was unable to come."

Toni Klimberg

"Toni Klimberg, 17, of 807 Selkirk Place, Sunnyvale. She is keenly interested in experimental graphic arts projects—describing her most recent venture as a 'short-lived two-day enterprise of silk-screening Batman insignia on the neighborhood boys' T-shirts,' a project that left her 'now out of \$10.' While she has not yet made up her mind career-wise, her interests are directed toward the social sciences, law, journalism, literature and history. Like a number of the other winners, she was editor of the school paper and a member of the California Scholarship Federation. She is also a member of the National Honor Society and was a member of the Fremont High School Russian Club, and played in the school orchestra. Miss Klimberg describes herself as 'a poor but enthusiastic cellist' who enjoys playing string trios as well as reading, drawing, sewing, collecting stamps, and baking. She plans to attend the University of California at Santa Cruz.

"Miss Klimberg's scholarship is sponsored by Studio Utility Employees No. 724 represented today by their Secretary-Treasurer N. D. Jarrard."

Robert W. Harding

"Robert W. Harding, 18, of 618 Delray Court, Riverside, is currently employed at the University of California at Riverside, but plans to attend the University of California at Davis next fall. His interests include economics, politics, history, and debating. He is also an avid coin collector.

"Mr. Harding's scholarship is sponsored by the Los Angeles County District Council of Carpenters, represented by its Secretary-Treasurer, Gordon McCulloch."

Velma Lopez

"Velma Lopez, 18, of 200 South 'L' Street, Madera, has her sights set on a teaching career and plans to go to Fresno State College next fall where she will major in Spanish and possibly minor in history. A member of the California Scholarship Federation and Future Teachers Club, her interest in community affairs is reflected by her participation in such organizations as Teens Against Polio, Youth Against Cancer, and the American Field Service. Like many of the other scholarship winners, her academic record consisted of nearly straight 'A's.

"This is a Federation scholarship. She men, represented by George W. Ballard."

Ronald Piper

"Ronald Piper, 18, 4 Hammond Place, Moraga, is currently one of 30 pre-freshmen participating in an 8-week science program in biophysics at Pomona College where he plans to pursue his chief interest in science and mathematics next fall. A life member of the California Scholarship Federation, and a National Merit finalist, Mr. Piper was an assistant editor of the school year book and president of the Math Club at Campolindo High School where he was also a member of the student body Citizenship Committee and the Internal Affairs Committee of the Foothill Inter-School Council. He has also participated in his Church's Youth Group and is an Eagle Scout.

"Mr. Piper's Award is sponsored by Butcher's Union No. 498, represented here by Carl Foote."

Catherine Gorchels

"Catherine Gorchels, 18, of 2928 Via de la Guerra, Palos Verdes Estates, reports that it was hard to express 'the jolt of joy' she felt on learning she had won one of the scholarships, because it will help her attain her goal of becoming a pediatrician to blend her love of children with her fascination with 'the immense explosion of knowledge in biology, medicine and psychology.' To deepen her knowledge of the medical field, she has already served as a Candy Stripper (for the uninitiated, that's a volunteer hospital helper) and was a member of a pilot group of occupational therapy aides who worked with the elderly. She also enjoys writing both poems and stories and is currently taking a summer art course. In addition she is an avid tennis player and enjoys other sports, especially skiing. She plans to attend Carleton College in Northfield, Minnesota, next fall. Her grandmother, Mrs. Mary Gorchels, of Madison, Wisconsin, is a member of the Amalgamated Clothing Workers of America. Like a number of other winners, Miss Gorchels is also a member of the National Honor Society.

"Her Award is sponsored by the State Council of Carpenters, Ladies Auxilliary, represented by Mrs. Vera Bergeron, the organization's Vice President."

Scott M. Simpson

"Scott M. Simpson, 17, of 27243 Eastvale Road, Rolling Hills, is looking toward a career as an architect and will enter Yale University next fall as a Yale National Scholar. He graduated as valedictorian from Rolling Hills High

School, was a National Merit Finalist, a California Scholarship Federation Seal Bearer and Life Member and received the Bank of America Award and the Readers Digest Award. He also served as President of the National Honor Society, President of the Service Club and Vice President of the California Scholarship Federation, and attended Boys' State as his school's representative last year. Also an avid tennis player, his other athletic interests include skiing, hiking and mountain climbing.

"Mr. Simpson's scholarship is sponsored by the Los Angeles Building & Construction Trades Council, represented by John Cinquemani."

John E. Clay

"John E. Clay, 17, 27390 Brookside Avenue, Redlands, is keenly interested in plant and animal sciences and expects to major in this field at the University of California at Riverside, where he will register next fall. The winner of a letter of commendation in the National Merit Scholarships, Mr. Clay lists his hobbies as wrestling and weight lifting.

"Mr. Clay's Award is sponsored by the State Council of Culinary Workers, represented by their Secretary, John Meritt."

Myra Rutherdale

"Myra Rutherdale, 17, of 2222 Grahn Drive, Santa Rosa. She has her eyes fixed on earning a teacher's credential and, eventually, pursuing studies to become an architect. Toward this end she plans to go to Santa Rosa Junior College starting next fall and on to California Polytechnic College in the fall of 1968. At Santa Rosa High School, she was active in the American Field Service, the Girls' Athletic Association, and served as Treasurer and Secretary of the Future Teachers of America Club. She was also active in the Science Club, the Pep Club and the School Improvement Committee, and her Church youth group. Her grandfather, Otto F. Geiger, was a member of the International Brotherhood of Electrical Workers, Local 551, for 46 years, during which he served as Treasurer for a number of years. Her uncle, Donald Rutherdale, is currently a member of the Meat Cutters and Butcher Workmen's Union in San Carlos.

"Miss Rutherdale's Award is sponsored by the Western Federation of Butchers, who are represented today by their President, Max Osslo."

Claire Broome

"Claire Broome, 16, 335 Fawn Drive,

San Anselmo, will attend Radcliffe College next fall and hopes to earn a doctorate eventually, probably in biochemistry. Her interest in community affairs is reflected in the fact that she served as a tutor in the Marin Study Center for Culturally Deprived Children. A lifetime member of the California Scholarship Federation and President of the Marin Catholic High School Chapter, she was feature editor of the school paper, a contributor to the school literary magazine and served as treasurer for the French Club. She also earned a degree of honor in the National Forensic League.

"Miss Broome's Award is sponsored by the State Council of Carpenters, who are represented today by Anthony Ramos."

Melissa Boussy

"Melissa Boussy, 17, of 121 Woodbine Drive, Mill Valley, has been accepted with honors at entrance at the University of California at Davis, where she will major in anthropology with plans for a career in archaeology. Miss Boussy, also the winner of a Marin County Labor Scholarship Award, served as editor of her school paper and is a life member and Seal Bearer of the California Scholarship Federation and a member of the National Honor Society. Last year she was a National Merit and California State Scholarship finalist. Miss Boussy touched on the educational function of the Federation's scholarship program when she noted that her studies for the competition led her to recognize 'labor's distinguished role in support of educational opportunity for all . . . a role . . . which dates back to the 1830's when labor led the fight to make free public education part of every child's birth-right.'

"Miss Boussy's Award is sponsored by the Communications Workers of America, Bay Area Council, represented by its President, John Santen."

James Nanninga

"James Nanninga, 18, of 801 North Palisades Drive, Santa Maria, is looking forward to a career as a high school teacher and plans to enroll in the University of California at Santa Barbara next fall where he will major in history or economics. Like many of the other winners, he is a member of the National Honor Society and a life member of the California Scholarship Federation and served as president of the Key Club. He was also a senior legislative assembly-

man and a member of the track team at Azusa High School in Azusa for two years.

"Mr. Nanninga's Award is sponsored by the Federated Fire Fighters of California, represented by its Executive Secretary, Kenneth Larson."

Comments on Scholarship Program

"Where could you have found a finer-looking bunch than those we have here?"

"I think we are equally as happy as or more happy than they are that they are able to come here and be with us at this session. The experience is certainly good for them in many ways, but it gives us an opportunity to look at them personally and know with just a little bit stronger feeling that the scholarship program that we carry on each year is really getting to the kind of youngster who will recognize the value of that scholarship, will treat it with the respect to which it is entitled and, I am sure, will continue throughout their future years to remember the small contribution that labor made towards the education that will endow them for the rest of their lives with greater abilities as they go forward in today's times.

"I am very happy to have again this opportunity and I wish to all of these youngsters who have come here to join with us a very happy stay at our convention. I trust that they fully enjoy themselves while they are with us here in San Diego. If there is anything that we can do for them to make their stay more pleasant and more comfortable, all I say is that they should ask us and someone from our office and staff will certainly see to that."

Announcements

Secretary Pitts made various announcements.

Then Vice President Osslo made an announcement concerning the barbecue dinner.

FINAL REPORT OF THE COMMITTEE ON CREDENTIALS

Chairman Blackburn then made the final report of the Credentials Committee. (See completed Roll of Delegates.)

On the Chairman's motion, the report was accepted.

Appreciation of Credentials Committee

Chairman Blackburn then added:

"Mr. Chairman, Delegates. We, the committee, wish to thank the delegates

for their very fine cooperation. We also wish to thank the Executive Board of this great Council, especially our fine Secretary Treasurer and his very efficient staff, for his and their vital assistance.

"Personally, since 1937, when I first was appointed on this committee, I wish to state that this is one of the finest committees that I ever had the pleasure of being a part of. The committee: Andy Ahern, G. J. Conway, Paul Edgecombe, George O. Faville, John P. Felix, Otto W. Hahn, Elizabeth R. Kelley, Ernest King, Daniel J. McPeak, Edwin Michelsen, Phyllis Mitchell, Paul E. O'Bryant, Pat Sander, Anthony Scardaci, Hartley L. Weingartner, Charles E. Wiest, and Ed Wilson, the staff of the Secretary's Office, Dave Boring, Charles Hines, Rose Doyle and Dorothy Poletta. Subscribed to you by myself, the Chairman. And thank you very, very much."

President Gruhn then said:

"The Chair wishes to express appreciation for the hard work, the efficient work done by the Committee on Credentials, Chairman Blackburn and his committee, and dismisses them with a vote of appreciation and thanks of this convention."

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 George Faville, Central Labor Council, Humboldt and Del Norte Counties; and Leonard Cahill, Redwood District Council Lumber and Sawmill Workers, Eureka.

Secretary-Treasurer

Thos. L. Pitts, Bartenders No. 686, Long Beach, was nominated by Anthony Ramos, California State Council of Carpenters.

The nomination was seconded by Max Osslo, Butchers No. 229, San Diego; and Pat Somers, Screen Actors Guild, Hollywood.

General Vice President

Manuel Dias, Auto Workers No. 76, Oakland, was nominated by James McCloskey, Auto Workers No. 1364, Fremont.

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 Armon L. Henderson, San Diego County Labor Council.

District No. 2-A

M. R. Callahan, Bartenders No. 686, Long Beach, was nominated by James Blackburn, Painters No. 256, Long Beach.

The nomination was seconded by Ruth Compagnon, Waitresses No. 639, Los Angeles; and John Meritt, California State Council of Culinary Workers and Bartenders.

District No. 2-B

Ray S. Mendoza, Hod Carriers No. 652, Santa Ana, was nominated by Thomas W. Mathew, Building and Construction Trades Council, Orange County.

The nomination was seconded by Peter J. Remmel, Central Labor Council, Orange County; and R. V. Dougherty, Carpenters No. 1815, Santa Ana.

District No. 3-A

Anthony J. Bogdanowicz, Cabinet Makers and Millmen No. 721, Los Angeles, was nominated by William S. Begley, Operating Engineers No. 12, Los Angeles.

The nomination was seconded by Harry J. Harkleroad, Carpenters District Council of Orange County.

District No. 3-B

John L. Dales, Screen Actors Guild, Hollywood, was nominated by Max Osslo, Butchers No. 229, San Diego.

The nomination was seconded by T. A. Small, Bartenders and Culinary Workers No. 340, San Mateo.

District No. 3-C

John A. Cinquemani, Building and Construction Trades Council, Los Angeles, was nominated by Bud Satre, Painters No. 1226, Avalon.

The nomination was seconded by J. H. Seymour, Operating Engineers No. 12, Los Angeles.

Webb Green, Electrical Workers No. 11, Los Angeles, was nominated by J. M.

Carney, IBEW No. 477, San Bernardino.
Webb Green declined the nomination.

District No. 3-D

Kenneth D. Larson, Federated Fire Fighters of California, San Diego, was nominated by Charles Wiest, Fire Fighters No. 1014, Los Angeles.

The nomination was seconded by Al Green, Plasterers and Cement Masons No. 429, Modesto; and George Mulkey, Electrical Workers No. 40, Hollywood.

Message From W. J. Bassett

At this time, the Secretary made the following announcement:

"I received this letter shortly before nominations were opened, and I was asked to read it. It was delivered to me by Irvin Mazzei, President of the Los Angeles County Federation.

"The letter is dated August 10, 1966, addressed to Officers and Delegates, California Labor Federation, AFL-CIO.

"Ladies and Gentlemen: This letter is to inform you that I am not a candidate for reelection to the office of Vice-President of the California Labor Federation AFL-CIO at this Convention. W. J. Bassett."

District No. 3-E

Joseph H. Seymour, Operating Engineers No. 12, Los Angeles, was nominated by Clyde Ringwood, Sheet Metal Workers No. 108, Los Angeles.

The nomination was seconded by H. D. Lackey, Building Trades Council, Kern County; and Anthony Ramos, California State Council of Carpenters.

District No. 3-F

James L. Smith, Laborers No. 1184, Riverside, was nominated by Terry O'Sullivan, Construction and General Laborers No. 261, San Francisco.

The nomination was duly seconded.

District No. 4

Gordon A. McCulloch, Los Angeles District Council of Carpenters, was nominated by John Cinquemani, Los Angeles Building and Construction Trades Council.

The nomination was seconded by Mary Olson Moran, Hotel and Restaurant Employees No. 512, San Pedro.

District No. 5

Wilbur Fillippini, Sheetmetal Workers No. 273, Santa Barbara, was nominated by Al Whorley, Culinary Workers and

Bartenders No. 498, Santa Barbara.

The nomination was seconded by Joseph Seymour, Operating Engineers No. 12, Los Angeles.

District No. 6

H. D. Lackey, Kern Co. Bldg. & Constr. Trades Council, Bakersfield, was nominated by Juel Drake, District Council of Iron Workers, San Francisco.

The nomination was seconded by James Blackburn, Painters No. 256, Long Beach.

District No. 7

C. A. Green, Plasterers & Cement Masons No. 429, Modesto, was nominated by Bill O'Rear, Central Labor Council, Fresno.

The nomination was seconded by David McCain, Stanislaus and Tuolumne Central Labor Council, and Alex Jarrett, Marine Firemen, San Francisco.

District No. 8

Thomas A. Small, Bartenders & Culinary Workers No. 340, San Mateo, was nominated by Bill Royalty, Bartenders and Culinary Workers No. 340, San Mateo.

The nomination was seconded by M. R. Callahan, Bartenders No. 686, Long Beach; and Warren Bovee, Transport Workers No. 505, San Bruno.

District No. 9-A

Morris Weisberger, Sailors Union of the Pacific, San Francisco, was nominated by Ed Turner, Seafarers International, San Francisco.

The nomination was seconded by Frank Drozak, Seafarers; and R. W. Ryvers, Shipyard and Marine Shop Laborers.

District No. 9-B

Arthur F. Dougherty, Bartenders No. 41, San Francisco, was nominated by Joe Buckley, Bartenders No. 41, San Francisco.

The nomination was seconded by C. T. McDonough, Cooks No. 44, San Francisco.

District No. 9-C

Chris Amadio, Machinists No. 1327, San Francisco, was nominated by Phyllis Mitchell, Office and Professional Employees No. 3, San Francisco.

The nomination was seconded by Leo A. Morin, Machinists District 50, San Diego.

District No. 9-D

William G. Dowd, State Conference of Operating Engineers, San Francisco, was nominated by Jim Twombly, California Conference of Operating Engineers.

The nomination was seconded by Fred Martin, Machinists No. 1305, San Francisco.

District No. 10-A

Robert S. Ash, Alameda County Central Labor Council, Oakland, was nominated by Leslie K. Moore, Auto, Marine, & Specialty Painters No. 1176, Oakland.

The nomination was seconded by Thomas Anderson, Dining Car Cooks and Waiters No. 456, Oakland.

District No. 10-B

Paul L. Jones, Construction and General Laborers No. 304, Oakland, was nominated by Jay Johnson, Northern California District Council of Laborers.

The nomination was seconded by Lamar Childers, Alameda County Building Trades Council.

District No. 11

Howard Reed, Contra Costa County Building and Construction Trades Council, Martinez, was nominated by Hugh Caudel, Contra Costa Central Labor Council.

The nomination was seconded by George Kelty, OCAW No. 5, Martinez.

District No. 12

Stanley Lathen, Retail Clerks No. 373, Vallejo, was nominated by Everett Matzen, Sonoma County Labor Council.

The nomination was seconded by Loretta Riley, Bartenders and Culinary Workers No. 770, Santa Rosa; and Lowell Nelson, Plasterers and Cement Finishers No. 631, Solano County.

District No. 13

Harry Finks, Central Labor Council, Sacramento, was nominated by John Axtell, Sacramento Central Labor Council.

The nomination was seconded by Harry Worthy, State Council of Lathers.

District No. 14

Harry Hansen, Machinists No. 540, Eureka, was nominated by George Faville, Central Labor Council, Humboldt County.

The nomination was seconded by Gene

Weber, Bartenders No. 318, Eureka; and Chris Amadio, Machinists No. 1327, San Francisco.

District No. 15

Hugh Allen, 5-Counties Central Labor Council, Redding, was nominated by G. A. McCulloch, Los Angeles District Council of Carpenters.

The nomination was seconded by Morris Weisberger, Sailors Union of the Pacific, San Francisco.

Vice Presidents at Large**Office A**

Charles J. Smith, Steelworkers District No. 38, Los Angeles, was nominated by Charles Blattau, Steelworkers No. 2860, Fontana.

The nomination was seconded by Tony Cannata, Steelworkers No. 1440, Pittsburgh.

Office B

Richard W. Hackler, was nominated by George Gorman, Communications Workers No. 9420, Ukiah.

The nomination was seconded by Joseph Seymour, Operating Engineers, Los Angeles, and Bob Ash, Central Labor Council, Alameda County.

Office C

Edward T. Shedlock, Utility Workers Local 283, Los Angeles, was nominated by Ed Hall, Utility Workers No. 132, Los Angeles.

The nomination was seconded by Pat O'Malley, Vice President at Large, Office G.

Office D

Herbert Wilson, Rubber Workers No. 44, Los Angeles, was nominated by Edward Shedlock, Utility Workers No. 283, Southgate.

The nomination was seconded by G. J. Conway, Steelworkers No. 3941, Bell.

Office E

Jerome Posner, Southern California Joint Board, Amalgamated Clothing Workers was nominated by Leonard Levy, Clothing Workers No. 55D, Los Angeles.

The nomination was seconded by Harry Bloch, Clothing Workers Southern California Joint Board.

Office F

Henry L. Lacayo, Auto Workers No.

887, Los Angeles, was nominated by Paul Schrade, Auto Workers No. 887, Los Angeles.

The nomination was seconded by Al Figone, Bay Counties District Council of Carpenters.

Office G

E. P. O'Malley, Vice President at Large, Office G, was nominated by Edward Shedlock, Utility Workers No. 283, Southgate.

The nomination was seconded by J. J. Twombly, Operating Engineers State Conference; and Harry Bloch, Clothing Workers, Southern California Joint Board.

Office H

Fred D. Fletcher, Newspaper Guild No. 52, San Francisco, was nominated by Joseph H. Matty, Newspaper Guild No. 69, Los Angeles.

The nomination was seconded by Arthur Triggs, Typographical No. 36, Oakland.

Office I

G. J. Conway, Steelworkers No. 3941, Bell, was nominated by Joseph Angelo, Steelworkers No. 1440, Pittsburg.

The nomination was seconded by Art Mollett, Steelworkers No. 2018, Bell, and Jerome Posner, Amalgamated Clothing Workers, Southern California Joint Board.

Convention City

Harry Finks moved that the choice of Convention City be referred to the incoming Executive Council.

The motion was seconded and carried.

White Ballot

A motion was made by John F. Quinn, Bartenders No. 52, Oakland, and duly seconded, that in each instance, since there was no opposition, the Secretary cast a white ballot for the unanimous vote of the convention, determining the election of officers.

The motion carried, and the Secretary cast the ballot.

All the following officers nominated, without opposition, were declared elected:

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-A	M. R. Callahan
District No. 2-B	Ray S. Mendoza
District No. 3-A	Anthony J. Bogdanowicz
District No. 3-B	John L. Dales
District No. 3-C	John A. Cinquemani
District No. 3-D	Kenneth D. Larson
District No. 3-E	Joseph H. Seymour
District No. 3-F	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. 9-A	Morris Weisberger
District No. 9-B	Arthur F. Dougherty
District No. 9-C	Chris Amadio
District No. 9-D	William G. Dowd
District No. 10-A	Robert S. Ash
District No. 10-B	Paul L. Jones
District No. 11	Howard Reed
District No. 12	Stanley Lathen
District No. 13	Harry Finks
District No. 14	Harry Hansen
District No. 15	Hugh Allen

Vice Presidents at Large

Office A	Charles J. Smith
Office B	Richard W. Hackler
Office C	Edward T. Shedlock
Office D	Herbert Wilson
Office E	Jerome Posner
Office F	Henry L. Lacayo
Office G	E. P. O'Malley
Office H	Fred D. Fletcher
Office I	G. J. Conway

Recess

The Secretary moved that the convention recess until 9:30 a.m. the next morning.

Whereupon, at 5:30 p.m. an adjournment was taken until 9:30 a.m., Thursday, August 11, 1966.

FOURTH DAY

Thursday, August 11, 1966

MORNING SESSION

The convention was called to order by President Gruhn at 9:56 a.m.

President Gruhn presented for the purpose of the invocation the Reverend Grandison Phelps, Minister of St. Paul Methodist Church.

INVOCATION**Grandison Phelps**

Minister, St. Paul Methodist Church

Reverend Phelps spoke as follows:

"Let us pray.

"God of power, God of wisdom, God of justice, God of love, Father of us all. We stumble about more intent upon hearing our own voice than listening for truth. Forgive our hasty words, loud and unimportant speeches and pompous demeanor. Make us, we pray, O Lord, a bit wiser than we were and more intent upon perceiving the truth.

"Guide the deliberations of this August assembly with an inner voice of blame-worthy conscience that speaks to each person who wills it. Forgive all un-worthy words and actions. Be pleased to endow Thy people with the Godly quality of concern and sensitivity for the needs of all men. Fill our hearts with courage to follow the best we know or are aware of. Help us to realize that the future depends upon our aspirations of today, that tomorrow will be better or worse in direct proportion to our today's involvement.

"Grant the vision, O Lord, that we, Thy children, might find the solution for lasting harmony between labor and management where each man will be justly rewarded for his labor, where no home shall know what it means to be hungry, where no child shall go without the necessities of life.

"Keep our minds, we pray, free of striving for selfish gain. Touch Thou our motives and cause them to be God-sent, knowing full well that our love for Thee is demonstrated only by the practice of love for all humanity.

"In the name of the giver and sustainer of life, we pray. Amen."

Announcements and Messages

The Chair called upon the Secretary for some announcements.

Secretary Pitts read another message:

"Local Union 2203 and Local Union 1815 of Orange County send their best wishes to this Convention.

"President of Local Union 2203 Jerry Sonomino and President of Local Union 1815, Robert Daugherty."

FURTHER REPORT OF THE RESOLUTIONS COMMITTEE

The Chair called upon Chairman Small of the Resolutions Committee for a continuation of his report.

Resolution No. 81 — Executive Order 10988.

"This resolution was returned to the committee for further study, and we called in the sponsors of the resolution, and they appeared before the committee.

"Your Committee recommends that the Resolve be stricken in its entirety and the following Resolve be substituted:

" 'Resolved, That the California Labor Federation, AFL-CIO direct its duly authorized officers and agents to work for and support U. S. Senate Bill 3188 and HR 14466, establishing union rights for arbitration and mediation of contract disputes, grievances, and impasses arising out of negotiations between employee organizations and governmental departments.'

"As so amended your Committee recommends concurrence in this resolution, and I move the adoption of the Committee's report."

The committee's recommendation was adopted.

Resolution No. 66—Aid to Shipbuilding and Shipping.

"This resolution was also referred back to your Committee, and the sponsors of the resolution—and quite a large group of other interested people—appeared before the Committee on Wednesday morning.

"Your Committee recommends that

the Resolve be stricken in its entirety and the following Resolve be substituted:

"Resolved, That the California Labor Federation, working with the Metal Trades and Maritime Unions, support efforts to reactivate the Governor's Shipbuilding Committee and aid in a continuing campaign on all levels to restore our shipbuilding and shipping industries to the vaster potentials in activity and employment that should characterize the greatest shipping nation in our history."

"As so amended your Committee recommends concurrence in this resolution, and I move the adoption of the Committee's report."

The committee's recommendation was adopted.

Resolution No. 68—Shipbuilding Conference.

"This is the resolution, as you recall, that was reported out day before yesterday, in conjunction with No. 66, which was just concurred in."

"Your Committee recommends concurrence, and I move the adoption of the Committee's report."

The committee's recommendation was adopted.

Resolution No. 5 — Union Contract Terms for State Highway Work.

"Your Committee recommends concurrence, and I move its adoption."

O. J. Whisman, Operating Engineers No. 12, Los Angeles, spoke in support.

Hanke Clarke, Public Employees No. 1665, spoke in opposition.

The committee's recommendation was adopted.

Resolution No. 12—Organization Campaigns.

"The subject matter of this resolution calls for the Federation in conjunction with our Central Labor Councils to establish a committee to examine present organizational structure, point out the weaknesses and recommend guides for correction.

"Your Committee is convinced that this is a subject matter more properly within the jurisdiction of the various International Unions and their affiliated bodies, and accordingly should be conducted by them or by the national AFL-CIO. In any event, however, even assuming that the Convention would feel this is a subject matter properly for consideration by this Convention, the Fed-

eration is without necessary staff and finances to undertake an enterprise of this magnitude. And this Committee accordingly recommends nonconcurrence and I move the adoption."

The committee's recommendation was adopted.

Resolution No. 13—Raiding Tactics.

"Your Committee recommends that the first resolve be amended by striking the words 'in conjunction with the San Francisco Labor Council' and that the second resolve be stricken in its entirety.

"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. 15—California Mill-Cabinet Industry.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 17—Collective Bargaining for State and Public Employees.

"Your Committee recommends that the first resolve be amended by correcting the spelling of the word 'bargain' (b-a-r-g-a-i-n) in Line 4; and as so amended recommends concurrence. And I move its adoption."

At this time, Harold Benner, Alameda County School Employees No. 257, Oakland, asked that the resolution be withdrawn.

Whereupon Chairman Small withdrew the motion to concur.

Resolution No. 35—Oppose Fire-Police Disparity.

"Your Committee recommends that the fourth whereas be amended by striking the word 'comparing' in Line 3 and inserting the word 'compared.' And as so amended your Committee recommends concurrence and I move its adoption."

The committee's recommendation was adopted.

Resolution No. 36—100% Affiliation with COPE.

"The subject matter of this resolution is concerned with the mandatory affiliation of all affiliates of the Federation with State COPE as a condition of affiliation with the Federation.

"While your Committee is sympathetic to the objective of obtaining 100% af-

filiation with State COPE, as both a legal and practical matter, your Committee is convinced that the objectives sought in this resolution could not be accomplished and that on the contrary in some instances might result in the loss of affiliation with the Federation itself. The Committee accordingly recommends nonconcurrence and I move its adoption."

The committee's recommendation was adopted.

Resolution No. 69—Viet Nam Excess Profits Tax.

"Your Committee has read the contents of this resolution carefully and is convinced that it has not only been improperly prepared, but is vague and ambiguous and simultaneously speaks about several different and conflicting ideas, and in fact states in certain instances glaring inaccuracies. While on the one hand the resolution appears to call for a limit on profits of corporate entities, on the other hand it refers to the World War II proposals of President Roosevelt which involved a limitation on personal income.

"In addition, it was the feeling of your Committee that with the precarious status of the economy at the present time, any attempt to limit profits could well be accompanied by a similar limitation on wages so that wage-stabilization programs would undoubtedly accompany it.

"Your Committee accordingly recommends nonconcurrence and I move the adoption of the Committee's report."

The committee's recommendation was adopted.

Resolution No. 74—Women Workers and Protective Legislation.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 80—Railway Post Offices.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 87—Paint Makers Union Label.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 196—Reorganization of California Labor Federation Convention.

"The subject matter of this resolution was concerned with the reorganization of future Conventions of the Federation, with particular emphasis on minimizing the time allotted to guest speakers.

"It is the feeling of the Committee that this matter should be referred to the incoming Executive Council for study and investigation regarding its advisability. And your Committee so moves, Mr. Chairman, that the matter be referred to the incoming Executive Council."

C. L. Dellums, Sleeping Car Porters, Oakland, spoke in support.

Claude L. Fernandez, Retail Clerks No. 428, San Jose, spoke in opposition.

Delegate Clarke, Public Employees No. 1675, moved a substitute motion: that the Convention concur in the intent of the resolution and refer to the incoming Executive Board.

Substitute motion was duly seconded.

Delegate Clarke spoke in support of the substitute motion.

Secretary Pitts spoke in opposition.

The substitute motion lost.

The motion to concur in the committee's recommendation carried.

Resolution No. 145—Help Free Labor in Developing Nations.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 147—Union Label.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 148—Public Relations.

"The subject matter of this resolution is concerned with an elaborate public relations program by the Federation and its various affiliates.

"Your Committee is aware of the fact that this subject matter has previously been before other Conventions of the Federation and in fact on some occasions has been referred to the incoming Executive Board for consideration and study. It has been the determination of past Executive Boards of the Federation that the magnitude of it and the financial expenditures that would be required under such a program prevented

the Federation from undertaking it because of its limited resources.

"While your Committee accordingly concurs in the intent of the Resolution, as a practical matter the Federation has neither the staff nor finances to undertake it. Accordingly, we recommend that the resolution be filed, and I move the adoption."

The committee's recommendation was adopted.

Resolution No. 149—Against Soviet Anti-Semitism.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 150—Support of the NAACP.

"Your Committee recommends concurrence, and I move the adoption."

Delegate Dellums, Sleeping Car Porters, Oakland; and Sam Kutnick, Local 110, San Francisco, spoke in support.

William McCabe, Bartenders No. 41, San Francisco, spoke in opposition.

The committee's recommendation was adopted.

Resolution No. 197—Reorganization of Federation Accounting.

"The subject matter of this Resolution is concerned with reorganizing of the Federation's present bookkeeping methods and procedures.

"It is the feeling of your committee that this matter should be referred to the incoming Executive Council for their consideration and study, and I so move, Mr. Chairman.

James McLoughlin, Retail Store Employees, Santa Clara County, spoke in support.

The committee's recommendation was adopted.

Resolution No. 151—Endorse Jewish Labor Committee.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 162—Protection of Welders.

"Your Committee recommends that the second whereas be stricken in its entirety, and that the fifth whereas be amended by inserting a period in line 13 after the word 'fabrication,' and that the

balance of that whereas be stricken up to and including the word 'enforcement.'

"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. 182—Drive to Organize McDonald's.

"The subject matter of this resolution is concerned with anti-labor policies of the McDonald chain.

"Believing that the second resolve clearly states the goal of the resolution and makes the third resolve unnecessary, your Committee recommends that the second resolved be amended by striking the words 'and be it further,' and that the third resolved be stricken in its entirety.

"As so amended your Committee recommends concurrence and I move adoption of the Committee's report."

The committee's recommendation was adopted.

"That completes another partial report of the Resolutions Committee."

Announcements

The Chair called upon the Secretary for announcements.

Here followed miscellaneous announcements by Secretary Pitts.

REPORT OF CONSTITUTION COMMITTEE

Max J. Osslo, Chairman

The Chair called upon the Chairman of the Committee on Constitution, Chairman Max Osslo, for a report.

Resolution No. 174—Revision of Federation Constitution.

"After due consideration your Committee recommends concurrence in this resolution as most necessary in order to eliminate the problems that have been confronting the Conventions from time to time.

"Mr. Chairman, the Committee recommends concurrence and I move the adoption of the Committee report."

The committee's recommendation was adopted.

Resolution No. 83—Federation Vice Presidents.

"Your Committee had a full discussion dealing with the subject matter of this

resolution. Anyone desiring to appear in behalf of the resolution was given the opportunity to do so, after which the Committee in its deliberations finds that, first of all, this resolution would not solve in any manner the problem of representation.

"Your Committee wishes to stress further that at the present time there are more officers in this Federation than in the entire group of officers of our parent body, the AFL-CIO, which represents some thirteen and a half million people.

"The proponents of this resolution in presenting the resolution for the consideration of this Convention do not have an endorsement from any one of the seven labor councils directly involved.

"It is therefore the recommendation of this Committee that this resolution be rejected; and your Committee therefore recommends nonconcurrence.

"Mr. Chairman, I move adoption of the Committee's report."

R. R. Richardson, San Diego County Labor Council, spoke in favor.

The committee's recommendation was adopted.

"Mr. Chairman and delegates, this concludes the work of your Constitution Committee.

"The Committee consists of the following: Leonard Cahill, M. R. Callahan, Fred D. Fletcher, Donald P. Haggerty, Stanley Lathen, Roy Mack, Frank Meagher, Terence O'Sullivan, Burnell Phillips, R. R. Richardson, Clyde E. Ringwood, Charles J. Smith, Kenneth D. Severit, James C. Symes, and Merlin 'Jack' Woods; and myself as Chairman.

"Mr. Chairman, I ask that the Committee be discharged with a vote of thanks and I so move."

The motion carried.

The President dismissed the Committee with a vote of thanks for their work during the Convention.

FURTHER REPORT OF RESOLUTIONS COMMITTEE

T. A. Small, Chairman

The Chairman called upon Chairman Small of the Resolutions Committee for a further report.

Resolution No. 184—"Yes" on Proposition 1.

"Your Committee recommends concurrence.

"This is only a duplication of the Policy Statement or the Ballot Proposition.

"And I move the concurrence, Mr. Chairman."

The committee's recommendation was adopted.

Resolution No. 185—Commend City and County of San Diego.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 193—Support California Farmer Consumer Information Committee.

"The subject matter of this resolution deals with the Federation contributing financial support on a monthly basis to the California Farmer-Consumer Information Committee.

"It is the feeling of your Committee that this resolution should be referred to the incoming Executive Council of the Federation for consideration. And I so move, Mr. Chairman."

Secretary Pitts spoke in support.

Claude L. Fernandez, Retail Clerks No. 428, spoke in opposition.

The committee's recommendation was adopted.

Resolution No. 187—Runaway Production of Motion Pictures by American Interests.

"Your Committee recommends concurrence in the resolution and I move the adoption."

Albert K. Erickson, Motion Picture Crafts Service No. 727, Hollywood, spoke in support.

The committee's recommendation was adopted.

Resolution No. 189—Earlier Social Security Retirement Age.

"The subject matter of this resolution is concerned with reducing the present age limit under the Social Security Act to 60 years.

"It is the feeling of your Committee that this resolution is in conflict with the Statement of Policy, II, Social Security, previously adopted by the Convention.

"Your Committee accordingly recommends nonconcurrence and I move the adoption."

The committee's recommendation was

adopted.

Resolution No. 194—Promote Community Services Activities.

"The subject matter of this resolution is concerned with the California Labor Federation planning and conducting annual community services activities conferences on a statewide basis. It is the feeling of your Committee that this matter should be referred to the incoming Executive Council of the Federation for consideration. And I so move, Mr. Chairman."

Secretary Pitts spoke in support.

Claude Fernandez, Retail Clerks No. 428, San Jose, spoke in opposition.

The committee's recommendation was adopted.

Resolution No. 198 — Don't Invest Trust Funds in Unfair States.

"The subject matter of this resolution is concerned with taking action to halt the investment of union trust funds in the three States of Alabama, Arkansas and Mississippi.

"While your Committee is in sympathy with the intent of the resolution, it believes it is not within the Federation's province to instruct trustees of pension funds, particularly when such funds are managed jointly by union and management representatives, and also that this resolution would violate the principle of local autonomy in collective bargaining.

"Accordingly your Committee recommends nonconcurrence and I move the adoption."

The committee's recommendation was adopted.

Resolution No. 199—Dues Deduction for University Employees.

"The subject matter of this resolution is concerned with the policy of the Regents of the University of California regarding dues deductions for University employees.

"It is the understanding of your Committee that at the current time there are negotiations occurring to accomplish the goal sought by this resolution. Your Committee accordingly recommends that this matter be referred to the incoming Executive Council to pursue. And I so move, Mr. Chairman."

The committee's recommendation was adopted.

Resolution No. 202 — Mexican Independence Day.

"Your Committee recommends concurrence and I move the adoption of the Committee's report."

The committee's recommendation was adopted.

"That completes another partial report of the Resolutions Committee."

Announcements

The Chair called upon the Secretary for announcements:

"Delegates, there is a sizeable amount of literature available at the COPE booth which is out in the foyer. I would ask you to take advantage of it and take some of it home with you, if you will, from the convention, until more is made available to you at other times.

"You might note also that there was placed on your table this morning a sheet entitled 'California Labor's '66 Election Committee Bulletin.' The bulletin sets forth a schedule of meetings to be held in various parts of the State of California, and in fact there are some 13 meetings listed.

"I would ask that you pay particular attention to this bulletin, that you read its contents, that you note the time and place of the meeting in your community, that you put it on your calendar so that we can have there at those meetings the leading officers and executive board members of all the local unions in that particular community and the councils in that particular community."

The Chair called upon the General Chairman of the Arrangements Committee, the Vice President from San Diego, Max Osslo, for a message.

"Mr. Chairman and delegates, I would at this time on behalf of our Local Committee to express our deep and our warm appreciation for the fine cooperation that we have received from the officers and the delegates to this great convention. I especially want to thank you for the fine manner in which you conducted yourselves last night across the border and the way in which you furthered our 'good neighbor' policy. I trust that you had a wonderful time.

"I want to express my appreciation also to the officials of the Caliente Race Track, its Manager, John Alessio, for the fine arrangements made and the cooperation given to us. I am informed that they fed over 2800 delegates. And that is a 'little bit' of food. And I hope that everyone truly enjoyed themselves.

"Thank you very much."

President Gruhn then stated:

"I want to bring something to your attention at this time. As you know, we have the report coming in from a very important committee of this Convention: the Committee on Legislation. So I hope that the Convention hall is filled with delegates when we convene this afternoon. Because this is a very important part of our work."

Secretary Pitts then spoke again:

"I know that all of those who went to Agua Caliente last night thoroughly enjoyed themselves, by the lateness of the hour they arrived in the convention hall this morning. It is quite obvious that some spent a little time there and got a great deal of pleasure out of it. I think it was a very splendid affair that was arranged by the Local Committee in San Diego.

"As President Gruhn pointed out to you, the Committee will be reporting on important matters this afternoon. I would suggest that you all return promptly at the scheduled hour so that we may get on with the business this afternoon and have the time necessary, as asked for, for deliberation and consideration of the matters before this

convention."

Recess Moved

"I would move, Mr. Chairman, that we recess to the hour of 2:00 p.m."

Motion was seconded.

Henning Tape

At this time Delegate T. W. Anderson, Dining Car Cooks and Waiters No. 456, Oakland, asked about getting a tape of Under-Secretary John Henning's speech.

Secretary Pitts responded as follows:

"Delegates, on the question at hand as to the availability of the tape, I have been on the telephone with Under-Secretary Henning this morning. Arrangements are being made to obtain the tape and it will be edited, of course, by his office and himself prior to any release of it. When it is available and if it is available, we will make it known by the state AFL-CIO News and other means of communication so that the unions may be able to learn where it may be obtained."

Recess

The motion to recess carried.

Thereupon, at 11:56 a.m., a recess was taken until 2:00 p.m. of the same day.

AFTERNOON SESSION

The Convention was called to order by President Gruhn at 2:16 p.m.

Announcements

The Chair recognized the Secretary for some announcements.

Here followed miscellaneous announcements by Secretary Pitts.

STANTON E. SMITH

**Coordinator, State and Local
Central Bodies, AFL-CIO**

Introduction

President Gruhn then presented the speaker of the afternoon:

"Delegates, at this time I am pleased to have the opportunity to present to you a person who is heading up a very important function of the National Office of the AFL-CIO—something which was appealed for and called for at many conventions of the AFL-CIO in order to bring about more effective Central Labor Councils and Federations throughout this country covering the whole gamut of their functions and affiliations by Locals in those Council areas and State

Federation areas. Much progress has been made.

"So I am very happy to present to you Brother Stanton E. Smith, Coordinator of the State and Local Central Bodies, AFL-CIO. And I urge you to give him your complete attention because I know he has a very important message to make this trade-union movement more effective and a better trade-union movement.

"Stanton Smith."

Address

Mr. Smith spoke as follows:

"Thank you, President Gruhn.

"Secretary Pitts, officers and delegates to the Sixth Convention of the California Labor Federation, distinguished visitors.

"I appreciate this opportunity of speaking to you today. I don't promise to be as short as the preacher in Las Vegas, from which city we have just come. The temperatures were running around 110, 112 and 115; and we were mighty happy to get here to San Diego where the temperatures are much more

moderate.

"But it seems that this minister at a prominent Las Vegas church (yes, they do have some in addition to marriage bureaus) announced that he was going to preach the shortest sermon ever held. And he did. The sermon consisted of the following words: 'If you think it's hot here, just wait!'

"Now, that's what I've come from; and I will try to repay your hospitality by not speaking at too great a length.

"But there are two points that I would like to make to this convention, which I think need to be considered—not that they're new, but that they are, I think, important.

"One of them is that collective bargaining alone is no longer enough. In this day of a complicated, complex industrial society, there are problems that can't be solved by collective bargaining.

"The second point I want to make is that the achievement of the legislative goals of the AFL-CIO requires strong state federations and local central labor councils.

"Regarding point one, that collective bargaining alone is no longer enough, 50 years ago unions operated almost entirely on the local basis. Small unions dealt with local employers. The big employers with just a few exceptions were able to brush aside the efforts of their workers to organize; and, judged by today's standards, organized labor was not a significant force on the national scene, either economically or politically.

"Union activity is still basically local. The life-blood of any union is what it does to safeguard each individual worker in his own place of employment. That is part of the labor movement the public does not see; but it is the fountainhead of all the rest.

"However, in recent decades, something new has been added: The big employers have been brought under union contract. The labor movement operates in a new dimension. Collective bargaining agreements with key industries and with huge nation-wide corporations tend to set patterns for millions of workers not directly involved.

"The labor movement's ability to raise the general level of wages, to establish such safeguards as welfare and pension programs, is indispensable to the general prosperity of the nation.

"In recent years, something more ominous has been happening. The ad-

vance of automation and allied technological development has proceeded with increasing acceleration. It has produced an unemployment problem that is still far from solved.

"We pat ourselves on the back when unemployment gets below 4 percent. But when you consider that last year, we lost over one billion man days of work from unemployment, I think you will agree that this is not something to be particularly proud of.

"This represents wealth that was not produced, and contributed to the poverty of the 20 percent who do not share in America's affluence.

"Unemployment is an example of one problem which can't be solved by collective bargaining. The solution ultimately requires governmental policies, which will generate economic stimulation, and bring about the needed adjustment.

"And this is what I mean when I say that collective bargaining alone is no longer enough. We must be concerned and are concerned with legislative action and political action as a foundation upon which to build the legislative program.

"The first session of the 89th Congress enacted a tremendous volume of long over-due social and welfare legislation. In many ways, it was the most productive Congressional session ever held.

"It was responsible for the continuation of the five years of uninterrupted prosperity without a recession. We in the labor movement supported these new programs, not because they specifically helped labor unions and the union members, but because they are good for the country and good for all the American people.

"We supported these programs in our role as labor's—as the people's lobby.

"This record, of course, was a direct result of the 1964 election, the election of 51 liberal congressmen in November of 1964, combined with the skillful and vigorous leadership of President Johnson during the 1964 session of the 89th Congress.

"The bold liberalism of the 1964 Democratic platform, including a pledge to repeal Section 14(b) of the Taft-Hartley Law, all of these gave us high hopes for the period immediately ahead after that election.

"In spite of our bitter disappointment at the Senate's failure to repeal Section 14(b), these hopes were largely realized.

However, the second session of the 89th Congress still faces a long list of unfinished business and time is running out. This unfinished business must be completed by the second session of the 89th Congress because each item involves an immediate and pressing need. However, I think that at this point we must recognize that the elections of 1966 are critical.

"What is going to happen to the 51 liberal congressmen who were elected in 1964? And this great State of California is in a key position in these elections. You have more than your share of these liberal congressmen who were elected in marginal districts, normally conservative or reactionary. So you have your task cut out for you.

"Now my second point. If the AFL-CIO legislative and political programs are to succeed, it follows as day follows night that we must have strong State Federations and Local Central Bodies. For it is these organizations which have the primary responsibility for the political and legislative programs within their respective areas of jurisdiction. They are the organizations which must bring together and coordinate the work of the various unions in politics and for the support of state and national legislation.

"These organizations also serve a third important function: that of relating the work of the Local Bodies and Federations to the local community as a vital force in community affairs. In carrying out the programs which give substance to these objectives the Central Labor Bodies cut across the whole spectrum of AFL-CIO activities, so that virtually every headquarters department is involved with the Central Labor Bodies at one time or another in connection with specific activity.

"Because of the key position in the labor movement occupied by State Federations and Local Central Bodies it is incumbent on all National and International Unions to give them full and unstinting support. Among other things this means full affiliation and full per-capita-tax payments by all local unions of the AFL-CIO family.

"I have been talking with some of the officers of the Local Central Bodies since I have been here in San Diego, and many of our Local Central Bodies in this state have a very serious problem of non-affiliation. There are many reasons why a Local Union does not affiliate. It is not hard to find an excuse for not carry-

ing your share of the load. But I have always said that regardless of what your reasons may be, there is no problem within the labor movement that can be solved from the outside; it has to be solved from the inside.

"The AFL-CIO recognizes that this is a problem. Strong resolutions have been adopted by the 1961 and 1963 Conventions and again at the San Francisco Convention last year. Progress is being made toward the solution of this problem of the unaffiliated Local Unions, particularly in this past year. But the astonishing fact remains that there are only twelve International Unions within the AFL-CIO which have 80 percent or more of their Locals affiliated. Only twelve which have 80 percent or more of their Local Unions affiliated with the Central Bodies!

"This is not a record of which we can be proud and it is something which we are endeavoring to correct—and I believe that we will.

"Local Central Bodies represent a particular problem that deserves special attention. Many Local Central Bodies are large, very substantial organizations. As a matter of fact, 21 Local Central Bodies are larger than half of our State Federations. But two-thirds of the Local Central Bodies have less than 5,000 members in the affiliated Local Unions and 42 percent have less than 2,000 members.

"The dominant characteristic of the Local Central Body is that it is small. They can't afford full-time or even part-time personnel. They are wholly dependent on volunteer effort to carry out the most elementary activities. And yet they are the voices of labor in their communities. These voices could be greatly strengthened through more vigorous support by the International Unions; and I appeal to the International Union representatives here to see that your Local Unions are affiliated with the appropriate Local Central Bodies throughout this State.

"Equally important is close association between the Local Central Bodies and the State Federation. Fortunately, in most states this relationship is good. But labor's objectives cannot be reached, labor cannot achieve maximum effectiveness, without complete cooperation between the State Federation and the Local Central Bodies in the State.

"Differences are inevitable. This is understandable. It has always been so in the labor movement. However, these differences, no matter what they are,

are not important when the total welfare is considered and they must not be permitted to stand in the way of progress.

"In conclusion I wish to say that the AFL-CIO recognizes its responsibility to help our State Federations and our Local Central Bodies. We are working constantly on this objective. But in the final analysis we can do no more than assist you. It is you, the officers and delegates, who really determine whether labor succeeds or fails in its goals. It is this task that issues its challenge to every Union, to every Union member and to the capacity for leadership of every Union officer.

"Thank you very much."

REPORT OF LEGISLATION COMMITTEE

Robert S. Ash, Chairman

The Chair now recognized Chairman Bob Ash, to report on behalf of the Committee on Legislation.

"Mr. Chairman and delegates. This is probably the biggest load the Committee on Legislation has had in number of resolutions and there are some of them that are quite long. So you are going to have to bear with us."

Proposed Policy Statement

"First, the Committee on Legislation would like to make a report and a recommendation.

"At the 1964 Convention of the Federation the Committee on Legislation adopted a statement of policy in which it determined the following:

"Your Committee also believes than 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.'

"We believe that the policy established at that convention is a practical and desirable one, and accordingly believe that it should be reaffirmed with respect to the legislation that is proposed by this Convention.

"We accordingly recommend to the Convention the reaffirmation of this policy and wish to note that its continuance has the concurrence of the present Secretary-Treasurer.

"And I move the adoption of the Committee's Policy Statement."

The motion carried.

Resolution No. 38—Civil Service for Fire Fighters.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 39—Arbitration Procedure for Fire Fighters.

"Although your Committee is recommending concurrence in this resolution it is with the express understanding that the legislation will not provide for compulsory arbitration, since it is the belief of your Committee that compulsory arbitration is not consistent with past or current policy of the Federation.

"Subject to these conditions your Committee recommends concurrence, and I so move."

The committee's recommendation was adopted.

Resolution No. 40—56-Hour Week for Fire Fighters.

"Your Committee recommends that the fourth Whereas be amended by inserting before the words 'fifty-six' the words 'Not more than' and by amending the Resolve in line 3 by striking from the Resolve the language 'a 56 hours work week' and inserting 'a work week of not more than 56 hours.'

"As so amended your Committee recommends concurrence, and I so move."

The committee's recommendation was adopted.

Resolution No. 41—Subsidy to Fire Fighters' Retirement.

"While your Committee is sympathetic to the objectives of the resolution sponsored by the Federated Fire Fighters of California, it frankly does not believe that it is capable of enactment as a practical matter.

"Your Committee accordingly, while concurring in the intent of the resolution, recommends the resolution be filed, and I so move."

The committee's recommendation was adopted.

Resolution No. 42—Civil Service in State Colleges.

The committee recommended concurrence, and Chairman Ash moved acceptance of the recommendation.

Fred Martin, Automotive Machinists No. 1305, San Francisco; M. A. Walters, Electrical Workers No. 1245, Oakland; Ralph Merola, Los Angeles County Probation Officers No. 685; and Chairman Ash spoke in support of the recommendation.

Frank Gillis, AFSCME, San Mateo County; Rodney Larson, Public Employees No. 1675; Hank Clarke, Public Employees No. 1675; Euell Rader, AFSCME No. 107, Santa Clara; Collin Faubel, Air Transport Machinists No. 1781; Ruby Wicker, AFSCME No. 122, San Bernardino County; and James Linton, CWA No. 9048, Fresno, spoke in opposition.

The motion to accept the committee's recommendation was lost.

Resolution No. 7—Professional Strikebreakers.

Resolution No. 131—Employment of Strikebreakers.

"The subject matter of these resolutions is similar, namely, to insure that the use of professional strikebreakers should be outlawed.

"After an extended hearing on behalf of the supporters of both resolutions, your Committee recommends concurrence in Resolution No. 7 and further recommends that Resolution No. 131 be filed.

"And I so move, Mr. Chairman."

Delegate Hughes, Union Label Council, Los Angeles, spoke in support.

The committee's recommendation was adopted.

At Delegate Hughes' request, there being no objection, the vote was declared unanimous.

Resolution No. 23—Legal Holidays for Public Employees.

Resolution No. 45—Saturday Holidays for State Employees.

Resolution No. 58—Credit for Saturday Holidays.

"The subject matter of these resolutions is similar, namely, the compensating of individuals with respect to holidays, particularly where the holidays occur on Saturday or Sunday.

"The Committee concurs in Resolution No. 23 and further recommends that Resolutions Nos. 45 and 58 be filed.

"And I so move."

The committee's recommendation was adopted.

Resolution No. 43—Increasing State's Insurance Contribution.

"The Committee recommends concurrence and I so move."

Delegate Ruby F. Wicker, County Employees No. 122, San Bernardino, moved to have this resolution referred to the incoming Executive Council with the intent of having it amended to strengthen the situation, to permit employees to have a voice in the selection of the carrier and also a determination of the plan.

Motion to refer was duly seconded.

Delegate Wicker spoke in favor. The Committee Chairman stated he had no objection.

The motion to refer carried.

Resolution No. 157—Working Public Employees Out of Classification.

"This resolution has to do with working out of classifications.

"While your Committee concurs in the intent of eliminating any evil practice of working individuals in different classifications without adequately compensating them for working in a different classification, it is their belief that this should more appropriately be accomplished by negotiating or collective bargaining rather than through resolution.

"Your Committee accordingly recommends that this resolution be filed and I so move."

The committee's recommendation was adopted.

Resolution No. 44—Oral Examinations in Civil Service.

"The Committee recommends concurrence and I so move."

M. A. Walters, Electrical Workers No.

1245, Oakland; Chairman Ash; and Eric Collins, State Employees No. 411, Sacramento, spoke in favor.

Lewis T. Francis, Jr., County Employees No. 829, San Mateo; and Don L. Meyers, California Department of Industrial Relations Employees No. 1031, Sacramento, spoke in opposition.

During the debate Rodney Larson, Contra Costa County Employees No. 1675, Martinez, moved that the resolution be referred to the incoming Executive Council for action, but the Chair ruled him out of order, as he had first talked about the resolution.

Robert B. White, Allied Printing Trades Council, Los Angeles, moved to refer to the incoming Executive Board.

Motion was seconded.

Delegate White and Henry L. Clarke, Contra Costa County Employees No. 1675, Martinez, spoke in favor.

The motion to refer carried.

Resolution No. 29—Prevailing Wages for all Public Agencies.

The committee recommended concurrence.

The committee's recommendation was adopted.

"A series of resolutions all having to do with collective bargaining of public employees."

Resolution No. 20—Collective Bargaining for Public Employees.

Resolution No. 24—Government Code Section 3500.

Resolution No. 25—Executive Order 10988.

Resolution No. 26—Collective Bargaining and California Government Code.

Resolution No. 89—Public Employees and Collective Bargaining.

"The subject matter of these resolutions is similar: namely, recognition of and collective bargaining for public employees.

"The Committee accordingly concurs in Resolution No. 89 and further recommends that Resolutions Nos. 20, 24, 25 and 26 be filed. And I so move."

M. A. Walters, Electrical Workers No. 1245, Oakland, moved that these resolutions be referred to the incoming Executive Council.

Motion was seconded.

Delegate Walters spoke in favor.

Lewis T. Francis, Jr., County Em-

ployees No. 829, San Mateo; Euell G. Rader, Municipal Employees No. 107, Santa Clara; Rodney Larson, Contra Costa Employees No. 1675, Martinez, spoke in opposition to referral.

The motion lost.

The committee's recommendation was adopted.

Euell Rader, Santa Clara Employees No. 107, asked that the vote be recorded as unanimous, but there was objection.

Resolution No. 27—San Diego Unified Port District.

"Your Committee concurs in the intent of this resolution but believes that it is a local matter which should be handled at the local level and should not have legislation introduced by the Federation since it does not have statewide implications.

"Accordingly while concurring in the intent of the resolution your Committee recommends it be filed, and I so move."

The committee's recommendation was adopted.

Resolution No. 19—Unused Sick Leave.

Resolution No. 50—Pay for Unused Sick Leave.

Resolution No. 56 — Accumulated Sick Leave.

"A group of three resolutions applying to sick leave.

"The subject matter of these resolutions is similar, namely, compensation for unused sick leave upon termination or retirement from employment.

"Your Committee accordingly concurs in Resolution No. 19 and further recommends that Resolutions No. 50 and 56 be filed and I so move."

The Committee's recommendation was adopted.

Resolution No. 28—Assessment of Sick Leave Benefits.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 84—Optional Social Security for L. A. City Employees.

Resolution No. 159—Right to Choose Social Security.

"Two resolutions dealing with a choice of Social Security."

"The subject matter of these resolutions is similar, namely, providing to any public employees who have not previ-

ously had the option the choice of choosing social security.

"The bulk of public employees have already been afforded the opportunity to exercise such option and the purpose of these resolutions is to afford the balance of public employees who have not had this opportunity the same right of exercising an option.

"Your Committee accordingly recommends concurrence in Resolution No. 84 and further recommends that Resolution No. 159 be filed, and I so move."

The committee's recommendation was adopted.

Announcements

The Chair recognized the Secretary for various announcements.

Truth in Packaging

"Delegates, I would draw to your attention that the Truth-in-Packaging legislation is now before the House Foreign and Interstate Commerce Committee, Bill No. HR 15440. At the present time, it needs expressions of support. It has been suggested that we ask, in each instance, to have your wives write too; and the three Congressmen from California who are on this Committee are Congressmen Younger, Van Deerlin and Moss. Please take note."

Union Label Prizes

"I have been further asked to announce that the Amalgamated Clothing Workers have drawn for the winners in items that were mentioned here earlier in the Convention. The Union Label prize winners are listed and may claim their prizes at the Amalgamated Clothing Workers Display at the end of this afternoon's session.

"The 1st Prize, a man's suit, won by Ruby Van Ornum, Eureka; the 2nd Prize, a man's suit, by Homer Asselin, San Francisco; the 3rd, a man's sport coat, by Edward Hall, Los Angeles; the 4th, a box of three dress shirts, G. B. Aguilar, San Jose; the 5th, a box of Ernst ties, won by Juan Osegueda—who was one of the Latin American visitors. So, if the Amalgamated will check with our office, we will try to ascertain the correct address for them, in this instance, so that it can be shipped to him. The 6th, a box of Ernst ties, to Leo A. Morin, San Diego.

"The balance of the work gloves have been given to the Delano grape strikers.

"I am sure that all of us—and partic-

ularly the winners—are grateful to the Amalgamated Clothing Workers for what they have done here, in establishing their point with respect to Union Label and its importance at this Convention.

"I trust that, in each and every instance, all of our unions that use the Union Label and attempt to make it work for them in the fashion that it should will adopt some program which will be beneficial and gain great benefits for employment of their members as we go along with the progress of our movement. Thank you."

FURTHER REPORT OF COMMITTEE ON LEGISLATION

The Chair recognized Chairman Ash for a further report for the Committee on Legislation.

Chairman Ash announced:

"Delegates Hower, Painters; and Rodriguez, Butchers; and Dowd of the Engineers; the next time I get a break up here, I would like to see them for a minute."

Resolution No. 18—State Employees Retirement System.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 34—Safety Member on Retirement Board.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 85 — Juvenile Institutional Personnel Retirement.

"After hearing, your Committee recommends that the legislation proposed should be permissive upon the counties rather than mandatory and with this reservation, your Committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 86—Training Probation and Parole Officers.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 46 — Pay Every Two Weeks for State Employees.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 47—Overtime Pay for State Employees.

Resolution No. 156—Overtime Premium Pay for Public Employees.

"The next two resolutions are a combination, dealing with overtime pay."

"The subject matter of these resolutions is similar, namely, payment of overtime for public employees.

"Your Committee recommends concurrence in Resolution No. 156 and further recommends that Resolution No. 47 be filed."

The committee's recommendation was adopted.

Resolution No. 48—Night Shift Premium for State Employees.

"Your Committee recommends that the first Resolve be amended by striking the words 'and the Federal civil service.'

"As so amended your Committee recommends concurrence, and I so move."

The committee's recommendation was adopted.

Resolution No. 49—Union Scale for State Skilled Employees.

"Your Committee recommends that the first Whereas be amended by striking the words 'in skilled work' and inserting the words 'work which is within the jurisdiction of any of the affiliates of the AFL-CIO.'

"Your Committee further recommends that the first Resolve be amended by striking the words 'to its skilled employees' and inserting the words 'for work which is within the jurisdiction of any of the affiliates of the AFL-CIO.'

"As so amended, your Committee recommends concurrence, and I so move."

The committee's recommendation was adopted.

Resolution No. 158—Highest Prevailing rates.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 76—Workmen's Compensation Benefits.

Resolution No. 129—Workmen's Compensation Benefits.

Resolution No. 168—Workmen's Compensation Benefit Levels.

"A combination of three resolutions, all dealing with Workmen's Compensation Benefits.

"The subject matter of these resolutions is similar, namely, the updating and improvement of various benefits provided under the Workmen's Compensation program.

"Although this subject matter is covered in the Statement of Policy IV—Workmen's Compensation on Pages 11 and 12, we believe the improvements called for as a minimum are consistent with the Statement of Policy.

"After consideration your Committee recommends an additional Resolve to Resolution No. 168 to read as follows:

"6. The burial benefit which is now fixed at \$600 should be increased to \$1,000.00.

"With this amendment your Committee recommends concurrence in Resolution 168 and further recommends that Resolutions Nos. 76 and 129 be filed, and I so move."

The committee's recommendation was adopted.

Resolution No. 125—Compensation in Heart Cases.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 126—Rehabilitation.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 127—W. C. Appeals Board for Southern California.

"Your Committee after hearing the sponsors of the Resolution makes the following recommendation:

"Your Committee struck the first four Whereases from the Resolution and Section 1 of the Resolve. With these amendments the Committee recommends concurrence in the Resolution, and I so move."

Delegate Bartalini, Carpenters, San Francisco; Chairman Ash, and Secretary Pitts, spoke in support.

Virgil Collins, UAW No. 216, South Gate, spoke in opposition.

The committee's recommendation was adopted.

Resolution No. 128—Delays in W. C. Appeals.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 167—Statute of Limitations in W. C. Cases.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 169 — Medical Care Under Workmen's Compensation.

The committee recommended concurrence.

The committee's recommendation was adopted.

The Chair introduced the Vice Chairman of the Legislation Committee, Vice Chairman Bartalini, who continued the report.

Resolution No. 59—Program for California Postal Employees.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 100—Eliminate Section 2677 of U.I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 107 — Amend Section 2627(b) of U.I. Code.

"The subject matter of this resolution is concerned with the question of compensation for waiting periods.

"It is the opinion of your Committee that the subject matter is more adequately covered in the Statement of Policy III—Unemployment Disability Insurance, appearing on Page 11. And the Committee accordingly recommends that though concurring in the intent of the resolution, the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 160—D.I. for Public Employees.

"It is the opinion of your Committee that the subject matter of this resolution is more adequately covered in the State-

ment of Policy III, Unemployment Disability Insurance, Page 11, and therefore recommends the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 75—Amend Unemployment Insurance Code.

"It is the opinion of your Committee that the subject matter of this resolution is more adequately covered in the Statement of Policy II, Unemployment Insurance, Pages 10 and 11; and your Committee accordingly recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 77—Education for the Unemployed.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 90—Delete Section 1262 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 91 — Amend Section 1252 of U.I. Code.

"With respect to this resolution it is the opinion of your Committee that as a result of the recent Supreme Court decision in the so-called Powell, et al., cases, unemployment insurance benefits are now payable with respect to severance pay.

"Your Committee accordingly suggests the deletion on the Resolve of the words 'vacation and severance pay' and the insertion of the words 'and vacation pay.'

"So amended, your Committee recommends concurrence and I so move."

The committee's recommendation was adopted.

Resolution No. 92 — Amend Section 1279 of U.I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 93 — Amend Section 1262 of the U.I. Code.

Resolution No. 109 — Amend Section 1262 of the U.I. Code.

"Your Committee after hearing the sponsors of the Resolutions Nos. 93 and

109 considered the subject matter of these resolutions to be similar and therefore recommends Resolution No. 93 be amended by adding after the Resolve, the Resolve of Resolution No. 109; and therefore accordingly recommends that Resolution 109 be filed.

"Your Committee further recommends that Resolution 93 be concurred in as amended."

The committee's recommendation was adopted.

At this time, Chairman Ash resumed the report.

Resolution No. 115—Fair Employment Practice Act.

"After hearing the arguments the Committee felt the language of the Resolve failed to provide the necessary safe-guards to labor-management contracts. However, the Committee unanimously endorsed the purpose and intent of the resolution.

"The Committee therefore recommends that the resolution be referred to the incoming officers and Executive Council for consideration and proper action. And I so move."

C. L. Dellums, Sleeping Car Porters, Oakland; George Johns, San Francisco Central Labor Council; and Ralph Merola, Los Angeles County Probation Officers No. 685, spoke in support.

The committee's recommendation was adopted.

Resolution No. 164—"Back to Back" Workweek.

"This has to do with "Back to Back" Workweek for women.

"The subject matter of this resolution concerns the elimination of abuses by excessive work periods for women without a day of rest.

"While the Committee is sympathetic with the objectives of the resolution, it believes that it can more properly be accomplished by negotiation and collective bargaining rather than legislation; and accordingly recommends the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 72—Protective Clothing for Welders.

"This has to do with protective clothing for welders.

"At the request of the State Building Trades Council your Committee struck the following words from the first

Whereas, 'Welders and burners', and inserted in lieu thereof the following: 'Craftsmen employed to perform welding and burning operations.' As amended, your Committee recommends concurrence and I so move."

The committee's recommendation was adopted.

Thomas W. Mathew, Building and Construction Trades Council, Orange County, moved for adjournment, but the Chair ruled that it was not the proper time, according to the rules of order.

Resolution No. 188—Taxes on Prescriptions and Drugs.

"The Committee considered this resolution, was ready to report its recommendation. However, the sponsors of the resolution requested that 188 be withdrawn.

"And I so move, Mr. Chairman."

The motion carried.

"This concludes the partial report."

Announcements

The Chair recognized the Secretary.

"A couple of important announcements and I think that we can accomplish what the delegate from the Orange County Building Trades Council desired. I want to call to your attention again the request that was placed before you to send telegrams, and so forth, from your organizations and councils to your delegation in Congress to oppose Joint Resolution No. 186. This is to be up tomorrow.

"One other thing that I want to bring to your attention is this:

"Outside this hall (and some of it got inside) today was a yellow paper entitled 'VIET NAM?' at the top of it and 'and LABOR' down at the bottom.

"This paper is in itself in contradiction to the policy of the AFL-CIO.

"And some of them are on white paper, now it is called to my attention. It is the first one that I have seen on white paper. It is in contradiction to the policy adopted in this convention. It is a piece of paper to which no one apparently has had the courage to sign his name, but they have submitted it as 'Trade Unionists for Peace' and have given a post office box number in Los Angeles for people to address and make contributions and so forth.

"Whoever the 'Trade Unionists for Peace' in this instance are, it seems a little bit sad that they didn't have courage

enough to put their names on the piece of paper so that anybody will know what they are all about.

"I just want to draw to your attention that the program proposed in this sheet is in contradiction to the AFL-CIO's policy and to our own policy as adopted in this convention."

Support for Barbers and Beauticians

The Chair recognized delegate A. L. Holt, Barbers Union No. 1000.

"I move, Mr. President, that the Executive Secretary of this Federation be authorized and instructed to support the legislative program and objectives of the Barbers and Beauticians State Association during the 1967 session of the State Legislature insofar as possible and feasible, with the proviso that such a program or specific items therein are not in conflict with the policy of this Federation."

Motion was duly seconded and carried.

Neighborhood Youth Corps

The Chairman recognized delegate A. T. Gabriel, Miscellaneous Employees No. 110, San Francisco.

"Mr. Chairman, on the third day's proceeding, in the afternoon session. President Gruhn announced that dele-

gates from the Neighborhood Youth Corps were present in this convention. They have attended the convention from Monday up to now, but four of these youths' names were recorded in the proceedings and there are ten of them.

"In order that these youth delegates that are attending this convention will be credited with their attendance in here, I would like to put the additional names of this Youth Corps delegation into the record."

Secretary Pitts answered:

"Having the direct responsibility for the proceedings of the convention, if the delegate will supply us with the names we will ascertain if they were in fact proper delegates to the convention; and if so, I will see that their names are entered in the proceedings at the appropriate place."

(Names have been added.)

Recess

The Secretary moved a recess to the hour of 9:30 a.m. Friday morning.

Motion duly seconded and carried.

Whereupon, at 5:03 p.m. an adjournment was taken until 9:30 a.m., Friday, August 12, 1966.

FIFTH DAY

Friday, August 12, 1966

MORNING SESSION

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

Invocation

Brigadier Howard Sloan
Salvation Army

At this time the Chairman presented for the purpose of the invocation Brigadier Howard Sloan, of the Salvation Army, who addressed the convention as follows:

"Shall we pray.

"Almighty God, our Heavenly Father, we come to Thee because Thou are God, the Creator of us all, the Indweller who transforms lives, and we pray Thy blessing upon this gathered assembly, the leaders of it, and all who by their presence here show an interest in their fellow man.

"We recognize, O God, that a great responsibility rests with all who undertake work for his brother. Help us to realize that we must be considerate builders, wise in spiritual things when great issues are being dealt with.

"Help us all to see that the spirit of Christ is the constructive spirit and the future lies in the hands of the constructor, whatever his calling, who will do his best to build up life and cherish it.

"We know that the age in which we live needs to be organized for the risks and adventures of cooperation; and we pray, O God, that Thou will help us to see and always realize that Thou art the Master Builder.

"We thank Thee, O Lord, for the many things that have been accomplished even in the day in which we live. We thank Thee for the goals and aspirations of men. We thank Thee for the leaders who have given their hearts and their minds to this task. And we pray that all shall join together in a great effort that this world shall be like unto the world that Thou hast planned for us in Thy great love.

"So bless us now, continue to bless and to use us as we seek to serve Thee better.

"In Christ's name we pray. Amen."

Correction

The Chair recognized the Secretary, who announced:

"This morning, I would like to make

a correction in the proceedings of the third day, on August 10, 1966. There's a typographical error under Offices C and G. Under Office C, please strike the words 'Operating Engineers No. 12'; and under G, 'Oil, Chemical and Atomic Workers No. 128, Long Beach,' and insert 'Vice President at Large (G)'.

"I move the correction."

Correction was so ordered. (Correction has been made.)

FURTHER REPORT OF THE COMMITTEE ON LEGISLATION

The Chair called upon the Chairman of the Committee on Legislation, Chairman Bob Ash, for a further report.

Resolution No. 94—Amend Section 3503 (e) of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 95—Amend Section 1253 (d) of the U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 96 — Amend Sections 1253 C and 1257 B of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 97 — Repeal Section 1264 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 98 — Amend Section 1032 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 99 — Repeal Section 1263 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 101 — Increase U. I. Benefits.

"The Committee believes that the subject matter of this resolution is more adequately covered in the Statement of Policy II, Unemployment Insurance, Pages 10 and 11; and accordingly recommends that this resolution be filed. And I so move."

The committee's recommendation was adopted.

Resolution No. 102 — Amend Section 1256 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 103—Add Dependency Benefits to U. I. Code.

"The Committee is of the opinion that the subject matter of this resolution is more adequately covered in Statement of Policy II, Unemployment Insurance, Pages 10 and 11; and accordingly recommends this resolution be filed. And I so move."

The committee's recommendation was adopted.

Resolution No. 104—Amend Articles No. 3 and 4 of the U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 106 — Unemployment Insurance Appeals Board.

"Your Committee, after hearing and discussion regarding the establishment of a second panel of the Unemployment Insurance Appeals Board, agreed that the heavy case load could be handled as well by enlarging the Board from its present three members. Therefore your Committee recommends that the last whereas of the resolution be stricken and the resolved be amended to read as follows:

" 'Resolved, That the California Labor Federation introduce legislation to enlarge the Unemployment Insurance Appeals Board.'

"As amended your Committee recommends concurrence and I so move.

"I might say, Mr. Chairman, that this change in the resolution was with the approval of the sponsors."

The committee's recommendation was adopted.

Resolution No. 108 — Amend Section 1280 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 110 — Amend Section 1030.5 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 111 — Amend Section 1030.5 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 112—Legal Detention Not a Disqualifying Factor.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 113 — Discharge Because of Garnishment Not a Disqualifying Factor.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 114—Subsection A of Section 1260.

Resolution No. 166—Section 1260, Sub-Section A of U. I. Code.

"Next is the combination of two resolutions."

"The subject matter of these resolutions is similar, namely, the repeal of Section 1260 A of the Unemployment Insurance Code.

"Your Committee recommends concurrence in Resolution No. 166 and further recommends that Resolution No. 114 be filed, and I so move."

The committee's recommendation was adopted.

Resolution No. 137—Participation in U. I. and D. I.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 161—U. I. for Public Employees.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 176 — Repeal 1965 Amendments to U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 177—Refusal of Non-Union Employment.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 178—Tips Included for U. I. and D. I. Purposes.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 191 — Unemployment Insurance for Workers Who Strike for Recognition.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 1—Amend Motor Vehicle Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 14—Public Purchases and Labor Standards.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 62—Include "Janitorial Cleaning Services" and "Janitorial Contractors" Within Sec. 1773 of Labor Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 71—Standardize Weld Tests.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 73—Health and Welfare Plans.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 105 — Manpower Organizations.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 120—Raise Maximum Grants in AFDC.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 122 — Medicare for Medically Indigent.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 123—Restore Full Assistance Payment.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 130—Upgrade Agricultural Employment.

The committee recommended concurrence.

Delegate Anne Draper, Clothing Workers No. 42, San Francisco, was recognized.

"I would like to call the attention of the Committee Chairman to the fact that Point No. 7, the 'Removal of the agricultural exclusion from California's Fair Employment Practices Act of 1959,' has already been enacted by the State Legislature. This obviously should be stricken."

Chairman Ash accepted for the Committee the suggestion of Sister Draper and amended the resolution by striking No. 7, and recommended concurrence with the resolution as amended.

The committee's recommendation was adopted.

Resolution No. 140—California Higher Minimum Wage.

Resolution No. 170—Minimum Wage Law.

"A combination of two resolutions.

"The subject matter of these resolutions is similar, namely, the establishment of a minimum wage by legislation in the State of California.

The Committee recommends concurrence in Resolution No. 170 and further recommends that Resolution No. 140 be filed."

The committee's recommendation was adopted.

Resolution No. 146—Automobile Safety Standards.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 163—Non-Student Professional Entertainment on Campus.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 165—Protection of Women Workers.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 171—Powers of Labor Commission.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 172—Bonding of Manufacturing Firms.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 175—Service Contract Act for California.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 179—Notice of Food Additives.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 180 — Protection of Wages and Benefits.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 181—Guarantee That Employers Fulfill Obligations.

The committee recommended concurrence.

The committee's recommendation was adopted.

The Chair then called upon Vice Chairman of the Committee, Chet Bartolini, to continue the report.

Resolution No. 183—Protect California Employees.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 186 — Protect Projectionists Against Obscenity Charges.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 190—State Home Finance Agency.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 192—Limit Use of Non-Professional Private Employment Agencies.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 195 — Regulation of Franchise Dealers.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 21—Arbitrary Rules of Auto Insurance Companies.

Resolution No. 78—Automobile Insurance Costs.

"We have a combination of two resolutions here.

"The subject matter of these resolutions is similar, namely, regulation of the arbitrary rules of auto insurance companies.

"Your Committee recommends concurrence in Resolution No. 21 and further recommends that Resolution No. 78 be filed, and I so move."

Louis Ciccone, Auto Workers No. 216, South Gate, spoke in support.

The committee's recommendation was adopted.

Resolution No. 11 — Certification of Mechanics and Registration of Repair Shops.

Resolution No. 65 — Standards for Automotive Repair.

"We have a combination of two resolutions.

"The subject matter of these resolutions is similar, namely, the establishment of standards with respect to auto-

motive repairs.

Your Committee recommends concurrence in Resolution No. 65 and further recommends that Resolution No. 11 be filed, and I so move."

The committee's recommendation was adopted.

Resolution No. 6—Prevailing Wage in School Printing.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 9—Repeal Provisions of AB 1474 (Winton Act).

The committee recommended concurrence.

Marshall Axelrod, Teachers No. 771, Oakland, spoke in support.

The committee's recommendation was adopted.

Resolution No. 22 — Financing Equal Educational Opportunities.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 116 — Uniform Adoption of Textbooks.

The committee recommended concurrence.

Robert B. White, Allied Printing Trades Council, Los Angeles, spoke in support.

Stuart Rubine, Teachers No. 1278, San Diego, spoke in opposition.

Delegate William Eddy, Carpenters & Joiners No. 2078, Vista, offered an amendment with a further resolve:

"That this Convention deplore the use of small foreign cars in our high-school Driver Education Programs and seek legislation and State school-board action establishing a uniform policy of Driver Education in our high schools using American-made cars."

The Committee accepted the amendment, and with the resolution so amended, recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 117—Treatment of Organized Labor in Textbooks.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 118 — Compulsory School Attendance.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 119—Policy Regarding Junior Colleges.

The committee recommended concurrence.

Delegate Frank Driscoll, Teachers No. 61, San Francisco, moved an amendment as follows:

"In the last whereas strike the words 'which will lead to a better' and substitute the words 'to improve.'"

"In the last resolved, after the words 'State Board of Education for Junior Colleges' add the words 'prior to review of the aforementioned studies now in progress'."

The committee accepted the amendment and recommended that the resolution as amended be approved.

The committee's recommendation was adopted.

Resolution No. 63—Local Hospital District Law.

"Your Committee is recommending concurrence in this resolution. It is with the express understanding that the legislation will not provide for compulsory arbitration, since it is the belief of your Committee that compulsory arbitration is not consistent with past or current policy of the Federation.

"Subject to these conditions, your Committee recommends concurrence and I so move."

The committee's recommendation was adopted.

Resolution No. 64 — Recognition for Hospital Workers.

Resolution No. 154 — Collective Bargaining for Hospital Employees.

"Next we have a combination of two resolutions.

"The subject matter of these resolutions is similar, namely, the establishment of procedures to provide for recog-

nition and collective bargaining for hospital workers.

"Your Committee accordingly concurs in Resolution No. 64 and further recommends that Resolution No. 154 be filed. And I would so move."

The committee's recommendation was adopted.

Announcements and Messages

The Chair recognized the Secretary.

"I have been requested this morning to extend here at this Convention, on behalf of one whom I am sure a great many of you will remember, greetings to the convention. Sid King, who was for several years the official photographer of our convention, has now gone into the investment and securities business. He requested that I convey to all of his many friends here his warm greetings and regrets that he was unable to be here as he had planned. He had high hopes of being here for a couple of days with us just to visit with his many friends, but was unable to do so.

"All pictures that have been taken now are posted on the boards in the foyer in the hall and this morning will be the last time you may order convention pictures.

"Mr. Chairman, near the adjournment hour yesterday a request was made by Delegate Gabriel from the Miscellaneous Employees Union 110 with regards to additional names of people who were in the balcony and introduced as members of the Neighborhood Youth Corps.

"On reference of both Delegates Gabriel and Tom Anderson from the Dining Car, Cooks & Waiters No. 456, I have been provided by them with the additional names.

(Names have been added to record.)

Meany Message on Airline Strike

"The following telegram has just been phoned from our office in San Francisco:

"Thomas L. Pitts. Major emergency threatens entire labor movement imperative all possible steps be taken to beat strikebreaking bill in house. Need all of your local unions to contact Congressmen urging defeat of measure forcing airline machinists to work against their will for private profit-making corporations. Please give this priority attention.

'George Meany'

"Well, we have given it priority atten-

tion much earlier than this and hope that the delegates did send messages and, if you have not, that you will still do as we requested a few days ago to urge your congressman in this instance to oppose the measure.

Message from Airline Employees

"I have a note from the International Association of Machinists and Aerospace Workers, Air Transport Employees Lodge 1781, addressed:

'Officers and Delegates

'California Labor Federation Convention

'San Diego, California

'12 August 1966

'Dear Sisters and Brothers:

'On behalf of striking airline employees we wish to thank the officers and delegates to this great convention for their tremendous support in our fight to avoid anti-strike legislation. With support such as this from our union brothers and sisters there is no doubt in our minds that the ultimate victory will be ours.

'We thank you once again.

'Faternally,

'/s/ John D. Donaldson

'/s/ Collin Faubel

'/s/ John G. Thomas'."

Miscellaneous Business

At this time Sam Kutnick, Miscellaneous Employees No. 110, San Francisco, rose to move that certain of his remarks on Resolution No. 150 be incorporated in the Proceedings, but the President ruled the motion out of order.

"Under Article VII, Section 1(u) of the Constitution, it is provided under 'Powers and Duties of the Secretary-Treasurer' as follows: 'To print proceedings of Federation conventions as deemed necessary.'

"Therefore, Delegate, your motion is out of order."

Delegate Henry Clemens, Los Angeles Typographical No. 174, rose to a point of information concerning the Machinists, but the Chair ruled this was not the proper business of the convention.

George Garland, Air Transport Workers No. 502, El Segundo, spoke concerning the strikebreaking bill now being considered in Washington, to announce that there would be a demonstration in Sacramento the next day (Saturday) against it, sponsored by the Transport

Workers Union of America. They would be glad to have anyone in the area join in the demonstration.

FURTHER REPORT OF THE COMMITTEE ON LEGISLATION

The President now called on the Committee on Legislation for a further report.

Resolution No. 79 — Garnishment of Wages.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 51—Jury Pay.

Resolution No. 70—Jury Duty Pay.

"A combination of two resolutions.

"The subject matter of these resolutions is similar, namely, the insurance that an individual does not incur a wage loss for jury service.

"Your Committee recommends concurrence in Resolution No. 51 and further recommends that Resolution No. 70 be filed, and I so move."

The committee's recommendation was adopted.

"Mr. President, this concludes the report of the Committee on Legislation, and I move that the Committee Report as a whole be approved, and that a vote of thanks be given to the members of the committee: C. R. Bartalini, Bay Area District Council of Carpenters; Anthony J. Bogdanowicz, Cabinet & Millmen 721, Los Angeles; George W. Ballard, Railroad Trainmen No. 278, Rialto; Robert F. Callahan, Fire Fighters No. 798, San Francisco; Ruth Compagnon, Waitresses No. 639, Los Angeles; Manuel Dias, UAW No. 76, Oakland; Harry Finks, Theater Employees No. B-66, Sacramento; Kenneth M. Hower, California State Council 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; George Mulkey, Studio Electricians No. 40, Hollywood; 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; J. J. Twombly, Operating Engineers No. 12, Los Angeles; and Larry Vail, State Council

of Retail Clerks, San Francisco.

"And I wish to personally thank the committee for the hard work they have done."

The motion carried.

APPRECIATION OF COMMITTEE ON LEGISLATION

The President then said:

"The Chair also wishes to express deep appreciation to the Chairman, the Vice Chairman and members of this committee for the hard work they have done and the fine job they have done in handling the resolutions presented to their committee during this convention. Thank you very much."

CONTRIBUTION TO COPE

The Chairman recognized Ken Hower from Bay Area Council of Painters.

"President Gruhn, Secretary Pitts, Members of the Executive Board, and Delegates: I am on this platform this morning to bring you a little message—not to you delegates, but a message to you, to take back to your affiliated local unions, something which, I think, is very important.

"You realize we are into a terrific political campaign in the State of California. It takes money to put on a battle, and I don't want you personally, but I want you to take it back to your affiliated unions, the fact that we need money in COPE.

"We want you to do everything in your power to get—we don't care how much the amount is, how small or how large; it doesn't make any difference. Every little bit helps.

"On behalf of the California State Council of Painters, it gives me a great deal of pleasure, as the Secretary-Treasurer, to present to Secretary Pitts a check for \$500 from the California State Conference of Painters and all its affiliated local unions. Thank you."

Secretary Pitts responded:

"Mr. Chairman and Delegates, responding to this generous contribution this morning from the California State Conference of Painters, may I say that we hope that this is only the small beginning of a big end in the effort that will be occurring between now and November 8th, this year.

"In this instance, I think it is timely, and I am grateful to the California State Conference of Painters for bringing this

kind of a contribution to our attention at this moment. If there are others of you who feel so inclined and generous this morning, I will be in the City of San Diego for the next 24 hours to collect anything you may have to offer.

"Thank you, Ken, and convey my deep and sincere appreciation to the officers and representatives of your Conference."

FURTHER REPORT OF THE RESOLUTIONS COMMITTEE

The Chair called upon the Chairman of the Committee on Resolutions, Chairman Small, for a further report.

Resolution No. 135—In Memoriam.

Resolution No. 173—In Memoriam.

Resolution No. 201—In Memoriam.

"Your Committee recommends concurrence in these three resolutions, and I so move for adoption of the Committee's report."

The committee's recommendation was adopted.

APPRECIATION

The Chair recognized Vice President Osslo:

"Mr. Chairman and delegates to this Convention, I rise to express my personal appreciation, as well as that of the San Diego delegation, for the resolution just adopted on behalf of the late Bishop Buddy.

"His Excellency was truly a great spiritual leader, not only for those of his faith, but for all religions. He was respected by all religions in this community.

"We really appreciate the consideration that's been shown here, and I want you to know how deeply we feel about it. Thank you very much."

APPRECIATION OF COMMITTEE ON RESOLUTIONS

The Chair called upon Chairman Small of the Resolutions Committee.

"This completes the report of the Committee on Resolutions, and I would like at this time to thank the President of the Federation for having given me this opportunity and privilege of working with a fine committee.

"The Committee is as follows: Joe Angelo, from Pittsburg; C. Lawrence Dellums, Oakland; Philip J. Deredi, from San Francisco; Bill Fillippini, from Santa Barbara; Armon L. 'Slim' Henderson,

from San Diego; Charles H. 'Pop' Kennedy, from San Francisco; Kenny Larson, from Los Angeles; Everett Matzen, from Petaluma; Gordon McCulloch, from Los Angeles; Mary Olson Moran, Wilmington; Ed Shedlock, from South Gate; Ray Waters, from Los Angeles; Morris Weisberger, from San Francisco; and C. Al Green, from Modesto.

"And I would like especially to thank our counsel, C. P. Scully; and also to thank Mike Peevey, from the staff, for the work they gave us.

"Thank you.

"I would like at this time to move the committee's report as a whole be adopted, Mr. Chairman. Thank you."

Motion carried.

The President then said:

"The Chair wishes to express deep appreciation to the Chairman of this committee and all the committee members, the staff, who have done a wonderful job in bringing these resolutions to this convention. They certainly deserve all of our deep appreciation."

Expressions of Appreciation

At this time Chairman Ash of the Committee on Legislation said he would like also to thank the members of the staff and Attorney Scully for the assistance given to the committee.

General Chairman Osslo thanked the girls of the Neighborhood Youth Corps, who also assisted for the arrangements of the committee in this convention.

Correction

Ruby Wicker, AFSCME Local 122, San Bernardino, spoke on behalf of Delegate Rodney Larson, who was compelled to leave.

"He asked me to bring to your attention an error on Page 12 of the daily proceedings for the fourth day, relative to Resolution No. 44.

"He is reported as having spoken in favor of the resolution, and he spoke in opposition. And he would like to have it corrected, if you please.

Secretary Pitts answered:

"I have a note on the matter from Rod Larson, and I will check the transcript; and if the transcript shows that the proceedings as printed are in error, the correction will be made."

(Correction has been made.)

Fifth Day Proceedings

L. J. Kessel, Painters Local 127, Oakland, rose to ask where the delegates could pick up the proceedings on the day's assembly.

President Gruhn answered that the proceedings would be mailed to the delegates.

Appreciation of Officers

Delegate Eddy, Carpenters Local 2078, Vista, spoke as follows:

"Mr. Chairman, since a major amount of work has been completed at this convention, I think it appropriate at this time—and I move a standing vote of thanks to the officers for the tremendous amount of work they did last year, and a vote of confidence for the new officers coming in; and also a vote of thanks for the tremendous job of conducting this convention in such a businesslike manner."

The motion carried and there was a standing ovation.

Appreciation of Convention Committee

Secretary Pitts

The Chair called upon the Secretary.

"Mr. Chairman and delegates, while we are under the order of so-called Good and Welfare and notes of appreciation, and so forth, I would like to take this opportunity, if I may, to express my—and I am sure that of all of the delegates—appreciation of the efforts of everyone from San Diego to make this convention a successful one. The overall planning for the convention and the work of the Convention Committee, in my opinion, was of the highest caliber.

"In this regard, I want to express my deepest appreciation of the work of the General Chairman and Co-Chairman of the San Diego County Labor Council in the planning and successful implementation of the many and varied activities sponsored by them during this past week.

"Likewise, I know we all appreciate the warmth and hospitality shown to us as delegates, not only by the official agencies of the Government here in San Diego County, but by the entire community.

"The facilities of the new, magnificent Community Concourse here have been far and away the best of any convention of this Federation. The work of the local labor movement, combined with the efforts of local government, and the use of this most attractive convention fa-

cility have greatly aided in making this, the Sixth Convention of the California Labor Federation, a great success.

"I would like to, again, express my personal appreciation to all of the officers, all of the staff that have been here and working with us, and to all of those in the local community who contributed so much to the fine entertainment, to the fine facilities, and the expediting of this convention. Thank you."

President Gruhn

President Gruhn then commented:

"I wish to also express my appreciation to, as I said before, all the committees, the Chairmen, the staff, and to you delegates for the fine way you've conducted yourselves during this convention. You are a credit to the trade union movement.

"I know, in connection with the report of the Secretary-Treasurer, and also from the reports of the Executive Council, that you will be able to ascertain just what our activities have been this year. In addition to those, this year, I have also served on many oral Boards, Commissions; we've made visits to various local councils and unions throughout this state. Rather than go into any lengthy report on my activities, that should suffice for the time being."

INSTALLATION OF OFFICERS

"At this time, the Chair is going to call upon the former Vice President of this Federation, one well known to all of us, a real pioneer in the trade union movement of this state, Jim Blackburn, to install the newly-elected officers.

"And if you delegates will rise, we'll have him give the oath of office to the new officers."

Delegate James Blackburn, a former Vice President of the Federation, administered the oath to the following newly-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-A	M. R. Callahan
District No. 2-B	Ray S. Mendoza
District No. 3-A	Anthony J. Bogdanowicz
District No. 3-B	John L. Dales
District No. 3-C	John A. Cinquemani
District No. 3-D	Kenneth D. Larson
District No. 3-E	Joseph H. Seymour
District No. 3-F	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. 9-A	Morris Weisberger
District No. 9-B	Arthur F. Dougherty
District No. 9-C	Chris Amadio
District No. 9-D	W. G. Dowd
District No. 10-A	Robert S. Ash
District No. 10-B	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	Richard W. Hackler
Office C	Edward T. Shedlock
Office D	Herbert Wilson
Office E	Jerome Posner
Office F	Henry L. Lacayo
Office G	E. P. O'Malley
Office H	Fred Fletcher
Office I	G. J. Conway

Delegate Blackburn then added:

"Go to your respective stations, and may God help you!"

Announcements

Secretary Pitts then made various announcements.

IN MEMORIAM

The President then asked the delegates to rise. The delegates then stood for one moment of silence in memory of those members and friends of the trade union movement who had passed away during the preceding two years.

ADJOURNMENT

The President said:

"On behalf of the officers of the Federation I wish all of you a safe journey home and Godspeed.

"The convention now stands adjourned Sine Die."

STATEMENTS OF POLICY

Submitted by the Executive Council of the
California Labor Federation, AFL-CIO

Labor actions are founded on membership attitudes and principles.

To the end of shaping such attitudes and stating such principles, the Executive Council presents the following policy statements to the 1966 convention.

DIGEST

I FULL EMPLOYMENT AND THE ECONOMY

- (a) Full employment and economic security for all remain elusive goals despite over five years of economic expansion. The steady achievement of new production and earnings records has obscured the problem of lingering unemployment among major segments of the work force.

While 50 million people continue to live in poverty or slightly above it, corporate profits skyrocket and the cost-of-living steadily moves upward.

Now, more than ever, is the time for the federal government to pursue bold and innovative policies to achieve full employment while meeting the growing social and economic needs of a largely urban population.

- (b) California unemployment, despite recent improvements, remains unsatisfactorily high. Our recent economic growth, spurred on by defense industry expansion, only reemphasizes the state's vulnerability to changes in federal procurement patterns.

Continued high unemployment, the heavy reliance upon defense, the likelihood of further social explosions, and the threatened destruction of California's irreplaceable natural beauty and resources demand new state programs that, through comprehensive planning, place the public interest foremost.

Adopted, pp. 33-34.

II UNEMPLOYMENT INSURANCE

Major improvements are needed in the state's unemployment insurance program in order for it to keep in step with a changing and growing economy. Particularly important is the need to increase the maximum benefit amount, modify restrictive and disqualifying provisions, and to extend coverage to the many workers presently denied protection. We call upon the legislature in 1967 to enact improvements in the unemployment insurance system that are commensurate with the needs of our state's economy and of its jobless workers.

Adopted, p. 34.

III UNEMPLOYMENT DISABILITY INSURANCE

The California Labor Federation affirms its belief that the nation's best disability insurance program falls short of both reasonable and obtainable goals. Our state's worker-financed disability insurance program must be freed of the restrictive amendments enacted by the 1965 general session of the legislature. We support additional limited, but necessary, improvements in the benefit structure, in coverage, and in the financing of the system.

Adopted, p. 34.

IV WORKMEN'S COMPENSATION

The California Labor Federation reaffirms its goal of seeking coverage for all employees who suffer a work-connected disability. For workers whose disability is total and partial, but which leaves no permanent impairment, our goal is replacement of lost wages in order to adequately meet the injured worker's non-deferrable expenses.

For those whose injury is permanent, the goal must be adequate replacement of lost wages until the impairment becomes stable.

When the permanent injury becomes stable, the maximum benefit amount must be increased to an amount equal to that paid for temporary disability and the requirement that pension benefits shall apply only to permanent disabilities which rate 70 percent or more must be decreased. A just and equitable workmen's compensation program must also provide that when death arises as a consequence of employment, a pension is provided to the spouse until death or remarriage, with additional benefits for other dependents.

In addition, organized labor in California seeks a mandatory vocational rehabilitation program under the supervision of the State Division of Industrial Accidents.

Above all, we believe that the law's administration must assure prompt and full payment of all benefits with a minimum of adversary proceedings.

Adopted, p. 34.

V TAXATION

- (a) The progressive federal income tax has been severely weakened over the postwar years by special interest group efforts. Reform is necessary to close the many tax loopholes available to the wealthy and to better enable the federal government to meet public needs.
- (b) California's overall tax structure is extremely regressive, placing a heavier burden on the poor than on the wealthy. Moreover, state and local tax revenues do not rise as rapidly as income and thus the result is periodic financial crises and piecemeal tampering with the tax structure.

Major tax reform that places reliance upon taxes incorporating the ability-to-pay principle is necessary to stimulate the economy and meet the state's pressing social and economic needs.

Adopted, pp. 34-35.

VI LABOR LEGISLATION

- (a) Free collective bargaining, despite its solid record of achievement, continues to be attacked by groups seeking to destroy the trade union movement. The many pro-employer biases of the Taft-Hartley and Landrum Griffin Acts provide these special interest groups with the ammunition they need in their battle to weaken and ultimately destroy collective bargaining.

Positive action is mandatory to remove the serious inequities now existing in the National Labor Relations Act, as amended, and its administration by the National Labor Relations Board and the courts. Particularly essential is repeal of Section 14(b) of the Taft-Hartley Act and congressional enactment of situs picketing legislation.

Moreover, improvements are needed in the Davis-Bacon and Walsh-Healey Acts, and the Fair Labor Standards Act coverage should be extended to all non-covered workers, along with a \$2.00 minimum wage, double-time for overtime, and a reduction in the standard workweek to a maximum of not more than 35 hours.

- (b) California labor legislation remains inadequate in numerous areas despite recent improvements. Organized labor urges action guaranteeing intrastate workers, including those in agriculture, the right to organize and bargain collectively; outlawing the use of professional strike-breakers; curbing the use of anti-labor injunctions and enactment of a state FLSA with conditions at least equal to those urged at the national level in Section (a).

Adopted, p. 35.

VII AGRICULTURAL LABOR

The bracero program, as operated under Public Law 78, is dead, yet farm workers continue to suffer prolonged unemployment, and are ill-paid, ill-

housed, and lack job security. Moreover, their purposeful exclusion from the social and economic legislation of the past 30 years relegates them to the status of second-class citizens.

The task ahead is to bring farm workers into the mainstream of the nation's social and economic life. To accomplish this, we pledge redoubled efforts to help farm workers organize into unions, believing union organization is the only solution to the problems they face. We also pledge intensified legislative action to cover farm workers under the National Labor Relations Act and the nation's unemployment insurance system, and amendment of the Fair Labor Standards Act to assure farm workers coverage equal to that of the covered workers.

Adopted, pp. 35-36.

VIII CIVIL RIGHTS

Despite major progress in the field of civil rights in recent years, racial discrimination continues to exist on a major scale. New efforts must be made in the fields of housing, employment, education, and the administration of justice before true equality of opportunity exists throughout the nation.

Adopted, p. 36.

IX HOUSING

- (a) One-fifth of the nation's population lives in substandard housing, our central cities become increasingly slum ghettos, and unplanned, chaotic suburban growth destroys millions of acres of prime farmland. The social and economic results — high crime rates, high unemployment, broken homes, and low educational attainment — are the antithesis of democracy.

The irony is that good, attractive housing for all is within reach. Yet, reacting to inflationary fears, the Federal Reserve Board's action to restrict the money supply has adversely affected home construction. To meet our needs there must be a major increase in home building to an annual rate of at least 2½ million dwelling units. New and imaginative programs also are necessary to meet the housing demands of the poor and elderly.

- (b) Despite great public need, one-half of California's population is barred from the housing market by excessive land and financing costs. Reflecting this and the tight money policies of the Federal Reserve Board, the state's home construction industry is severely depressed.

Greater utilization of the state's credit, a revamping of the Cal-Vet program, and new programs to meet the housing demands of farm workers are mandatory if California's needs are to be met.

Adopted, p. 36.

X EDUCATION

- (a) Public schools are the foundation of a free society and require our continuing support. The nation's current and future educational needs must be met in major part through federal programs, financed by the progressive federal income tax, to aid capital construction, teacher salaries, and to help equalize educational programs and opportunities.

- (b) California's public schools and institutions of higher education lead the nation in many ways. Such leadership can be maintained only by continuing to meet the changing needs of an ever-growing population working in a technically complex economy. The problems related to defining, attaining, and maintaining programs that equalize educational opportunities and services demand the labor movement's continuing attention.

California must attract and retain qualified teachers, achieve tax reform that will place school financing on a more progressive basis, and correct the debating society and company union provisions created through enactment of the "Winton Bill" by the Legislature in 1965. Enactment of legislation to insure the extension of organizing and collective bargaining rights to educators is essential.

- (c) We reaffirm our continued support for measures to extend programs of consumer education, and to have enacted into law legislative measures that will protect the buying public. Consumer education programs need expansion at all levels of education, from high school through higher education and in adult education programs, in order to help consumers make rational decisions in the marketplace when confronted with a melange of competing products and services.
- (d) Extremists of the far right and left, seeking to control educational programs at the local level, are an ever-present threat to the public school system. Currently the ultra-conservatives are moving in on school board membership, local PTA units, and school advisory bodies. Pro-labor teachers and administrators are being attacked by these forces and are subjected to unfair and unwarranted social and economic pressures.
- (e) We reaffirm our support for expanded labor education programs throughout California, including the Federation's annual Scholarship Awards Program.
 Subsections (a, (b), (c), (e) adopted, pp. 36-37.
 Subsection (d) adopted as corrected, p. 37.

XI SOCIAL SECURITY

Over the past two years, historic advances were made in the nation's social security program with the enactment of "Medicare," major increases in cash benefits, and other general improvements in the system. However, these achievements must not blind us, for many goals remain unmet. New and substantial improvements must be made in the nation's social security program if it is to keep pace with fast changing social, economic, and technological conditions.

Adopted, p. 37.

XII SOCIAL WELFARE

Despite rapid economic progress, large numbers of families and individuals continue to live in poverty and deprivation. They are occupants of "the other America," far too often forgotten by the more affluent majority of the population.

The President has stated, "... for the first time in our history, we have the power to strike away the barriers to full participation in our society. Having the POWER, we have the DUTY." The California Labor Federation endorses the goal and accepts the responsibility of, "we have the DUTY."

Adopted, pp. 37-38.

XIII FOREIGN POLICY

The California Labor Federation reaffirms its belief that freedom and dignity can be maintained and extended in an unsettled, poverty-stricken world only if the United States and its allies adhere to democratic principles, maintain military power adequate to deter any potential aggressor, and help new and emerging nations develop constructive programs of social and economic change. A strong, visionary United States, compassionate yet realistic, dedicated to peace but resolute in its determination to thwart totalitarian aggression and subversion, must provide the leadership in striving for the goal of a world free of war, tyranny, ignorance, and poverty.

Adopted, p. 38.

XIV WATER RESOURCES DEVELOPMENT

An abundant water supply is crucial to California's future growth. The benefits of current and future water development programs, however, must go to the general public, not to a few giant landholders who profit from the poverty of farm workers and who consistently oppose policies and programs that will benefit all of our state's population.

Adopted, p. 38.

I.

**FULL EMPLOYMENT AND
THE ECONOMY**

(a) Full employment and economic security for all remain elusive goals despite over five years of economic expansion. The steady achievement of new production and earnings records has obscured the problem of lingering unemployment among major segments of the work force.

While 50 million people continue to live in poverty or slightly above it, corporate profits skyrocket and the cost-of-living steadily moves upward.

Now, more than ever, is the time for the federal government to pursue bold and innovative policies to achieve full employment while meeting the growing social and economic needs of a largely urban population.

The national economy has grown rapidly in recent years with new production records and skyrocketing corporate profits obscuring the many deep-seated social and economic problems that developed during the stagnant years of the late 1950s.

After more than five years of economic expansion, the nation still remains far from achieving and maintaining full employment. One-fourth of the population lives in or close to poverty in the world's richest nation and unemployment remains extremely high in certain sections of the country, in selected occupations, and among minority groups. Last year nearly 3.5 million workers were unemployed, an additional 2 million were compelled to work only part-time and another one million were not seeking work because no jobs were available. All told, because of continuing unemployment and persistent underemployment, seven percent of the economy's potential work time was lost last year.

In short, despite substantial recent progress, poverty remains widespread and the full employment goal is still far from being reached. Moreover, serious imbalance within the economy threatens to halt further economic progress.

The nation's rapidly rising ability to produce has greatly outstripped increases in consumer buying power. Output per

man-hour in the total private economy rose at an average yearly rate of 3.6 percent from 1960 to 1965, for example, while the buying power of employee compensation per hour in the private economy increased only 2.9 percent per year. This lag reveals the continuing shift of income away from wage and salary workers to other groups in the economy and unless corrected will inevitably result in a serious economic downturn.

At the same time that workers' buying power has lagged behind increases in productivity, profits and dividends have risen rapidly. Over the 1960-1965 period dividend payments rose 41 percent while wage and salary payments rose only 32 percent.

The need for a rapid restoration of balance between business profits and workers' buying power is great. Only through such a restoration will the nation's population be able to purchase the goods and services made possible by our rapidly expanding productive capacity.

The administration's present wage guideline policy only compounds the economy's serious imbalance. By stating that wages should increase only 3.2 percent annually, the Council of Economic Advisers has helped to accelerate the shift of income away from wage and salary earners to other groups in the economy and thus helped foster imbalances undermining healthy economic growth.

The fact is that although labor costs in the economy as a whole have been relatively stable in recent years, and actually have declined in manufacturing, consumer prices have continued to rise. Increases in the cost-of-living have wiped out a major part of wage and salary gains, yet the wage guideline does not take into account rises in living costs. By failing to consider living costs, the administration has acted to further shortchange wage earners since the 3.2 percent annual guideline figure promulgated by the Council of Economic Advisers does not translate into an equivalent increase in buying power. The government's present wage guideline policy is unfair, unworkable, and shortchanges wage earners who do not set prices.

Other serious economic problems confront the nation. Automation continues to spread throughout the economy, boosting productive efficiency while reducing manpower requirements and making

many skills obsolete. The labor force is growing about 50 percent faster than it did over the past 10 years and great numbers of young people, many improperly trained and thus without meaningful job skills, are pouring into the job market.

To reach and maintain full employment requires major improvements in overall economic policy. While the nation possesses the resources and knowledge necessary to adjust to radical economic change, the necessary adjustments do not occur in a vacuum. They only occur when bold economic policies are pursued.

More attention and resources must be devoted to meeting the needs of our rapidly expanding urban population. Expanded and improved housing, better community facilities and public services, new and better schools, greater health, recreational and cultural facilities, development of rapid transit systems, and efforts to solve the problems of air and water pollution, demand greatly increased public investment programs. Such programs would create a large number of jobs demanding a wide variety of skills.

Taking the lead, the federal government must develop a comprehensive inventory of national needs. On the basis of such an inventory, prepared in concert with the states and major metropolitan areas, the federal government should provide the leadership in instituting plans and programs to meet specific requirements through financial and technical grants-in-aid to states and cities, as well as through direct loans and federal programs. To maximize the effectiveness of such efforts to achieve and maintain full employment, outlays must be coordinated with other federal economic policies and programs through a national planning agency or board.

The most effective way of meeting the problems created by automation is for the federal government to fulfill its obligation to provide adequate job opportunities for all persons desiring to work. In seeking to achieve this goal, job-creating programs in urban areas that meet such crucial needs as more and better schools and housing, and improved and expanded roads and transit systems, should receive the highest priority. Besides meeting social needs, such increased efforts can provide jobs for workers who would otherwise be unemployed or underutilized.

Monetary policy has a crucial role to

play in any coordinated overall economic program. However, such policy, as formulated and implemented by the Federal Reserve Board, has retarded rather than encouraged economic growth. Part of the problem rests with the fact that membership on the Board of Governors of the Federal Reserve Board and on the other governing and advisory boards of the Federal Reserve System have closely resembled the operation of a closed corporation. Members of such boards should represent all major sectors of the economy. In addition, the Federal Reserve Board should be required by law to act in harmony with the economic policies of the administration, with the term of the Chairman running parallel to the President's.

Attempts to restrict the growth of the economy in the name of balance of payments considerations must be rejected and interest rates should be geared to the expansion of the national economy. The needs of the domestic economy should be the basis of monetary policy, not reactions to interest rate changes abroad.

Organized labor also recognizes that even with adoption of farsighted fiscal and monetary policies some workers will remain handicapped in the competition for jobs. Only through a program of public service employment that meets the nation's social and economic needs through employment in useful community projects will meaningful jobs exist for the severely disadvantaged.

We also urge adoption of a program to achieve economic security for all as recommended in the following statement of the President's National Commission on Technology, Automation, and Economic Progress:

"Technological change and productivity are primary sources of our unprecedented wealth, but many persons have not shared in that abundance. We recommend that economic security be guaranteed by a floor under family income. That floor should include both improvements in wage-related benefits and a broader system of income maintenance for those families unable to provide for themselves."

Manpower policy is another important part of programs to achieve and maintain full employment. Such a policy, acting as a supplement to fiscal and monetary policies, is essential in order to assist work-

ers in adjusting to the disruptive effects of automation. Programs to rehabilitate chronically distressed communities, efforts to expand and modernize vocational and general education, and payment of federal relocation allowances to assist unemployed workers who wish to move to areas of new job opportunities, are integral parts of an effective manpower policy.

Finally, to help curb the dangers inherent in the growing imbalance between profits and dividends, on one hand, and lagging worker purchasing power on the other, the pricing policies of major corporations in the nation's administered-price industries must receive the spotlight of public attention. This can only happen if the federal government takes the lead by focusing public attention on the relationship of costs to prices, profits, and investment policies. The spotlight of public attention will help curtail administered-price abuses while aiding public understanding of the true relationship of wages and profits in an economic system which draws its fundamental strength from steadily expanding consumer purchasing power.

(b) California unemployment, despite recent improvements, remains unsatisfactorily high. Our recent economic growth, spurred on by defense industry expansion, only re-emphasizes the state's vulnerability to changes in federal procurement patterns.

Continued high unemployment, the heavy reliance upon defense, the likelihood of further social explosions, and the threatened destruction of California's irreplaceable natural beauty and resources demand new state programs that, through comprehensive planning, place the public interest foremost.

Unsatisfactorily high unemployment continues to plague California despite the fact that the state's economy, like the nation's, has expanded steadily in recent years. In fact, the state's unemployment rate has remained considerably above the national average for over six years. Recent declines in unemployment, resulting from a resurgence of defense spending, only highlight the state's vulnerability to changes in federal expenditure patterns.

The California economy is unique

among the major industrial states in that our economic health depends so heavily on military and aerospace production. About one-quarter of all prime military contract awards and approximately one-half of the prime contract awards of the National Aeronautics and Space Administration are destined for California.

In fact, over one-third of the more than 1.4 million workers in California manufacturing were employed in defense-related work last year. Federal expenditures for defense and aerospace, of course, create untold numbers of additional jobs in such other fields as construction, services, and trade.

Besides the continuing economic vulnerability caused by heavy reliance upon federal spending, California faces a wide range of other economic and social problems. The tremendous population growth of the postwar period has been unplanned and fragmented. The lack of an overall economic plan for population and industrial growth also has transformed some of California's major metropolitan areas into congested nightmares.

At the same time, lack of planning has fostered random, sprawling suburbs, which have needlessly destroyed prime farmland and created pitiful urban slums in the central cities, thus helping to further segregate urban residents along lines of income and race. Unplanned growth also threatens to desecrate the state's irreplaceable natural beauty and recreational resources.

The guiding principle in much of California's postwar development has been the simple pursuit of high profits. Quality of life considerations, which brought many people to California in the first place, have been shunted aside in the single-minded search for the profit-dollar. Unless this pattern is reversed and rational planning substituted for it, much of the state will become a physical, social, and cultural wasteland.

The strong tie-in of the California and national economies indicates the crucial importance enlightened federal policies play in enhancing our state's welfare. But recognition of the fact that to significantly reduce California unemployment demands strengthened efforts to achieve this goal nationally does not negate the role to be played by the state government. By coordinating planning efforts of private groups and by drawing up a state-wide economic development plan to which all major groups can contribute, review,

analyze, and help to implement, the administration can help to reduce unemployment while promoting California's natural beauty and attractiveness. Moreover, through utilization of the state's credit to the fullest extent and creation of public service jobs for disadvantaged groups, the state can perform its function of meeting pressing public needs.

While the state government has made major progress in education, highways, and the development of parks and recreational facilities, persistent population growth and the urgent need to diversify California's industrial base demand more vigorous leadership in dealing with the urgent problems of urban transportation chaos, air and water pollution, waste disposal, and inadequate health services.

In addition, despite the adoption of a more enlightened economic policy by the federal government and some efforts to complement federal policy on the state level, large numbers of workers, many from disadvantaged groups, continue to experience severe problems in trying to obtain employment in the private sector of the economy. Recognizing this, state and local government must take the initiative by employing such workers on public projects with a high value to the total community.

To accomplish this goal, accelerated funding for expanded public service programs to provide employment and create job opportunities for underprivileged groups are a necessity. If not undertaken social upheavals such as Watts will undoubtedly occur on a grander scale than in the past. Beginning public service jobs leading to semi-professional careers in such occupational fields as teacher aides, health aides, and conservation aides, for example, must be pushed vigorously forward by state and local government.

The state also must provide more forceful leadership in developing coordinated job training programs to match workers with jobs, instead of the too frequent emphasis on development of short-range, fragmented skills which penalize worker and employer alike. State-run job training programs must cater to workers' long-run needs in order to maximize job opportunity over a lifetime, instead of training workers for fragmented skills soon to be made obsolete by an ever-changing technology.

Finally, the state must move more forcefully in the economic planning field by establishing a tripartite commission of

labor, management, and government to review California's development plans, set targets for the future growth of the state economy, and help to plan the orderly and balanced future development of California. A State Council of Economic Advisers within the Governor's Office, drawing upon the resources of labor and management as well as state government, would play a vital role in this regard. Such a group, besides helping to focus public attention on the state's long-run goals, would help develop programs to best utilize all of California's resources in order to achieve full employment for all.

Adopted, pp. 33-34.

II.

UNEMPLOYMENT INSURANCE

Major improvements are needed in the state's unemployment insurance program in order for it to keep in step with a changing and growing economy. Particularly important is the need to increase the maximum benefit amount, modify restrictive and disqualifying provisions, and to extend coverage to the many workers presently denied protection. We call upon the legislature in 1967 to enact improvements in the unemployment insurance system that are commensurate with the needs of our state's economy and of its jobless workers.

A rapidly changing national economy and the steady shift of the nation's population from rural areas to sprawling cities and suburban communities, have created enormous social and economic problems. One of these problems is that workers are ever-more dependent upon their weekly pay checks for their economic well-being.

Non-deferrable expenses continue to rise; taxes and rent fall due with monotonous regularity; health needs may not be deferred; and food and other necessities of life must be paid for on a regular basis. The alternative is financial crises and disaster for the worker and his family. The replacement of lost wages resulting from unemployment is the primary purpose of unemployment insurance. It, and related social insurance programs, must adequately serve two basic purposes in an industrialized society; benefits must be pegged as nearly as possible to meet the non-deferrable expenses of each qualified individual; and the extent of cover-

age and the adequacy of benefits must be measured in terms of stabilizing purchasing power in a highly sensitive and urbanized industrial economy.

Under federal and state laws, unemployment insurance programs exist in each state. Organized labor in California seeks for eligible individuals regardless of place of employment, wage loss benefits to meet non-deferrable expenses during periods of unemployment that are promptly paid.

The California Labor Federation urges enactment at the 1967 general session of the legislature of the following program:

1. Increases in the maximum benefit amount so that the great majority of all unemployed workers have an income maintenance of at least 50 percent of their average weekly wage.
2. Establishment of a dependency benefit to meet the higher ratio of non-deferrable expenses which exist among claimants with dependents.
3. Continue the extended duration benefit program until federal legislation is enacted. The program must be based on the individual's need and availability in the labor market, rather than triggered by a particular unemployment rate.
4. Modify the restrictive, disqualifying provisions currently in existence which assume non-attachment to the labor market and negate the application of the normal tests which determine attachment through the "seek work" and "available for work" provisions.
5. Seek coverage for all public and private wage and salary workers that are presently denied protection.
6. Increase the taxable wage ceiling to a realistic level and adopt a just tax rate formula that is in step with the times.

Adopted, p. 34.

III.

UNEMPLOYMENT DISABILITY INSURANCE

The California Labor Federation affirms its belief that the nation's best disability insurance program falls short of both reasonable and obtainable goals. Our state's worker-financed disability insurance pro-

gram must be freed of the restrictive amendments enacted by the 1965 general session of the legislature. We support additional limited, but necessary, improvements in the benefit structure, in coverage, and in the financing of the system.

To achieve these just and equitable goals, we urge the 1967 general session of the legislature to enact the following program:

1. Adoption of an escalated tax structure to meet the needs placed upon the Disability Insurance Fund.
2. Restoration of the escalated maximum benefit formula.
3. Enactment of a dependency formula.
4. Extension of coverage to all wage and salary workers presently denied coverage.
5. Provide benefits for illness arising in connection with pregnancy.
6. Repeal of the trade dispute disqualification provision.
7. Deny assignment of the present additional hospital benefits to hospitals.
8. Increase the additional hospital allowance to a realistic level.

Adopted, p. 34.

IV.

WORKMEN'S COMPENSATION

The California Labor Federation reaffirms its goal of seeking coverage for all employees who suffer a work-connected disability. For workers whose disability is total and partial, but which leaves no permanent impairment, our goal is replacement of lost wages in order to adequately meet the injured worker's non-deferrable expenses.

For those whose injury is permanent, the goal must be adequate replacement of lost wages until the impairment becomes stable.

When the permanent injury becomes stable, the maximum benefit amount must be increased to an amount equal to that paid for temporary disability and the requirement that pension benefits shall apply only to permanent disabilities which rate 70 percent or more must be de-

creased. A just and equitable workmen's compensation program must also provide that when death arises as a consequence of employment, a pension is provided to the spouse until death or remarriage, with additional benefits for other dependents.

In addition, organized labor in California seeks a mandatory vocational rehabilitation program under the supervision of the State Division of Industrial Accidents.

Above all, we believe that the law's administration must assure prompt and full payment of all benefits with a minimum of adversary proceedings.

To achieve the above goals, the California Labor Federation urges adoption of the following program:

1. Extension of full coverage on a mandatory basis to all domestic servants.
2. An immediate increase in temporary and permanent disability benefits so that the great majority of workers shall receive benefits in accordance with the formula of a replacement of 61¼ percent of lost wages.
3. The payment of dependency benefits so that a greater proportion of non-deferrable expenses shall be met.
4. Significant reduction in the waiting period.
5. Death benefits to a spouse until death or remarriage with additional benefits for other dependents.
6. Supervised compulsory vocational rehabilitation with maintenance benefits.

The previous convention of the Federation called for the establishment of an effective procedure for the efficient and humane administration of the workmen's compensation program as a whole under an appropriate state agency. We applaud the action taken in the 1965 general session of the legislature in implementing many of the recommendations contained in that Statement of Policy and of resolutions adopted by that convention. The administrative operation created by the passage of workmen's compensation legislation in 1965 has required many innovations many of which are only now becoming effective. The new data reporting system now being installed in the Department of Industrial Relations, for ex-

ample, will provide information in many areas which has never before been available.

Surveillance and review of the administrative procedure established will, in time, determine if the present administrative organization is best suited to meet the need for effective procedures and for the efficient and humane administration of our state's workmen's compensation program.

Adopted, p. 34.

V.

TAXATION

(a) The progressive federal income tax has been severely weakened over the postwar years by special interest group efforts. Reform is necessary to close the many tax loopholes available to the wealthy and to better enable the federal government to meet public needs.

Tax policy is of crucial concern to organized labor, for most of the nation's tax bill is paid by wage and salary earners. Tax burdens must be fairly shared and promote the national welfare, not the further enhancement of special interests. The only way to achieve this is to place greater reliance at all levels of government upon the ability-to-pay principle of taxation.

The progressive quality of the federal income tax has been weakened considerably over the past twenty years by special interest group pressure. Before World War II the federal income tax favored earnings from wages and salaries over income from less work-related sources. Today this situation has been reversed.

Those who receive capital gains profits from stock market and real estate transactions, tax-free interest payments on state and local bonds, stock options, mineral depletion writeoffs, and enjoy other forms of unearned income, benefit from special loopholes in our national tax law which minimize their tax obligation. The vast majority of wage and salary earners pay more than their fair share of tax to make up the resulting loss in revenue. Moreover, the split income provision of the federal income tax further helps to reduce the tax payments of the wealthy and the transfer of wealth to others by gift and death can now be accomplished by evasions that make a sham out of the ability-to-pay principle.

The federal income tax cut of 1964, which totaled \$14 billion, greatly benefited the economy, stimulated consumer demand, and created jobs, and ultimately returned to the federal treasury more revenue than the previous tax rates would have done. The tax cut, however benefited the well-to-do to a much greater extent than wage and salary earners. Five billion of the \$11 billion net individual income tax cut—or over 45 percent of the total—went to the top twenty percent of taxpayers with annual incomes above \$10,000. In addition, the cut in the top corporate tax rate from 52 percent to 48 percent gave corporations another \$3 billion tax savings on top of a similar savings in 1962. Thus, the 1964 tax reduction prevented economic stagnation but failed to achieve a fair distribution of the tax burden on the basis of the ability-to-pay principle. Because too little of the tax cut went to moderate and low income families, the consumer base of the American economy was not strengthened sufficiently.

Tax programs must be concerned not only with raising revenue but also with raising it equitably. At the federal level the next general tax cut should be concentrated solely on moderate and lower income families. Major reforms closing the loopholes that undermine the individual income tax are essential. Particularly inequitable is the situation in which, despite the declared commitment to wage war on poverty, some \$100 million in federal income taxes are still collected annually from families with incomes below \$3,000.

Organized labor recognizes that greater financial aid is needed to help hard-pressed states and localities meet their public needs. As federal tax receipts rise they should be increasingly shared with the states and with hard-pressed, metropolitan areas. We reject, however, the view that a portion of rising federal tax receipts automatically be returned to the states as a no strings attached grant.

The time-tested method of grants-in-aid for specific programs to meet priority national needs under federal standards is the most effective method of providing assistance to state and local government. Unconditional federal grants invite misuse of federally shared revenue because effective enforcement of anti-discrimination laws and minimum labor standards cannot always be assured.

Organized labor also pledges to support efforts to close the federal tax loophole

which aids and abets plant piracy. Revenue from the sale of tax-free state and local bonds is increasingly being used to build plants and thus entice runaway plants from other communities. This loophole in the federal tax law already has caused scores of workers to lose their jobs. No law should tolerate misuse of public funds for private profit. Unless remedied, the federal government, in effect, will continue to subsidize the creation of new distressed areas through this tax loophole while it seeks through other measures to improve the economic well-being of distressed areas.

(b) California's overall tax structure is extremely regressive, placing a heavier burden on the poor than on the wealthy. Moreover, state and local tax revenues do not rise as rapidly as income and thus the result is periodic financial crises and piecemeal tampering with the tax structure.

Major tax reform that places reliance upon taxes incorporating the ability-to-pay principle is necessary to stimulate the economy and meet the state's pressing social and economic needs.

State and local revenues, raised primarily by sales and property taxes, finance the major part of public services. The California tax system is plagued by two major defects—the overall tax structure is extremely regressive and though based on regressive levies, state and local revenues do not rise as rapidly as incomes.

The combined state and local tax structure places the greatest relative burden on the least able-to-pay, while taxing lightly the incomes of the well-to-do. Families with annual incomes of below \$4,000, for example, pay 50 percent more, proportionately, in taxes than families with incomes between \$10,000 and \$15,000. Sixteen percent of the annual income of families earning less than \$4,000 goes to state and local taxes compared to only 10.5 percent of the income of families earning between \$10,000 and \$15,000.

The prime revenue source at the state level is the sales tax. This regressive tax and other consumption taxes such as those on liquor, tobacco, and motor fuels, result in 60 percent of state revenue being raised by taxes on consumption.

While the state tax structure is regressive, much greater inequities exist at the local level. At least 10 percent of the annual income of families earning below \$4,000 goes to local taxes compared to only 5.7 percent of the income of families earning \$10,000 to \$15,000. The relative tax burden, therefore, is 75 percent greater on families earning less than \$4,000 than it is on those earning between \$10,000 and \$15,000.

The fact that local property tax administration varies between counties and discriminates against low and moderate income families has long been recognized. Under law all property must be taxed equally, yet many large corporations and various special interest groups have avoided paying their fair share. Consequently, wage and salary earners have had to pay more than their share of taxes to make up the resulting tax deficiencies. In short, contrary to the propaganda pushed by special interest groups and others, low and moderate income families and individuals, rather than the affluent, are the ones subjected to confiscatory state and local tax policies.

California's regressive tax system and large-scale public unawareness of the inequitable nature of local taxes have led to numerous grassroots revolts which have resulted in defeat of urgently needed bonds for schools and other community facilities and services.

Organized labor recognizes that taxation is the source of community purchasing power and the only way to meet community needs. Even though the state's overall tax structure is quite regressive, however, revenues have not increased at the same rate as growth in incomes. The result is that despite steady tax increases, state and local governments face continual financial crises. The answer has been to tamper piecemeal with the tax structure. The policy of drifting from one revenue crisis to the next is economically unwise. At the local level it produces recurrent taxpayers' revolts; at the state level the result is growing public disenchantment with the state's ability to meet long-run public needs.

The only solution is to institute a basic overhaul of California's state and local tax structure. This goal must be given the highest priority. State and local tax programs must be based on the progressive ability-to-pay principle for reasons of fairness and equity. The following reforms need enactment:

1. Much greater reliance must be placed on the progressive individual income tax. The personal income tax needs modification to the pre-World War II rate structure graduated up to a maximum level of at least 15 percent, and a pay-as-you-go withholding system must be enacted to capture the millions of dollars presently escaping collection.

2. The corporation tax should be raised considerably above the present 5½ percent level, the tax should be made graduated, and inheritance and gift taxes should be raised.

Unjust and discriminatory consumer levies, such as cigarette and sales taxes should be cut back, not raised. To increase consumption taxes would only increase the already inequitable tax burden placed on low and moderate income families.

In addition, property tax assessment reform is long overdue. Particularly important are reforms to reimburse elderly citizens for a portion of their property taxes, whether they own or rent; eliminate the tax offset subsidy granted insurance firms for existing principal offices and assess business inventories in proportion to their average value throughout the year instead of on a single lien date.

Careful consideration should be given to the adoption of a graduated realty sales tax and to removing some of the current taxes on property improvements. Recent studies have again suggested that taxing improvements at a lower rate than land stimulates the economy.

California labor calls for adoption of the above reforms, believing they represent major forward steps in building a more equitable tax system. In particular, greater use of a more progressive personal income tax would stimulate the economy by helping to redistribute income and thus improve the actual "real" earnings of wage and salary workers who not only spend a greater portion of their earnings but also spent their earnings more rapidly than the wealthy.

Adopted, pp. 34-35.

VI.

LABOR LEGISLATION

(a) Free collective bargaining, despite its solid record of achievement, continues to be attacked by groups seeking to destroy the trade union movement. The many pro-employer

biases of the Taft-Hartley and Landrum Griffin Acts provide these special interest groups with the ammunition they need in their battle to weaken and ultimately destroy collective bargaining.

Positive action is mandatory to remove the serious inequities now existing in the National Labor Relations Act, as amended, and its administration by the National Labor Relations Board and the courts. Particularly essential is repeal of Section 14(b) of the Taft-Hartley Act and congressional enactment of situs picketing legislation.

Moreover, improvements are needed in the Davis-Bacon and Walsh-Healey Acts, and the Fair Labor Standards Act coverage should be extended to all non-covered workers, along with a \$2.00 minimum wage, double-time for overtime, and a reduction in the standard workweek to a maximum of not more than 35 hours.

Free collective bargaining, by fostering industrial democracy, is the cornerstone of our free society. Through development of practical, workable procedures to deal with industrial changes at the job site, the thousands of labor-management agreements across the country have humanized the impact of industrial change. Despite its record of accomplishment, however, collective bargaining continues under attack by strong, well-entrenched forces. These forces seek to destroy the trade union movement by weakening and ultimately destroying collective bargaining.

The rights supposedly guaranteed workers by the National Labor Relations Act have been effectively frustrated in many instances by anti-union employers. While most of the social legislation enacted during the 1930s has since been improved, crippling amendments have taken the Wagner Act on an opposite course.

Large numbers of employers intimidate and terrorize workers who attempt to exercise their right to join a union. Many employers also have learned that endless delays in representation elections are an easy way of defeating union organization.

Other major and severe biases under the Act include allowing states to enact union-crippling so-called "right to work" laws; severe restrictions upon peaceful

picketing; permitting coercive "free speech" privileges to employers before captive audiences of workers; restraints upon agreements regarding struck work and non-union subcontractors; and detailed regulation of welfare fund programs and administration regardless of variations in historical practices and individual needs.

In addition, labor's major economic weapons which under the Wagner Act sometimes sufficed to restrain employers from illegal acts during an organizing campaign, and from bad faith bargaining, have been emasculated by the unfair restrictions imposed on legitimate union activity by the Taft-Hartley and Landrum-Griffin Acts. Another glaring inequity in national labor relations law was brought about by the 1951 Supreme Court ruling that the Taft-Hartley secondary boycott ban applies to a union construction site picket line if a union not directly involved in the dispute stays off the job.

Organized labor in California pledges an unremitting effort, in concert with the labor movement in other states, to repeal section 14(b) of the Taft-Hartley Act. We also pledge a continued effort to have enacted by the Congress legislation that would restore to building tradesmen the right to peacefully picket at construction sites, and thus give building tradesmen the same rights factory workers now have in disputes with management.

Moreover, the serious and glaring deficiencies existing in the National Labor Relations Act as amended, and its administration by the National Labor Relations Board and the courts must be remedied by legislative and administrative action if the intent of the national labor relations policy—free collective bargaining—is to exist in fact.

Besides removing the anti-labor bias now existing under the NLRA, other changes are needed in the nation's labor laws if economic progress is to be maintained, poverty reduced, and the dangers of automation ameliorated. Specifically, the Fair Labor Standards Act must be amended to increase the minimum wage to \$2 an hour; full protection of the Act should be extended to all workers engaged in or affecting interstate commerce; and the Act should provide for the payment of double-time for overtime and a reduction in the standard workweek to a maximum of not more than 35 hours.

These changes, however, are not enough. Adequate enforcement of the

FLSA is required to ensure that violators are lawfully prosecuted and that lost wages are recovered.

We also reaffirm our opposition to time-consuming and cumbersome judicial review of wage determinations made under the Davis-Bacon Act and again urge that inclusion of fringe benefits as part of the prevailing wage be extended to government contracts under the Walsh-Healey Act. Broadening of coverage and shortening of wage determination procedures also are necessary if this program is to be totally effective.

(b) California labor legislation remains inadequate in numerous areas despite recent improvements. Organized labor urges action guaranteeing intrastate workers, including those in agriculture, the right to organize and bargain collectively; outlawing the use of professional strikebreakers; curbing the use of anti-labor injunctions; and enactment of a state FLSA with conditions at least equal to those urged at the national level in Section (a).

California labor legislation, despite many progressive features, remains seriously deficient in a number of important areas. To improve the functioning of the State Labor Code and to further develop constructive and peaceful labor-management relations, the legislature should take action at the 1967 general session to:

1. Enact legislation, patterned along the lines of the National Labor Relations Act, establishing machinery for the determination of representation and collective bargaining rights for workers in intrastate commerce;

2. Further the development of harmonious labor relations in California by enacting legislation prohibiting the use of professional strikebreakers;

3. Extend collective bargaining rights enjoyed by most workers to public employees, hospital workers, and others, including those in agriculture;

4. Curb issuance of ex parte injunctions in labor disputes when irreparable damage cannot be shown;

5. Enact a state equivalent of the federal Fair Labor Standards Act setting a minimum wage of \$2 an hour for all workers, a standard workweek not to exceed a maximum of 35 hours, and double-time for overtime.

While reiterating our belief in the need

for a state Fair Labor Standards Act, we continue to strongly support the issuance of similar wage and hour standards by the Industrial Welfare Commission. In this regard, we are gratified by the decision of the Industrial Welfare Commission to reopen all fourteen wage orders now in effect, including agriculture.

Finally, we applaud the action taken at the 1965 general session of the legislature repealing the unconstitutional "Hot Cargo" Act and call upon the legislature in 1967 to improve the functioning of collective bargaining by taking positive action to remove the inequities in California labor law enumerated above.

Adopted, p. 35.

VII.

AGRICULTURAL LABOR

The bracero program, as operated under Public Law 78, is dead, yet farm workers continue to suffer prolonged unemployment, and are ill-paid, ill-housed, and lack job security. Moreover, their purposeful exclusion from the social and economic legislation of the past 30 years relegates them to the status of second-class citizens.

The task ahead is to bring farm workers into the mainstream of the nation's social and economic life. To accomplish this, we pledge redoubled efforts to help farm workers organize into unions, believing union organization is the only solution to the problems they face. We also pledge intensified legislative action to cover farm workers under the National Labor Relations Act and the nation's unemployment insurance system, and amendment of the Fair Labor Standards Act to assure farm workers coverage equal to that of the covered workers.

Major changes have occurred in the farm labor field over the past two years. Reflecting the death of Public Law 78, tens of thousands of new jobs were made available in 1965 for domestic farm workers.

Last year domestic workers accounted for over 97 percent of the man-years of labor in California agriculture. In contrast, over the period 1959-1964 domestic farm workers accounted for less than 75 percent of the total seasonal man-

years. Braceros were only used in a few crops last year—largely in tomatoes, asparagus, and strawberries. This year the number of braceros entering the state under Public Law 414 is likely to be only an insignificant fraction of 1965's low total. Even these foreign workers are unnecessary.

The California Farm Labor Panel, set up by Secretary of Labor W. Willard Wirtz to analyze grower requests for foreign farm workers in 1965, noted in its final report that employer resistance to the changeover to an all-domestic work force was the prime cause of California's farm labor difficulties in 1965. The panel, helping to lay-to-rest an old and cleverly nurtured grower myth, observed that adequate wages and attractive working conditions will produce a sufficient number of farm workers. They then recommended that this state's growers adopt a wage policy which would make California agriculture competitive with other industries for labor, and urged the federal government to raise farm labor wages throughout the country.

They also stated that adequate housing must be provided farm workers and their families and additional legislation and administrative efforts are necessary to achieve this goal; that the deplorable working conditions in California agriculture must be remedied; and that farm workers must be protected by the same social legislation as are most other workers.

The current task for organized labor and its allies is to bring farm workers into the mainstream of American economic life. This goal is made more difficult by the fact that farm workers deliberately have been excluded from the social and economic legislation enacted over the past 30 years.

Organized labor in California calls upon the Congress and the State Legislature to extend to farm workers the same rights most other workers enjoy. Specifically, we urge:

1. That the National Labor Relations Act be extended to farm workers;
2. That all farm workers be covered under the Fair Labor Standards Act, and that the minimum wage and other protections under the Act be equal to that set for other covered workers;
3. That farm workers be covered under the nation's unemployment insurance system;

4. That standard Social Security Act coverage be granted to farm workers;

5. That training programs designed to maximize year-round employment opportunity be pushed forward; and

6. That health, education, and welfare facilities adequate to the needs of farm workers be established.

The only permanent solution to the problems faced by farm workers is union organization. We restate our intention to vigorously push programs to help farm workers organize in order that they can engage in collective bargaining with corporate agriculture.

The fight to organize farm workers is the major battleground in California's war on poverty. Also, with the bulk of the state's farm workforce being Mexican-Americans, Negroes, Filipinos, or members of other minority groups, it must be recognized that the fight to organize farm workers is part of the nationwide civil rights struggle.

In pledging continued and expanded efforts to raise the standard of living of farm workers, through action on the legislative front, and intensified union organizing drives, we salute the progress made by the Agricultural Workers Organizing Committee, AFL-CIO, over the past two years in its continuing battle to organize farm workers. We applaud the recent merger agreement between AWOC and the heretofore independent National Farm Workers Association and pledge our strong support to this new merged union in its efforts to successfully terminate the Delano grape strike and to then expand its organizing activities throughout California.

Adopted, pp. 35-36.

VIII. CIVIL RIGHTS

Despite major progress in the field of civil rights in recent years, racial discrimination continues to exist on a major scale. New efforts must be made in the fields of housing, employment, education, and the administration of justice before true equality of opportunity exists throughout the nation.

Although major progress has been made in the field of civil rights through passage of the Civil Rights Act of 1964 and the Voting Rights Act of 1965, much more must be done before equality of opportunity — the cornerstone of a democ-

racism — exists throughout the United States. In fact, recent successes have led to apathy in some quarters despite the need for substantial further efforts. Organized labor cannot afford to relax its civil rights efforts because extremists forcefully opposed to equality of opportunity remain powerful forces in many communities.

In the field of housing persistent and large-scale discrimination continues. Meaningful progress in this area is nowhere apparent even though it is abundantly clear that housing discrimination caused many of the recent violent outbursts of frustration.

Moreover, discriminatory housing practices have fostered huge minority ghettos in northern and western cities and have been an important factor in the spread of de facto school segregation. While the federal government has taken some action against housing discrimination through the issuing of Executive Order 11063 by the late President Kennedy, greater action is necessary.

We pledge our strong support to the Administration's present civil rights legislative proposals, particularly in the field of housing. The bill, if enacted, would ban discrimination in the sale or rental of housing and bar discrimination by banks and other lending institutions in the making of loans, the amount of downpayment required, and interest rates.

While administration of justice on an equal basis for all is fundamental to a democracy, inequality in the administration of justice continues to take a heavy toll. The elimination of segregation and discrimination in our jury system is fundamental to the equal administration of justice.

We recognize and pledge our efforts toward the elimination of segregated education in the South and growing de facto educational segregation in the North and West. The sorry fact is that despite the 1954 Supreme Court decision outlawing school segregation it persists on a gigantic scale.

In the field of employment the final report of the President's National Commission on Technology, Automation and Economic Progress stated:

"Unless Negroes . . . are able to penetrate growing occupations and industries at a more rapid rate than in the past, their high unemployment rates will continue or even rise. Our society must do a far better job than it has

in the past of assuring that the burdens of changes beneficial to society as a whole are not borne disproportionately by some individuals."

Recognizing this fundamental truth, organized labor reemphasizes the fact that true equality of opportunity means employment for all at good wages; integrated schools providing quality education to all; a federal minimum wage that covers the millions now excluded from such protection; and an expansion of the war on poverty on all fronts. In the words of the Resolution on Civil Rights adopted by the Sixth Constitutional Convention of the national AFL-CIO, in December, 1965: "Our goal is true and absolute equality of opportunity throughout America. We shall not rest until we achieve it."

In California organized labor has the responsibility of seeing that the causes that produced Watts and threaten similar outbursts elsewhere are removed. We strongly support the California Supreme Court's recent decision that the state cannot give legal sanction to discrimination in the sale or rental of housing. In this context we reaffirm the position taken at our 1964 convention in support of the Rumford Fair Housing Act and call upon the legislature to enact meaningful low- and middle-income housing programs to overcome the gross shortage of homes within the reach of most minority group families. Priority should be given to construction of inexpensive housing for families, most of whom are members of minority groups, who have been displaced by urban redevelopment. We also urge state action to spur economic growth and meet pressing public needs, as discussed in other Statements of Policy, in order that true full employment can be achieved and then maintained.

Finally, while applauding the strides made in recent years by the legislature in the field of compensatory education, we again stress the need for greater budgets for programs in this important field.

Adopted, p. 36.

IX.

HOUSING

(a) One-fifth of the nation's population lives in substandard housing, our central cities become increasingly slum ghettos, and unplanned, chaotic suburban growth destroys millions of acres of prime farmland. The social and economic results—

high crime rates, high unemployment, broken homes, and low educational attainment—are the antithesis of democracy.

The irony is that good, attractive housing for all is within reach. Yet, reacting to inflationary fears, the Federal Reserve Board's action to restrict the money supply has adversely affected home construction. To meet our needs there must be a major increase in home building to an annual rate of at least 2½ million dwelling units. New and imaginative programs also are necessary to meet the housing demands of the poor and elderly.

One-fifth of the nation's population resides in slums or other forms of substandard housing even though good housing for all in attractive, well-planned neighborhoods is achievable. Our central cities increasingly have become slum ghettos, populated largely by the poor, the elderly, and minority groups. At the same time, sprawling suburbs continue to gobble up millions of acres of prime agricultural land with no thought given to metropolitan-wide planning.

About 15 million dwelling units, most of them in urban areas, are substandard. The continued rapid growth of urban areas requires millions of new housing units supplemented by improved and expanded community facilities and public services. By 1985 approximately 200 million people will live in urban areas compared to 140 million today. Yet at an annual residential construction rate of less than 1½ million units, including only 30,000 low-cost public housing units, it is clear not only that the nation's housing needs are not being met but that they are actually falling further behind demand.

Urban ghettos are expensive—high rates of crime and juvenile delinquency, broken homes, inadequate education, disease, and low tax yields, are only some of the social costs of slum housing borne by society. These conditions are instrumental in the exodus of middle and upper income families from the central city into surrounding suburban areas. The result too often is merely urban sprawl and the existence of bedroom communities incapable, because of a weak tax base, of meeting their community needs.

Organized labor applauds the recent

enactment by Congress of legislation establishing the new Cabinet-level Department of Housing and Urban Development, and urges the department take the lead in reducing the backlog of housing needs and help increase the annual volume of residential construction to at least 2½ million dwelling units.

We reaffirm our strong support for a step-up in the building of low-rent public housing, recognizing that this is the major way to meet the housing needs of low-income families. Such construction should be increased from the present low level to at least 125,000 dwelling units annually. We also call for stepped-up programs to meet the housing needs of moderate income families and the elderly.

Organized labor deplores the recent action of the Federal Reserve Board raising interest rates. This decision has forced many families out of the housing market. This action, which vitally affects the construction and sale of new housing, is the wrong approach to fighting inflation fears.

Finally, recognizing that even with strengthened and expanded housing programs, the problem of securing adequate privately financed housing for many low-income families is impossible, we support expansion of the rent-supplement program enacted in 1965. Congress must vote funds adequate to ensure that this program works equitably on a major scale.

(b) Despite great public need, one-half of California's population is barred from the housing market by excessive land and financing costs. Reflecting this and the tight money policies of the Federal Reserve Board, the state's home construction industry is severely depressed.

Greater utilization of the state's credit, a revamping of the Cal-Vet program, and new programs to meet the housing demands of farm workers are mandatory if California's needs are to be met.

In California the 1965 session of the legislature again failed to take positive steps to implement the bold recommendations made a few years earlier by the Governor's Commission on Housing Problems. One-half of California's population is effectively barred from the housing market by excessive land and financing costs. The Commission, recognizing this

fact, made numerous recommendations, among them greater utilization of the state's credit resources to supplement federal housing programs with long-term, low-interest, self-liquidating loans to help build low and middle-income housing. The Commission also advocated revamping the Cal-Vet program to benefit families less prosperous than the above-average income group almost exclusively served by the current program. Experimental building programs that attempt to reach low-income groups, such as farm workers for whom even the most attractive existing programs are prohibitive, also were recommended.

The above programs, and others of a similar nature, are vitally necessary if the depressed California home building industry is to make a turnabout. The extent of the decline in home building construction in California is indicated by the fact that contract awards for new housing units in 1965 were only 181,000, down more than 30 percent from the record 360,000 unit awards in 1963. Moreover, the rate of unit awards so far this year is below the 1965 average. In fact, preliminary estimates indicate that awards for 1966 will be in the neighborhood of 140,000 units.

We reaffirm our position, as detailed in earlier Statements of Policy adopted by previous conventions, that major steps must be undertaken to improve not only the quality but the number of housing units constructed in California. In this connection, we note the need, as outlined in the Policy Statement on Full Employment and the Economy, for a state master plan that would encompass not only housing but the state's overall economic development. Hopefully, the recent creation of a State Department of Housing and Community Development represents a major first step towards meeting our state's housing needs.

Adopted, p. 36.

X.

EDUCATION

(a) Public schools are the foundation of a free society and require our continuing support. The nation's current and future educational needs must be met through federal programs, financed by the progressive federal income tax, to aid capital construction, teacher salaries, and to help equalize educational programs and opportunities.

Recent federal aid-to-education legislation, urgently advocated by the labor movement and others only two years ago, has now been enacted. Notable legislation over the past two years includes the Elementary and Secondary Education Act of 1965, the Higher Education Act of 1965, the Veterans Readjustment Act of 1966, and legislative amendments broadening and strengthening the National Defense Education Act and the Manpower Development and Training Act. The Economic Opportunity Act of 1964 also included significant programs such as Operation Head Start, Adult Literacy Training, financial aid to students, and benefits for children from low-income families.

These accomplishments are significant, but they are only a beginning. Further federal legislation is needed to expand these programs and provide the stability necessary for the long term success of an educational policy based on the principle of equality of opportunity for all. The recent breakthroughs in federal education legislation must be expanded so that the benefits of education, training, and broad cultural benefits may be shared by all the nation's population. To accomplish this goal, upwards of an additional \$10 billion annual federal expenditure is needed—approximately \$8.5 billion for elementary and secondary education and another \$1.5 billion to support and encourage free and low-cost higher education.

Federal action is crucial to expand educational efforts throughout the nation because only it can compensate for the unequal resources among the states. State and local government depend primarily upon the sales tax and the property tax to finance their local school needs. Neither of these taxes is equitable, for they, in a relative sense, tax low-income families greater than the more well-to-do ones. Also, neither is well designed to reach the most lucrative sources of school finance; utilization of the federal progressive income tax can assist in obtaining this objective.

Expansion of present federal aid-to-education programs and improvements in state efforts in support of education must become a reality in order to provide for more adequate grants and loans for classroom construction, to raise teacher salaries, to increase financial assistance efforts to students, to extend compensatory education programs to many disadvantaged youths, and to expand vocational education programs.

A particularly important educational goal is the enactment of federal legislation that would make possible a vigorous labor extension program. Organized labor in California reaffirms the need for such a program, noting that a century ago the Morrill Land Grant Act provided an analogous program of agricultural extension services during that great era when this nation was largely rural. Now an equivalent labor extension program is needed at a time when the vast majority of the nation's population lives in sprawling urban and suburban communities.

(b) California's public schools and institutions of higher education lead the nation in many ways. Such leadership can be maintained only by continuing to meet the changing needs of an ever-growing population working in a technically complex economy. The problems related to defining, attaining, and maintaining programs that equalize educational opportunities and services demand the labor movement's continuing attention.

California must attract and retain qualified teachers, achieve tax reform that will place school financing on a more progressive basis, and correct the debating society and company union provisions created through enactment of the "Winton Bill" by the Legislature in 1965. Enactment of legislation to insure the extension of organizing and collective bargaining rights to educators is essential.

New demands and new opportunities, along with new recreational opportunities, make essential expanded adult education programs. Lifelong, publicly-supported learning is imperative to continued economic and social progress. We reject attempts to shortchange such programs and to charge those participating, thereby handicapping and limiting economic progress. In this context, we also reaffirm our earlier Statements of Policy calling for expansion of adult education programs.

The current practice in California secondary schools does not include statewide study and adoption of textbooks. Each district with high schools now engages in the costly and inefficient

adoption and purchase of high school textbooks from a wide variety of publishers with an equally wide variety of results. This contrasts with the more efficient and effective method of textbook adoption at the elementary school level. The procedure followed at the elementary school level should also be adopted for the secondary school level. This would include professional processing of textbooks by the State Curriculum Commission and its Advisory Committees, as well as final review and approval by the State Board of Education.

An important part of an expanded labor education program in the public schools is the continued development of information centers operated for and with local school districts. Labor has an obvious basic concern in career planning, both for young people and for adults. For this reason there must be a close working relationship between these career information centers and the labor movement.

As California's population continues to grow at a rapid rate, the problem remains of attracting and retaining competent teachers. An important inducement in this regard would be enactment of legislation extending organizing and collective bargaining rights to teachers in public schools and in higher education in order that they can negotiate with governing boards and governing administrative agencies with dignity, effectiveness, and justice over standards of competency, salary and working conditions, and other conditions of work. Teachers must have the right and the power to share in decision-making where their welfare, the welfare of their students, and the welfare of the community are at stake. Recognizing this, we urge the legislature to repeal the "Winton Bill" (AB1474), and substitute for it legislation extending to teachers collective bargaining rights.

Another aspect of the continued population growth within our state is the ever-present problem of increased enrollments at our colleges and universities. The higher education needs of our state call for greater efforts to construct adequate housing facilities; raise teacher's salaries to a level commensurate with their needs and in terms of competition from other states; and reduction of the student-teacher ratio.

To support these and the related educational needs at both the state and local level, demands that a significant program

of tax reform aimed at correcting the inadequate and regressive state tax system be enacted. Greater reliance must be placed on a revamped state progressive income tax in order to meet local educational needs. In particular, attempts to reduce the local school property tax burden by raising the sales tax must be opposed.

(c) We reaffirm our continued support for measures to extend programs of consumer education, and to have enacted into law legislative measures that will protect the buying public. Consumer education programs need expansion at all levels of education, from high school through higher education and in adult education programs, in order to help consumers make rational decisions in the marketplace when confronted with a melange of competing products and services.

Some business groups continue their shoddy marketing and financing practices that gouge and shortchange consumers in terms of the actual purchasing power of their dollars. A consumers "Bill of Rights" needs enactment which will insure the consumer of the safety of the product he purchases; the right to choose rationally between competing products; the right to be informed of the contents of packages and of finance charges; and the right to be heard in the expression of his grievances.

In this regard, we support truth-in-packaging legislation currently before the Congress and urge its speedy enactment. Beyond this, however, truth-in-lending legislation that requires exposure of the true cost of consumer credit both in dollar terms and as simple annual interest rates, is necessary, as are improvements in automobile safety. Consumer protections are also needed against unjustifiably high pricing of prescription drugs, and uniform standards must be enacted for the pre-testing of therapeutic devices and cosmetics.

Particularly important in the field of consumer education is the establishment of a Cabinet-level, Department of Consumer Affairs. In California, we continue to support the work of the Office of Consumer Counsel, and pledge our continued cooperation with the efforts undertaken by this agency in the consumers' behalf.

(d) Extremists of the far right and

left, seeking to control educational programs at the local level, are an ever-present threat to the public school system. Currently the ultra-conservatives are moving in on school board membership, local PTA units, and school advisory bodies. Pro-labor teachers and administrators are being attacked by these forces and are subjected to unfair and unwarranted social and economic pressures.

In many local communities where teachers are not protected by tenure and where administrators are reaching the end of their contract period, such personnel are being forced out of their jobs by ultra-conservatives who have pushed their way into positions of local power. To counter this threat, organized labor must work for further representation on governing and advisory boards. It is particularly essential that representatives of the labor movement share directly in the planning and continued development of the public schools and colleges, including their programs in vocational education.

Related developments which the labor movement in California must continue to oppose are the unreasoned efforts by prosperous ultra-conservatives and other right-wing groups to place the burden of support for higher education and adult education upon the shoulders of students in the form of tuition fees rather than to continue publicly-supported higher education and adult education efforts. We reaffirm our position that adults should be able to participate in publicly-supported adult education programs without being subjected to restrictive fees.

(e) We reaffirm our support for expanded labor education programs throughout California, including the Federation's annual Scholarship Awards Program.

This latter program, which has been expanded in recent years, in large part through the efforts of the Standing Committee on Education of the Federation's Executive Council, not only renders direct service to many youths, it also makes widely available essential information concerning the labor movement and its goals.

Subsections (a), (b), (c), (e) adopted, pp. 36-37.

Subsection (d) adopted as corrected, p. 37.

XI.**SOCIAL SECURITY**

Over the past two years, historic advances were made in the nation's social security program with the enactment of "Medicare," major increases in cash benefits, and other general improvements in the system. However, these achievements must not blind us, for many goals remain unmet. New and substantial improvements must be made in the nation's social security program if it is to keep pace with fast changing social, economic, and technological conditions.

The amendments to the Social Security Act of 1965 represent this nation's most significant advance in the field of social legislation since the 1930s. The passage of medicare legislation after years of effort, the seven percent cash benefit increase for old age, survivors and disability insurance, and other general improvements in the social security system reflect the system's tremendous importance in our economy. Past efforts, however, must not blind us to the need to make further basic improvements.

Particularly important is action to achieve the following goals:

1. A substantial increase in cash benefits for all beneficiaries. The goal over the next few years must be to increase benefit levels by at least 50 percent and to raise the contribution base to a level approximating \$15,000.
2. To help achieve the above, the Congress must provide for the payment of contributions to the Social Security Trust Fund from general revenues.
3. There must be established a flexible zone of retirement from age 60 to 65, with increased benefit amounts for each succeeding year.
4. Basic hospital and medical insurance must be provided for disability insurance beneficiaries under the Social Security Act.
5. Basic hospital and medical insurance must be established for all beneficiaries under the Act.
6. The period for computing benefits

for men should be based on the period up to age 62, as is now the case for women, instead of age 65.

Adopted, p. 37.

XII.**SOCIAL WELFARE**

Despite rapid economic progress, large numbers of families and individuals continue to live in poverty and deprivation. They are occupants of "the other America," far too often forgotten by the more affluent majority of the population.

The President has stated, "... for the first time in our history, we have the power to strike away the barriers to full participation in our society. Having the POWER, we have the DUTY." The California Labor Federation endorses the goal and accepts the responsibility of, "we have the DUTY."

Organized labor in California reaffirms its full support for programs to alleviate poverty and human misery by bringing welfare services up to the level which will insure that no family or individual is required to live below the level of poverty and that their needs will be met in a dignified and humane manner. In doing so we reject the specious claims of those who regard welfare recipients as indolent citizens for whom life must be made as difficult as possible. Instead, we support efforts to provide those receiving public assistance with social services that will reduce dependency and promote self-reliance.

Specifically, we pledge our wholehearted support for programs which incorporate the following propositions and which recognize the individual needs of recipients:

1. Federal standards and common objectives for all of the states, including federal assumption of the cost of reaching and maintaining such standards above a stipulated state share.
2. State establishment of a floor of required income fixed by the federal government as the determinant of need.
3. Eligibility for aid measured only by need; artificial criteria, such as categorical classifications, must be abolished.

4. The initial eligibility of applicants should be established by simple inquiry as to their financial situation; subsequent sample review in order to thwart possible abuses must not subject recipients to personal indignities, invasion of their privacy, or violation of their constitutional rights.
5. Expanded youth welfare services are necessary under federal standards with financial assistance at the state and local level.
6. Recognition that recipients have the right to receive a prompt, objective, and impartial determination of their applications; a right to a hearing against unacceptable judgment; and a right to appeal with representation by an attorney paid for by the state.
7. Conditions of entitlement must be clear and well-publicized. Since the federal and state governments finance by far the predominant share of the cost of welfare programs, minimum uniform standards of eligibility and benefits must apply equally throughout the state.
8. At the state level, the recent enactment of the Casey bill was a major first step providing health care to the indigent. This action must be followed by legislation providing health care to the indigent on the basis solely of need, without qualification through one of the stipulated categories.
9. Expansion of minimal health programs in order to reduce poverty caused by mental illness.
10. Elimination of restrictive state requirements such as those of residence which are designed to deny payments to many in severe need.

Adopted, pp. 37-38.

XIII.

FOREIGN POLICY

The California Labor Federation reaffirms its belief that freedom and dignity can be maintained and extended in an unsettled, poverty-stricken world only if the United States and its allies adhere to democratic principles, maintain military power adequate to deter any potential aggressor, and help new and emerging nations develop constructive programs of social and economic

change. A strong, visionary United States, compassionate yet realistic, dedicated to peace but resolute in its determination to thwart totalitarian aggression and subversion, must provide the leadership in striving for the goal of a world free of war, tyranny, ignorance, and poverty.

In order to implement this general statement of policy, the Federation supports and urges a foreign policy program along the following lines:

1. Greater political, economic, and military cooperation between the United States and its allies in order to deter and defeat any aggressor.

2. The world's best hope for true and lasting peace is the United Nations. Despite its impressive record over the post-war period, however, unwarranted and illogical attacks continue within the United States against the United Nations. Such attacks can only be dissipated through greater public support and awareness of the United Nation's purpose and principles.

3. Redoubled efforts to prevent the further spread of nuclear weapons and to secure a world disarmament treaty with adequate provisions for full international inspection.

4. Continued efforts to eliminate all forms of colonialism, including unstinting opposition to Soviet and Red Chinese Colonialism.

5. Further expansion of efforts within the United States to secure for all citizens true equality of opportunity as outlined in the Statement of Policy dealing with civil rights. In a world where the majority of people are non-white, the West cannot hope to win the trust and support of new and emerging nations in Africa, Asia, and Latin America without living up to the ideal of full equality of opportunity. Likewise, the spotlight of attention must be focused on the religious and racial discrimination existing behind the Iron Curtain.

6. United Nation's supervision of free elections in disputed areas throughout the world is necessary in order to achieve the peaceful and democratic resolution of international problems.

7. Continued economic aid and foreign assistance programs are essential in helping countries not hostile to the United States develop their economies. Nations receiving foreign aid from the United

States must give priority to long overdue social reforms.

8. The growth of democracy and the improved economic well-being of the citizens of Latin America call for continued and expanded programs such as the Alliance for Progress that condition United States economic aid upon internal reforms in order to achieve higher productivity, income redistribution, land reform, elimination of poverty and disease, and improved educational opportunities. In Latin America, as elsewhere, programs in opposition to Communism and other forms of totalitarianism must offer the people an opportunity for meaningful economic progress within the framework of a democratic society.

9. Free and democratic trade unions historically have been the major opponent of totalitarian government. Programs to develop and strengthen free trade unions as a counterweight to governmental or corporate power, particularly in emerging nations where central governments tend to dominate social and economic life, are extremely important.

10. In Vietnam, the policy of President Johnson continues to give the best hope for eventually securing a just and lasting peace not only in that country but throughout Southeast Asia. The efforts to thwart Communist aggression and subversion in South Vietnam, however, must not be solely military. Greater aid is needed to promote economic development, social justice, and the health and education of the population. In particular, the Vietnam Confederation of Labor (CVT) must play a major role in the economic and social programs to better the life of the South Vietnamese.

Adopted, p. 38.

XIV.

WATER RESOURCES DEVELOPMENT

An abundant water supply is crucial to California's future growth. The benefits of current and future water development programs, however, must go to the general public, not to a few giant landholders who profit from the poverty of farm workers and who consistently oppose policies and programs that will benefit all of our state's population.

Organized labor has fought against land and water monopoly in California

for nearly a century. We strongly believe that the general public should receive the benefits of water projects conducted under federal and state auspices, rather than well-entrenched special interest groups forever seeking greater political and economic power at the taxpayers' expense.

When the anti-monopoly provisions of federal reclamation law are unenforced, or, through subterfuges, are circumvented, publicly-financed water development projects strengthen those centers of economic and political power that benefited from the infamous bracero program and continue to oppose farm workers' unionization. These same special interests continue to drive small farmers out of business.

Large scale corporate agriculture and its allies in some banks and some major manufacturing concerns, continually oppose social insurance legislation and other programs beneficial to the majority of California's population.

Federal reclamation law, with its anti-monopoly, acreage-limitation protections, was designed to bring water to the arid West and thus promote family farming. The record of past promises unkept indicates that despite pious pronouncements, reclamation law goes unenforced in much of the West. Nowhere is this more true than in the construction of the gigantic Westlands Water District on the west side of the San Joaquin Valley. At Westlands 75 percent of the land slated to receive taxpayer-financed water is in excess of the 160-acre limitation of reclamation law. Through 40-year interest-free loans, the federal subsidy to these excess landowners, who control over 400,000 acres within the district, is approximately \$1,000 an acre.

The simple fact is that federal reclamation programs in California, through administrative decisions and lack of enforcement within the U.S. Department of Interior, have become, in large part, massive federal subsidies to corporate farmers and absentee investors.

Reclamation law was meant to prevent water monopoly and land speculation. At Westlands, through lack of enforcement, neither is being prevented. Moreover, the way the Department of the Interior has handled the divestiture of over 4,000 acres of Di Giorgio Corporation excess land in the Delano area supports the belief that the Department has little intention of enforcing reclamation law.

Recognizing that the purpose of reclamation law is to foster and promote family farming, rather than to swell the treasuries of the land monopolists, we call upon the Congress to:

1. Amend federal reclamation law to provide that no money shall be appropriated for any reclamation project until all excess landowners within the project area have signed recordable contracts to sell off their holdings greater than the acreage provided by law (160 acres for an individual; 320 for man and wife).

2. Amend reclamation law to establish within the Treasury of the United States a new and separate revolving fund through which federal purchase at pre-project prices and later disposal of excess lands to family farmers can proceed.

3. Instruct the Secretary of the Interior to monitor all reclamation projects to ensure that divestitures such as that of the Di Giorgio land around Delano never are repeated.

Organized labor also states its belief that the most meaningful way to attack California's rural poverty would be to rapidly break up the approximately 900,000 acres of federally-financed, irrigated

land presently held in violation of reclamation law. This land could be divided and then settled by family farmers, aided by low interest federal credit programs. One beneficial result would be the establishment of small farm communities and the subsequent growth of jobs for building tradesmen, service employees, retail sales personnel, and others. Communities dominated by a few gigantic agribusiness concerns are not conducive to democracy while communities of small and moderate sized family farms strengthen the principles of individual freedom and economic opportunity that are essential in a democracy.

We also reaffirm the sound principles of water development set forth in previous Statements of Policy adopted by conventions of this Federation. The only long-run solution to California's water and power development problems lies within a coordinated basin-wide approach that transcends individual state boundaries and is pursued in cooperation with the federal government. A basin-wide program similar to the United Western Water Development Plan advanced during the Truman Administration is necessary to meet the state's long-run needs.

Adopted, p. 38.

BALLOT PROPOSITIONS

The Executive Council of the California Labor Federation, AFL-CIO, makes the following recommendations regarding the propositions which will appear on the November, 1966, general election ballot:

Proposition No. 1-a

Digest: Annual General Legislative Sessions. Legislature to Fix Own Salaries.

Recommendation: Vote YES

Assembly Constitutional Amendment No. 13—provides that (1) the Legislature shall meet annually in regular session at noon on the first Monday after January 1; (2) a measure at any session may not be deemed pending before the Legislature at any other session; (3) by a roll call vote of 2/3rds of the members of both houses voting therefore, the Legislature may fix the compensation of members and the reimbursement travel and living expenses, but after 1967 such salary increase may not exceed 5% per year; (4) limits retirement allowances; (5) the Legislature shall enact laws to prohibit members from engaging in activities or having interests in conflict with the proper discharge of their duties.

AB 173 which passed the 2nd Extraordinary Session of 1966 will become effective only if this Proposition No. 1-a is ratified by the people. It fixes the salary of the members of the Legislature at \$16,000 and contains the provisions defining conflict of interest.

The provisions dealing with "initiative" and "referendum" are as proposed by the California Constitutional Revision Commission.

The provisions pertaining to the judicial system are substantially the same as recommended by the California Constitution Revision Commission and make no radical change from the present method of selecting judges.

Recommendation adopted, page 39.

Proposition No. 1

Digest: Legislature May Authorize Investment of 25% of Funds of Any Public Retirement Fund Except Teachers' Retirement Fund In Stock of Corporations and Diversified Management Investment Companies.

Recommendation: Vote YES

Assembly Constitutional Amendment No. 57—places the following legislative restrictions on the investment of retirement funds in stocks: 1. No investment in common stock may exceed 25% of the assets of the system and not more than 5% for preferred stock. 2. Stocks must be registered on a national securities exchange except certain banks and insurance carriers with capital in excess of \$50 million. 3. Corporation would have to have assets of at least \$100 million; its bonds must qualify for investment fund use; its preferred stock must not be in arrears in dividend payments. 4. It further provides that not more than 5% of the stock of any one company could be purchased nor more than 2% of the retirement fund could be placed in any one stock. 5. When the investments are made through a diversified management investment company, the limit on investment in common and preferred stock shall not exceed 25%.

Recommendation adopted, page 39.

Proposition No. 2

Digest: Bonds To Provide State College and University Facilities.

Recommendation: Vote YES

SB 43. The rapid growth of the State's population and the great increase in the population of persons of college age coupled with a continuously growing demand for a college education have outdistanced our college and university facilities.

The bond issue of \$230 million was cut drastically from the Governor's recommendation.

Recommendation adopted, page 54.

Proposition No. 3

Digest: Open Space Conservation. Legislature May Define, Provide Restrictions on Use, and Establish Basis of Assessment on Open Space Lands.

Recommendation: Vote YES

Senate Constitutional Amendment No. 4—The State's open space lands surrounding our metropolitan areas especially and

to an alarming extent in the rest of the State have been disappearing.

Proposition No. 3 permits the Legislature to define open space lands for use for (1) recreation (2) enjoyment of scenic beauty (3) use of natural resources and (4) production of food or fiber.

Our Constitution presently provides all lands shall be assessed for the purpose of taxation at their full cash value.

It is urged that the wise application of Proposition No. 3 by the Legislature can reverse the trend of the use of land from urban sprawl to the better long run use of recreation, enjoyment of scenic beauty, and use of natural resources.

Recommendation adopted, page 54.

Proposition No. 4

Digest: Local General Obligation Bonds for Library or School Purposes May Be Approved by 60 Percent of Voters Voting on the Proposition at Any Statewide Primary, General or at The General Election of November, 1966, if This Proposition is Approved.

Recommendation: Vote YES

Assembly Constitutional Amendment No. 1—The proposed amendment does not change the present law requiring approval for general obligation bonds for libraries or schools by 66-2/3 percent of voters voting on a proposition at a special election.

State Department of Education studies show the following percentages of school bond elections received the 66-2/3% vote in the most recent years:

1960-61—72.6%
1961-62—63.4%
1962-63—68%
1963-64—64%
1964-65—72.9%

It is argued that the continuing requirement of a 66-2/3% vote for bond approval at special elections would give incentive and encouragement to submit school or library proposals to the decision of the much larger numbers of voters who vote at primary and general election and where a 60% vote would be sufficient.

Recommendation adopted, page 54.

Proposition No. 5

Digest: Property Taxation. Relief in Event of Disaster. Legislature May Authorize Assessment or Reassess-

ment in Disaster Area Damaged or Destroyed by Major Misfortune or Calamity.

Recommendation: Vote YES

Assembly Constitutional Amendment No. 8—extends to the Legislature the power to authorize local taxing agencies to provide for a new assessment or reassessment of taxable property where after the lien date has passed for a given tax year such taxable property is damaged or destroyed by a major misfortune or calamity and such property is located in an area or region which was subsequently proclaimed by the Governor to be in a state of disaster.

Recommendation adopted, page 54.

Proposition No. 6

Digest: Acts of Legislature Effective 60 Days After Regular and 90 Days After Other Sessions. Legislature Shall Reconvene For 5 Days After Regular Sessions to Reconsider Measures Pocket Vetoed.

No Recommendation

Assembly Constitutional Amendment No. 90—During any legislative session the Governor has ten days to consider a bill passed by the Legislature. After the ten days the bill becomes law with or without the Governor's signature.

But if the Governor's 10 day period extends beyond the adjournment of the session, the bill automatically dies unless the Governor signs it within the next 30 days excluding Sunday.

Proposition No. 6 provides that after the general session of 120 days, the Legislature shall recess until the first Monday after 30 days have passed, when it shall reconvene for 5 days for the sole purpose of considering vetoes of the Governor.

The Proposition makes no change in the special sessions but legislation will become effective within 60 rather than 90 days after a general session.

The purpose of the Proposition is to eliminate the "pocket" veto of the Governor.

Recommendation adopted, page 54.

Proposition No. 7

Digest: Compensation of County Officers. Provides Supervisors Shall Fix Own Salary Subject to Referendum and Also Salary of District

Attorneys and Auditors. Supervisors Fix Own Salary in Charter Counties.

No Recommendation

Assembly Constitutional Amendment No. 42 repeals the mandate from the Constitution that the Legislature shall regulate the compensation of supervisors, district attorneys and auditors.

Proposition No. 7 provides that the Board of Supervisors shall fix the compensation of district attorneys and auditors.

It further provides the Board of Supervisors may fix their own salaries, but such action shall be subject to referendum.

The Boards of Supervisors in charter counties shall fix the compensation to be paid members of the board.

Recommendation adopted, p. 54.

Proposition No. 8

Digest: Taxation of Insurance Companies; Home or Principal Office Deduction. Establishes Formula and Limits Amount of Real Property Taxes Deductible From Gross Premiums Tax. Includes Attorneys In Fact As Unit With Insurance Exchanges.

No Recommendation

Assembly Constitutional Amendment No. 1—2nd Extraordinary Session, 1966, modifies the deduction from annual tax for real estate taxes paid by insurance company on real property in which was located its home or principal office in state, by limiting such deduction to the percentage of occupancy of the insurer obtained by deducting from 100 percent of the ratio that the square footage of said building or buildings occupied by persons other than the insurer bears to the total square footage thereof, plus $\frac{1}{2}$ of such percentage or 25 percent, whichever is lesser.

Provides that such limitation shall not apply to domestic insurers who were occupants of or started construction on real property as of January 1, 1970.

Provides that each corporate or other attorneys in fact of reciprocal or interinsurance exchange shall be subject to all taxes imposed upon corporations or others doing business in state, other than taxes on income from its principal business

as attorney in fact. Requires corporate or other attorney in fact of each exchange to annually compute amount of tax that would be payable by it under prevailing law except for provisions of Section 14-4/5 (this section) and requires any management fee due from each exchange to its corporate or other attorney in fact to be reduced to the extent of a sum equivalent to the amount so computed.

Provides that the definition of "insurer" includes reciprocal or interinsurance exchanges together with their corporate or other attorneys in fact as a single unit, rather than reciprocal or interinsurance exchanges.

Principally, the proposed amendment to the Constitution gives to present domestic insurers a sizeable tax break through exemption of the real property of the home office which may consist of one building or two or more adjacent buildings in which such an office is located over insurance companies whose home office might later be located in California, since the limitation shall not apply to any domestic insurers who have dug a hole in the ground for two or more adjacent buildings to the home office by January 1, 1970.

The net affect can well be an immediate competitive advantage to certain domestic corporations which in the long run might prove disadvantageous to consumers in California.

Recommendation adopted, p. 54.

Proposition No. 9

Digest: Veterans' Tax Exemption for Blind Veterans. Authorizes Exemption of \$5,000 on Home of Veteran Who Because of Permanent Total Service-Connected Disability is Blind.

Recommendation: Vote YES

Assembly Constitutional Amendment No. 41 authorizes the Legislature to exempt from property taxation the home of a service-blinded California veteran up to a maximum of \$5,000 in assessed valuation. The exemption follows the veteran's residence and ownership. California already extends a \$5,000 exemption to a veteran who has lost the use of both legs, which has resulted in 740 exemptions totaling nearly \$300,000 in tax savings to the veterans.

The average pension of a totally serv-

ice-blinded veteran is approximately \$400 per month.

Recommendation adopted, pp. 54-55.

Proposition No. 10

Digest: Loans of Public Funds. Legislature May Provide for Use of Public Funds to Finance Restoration of Private Property Damaged in Disaster Area.

Recommendation: Vote YES

Senate Constitutional Amendment No. 8 adds to the Constitution a declaration that no provision of the Constitution is a limitation upon the power of the Legislature to authorize or to provide loans of public funds without interest or to authorize the payment of all or a portion of the interest on loans extended by others

- (1) To finance the repair
- (2) To restore
- (3) To replace damaged private property

in an area or region which the Governor has declared to be in a state of disaster as a result of the condition which caused the Governor to do so.

Presently, the Federal Government through the Federal Small Business Administration and the Farmers Home Administration are both active in restoration from disasters. The proposed amendment permits the state to participate more effectively in the restoration of disasters within California.

Recommendation adopted, p. 55.

Proposition No. 11

Digest: Boxing and Wrestling Contests. Provides Legislature May Amend, Revise or Supplement Boxing and Wrestling Initiative Act of November 4, 1924.

No Recommendation

Section 30 of AB 147 (1st Extraordinary Session, 1966)—adds a new section, Section 18608 to the Business and Professional Code. The added section permits the Legislature to amend, revise or supplement the boxing and wrestling initiative act of November 4, 1924. It was argued that it was necessary so that hereafter the Legislature could set unhampered the law to regulate and administer boxing and wrestling in California.

Recommendation adopted, p. 55.

Proposition No. 12

Digest: County Assessment Appeals

Boards. Authorizes Any County To Create Board to Act as Board of Equalization of Taxable Property in County.

Recommendation: Vote YES

Assembly Constitutional Amendment No. 10, provides that boards of supervisors of any county may by ordinance create assessment appeals boards for the county (2) requires the Legislature to provide by law for (a) the number of appeals boards in excess of one for any county; (b) the qualifications and manner of selection of appeals board members; (3) and fix the length of terms and manner of removal.

Recommendation adopted, p. 55.

Proposition No. 13

Digest: Property Tax Statement. Removes From Constitution Requirement that Legislature Shall Require Each Taxpayer File Annual Property Statement.

No Recommendation

Assembly Constitutional Amendment No. 11 does away with the requirement that each taxpayer must make and deliver to the county assessor, annually, a listing of all his real and personal property owned, possessed or controlled by him.

Recommendation adopted, p. 55.

Proposition No. 14

Digest: Personal Income Taxes. Legislature May Provide For Reporting And Collecting California Personal Income Taxes By Reference to Laws of U.S. With Exceptions and Modifications.

Recommendation: Vote YES

Assembly Constitutional Amendment No. 18 provides that the Legislature may simplify the reporting and collection of California personal income taxes by reference to any provisions of the laws of the United States and may prescribe exceptions or modifications to any such provisions.

The amendment is solely an enabling act. The Legislature could under this Proposition for example impose a California personal income tax based on a percentage of the Federal Income Tax thus applying complete conformity. Many other variations are opened to the Legis-

lature by this enabling action. Two results are easily attainable: (1) elimination of the need to prepare a lengthy state income tax return in addition to the Internal Revenue Service report; and (2) a reduction in state costs in administering its personal income tax law.

Recommendation adopted, p. 55.

Proposition No. 15

Digest: Eligibility to Vote. Provides Educational Requirement For Voting Not Applicable to Person Who on June 27, 1952, Was 50 Years Old and Resident of U.S. for 20 Years.

Recommendation: Vote YES

Assembly Constitutional Amendment No. 28—Since 1894 a citizen of the United States and a resident of California to be eligible to vote has been required to sign his name and read the Constitution in English. However various exceptions to this requirement have been made for certain illiterates or those who had the vote on fixed cut-off dates.

Proposition No. 15 updates the educational voting requirement for all persons who on June 27, 1952, were 50 years of age and over and a resident of the United States for periods totaling 20 years or more.

Recommendation adopted, p. 55.

Proposition No. 16

An Initiative. Obscenity Digest: Declares State Policy Is To Prohibit Obscene Matter and Conduct. Redefines "obscene" and "knowingly"; Provides Rules and Procedure for Prosecution and Enforcement.

Recommendation: Vote NO

The initiative position is sponsored by CLEAN, Inc., whose founders are Assemblyman Barnes (R) San Diego, Senator Schrade (R) San Diego, Lloyd Wright, Sr., past president, American Bar Association and James Clasy, formerly D.A.'s office L.A. County and Secretary of State, Frank M. Jordan. The State headquarters of CLEAN are 1256 West 7th Street, Los Angeles, California.

The initiative amends the present sections 311 and 311.7 through 311.16 of the Penal Code.

In the section on definitions it strikes the phrase "redeeming social importance" a phrase recently held by the U.S. Supreme Court as part of the constitutional definition. The language used to judge subject matter when distributed to minors appears vague and indefinite.

The proposed initiative appears to fix criminal liability on a basis not heretofore countenanced under our system of law.

Many of the other provisions appear to be presently unconstitutional in these United States.

Recommendation adopted, p. 55.

RESOLUTIONS

Amend Motor Vehicle Code

Resolution No. 1—Presented by San Diego County Labor Council, San Diego.

Whereas, At times, laws, because of and through changing conditions, become hazardous rather than protective; and

Whereas, We feel that that portion of Section 22452 (a) of the California Motor Vehicle Code which requires vehicles for hire to stop at certain railroad crossings creates conditions and situations not in the interest of the public safety; and

Whereas, Many accidents have been caused by the application of this law, for example, to taxicabs and limousines, due to the fact that the general public does not expect this type of vehicle to stop at railroad crossings, where the general public is not required to stop; and

Whereas, These above named vehicles are not required by law to exhibit appropriately placed and marked signs to indicate, to the general public, that these vehicles are required to stop at railroad crossings other than those at which the general public is required to stop; and

Whereas, There is a lack of uniformity in enforcement of this section of the Code by local authorities throughout the State; and

Whereas, Mechanically or electrically controlled signal devices are installed at railroad crossings which have the heaviest vehicular traffic, thus making it extremely hazardous for the driver of one of the above named vehicles to stop when the signal device indicates that it is safe to proceed while other vehicles of similar design and capacity are, in fact, proceeding; and

Whereas, We feel that new state legislation is necessary to provide a greater degree of safety to the public, and to give relief to the parties primarily affected; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, recommend to the appropriate legislative body, through the proper channels, that the following amendment be made to Section 22452 (a) of the California Motor Vehicle Code:

No stop need be made by any vehicle at any crossing where there is installed a clearly visible electric or mechanical

signal device that gives warning of the approach of a railway train or car, unless said signal device indicates that a railway train or car is approaching.

Referred to Committee on Legislation.

Adopted, p. 111.

Unfair Attitude of Harrah's

Resolution No. 2—Presented by Oakland Typographical Union No. 36, Oakland.

Whereas, Many members of organized labor and friends visit Harrah's Clubs at Lake Tahoe and Reno; and

Whereas, The printing trades unions have been informed that the management of Harrah's has requested that the Allied Union Label be removed from all of their printing; and

Whereas, It has also brought to the attention of these union members that the Harrah's management is presently and has been an outspoken supporter of the right-to-work law; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, go on record to inform all of its members of the unfair attitude of Harrah's establishments against organized labor; and be it further

Resolved, That a copy of this resolution be sent to the California Allied Printing Trades Conference in San Francisco and to the Alameda County Central Labor Council.

Referred to Committee on Resolutions.

Filed, pp. 57-58.

"We Don't Patronize List" for Harrah's

Resolution No. 3—Presented by Palo Alto Typographical Union No. 521, Palo Alto; Calif. Allied Printing Trades Conf., San Francisco.

Whereas, Many members of organized labor and their friends visit Harrah's Clubs at Lake Tahoe and Reno; and

Whereas, The printing trades unions have been informed that the management of Harrah's has requested that the Allied Union Label be removed from all of their printing; and

Whereas, It has also been brought to the attention of these union members that the Harrah's management is presently and has been an outspoken supporter

of the right-to-work law; therefore be it Resolved, That the California Labor Federation, AFL-CIO, go on record to inform all its affiliates of the unfair attitude of the Harrah's establishments against organized labor; and be it further

Resolved, That a copy of this resolution be sent to the California Allied Printing Trades Conference in San Francisco, to the Southern California Allied Printing Trades Conference in Los Angeles, to the Northern California Typographical Conference, to the Southern California Typographical Conference, to all of the Central Labor Councils in the State of California, to the Western States Bookbinders Conference, to the Pacific Northwest Bookbinders Conference, and to all of the Printing Trades Unions in the State of California; and be it further

Resolved, That all of the printing trades unions and central labor councils in the surrounding states be notified of the anti-labor attitude of the management of Harrah's Clubs; and be it finally

Resolved, That Harrah's Clubs of Reno and Lake Tahoe be placed on the "We Don't Patronize List" of affiliates and friends.

Referred to Committee on Resolutions.
Filed, pp. 57-58.

"We Do Not Patronize" Harrah's

Resolution No. 4—Presented by Sacramento Allied Printing Trades Council, Sacramento.

Whereas, Many members of organized labor and their friends visit Harrah's Clubs at Lake Tahoe and Reno; and

Whereas, The printing trades unions have been informed that the management of Harrah's has requested that the Allied Union Label be removed from all of their printing; and

Whereas, It has been brought to the attention of these union members that the Harrah's management is presently and has been an outspoken supporter of the right-to-work law; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, go on record to inform all its affiliates of the unfair attitude of the Harrah's establishments against organized labor; and be it further

Resolved, That a copy of this resolution be sent to all Central Labor Councils in the State of California and the surrounding states, and to all the printing trades and all other unions in the State of California and the surrounding

states, and that a copy of this resolution be sent to all the publications of the International Unions of the United States and Canada and to the labor papers of California and the surrounding states; and be it finally

Resolved, That all of organized labor and its international offices be notified that the Harrah's Clubs of Reno and Lake Tahoe be put on the "We Do Not Patronize" list.

Referred to Committee on Resolutions.
Filed, pp. 57-58.

Union Contract Terms for State Highway Work

Resolution No. 5—Presented by Operating Engineers No. 12, Los Angeles.

Whereas, Building Trades Unions have Master Labor Agreements with the various Contractors Associations in the State of California; and

Whereas, These Agreements apply to jobsite construction work; and

Whereas, The Davis-Bacon provisions apply to Federal financially assisted projects to the degree that all workmen are to be paid the prevailing wage rates and fringe benefits established in the area; and

Whereas, The Highway Department of the State of California has unilaterally assigned work covered by Agreements between the Unions and the Contractors to State employees; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, advise Governor Brown of this intrusion of State employees on the aforementioned work; and be it further

Resolved, That the California Labor Federation urge that all work performed on such projects be performed by employees of the Contractor who was awarded a project of that nature; and be it finally

Resolved, That the California Labor Federation urge that all work under a subcontract be made in accordance with the full terms and conditions of each Union's agreement with such Contractor.
Referred to Committee on Resolutions.
Adopted, p. 93.

Prevailing Wage in School Printing

Resolution No. 6—Presented by Allied Printing Trades Council, Los Angeles; Printing Pressmen No. 125, Oakland; Allied Printing Trades Council, Sacramento; Bookbinders No. 35, Sacramento;

Fresno & Madera Cos. C.L.C., Fresno; Fresno Typographical No. 144; Los Angeles Co. Fed. of Labor, L. A.

Whereas, The educational system in the State of California consumes ten percent (10%) of all the textbooks produced in these United States; and

Whereas; The monetary expenditure for textbooks in California elementary and high schools alone amounts to twenty million dollars annually; and

Whereas, The above sum, coupled with expenditures for textbooks in junior colleges, state colleges, universities, and other printed material consumed by the educational system amounts to a major fraction of each taxpayer's dollar; and

Whereas, Laboring people are the principal sources of these tax funds; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, in convention assembled pledge itself to the amendment, through proper legislative procedures, of the Education Code of the State of California to provide that the following priority in the procurement of textbooks and other necessary printed material to be used in any publicly supported educational institution shall prevail:

(a) In the State Printing Plant at Sacramento, California and/or

(b) Elsewhere in California by competitive bidding in a plant operating under labor relations with bona fide Graphic Arts Unions and/or

(c) Elsewhere in the United States by competitive bidding provided:

1. The plant operates under labor relations agreements with bona fide Graphic Arts Unions, and
2. The wage scales paid in each craft or classification are no more than five percent (5%) below those prevailing for the same craft or classification in the State Printing Plant at Sacramento, California.

Referred to Committee on Legislation.
Adopted, p. 113.

Professional Strikebreakers

Resolution No. 7—Presented by Allied Printing Trades Council, Los Angeles; Printing Pressmen No. 125, Oakland; Allied Printing Trades Council, Sacramento; Fresno & Madera Cos. C. L. C., Fresno; Fresno Typographical No. 144; Bookbinders No. 35, Sacramento; Los Angeles Co. Federation of Labor, L.A.

Whereas, Organized labor has, over the years, demonstrated the continuing value of the maintenance of stable labor-management relations, thus providing continuing progress to the economic and social structure of all segments of the great society; and

Whereas, Any individual or group of individuals which attacks the effectiveness of labor organizations attacks the foundation upon which our great society has been and is being built, thereby disturbing the free dialogue by which continuing progress can only be possible; and

Whereas, Professional strikebreakers, their procurers and employers, do attack the maintenance of fair and legal collective bargaining, and, more often than not, bring into the community creatures of vicious habits with criminal records who create distrust and conflict inimical to the great society; and

Whereas, Seventy cities and eleven states have, to date, enacted laws barring strikebreakers from inflicting their vicious habits and criminal records on American communities, thus indicating a desire of the American people for laws to eliminate such activities from our society; and

Whereas, The workers of the State of California are not as yet protected against the vicious practice of strike-breaking; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, support the following addition to the California Labor Code:

Section 1, Chapter 9 (commencing with Section 1150) shall be added to Part 3 of Division 2 of the Labor Code of the State of California, to read:

CHAPTER 9. PROFESSIONAL STRIKEBREAKERS

Article 1. Findings and Declarations

1150. The Legislature hereby makes the following findings and declarations:

Relations between organized labor and management in this state have for many years been marked by a mature adherence to the principles of good faith, collective bargaining and mutual respect for the rights, interests and well-being of working people, business and industry. The importation or use in this state of

professional strikebreakers as replacements during a strike or lockout endangers such sound and beneficial relations between labor and management.

Experience in this state and in other parts of this country demonstrates that the utilization of professional strikebreakers in labor disputes is inimical to the public welfare and good order, in that such practices tend to produce and prolong industrial strife, frustrate collective bargaining and encourage violence, crimes and other disorders.

Persons who customarily offer themselves as replacements during labor disputes are generally of unsavory character and accustomed to association with undesirable elements. The introduction of such persons into the community and their employment in this state is harmful to our citizens and threatens the public peace.

The aforementioned evils are beyond the regulation of applicable federal law, and the mitigation and correction thereof requires the exercise of the police power of this state.

Article 2. Definitions

1155. Unless provided otherwise, the definitions in this article govern the construction of this chapter.

1156. "Employer" means a person, partnership, firm, corporation, association, or other entity, which employs any person or persons to perform services for a wage or salary, and includes any person, partnership, firm, corporation, association or other entity acting as an agent of an employer, directly or indirectly.

1157. "Employee" means any person who performs services for wages or salary under a contract of employment, express or implied, for an employer.

1158. "Strike" means any concerted act of employees in a lawful refusal of such employees under applicable state or federal law to perform work or services for an employer.

1159. "Lockout" means any refusal by an employer to permit his employees to work as a result of a dispute with such employees affecting wages, hours or other terms or conditions of employment of said employees.

1160. "Professional strikebreaker" means any person (1) who during a period of five (5) years immediately preceding the acts described in provision 2 of this section has repeatedly offered

himself to employers at whose places of business a strike or lockout was currently in progress, for employment for the duration of such strike or lockout for the purpose of replacing an employee or employees involved in said strike or lockout, and (2) who currently offers himself to an employer at whose place of business a strike or lockout is presently in progress, for employment for the purpose of replacing an employee or employees involved in said strike or lockout.

As used in this section:

(a) "Repeatedly," means on two or more occasions (exclusive of any current offer for employment in connection with a current strike or lockout).

(b) "Employment for the duration of such strike or lockout" includes employment for all or part of the duration of such strike or lockout; and, in connection therewith, includes services during all or part of such strike or lockout which began not more than one (1) month prior to the initiation thereof, or, in the alternative, which concluded not later than one (1) month after the termination of such strike or lockout.

(c) "Employment," means services for an employer, whether compensated by wages, salary, or any other consideration not limited to the foregoing and whether secured, arranged or paid for by an employer or any other person, partnership, firm, corporation, association or other entity.

Article 3. Professional Strikebreakers

1163. It shall be unlawful for any employer willingly and knowingly to utilize any professional strikebreaker to replace an employee or employees involved in a strike or lockout at a place of business located within this state.

1164. It shall be unlawful for any professional strikebreaker willingly and knowingly to offer himself for employment or to replace an employee or employees involved in a strike or lockout at a place of business located within this state.

Article 4. Miscellaneous

1166. Any person, partnership, firm, corporation, association or other entity, or officer or agent thereof, who shall violate any of the provisions of this chapter shall upon conviction thereof be subject to a fine not to exceed five hundred dollars (\$500), or imprisonment for a pe-

riod not to exceed ninety (90) days, or both such fine and imprisonment, in the discretion of the court.

1167. If any part of the provisions of this chapter, or the application thereof, to any person or circumstance is held invalid in the final judgment of a court of competent jurisdiction, the remainder of this chapter, including the application of such part or provision to other persons or circumstances, shall not be affected thereby, and this chapter shall otherwise continue in full force and effect and shall otherwise be fully operative. To this end, the provisions of this chapter, and each of them, are hereby declared to be severable.

Referred to Committee on Legislation.
Adopted, p. 102.

Israel and Histadrut

Resolution No. 8—Presented by Amalgamated Clothing Wkrs. of America, So. Calif. Jt. Board, Los Angeles.

Whereas, Histadrut, the labor confederation of the State of Israel, is celebrating its 45th Anniversary, and during its history great changes have taken place within the organization and in the country as a whole, the most notable of which was the creation of the State of Israel itself in 1948; and

Whereas, In its brief existence, Israel has elevated the dignity of the working people, Jew and Arab alike, and Histadrut was a major force in the forging of the State of Israel and continues to be a pivotal factor in the economic and political life of the State; and

Whereas, Histadrut is a massive organization by Israeli standards since it represents almost one million workers out of a population of less than three million; it provides health services, job security and technological and vocational training to its members and their families and carries on continuing programs for new immigrants and old settlers and for urban and rural populations; much of Israel's phenomenal development can be attributed to its activities; and

Whereas, Histadrut has made a unique contribution to the emerging labor movements in Asia and Africa; among its many accomplishments in international relations is the Afro-Asian Institute for Cooperation and Labor Studies which has graduated over 1,000 leaders from all over the world and enjoys the support of the American labor movement; and

Whereas, It is precisely in the area of

international affairs, however, that the State of Israel continues to find its most serious threat; it remains surrounded by intransigent Arab states who rebuff all efforts at negotiation and who maintain as a major policy goal the destruction of the fledgling State; and

Whereas, Israel, as well as the Arab nations, maintains defense establishments which place intolerable burdens on its economy; the tension is compounded by nuclear developments which further threaten the peace not only of the Middle East but of the world; therefore be it

Resolved, That the Sixth Convention of the California Labor Federation, AFL-CIO:

1. Congratulate Histadrut on its 45 years of dedicated and constructive service to the people of Israel and the Middle East and for its contributions to Afro-Asian labor movements;

2. Urge that the Arab world enter into peace discussions with Israel and that both sides utilize the machinery of the United Nations to this end;

3. Recommend that the United States and the United Nations provide guarantees of territorial integrity to all the parties and take active measures that will lead to direct peace negotiations between the Arab world and Israel; and

4. Strongly urge that all Middle East nations refrain from joining the "nuclear club" and avoid any escalation of tensions that could result in armed conflict.

Referred to Committee on Resolutions.
Filed, p. 58. See Resolution No. 152.

Repeal Provisions of AB 1474 (Winton Act)

Resolution No. 9—Presented by Kern, Inyo and Mono Counties Central Labor Council, Bakersfield; Ventura Co. Central Labor Council; Central Labor Council, Contra Costa Co., Martinez; Bldg. & Metal Trades C.L.C. of Solano Co., Vallejo; San Fresno & Madera Cos. C.L.C., Fresno; Los Angeles Co. Fed. of Labor, L.A.

Whereas, The California Labor Federation, AFL-CIO, is committed to collective bargaining for teachers; and

Whereas, The teacher union movement over the past several years has gained significantly in membership and influence; and

Whereas, The 1965 Legislature of the State of California passed, and the Gov-

ernor signed into law, the Winton Act (AB 1474); and

Whereas, This bill, AB 1474, was opposed by the CLF, many affiliated unions including the California Federation of Teachers, AFT, AFL-CIO; and

Whereas, This new law was sponsored by the California Teachers Association, the company union in education, with the clear purpose of stifling the teacher union movement in California, and

Whereas, The Winton Act is the only union-busting bill passed into law in recent California history; and

Whereas, Experience shows that the Winton Act works against the best interests of teachers, parents, children, the teachers' union, and the entire labor movement in California, therefore be it

Resolved, That the California Labor Federation, AFL-CIO, prepare and have introduced as priority legislation a bill repealing the provisions of AB 1474 and restoring employees of school districts to coverage under Government Code Sections 3500 to 3509, and that the CLF actively support the adoption of such legislation.

Referred to Committee on Legislation.
Adopted, p. 113.

Support Boss Glove Strikers

Resolution No. 10—Presented by Amalgamated Clothing Wkrs. of America, No. Calif. Jt. Board, San Francisco.

Whereas, 600 members of the Amalgamated Clothing Workers of America, AFL-CIO, have been on strike at three plants of the Boss Manufacturing Company, since January, 1965, for decent wages, an adequate welfare program, and union security; and

Whereas, The Clothing Union, with the active endorsement of the national AFL-CIO, is conducting a consumer boycott campaign against Boss gloves by appealing to shoppers to help the Boss glove strikers win their fight against poverty-level wages and shameful working conditions; and

Whereas, The Boss company is a major manufacturer of work and industrial gloves and also supplies some of the largest industrial companies and chain stores in the country, using different brand names; and

Whereas, The mobilization of labor's purchasing power can play a decisive role in protecting and advancing union organization when union members, their

families, and friends refuse to buy products or services on strike; therefore be it

Resolved, That the Sixth Convention of the California Labor Federation, AFL-CIO, pledge its full support to the Boss glove strikers and whole-hearted cooperation in the consumer boycott campaign against Boss products, and call upon all affiliates to support this campaign and to check the work gloves furnished at plant locations; and be it further

Resolved, That a communication be sent to the Boss Manufacturing Company, Kewanee, Illinois, informing them of the convention action.

Referred to Committee on Resolutions.
Withdrawn by the sponsors, p. 55, 55-56.

Certification of Mechanics and Registration of Repair Shops

Resolution No. 11—Presented by Automotive Machinists No. Calif. Council, Oakland.

Whereas, The Northern California Automotive Machinists Council, the California Conference of Machinists and the California Labor Federation have within the past eight (8) years jointly introduced and supported legislation which would require certification of journeymen automotive mechanics and the registration of all repair shops in the State of California; and

Whereas, Proposed bills introduced through the Assembly are now bottled up in interim committee; therefore be it

Resolved, That the California Labor Federation reactivate and/or re-introduce legislation in accordance with the recommendations of Automotive Machinists in the State of California, and the Officers of the California Labor Federation stand instructed to support and work for the passage of such legislation.

Referred to Committee on Legislation.
Filed, pp. 112-13. Resolution No. 65.

Organization Campaigns

Resolution No. 12—Presented by Office and Professional Employees No. 3, San Francisco.

Whereas, There is a need for re-examination of principles and re-dedication of principles to establish progress in organizing the unorganized; and

Whereas, A new dynamic formula appears necessary to reverse present trends and increase acquisition of new membership; therefore be it

Resolved, That the California Labor

Federation in conjunction with all Central Labor Councils establish a committee to examine our present organizational structure, point out weaknesses, secure international cooperation, and recommend guide lines to establish needed structural changes.

Referred to Committee on Resolutions.
Nonconcurrence, p. 93.

Raiding Tactics

Resolution No. 13—Presented by Office and Professional Employees No. 3, San Francisco.

(See pages 56-57 AFL-CIO Executive Report)

Whereas, Every AFL-CIO Convention, including the 1965 Convention, has recognized the helpful impact that organizational cooperation and activity can have upon the growth problems that confront unions; and

Whereas, The AFL-CIO has reiterated their position at the 1965 Convention as their first line of responsibility to promote and assist in organizing work in such a way as to best bring the fullest coordinated force of all segments of AFL-CIO to bear upon the vast challenging potential; and

Whereas, In the past few years raiding tactics by Teamsters Local 856, Freight Checkers and Clerks in the San Francisco Bay Area, upon the organized white collar employees, members of Office and Professional Employees, have been detrimental to the best interests of this organization; and

Whereas, The raiding tactics of Local 856, Freight Checkers and Clerks, have run counter to the cooperative effort of all branches of labor to "respect the jurisdiction of local unions"; therefore be it

Resolved, That the California Labor Federation in conjunction with the San Francisco Labor Council protest and condemn publicly the raiding tactics of Local 856, Freight Checkers and Clerks; and be it further

Resolved, That the California Labor Federation in conjunction with all Central Labor Councils in the State of California establish a fact-finding committee composed of representation of the various Councils and Departmental Councils to examine the raiding tactics against any of its organizations and secure international cooperation of all Local Unions in the AFL-CIO to combat this problem.

Referred to Committee on Resolutions.
Adopted as amended, p. 93.

Public Purchases and Labor Standards

Resolution No. 14—Presented by Millmen's No. 550, Oakland.

Whereas, The pirating of factories and industries from one state to another on the basis of cheap wages, sub-standard living and working conditions, tax steals, and union-busting with right-to-work laws threatens to destroy the hard-won gains of union labor and cause more serious unemployment in California; and

Whereas, Many Democratic and Republican state and local officials are guilty of promoting economic and social slums for run-away industry seeking to escape union working conditions; and

Whereas, I. W. Abel, representing the AFL-CIO, denounced the loss of jobs for hundreds of thousands of union workers as a result of Industrial pirating in a statement to the recent national Governors' Conference; and

Whereas, The California Labor Federation has in past years promoted a 10% preference law for California manufacturers bidding on public purchases; and

Whereas, The hoped-for end to the war in Viet Nam will have the by-product of further job dislocations; therefore be it

Resolved, That the 1966 Convention of the California Labor Federation will mobilize all California labor in an aggressive, public campaign on the following issues:

1. Stop repeal of the California "Buy America Law."

2. A state law providing a mandatory 10% preference for California manufacturers and suppliers bidding on public work.

3. A state law providing a requirement that the average state wage scale for the industry involved be paid for all labor by manufacturers and suppliers for all purchases by the state and sub-divisions and agencies, similar in principle to the Federal Walsh-Healy Public Contracts Act.

4. A state law guaranteeing open specifications for public purchases without subterfuge or favoritism.

5. A provision in the above proposed laws specifying they shall apply to all public purchases over \$300.00.

6. A demand on the Governor of California and the Legislature for a boycott of Southern manufacturers who practice segregation in employment and who capitalize on racist social conditions to pay

wages and fringe benefits for labor below national standards.

7. A demand on the Governor of California and the Legislature to authorize charges on violations of the Federal Civil Rights laws and the State Code of Fair Practices by any manufacturer, supplier or contracting agent selling any product or service within the State of California, including trips out-of-state to investigate and verify charges of violations.

8. A state law providing a minimum wage of \$2.00 an hour for all labor in California.

Referred to Committee on Legislation.
Adopted, p. 111.

California Mill-Cabinet Industry

Resolution No. 15—Presented by Central Labor Council, Contra Costa Co., Martinez.

Whereas, Thousands of mill-cabinet workers are out of work because public agencies (state, local and school boards) have been drawing up specifications for school classroom and laboratory fixture work in a manner that discriminates against the mill-cabinet industry, and labor therein, in the State of California, and

Whereas, This has been accomplished through the practice of designating the proprietary specification from a catalog of an out-of-state firm as products are required; and

Whereas, Regardless of the merits of such practice with regard to patented items or products of other industries, this has no application whatsoever in the school classroom cabinet and laboratory fixture industry; and

Whereas, Repeated requests have been made to public agencies (state, local and school districts), even to Governor Brown, for assurance that this discrimination against California firms be eliminated to alleviate unemployment in this field; and

Whereas, Due to disregard of these requests to these public agencies for assurance in maintaining a once vital industry in the State of California; and

Whereas, Labor has always supported school bond issues in every local area; therefore be it

Resolved, That the California Labor Federation (AFL-CIO) in convention seek some means to help the woodworking industry in California to discourage these public agencies from discriminating

against California Mill-Industry and its workers.

Referred to Committee on Resolutions.
Adopted, p. 93.

AID—United Givers

Resolution No. 16—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, During the year 1950, the Labor Movement in Southern California in cooperation with leading citizens of the community, formulated a fund-raising organization known as AID-United Givers for the purpose of supporting health and welfare agencies; and

Whereas, The AID-United Givers concept has proven to be a highly satisfactory and successful campaign as a method for the Labor Movement to fulfill its obligation to the less fortunate in the community; and

Whereas, During the fiscal year of 1965-1966, AID-United Givers raised and distributed in excess of \$13 million dollars for the support of worthy charities in Southern California; and

Whereas, AID-United Givers in its 15 years of existence has raised and distributed over \$100 million dollars for charitable purposes; and

Whereas, AID-United Givers low operational cost of approximately 4% assures the donor that his contribution reaches its intended source, to help the needy; therefore be it

Resolved, That the California Labor Federation, AFL-CIO endorse the AID-United Givers program.

Referred to Committee on Resolutions.
Adopted, p. 59.

Collective Bargaining for State and Public Employees

Resolution No. 17—Presented by Alameda County School Employees No. 257, San Leandro.

Whereas, The State of California is an employer of thousands of employees who are denied the right of collective bargaining; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, go on record, endorsing the rights of state and public employees to bargain collectively; and be it further

Resolved, That the California Labor Federation call upon Governor Pat Brown to follow the lead of John F. Kennedy and grant by "Executive Order" collective

bargaining for all state and public employees.

Referred to Committee on Resolutions.

Withdrawn by sponsor, p. 93.

State Employees Retirement System

Resolution No. 18—Presented by Sacramento Unified School Employees No. 258, Sacramento.

Whereas, The California State Employees Retirement System provides for retirement at age 55 and the completion of 20 years of service but at a substantial reduction in the amount of benefits; and

Whereas, It is the desire and the intent of the Sacramento Unified School Employees Local Union No. 258, affiliated with the American Federation of State, County and Municipal Employees, AFL-CIO, to improve the present Retirement System; therefore be it

Resolved, That the California Labor Federation, meeting in Convention August 8-12, in San Diego, go on record to include in its legislative program legislation that will permit employees under the California State Employees Retirement system to retire at (65%) sixty-five per cent of salary, at age (55) fifty-five and (20) twenty years of Service.

Referred to Committee on Legislation.

Adopted, p. 104.

Unused Sick Leave

Resolution No. 19—Presented by Sacramento Unified School Employees No. 258, Sacramento.

Whereas, The Sacramento City Unified School District provides a sick leave to its employees equal to (1) one day per month totaling (12) twelve days per year, and no limitations on the amount of sick leave to be accumulated; and

Whereas, The total amount of accumulated sick leave credited to the individual employee is completely lost by him upon retirement or for other reasons of severance of employment; and

Whereas, The Sacramento School Employees Local Union No. 258, affiliated with the American Federation of State, County and Municipal Employees, AFL-CIO, feel this ruling is unfair and totally unjust to the faithful employee; therefore be it

Resolved, That the California Labor Federation, meeting in Convention August 8-12, in San Diego, go on record to include in its legislative program legislation that will provide for the unused portion of sick leave to be paid in either time off

or cash payment to employees upon retirement or termination of employment.

Referred to Committee on Legislation.

Adopted, p. 103.

Collective Bargaining for Public Employees

Resolution No. 20—Presented by Sacramento Unified School Employees No. 258, Sacramento.

Whereas, It is the stated policy of the State of California and its political subdivisions to recognize the rights of public employees to join labor unions of their choice for the improvement of wages, hours and conditions of employment; and

Whereas, There is no clearly stated declaration of policy concerning collective bargaining, to accomplish these objectives; and

Whereas, The Sacramento City School Employees Local Union No. 258, affiliated with the American Federation of State, County, and Municipal Employees, AFL-CIO, is determined to correct this inequity; therefore be it

Resolved, That the California Labor Federation meeting in Convention August 8-12, in San Diego, go on record to include in its legislative program legislation amending the California Government Code to provide collective bargaining for public employees and further to include in the California Government Code provisions of Presidential Order 10988 (Kennedy) providing rights of collective bargaining and self organization to public employees.

Referred to Committee on Legislation.

Filed, p. 103. See Resolution No. 89.

Arbitrary Rules of Auto Insurance Companies

Resolution No. 21—Presented by San Diego Co. Labor Council, San Diego.

Whereas, The unilateral decisions of Auto Insurance Companies have tended to erode the psychologically dependent attitude of their insured to the point that fair play in rates and adjustments to the insured is in question; and

Whereas, The members of Local Union No. 465 of the International Brotherhood of Electrical Workers covered under Auto Insurance Agencies wish to protest the arbitrary attitude of Auto Insurance Companies regarding their rates and adjustments to their insured; and

Whereas, The members of Local Union No. 465, IBEW, covered under various Auto Insurance Companies in the State

of California, propose legislation to regulate Auto Insurance Companies regarding excessive premiums, arbitrary cancellation and/or renewal and poor experience of claims by the insured. Therefore be it resolved, as follows:

The California Labor Federation, AFL-CIO, proposes to the California State Legislature a solution to the arbitrary rules by the Auto Insurance Companies of the State of California.

The rules referred to are as follows:

1. No recourse in cancellations of the insured driver.
2. Excessive premium exposure to the concerned driver in re-establishing auto coverage after cancellation.
3. Unilateral premium increases to the insured.

The intent here is to seek legislative measures through proper authorities and under the Insurance Codes of California seeking the issuance of documentary evidence on rates evaluation, cancellations and/or reasons for adjustments. The purpose is to eliminate the growing feeling of unilateral and arbitrary power that Auto Insurance Companies have created over the past years.

Referred to Committee on Legislation.

Adapted, p. 112.

Financing Equal Educational Opportunities

Resolution No. 22—Presented by Carpenters No. 1622, Hayward.

Whereas, Vast differentials in the abilities of various California school districts to support their public schools through the property tax create wide differences in the quality of educational opportunity available to California children; and

Whereas, California's formulas for apportionment of state funds to school districts fail to equalize the inequities created by differences in total property assessments per pupil; and

Whereas, Inflation, booming enrollments and increased demands on schools are causing higher operating costs without commensurate increase in the districts' tax base or in State school apportionments; and

Whereas, The "low wealth" districts are being forced to increase class size beyond acceptable limits for quality education due to lack of funds; and

Whereas, Instructional materials, text-

books and audio-visual aids are being reduced along with cut-backs or abandonment programs in music, art, health, speech therapy, psychological and health services, foreign languages and other important school activities in these financially handicapped districts; and

Whereas, Citizens in most low-wealth school districts have voted to impose high tax rates upon themselves to support their schools and have shown strong resistance to additional increases in property tax rates when neighboring districts can finance superior education at sharply lower property tax rates; and

Whereas, Children by accident of their parents' having located in a low-wealth district are denied educational opportunities equal to those in districts able to better prepare their graduates for jobs or further education by investing up to twice as much money per year per student despite a lower tax rate; and

Whereas, It is our belief that children in "low-wealth" districts are equally important to California and to themselves as those residing in more fortunate districts; therefore be it

Resolved, That the California Labor Federation instruct its legislative representatives to urge the Governor and members of the state legislature to support legislation increasing the state supplemental aid for low-wealth districts and assuring equal educational opportunities for all of California's children with approximately equal local financial effort.

Referred to Committee on Legislation.

Adopted, p. 113.

Legal Holidays for Public Employees

Resolution No. 23—Presented by San Diego County & Municipal Empls. No. 127, AFSCME, San Diego.

Whereas, Public employees are not covered by the California Public Works Act requiring public agencies to pay prevailing wages to their employees; and

Whereas, Many public agencies do not have provisions requiring the determination of prevailing wages and working conditions; and

Whereas, Those public agencies that do require the payment of prevailing wages to public employees for positions comparable to those found in private employment are permitted allowances as a matter of law for fringe benefits such as holidays and the regularity of holiday pay and holiday absences from work found in public employment; and

Whereas, From time to time holiday rights have been subjected to the winds of political change; and

Whereas, Holidays have also been lost and otherwise denied to public employees where they have fallen on weekends; therefore be it

Resolved, That the California Labor Federation endorse legislation to provide that all holidays as defined in the Government Code shall be legal holidays for public employees and shall be established as a matter of State law and shall be specifically enumerated and set forth as a matter of law, so that all public employees will receive the same and equal number of holiday benefits; and be it further

Resolved, That such legislation further provide that holidays falling on Saturdays or Sundays shall be recognized as a matter of law on Fridays or Mondays or on any other date mutually agreeable to the public agencies and the public employee organization representing the agency's employees; and be it further

Resolved, That Federation officers introduce and support appropriate legislation to these ends at the next legislative session.

Referred to Committee on Legislation.
Adopted, p. 102.

Government Code Section 3500

Resolution No. 24—Presented by San Diego County & Municipal Empls. No. 127, AFSCME, San Diego.

Whereas, California Government Code Section 3500 is designed to protect the rights of public employees to form, join, or assist public employee organizations; and

Whereas, This statute is not self-regulating so that for violations thereof by public agencies or for enforcement of its provisions by public employee organization desiring recognition, resort to expensive and time-consuming litigation must be had; and

Whereas, The aforesaid statute is lacking provisions for administration or recognition of public employee organizations, leaving it up to the public agencies and to guesswork to determine the relationships of the parties; and

Whereas, A multiplicity of procedures and the lack of uniformity are the consequence of such provisions; and

Whereas, Title 8, Industrial Relations, of the California Administrative Code

provides procedures for recognition of labor organizations and disposition of problems between public utility districts and labor organizations; and

Whereas, Such procedures are readily adaptable to the spirit and intent of Government Code Section 3500 and following; therefore be it

Resolved, That this convention of the California Labor Federation endorse legislation to require that the provisions of Title 8, Industrial Relations, of the California Administrative Code be made applicable to Government Code Section 3500 and following to provide uniform procedures for the implementation of recognition of public employee organizations and the prompt disposition of their grievances and the protection of their rights under the Government Code provisions; and be it further

Resolved, That Federation officers introduce and support appropriate legislation to this end at the next legislative session.

Referred to Committee on Legislation.
Filed, p. 103. See Resolution No. 89.

Executive Order 10988

Resolution No. 25—Presented by San Diego County & Municipal Empls. No. 127, AFSCME, San Diego.

Whereas, Executive Order 10988 has been termed the public employees' Wagner Act in that it provides rights of collective bargaining and self-organization to public employees as well as an administrative procedure to implement those rights; and

Whereas, Government Code Section 3500 and following lack many of the specific benefits and procedures spelled out in Executive Order 10988; and

Whereas, The lack of federal recognition of public employees prior to the adoption of Executive Order 10988 had been the primary basis of the resistance of many states and public agencies to recognition of public employees' rights to organization and collective bargaining; and

Whereas, The federal government has now taken the lead in setting forth and acknowledging the rights of public employees and in adopting procedures to implement those rights; therefore be it

Resolved, That this convention of the California Labor Federation endorse legislation to incorporate in the California Government Code the advances found in

Executive Order 10988 for the benefit of public employees of public agencies; and be it further

Resolved, That Federation officers introduce and support legislation to this end at the next legislative session.

Referred to Committee on Legislation.

Filed, p. 103. See Resolution No. 89.

Collective Bargaining and California Government Code

Resolution No. 26—Presented by San Diego County & Municipal Empls. No. 127, AFSCME, San Diego.

Whereas, The right to engage in collective bargaining is the cornerstone of both our national and our state labor policy; and

Whereas, The provisions of Chapter 10, Division 4, Title 1 of the California Government Code commencing with Section 3500 thereof, is ambiguous in stating collective bargaining as a right of public employees; and

Whereas, Executive Order 10988 allows collective bargaining to public employees in the Federal Government; and

Whereas, Many public entities already have collective bargaining agreements with labor organizations and specifically with labor organizations representing public employees; therefore be it

Resolved, That the California Labor Federation endorse legislation to amend California Government Code Sections 3500 and following to provide that public employees shall have the right to engage in collective bargaining with the public employers; and be it further

Resolved, That Federation officers introduce and support appropriate legislation to accomplish this end at the next legislative session.

Referred to Committee on Legislation.

Filed, p. 103. See Resolution No. 89.

San Diego Unified Port District

Resolution No. 27—Presented by San Diego County & Municipal Empls. No. 127, AFSCME, San Diego.

Whereas, Many public utility districts established pursuant to California law provide express recognition of the rights of their employees to engage in collective bargaining and other concerted activities; and

Whereas, Upon the formation of the San Diego Unified Port District, covenants and promises were made with the public employees who were formerly employed by the Harbor Department of the

City of San Diego, that all employment rights of such employees would be protected, guaranteed and safeguarded upon their employment by the San Diego Unified Port District; and

Whereas, In reliance on these covenants and promises said public employees did not press their union for labor provisions in the legislation establishing the Unified Port District; and

Whereas, All such covenants and promises have been broken, disregarded, and otherwise violated by the Unified Port District and the rights of said public employees have been likewise disregarded; and

Whereas, Many public utility districts in the State of California include labor provisions which recognize and protect the rights of public employees to engage in collective bargaining and other concerted activities; therefore be it

Resolved, That this convention of the California Labor Federation endorse labor provisions to establish the rights of public employees to collective bargaining and to engage in other concerted activities to be added to the San Diego Unified Port District Act in order to protect the rights of Public employees denied by the Port Commissioners; and be it further

Resolved, That said labor provisions shall be modeled after the labor provisions found in California public utility districts, such as the San Diego County Transit Act; and be it further

Resolved, That Federation officers introduce and support such legislation at the next legislative session.

Referred to Committee on Legislation.

Filed, p. 103.

Assessment of Sick Leave Benefits

Resolution No. 28—Presented by San Diego County & Municipal Empls. No. 127, AFSCME, San Diego.

Whereas, Some public agencies have assessed sick leave benefits accruing to their public employees for compensation received from State social legislation, such as Workmen's Compensation, Disability and Unemployment Insurance; and

Whereas, Such practice is not only contrary to the practice of private employment and contrary to the beneficent social purposes of such legislation; and

Whereas, Such practices are discriminatory against public employees and impose undue hardships upon them; therefore be it

Resolved, That the California Labor Federation endorse legislation to amend the California Labor Code and/or the California Government Code to prohibit such assessment by any public agency in this State; and be it further

Resolved, That Federation officers introduce and support legislation to this end at the next legislative session.

Referred to Committee on Legislation.
Adopted, p. 103.

Prevailing Wages for all Public Agencies

Resolution No. 29—Presented by San Diego County & Municipal Empls. No. 127, AFSCME, San Diego.

Whereas, Many public entities already require that their employees be paid not less than the prevailing rate of pay for comparable work in private employment where such rates may be ascertained; and

Whereas, Other such public agencies have no such provisions; and

Whereas, The California Public Works Act does not afford protection to public employees; therefore be it

Resolved, That the California Labor Federation endorse legislation to require all public agencies in the State of California to pay prevailing wages in public employment; and be it further

Resolved, That such legislation also provide that the Division of Industrial Relations established pursuant to the California Labor Code expand the scope of its present periodic surveys of prevailing wage scales to provide the necessary ascertainment of prevailing wages for public employees in implementation of this Resolution and recommended legislation; and be it further

Resolved, That Federation officers be instructed to introduce and support legislation to attain this objective at the next legislative session.

Referred to Committee on Legislation.
Adopted, p. 103.

Union Dental Care Personnel

Resolution No. 30—Presented by Dental Technicians No. 100, Los Angeles.

Whereas, Union dental programs have increasingly become a part of the fringe benefits negotiated by unions for their members; and

Whereas, In California more than a half of a million people are now covered through one dental program or another, spending millions of dollars annually for this service; and

Whereas, The dentists are using every

possible pressure to obtain for themselves the maximum income; and

Whereas, These same dentists are resisting the unionization of dental personnel or the paying of adequate wages to dental technicians and dental assistants; and

Whereas, The president of the Southern California Dental Society has admitted in the June issue of the Society's Journal that

"The current pressure for unionization is resulting in certain popular commercial laboratories paying employees less than the legal minimum wage and that we know, too, that a few dentists also pay less than a living wage to their dental assistants"; therefore be it

Resolved, That the California Labor Federation go on record urging all affiliated unions to demand that their trustees on union negotiated dental plans insert the following provision in all agreements with dentists or their agents in determining the basis upon which their dental program will be administered, namely:

"It is agreed by the parties hereto that each and every contract for dental health care benefits entered into by the Trustees of the XYZ Union Dental Health Care Trust shall contain the following provision:

"All dental work, other than that performed by a licensed dentist, including orthodontia and prosthetic appliance work, requiring the services of a dental technician, dental mechanic, or dental assistant shall be performed exclusively by persons enjoying the same or better rates of pay, hours of employment, and other terms and conditions of employment, except Union security and related conditions of employment, as apply to those dental technicians, dental mechanics, and dental assistants employed under a collective bargaining contract and represented by a bona fide labor organization in the appropriate locality in California"; and be it further

Resolved, That all unions presently having closed panel arrangements be urged to include this clause in their next contract with their dentists or seek dentists who will agree to this clause.

Referred to Committee on Resolutions.
Nonconcurrence, p. 56.

Organization of Dental Personnel

Resolution No. 31—Presented by Dental Technicians No. 100, Los Angeles.

Whereas, The national executive coun-

cil of the AFL-CIO has signed a joint agreement with the American Dental Association covering various points of joint interest within the dental field with the inauguration of dental programs; and

Whereas, The American Dental Association has repeated its 1954 declaration of a hands off policy in regard to the organization of non-professional dental personnel; and

Whereas, Both in Northern and Southern California, the dental societies affiliated with the national American Dental Association have not abided by this policy but have engaged in activities directed against the right of auxiliary dental personnel for self organization to improve their wages, hours, and working conditions; therefore be it

Resolved, That the California Labor Federation instruct the secretary-treasurer to arrange a meeting with the unions having dental plans and those unions having dental workers and the various dental societies for the purpose of obtaining the dental societies' cooperation in abiding by the national agreement of not interfering with the right of self organization and to discuss other points of mutual interest.

Referred to Committee on Resolutions.
Nonconcurrency, p. 56.

State Dental Program

Resolution No. 32—Presented by Dental Technicians No. 100, Los Angeles.

Whereas, Labor spent time and money and energy to put across the Medicare program; and

Whereas, Organized medicine and organized dentistry fought against these programs; and

Whereas, Now that these programs will be spending millions of dollars under title 19 of the Medicare Act (Casey Bill) in California beginning March 1, 1966, the organized dentists have announced their intentions in their Journal to "control" the programs; and

Whereas, Elsewhere in their dental publications and committee reports they have announced their determination to sabotage these programs if their demands are not met; therefore be it

Resolved, That the California Labor Federation insist that all state officials, beginning with Governor Edmund Brown, appoint union representatives to appropriate committees and departments such as Health and Welfare Agency, Department of Public Health, and Department

of Social Welfare to see to it that the purposes of the dental program of the Medicare (state) be effectuated as was originally conceived and not for the purpose of making a few dentists wealthy.

Referred to Committee on Resolutions.
Nonconcurrency, pp. 56-57.

Mechanical Dentistry Under Medicare Title 19

Resolution No. 33—Presented by Dental Technicians No. 100, Los Angeles.

Whereas, It is expected that some \$27,000,000 will be spent on dental care for those on public relief as well as for the medically indigent in 1966 in California; and

Whereas, Millions have already been spent on dental care under the Old Age Assistance Program; and

Whereas, Despite the fact that California taxpayers are paying for the major part of the cost of these programs, but millions of dollars worth of mechanical dentistry is being sent to laboratories outside the state, in many instances with Right to Work laws and unregulated health conditions in dental laboratories; and

Whereas, The Department of Social Welfare has even refused to make a pilot study of the amount of money involved in these out of state operations due to the undue influence of organized dentistry in this department, even though the Board of Equalization has collected penalty taxes for such sales tax evasions by individual dentists; therefore be it

Resolved, That the California Labor Federation use its offices to see to it that all mechanical dentistry done under Title 19 of the Medicare Act be done within the state of California, and that Governor Edmund Brown be requested to urge the Department of Social Welfare, Health and Welfare Agency, Department of Public Health to take immediate steps to effectuate this goal.

Referred to Committee on Resolutions.
Nonconcurrency, p. 57.

Safety Member on Retirement Board

Resolution No. 34—Presented by Federated Fire Fighters of California, La Mirada.

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 an active member on the Board of Administration; therefore be it

Resolved, That the California Labor Federation have legislation introduced at the next regular session of the California Legislature to provide for a Safety Member on the Board of Administration of the State Retirement System.

Referred to Committee on Legislation.
Adopted, p. 104.

Oppose Fire-Police Disparity

Resolution No. 35—Presented by Federated Fire Fighters of California, La Mirada.

Whereas, A blight is falling over the once proud Fire Service, the blight of Fire-Police Disparity; and

Whereas, Over 50 cities in California are now paying police officers more than Fire Fighters; and

Whereas, This blight is by design, to destroy Fire-Police unity, and in the end, Fire Service Labor Affiliated Unions; and

Whereas, The Fire Service still gives the tax payer and citizens the biggest dollars' worth of service, when comparing with all other segments of public employees; and

Whereas, We should never let the Fire Service become a second class emergency service; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, go on record as concurring with the National AFL-CIO policy on their position against Fire Police Disparity.

Referred to Committee on Resolutions.
Adopted as amended, p. 93.

100% Affiliation with COPE

Resolution No. 36—Presented by Federated Fire Fighters of California, La Mirada.

Whereas, At the last national convention of the AFL-CIO in San Francisco, emphasis was put on the importance of organization of the unorganized, strength at the bargaining table, and strength on the political level; and

Whereas, If the labor movement is ever to educate the work force of our nation, in order to attain our goals, a strong and effective COPE organization is needed; and

Whereas, In order to be effective on the state level, COPE must have affiliation and financial support from all affili-

ates of the California Labor Federation; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, mandate all affiliates to 100% affiliation with State COPE.

Referred to Committee on Resolutions.
Nonconcurrence, pp. 93-94.

"Yes" on Proposition No. 1

Resolution No. 37—Presented by Federated Fire Fighters of California, La Mirada.

Whereas, At the General Election to be held November 8, 1966, Proposition No. 1 on the ballot pertains to the investment of State Employees' Retirement System funds in common stocks; and

Whereas, It is necessary that the voters of the State of California approve an amendment to be made to the State Constitution providing that the State Employees' Retirement system funds may be invested in common stocks; and

Whereas, The regulated investment of Retirement funds in common stocks would provide a greater return on investments thereby reflecting a lesser contribution into retirement systems by both employee and employer; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, go on record supporting a yes vote on Proposition No. 1 on the General Election, November 8, 1966.

Referred to Committee on Resolutions.
Adopted, pp. 39-40.

Civil Service for Fire Fighters

Resolution No. 38—Presented by Federated Fire Fighters of California, La Mirada.

Whereas, A gross and unjust inequity exists in all fire departments where Civil Service is non-existent; and

Whereas, Most non-civil service departments have men who would desire to organize into a local union, but fear the termination of their employment without cause if they attempt to organize under Chapter 4, Sec. 1961 of the State Labor Code; and

Whereas, This will give needed protection to all full time and paid fire fighters not governed by civil service in aiding them in their jobs, enabling them to join a union of their own choosing; to be able to have the right to a hearing in case of injustices pertaining to recall, for political, religious, or other reasons that might be pressed by their respective department or political subdivisions; and

Whereas, It will allow them to have their seniority rights recognized, assuring the fire department of all benefits due them, protecting the tax-payer in selecting their probationary fire fighters by setting up certain civil service rules and regulations that would be beneficial to both the tax-payer and the fire fighters; therefore be it

Resolved, That the California Labor Federation introduce legislation at the next regular session of the California Legislature requesting that all full time paid fire fighters of the State of California, be afforded civil service, either by State Civil Service or by one of the particular fire department's own choosing equal to or better than State Civil Service.

Referred to Committee on Legislation.
Adopted, p. 101.

Arbitration Procedure for Fire Fighters

Resolution No. 39—Presented by Federated Fire Fighters of California, La Mirada.

Whereas, All affiliates of the International Association of Fire Fighters have voluntarily surrendered their right to strike and have included in the Constitution of the I.A.F.F. a "No Strike" clause; and

Whereas, It is the purpose and desire of organized Fire Fighters to provide justifiable wages, hours, and conditions that are commensurate with the duties and requirements of the high standards of our profession; and

Whereas, During the past legislative session one of the main arguments against passage of the 40 hour and 56 hour bills was the loss of "Home Rule" by the individual cities to rectify working conditions and wages of Fire Fighters. Most cities have not done this; and

Whereas, It is incumbent upon organized Fire Fighters to find a mediating device to combat the unfair advantage; therefore be it

Resolved, That the California Labor Federation introduce proper legislation to provide for Arbitration Procedure and an Arbitration Board for Fire Fighters in the State of California.

Referred to Committee on Legislation.
Adopted conditionally, p. 101.

56-Hour Week for Fire Fighters

Resolution No. 40—Presented by Federated Fire Fighters of California, La Mirada

Whereas, A national trend in the labor movement, endorsed by the President of the United States and leaders throughout the labor movement, is for a reduction in the hours worked per week by the working force; and

Whereas, Public employees have not been considered strongly enough in the hours reduction; and

Whereas, The President of the United States is actively campaigning to eliminate unemployment and poverty; and

Whereas, A work week of fifty-six (56) hours would create more jobs to combat unemployment due to increasing population and automation; and

Whereas, The Fire Fighters have worked many years to enact legislation to reduce the work week for the Fire Fighters in the State of California; therefore be it

Resolved, That the California Labor Federation go on record as endorsing and actively supporting legislation for a 56 hour work week for Fire Fighters in the State of California.

Referred to Committee on Legislation.
Adopted as amended, p. 101.

Subsidy to Fire Fighters' Retirement

Resolution No. 41—Presented by Federated Fire Fighters of California, La Mirada.

Whereas, The cost of adequate fire protection to municipalities, county government, and/or fire districts throughout the the state of California is continually increasing; and

Whereas, A great deal of money is being spent in said fire jurisdictions on, not only all the ramifications of fire suppression, but on fire prevention and salvage as well; and

Whereas, Insurance companies who sell fire insurance in California reap the harvest from the good job being done by the fire service in keeping fire loss as low as possible; and

Whereas, Due to the high cost of fire protection, most municipalities, county governments and/or fire districts are lagging in working conditions for the men who man the emergency fire services; and

Whereas, Retirement being a most important benefit by far for all fire fighters, and usually the most neglected, as most fire jurisdictions have inadequate retirement systems; and

Whereas, Insurance companies who make the profits on fire insurance, with no share in the cost of providing the service to protect and increase the profits should share in the cost of maintaining retirement systems in order to provide retirement systems that are commensurate with the emergency fire service; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, endorse and actively support, at the next legislative session in California, the enactment into state law of provisions to provide a subsidy of $\frac{1}{2}$ of 1% of all fire insurance sold in the State of California, to be returned to the respective fire jurisdiction in which it was sold, to apply on the retirement system within that jurisdiction.

Referred to Committee on Legislation.
Filed, pp. 101-02.

Civil Service in State Colleges

Resolution No. 42—Presented by State Employees 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 California Labor Federation Convention 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 California Labor Federation shall be instructed to introduce and support legislation to accomplish this objective at the 1967 Legislative Session.

Referred to Committee on Legislation.
The committee recommended concurrence. The motion to accept the committee's recommendation was lost, p. 102.

Increasing State's Insurance Contribution

Resolution No. 43—Presented by State Employees 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's 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 California also pay the full cost of such coverage; therefore be it

Resolved, That the Sixth Convention of the California Labor Federation, AFL-CIO, 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 California Labor Federation shall be instructed to introduce and support legislation to accomplish this objective at the 1967 Legislative Session.

Referred to Committee on Legislation.
Referred to Executive Council, p. 102.

Oral Examinations in Civil Service

Resolution No. 44—Presented by State Employees 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 Sixth Convention of the California Labor Federation, AFL-CIO, seek to establish that the written score of any examination would determine the position of the applicant on the resulting list; and be it further

Resolved, That the Oral Board be limited to the assignment of a pass or fail score. A fail score is to be substantiated objectively and to be subject to appeal by the applicant; and be it further

Resolved, That the officers of the California Labor Federation, AFL-CIO, be instructed to introduce and support legislation to attain this objective.

Referred to Committee on Legislation.
Referred to Executive Council, pp. 102-103.

Saturday Holidays for State Employees

Resolution No. 45—Presented by State Employees 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 Sixth Convention of the California Labor Federation AFL-CIO, affirm its support of the right of State Employees to truly participate in Saturday holidays by observing them on Friday; and be it further

Resolved, That the officers of the California Labor Federation, AFL-CIO, be instructed to introduce and support legislation toward this end at the 1967 Legislative Session.

Referred to Committee on Legislation.
Filed, p. 102. See Resolution No. 23.

Pay Every Two Weeks for State Employees

Resolution No. 46—Presented by State Employees No. 411, Sacramento.

Whereas, It is the policy of the State of California to require employers to pay employees 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 Sixth Convention of the California Labor Federation, AFL-CIO, affirm its support of pay every two weeks for state employees; and be it further

Resolved, That the officers of the California Labor Federation be instructed to introduce and support legislation to this end at the 1967 Legislative Session.

Referred to Committee on Legislation.
Adopted, pp. 104-05.

Overtime Pay for State Employees

Resolution No. 47—Presented by State Employees 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 Sixth Convention of the California Labor Federation, AFL-CIO, 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 overtime work performed; and be it further

Resolved, That the California Labor Federation officers be instructed to take such action as is desirable to achieve the purpose of this resolution.

Referred to Committee on Legislation.
Filed, p. 105. See Resolution No. 156.

Night Shift Premium for State Employees

Resolution No. 48—Presented by State Employees 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 a 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 Sixth Convention of the California Labor Federation, AFL-CIO, support the establishment of a night shift premium for all personnel employed by the state and that this differential be in accordance with that prevailing in private industry and the Federal civil service; and be it further

Resolved, That the California Labor Federation officers be instructed to support legislation to this end.

Referred to Committee on Legislation.
Adopted as amended, p. 105.

Union Scale for State Skilled Employees

Resolution No. 49—Presented by State Employees No. 411, Sacramento.

Whereas, Salaries presently paid to employees of the State of California engaged in skilled 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 Sixth Convention of the California Labor Federation, AFL-CIO, recommend that the State of California pay salaries to its skilled employees having regard to those paid union craftsmen in private industry; and be it further

Resolved, That the California Labor Federation officers be instructed to introduce and support appropriate legislation to this end at the 1967 Legislative Session.

Referred to Committee on Legislation.
Adopted as amended, p. 106.

Pay for Unused Sick Leave

Resolution No. 50—Presented by State Employees 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 California Labor Federation Convention endorse the policy of compensating State employees at a 75 percent rate for unused sick leave time at retirement or resignation from state service; and be it further

Resolved, That the California Labor Federation officers be instructed to introduce and support legislation to this end at the 1967 Legislative Session.

Referred to Committee on Legislation.
Filed, p. 103. See Resolution No. 19.

Jury Pay

Resolution No. 51—Presented by Machinists No. 706, Barstow.

Whereas, It is the civic duty of everyone, when called upon, to take his turn and serve on a jury, but many cannot

do this on account of loss of income from normal job; and

Whereas, Several states and many industries in their labor agreements, now do provide for either full pay while on jury duty or payment of difference between jury pay and normal wages; and

Whereas, A Bill, AB2253, is in process of interim study in California's Legislature, providing one-half pay and proposed to apply to employees of employers having 25 or more employees, not being beneficial to the majority of employees who work for small plants; therefore be it

Resolved, That this Convention of the California Labor Federation, AFL-CIO, go on record, and vigorously press for legislation to secure jury duty pay benefits equal to normal pay for all California citizens, if called for jury duty, or called on jury panel but not actually seated on a jury, but resulting in loss-of-time from place of employment.

Referred to Committee on Legislation.
Adopted, p. 115.

Support National Department of Transportation

Resolution No. 52—Presented by Machinists No. 706, Barstow.

Whereas, There is before Congress SB-3010 having as its intent the establishment of a Department of Transportation in the Cabinet for the purpose of promoting safety, efficiency, protection of the public, consumers, and employees on the railroads, airlines, other public transportation; and

Whereas, This would greatly benefit employees as well as the public, through protective measures connected with consolidations, mergers, abandonment of services, etc.; therefore be it

Resolved, That this Convention of the California Labor Federation, AFL-CIO, go on record, and urge all possible support to secure passage of this worthy legislation.

Referred to Committee on Resolutions.
Nonconcurrence, p. 58.

Coded Survey Questionnaires

Resolution No. 53—Presented by Patton State Hospital Employees No. 128, San Bernardino.

Whereas, Edith A. Wanfor, Superintendent of Nursing Services, Patton State Hospital, caused to be released from her office a survey questionnaire entitled 'Patient Care-Employee Interpersonal Relations Survey,' coded; with instruction

sheet attached, dated November 9th, 1965; and

Whereas, Employees receiving said questionnaire were instructed that no signature is necessary; and

Whereas, Employee's name was written at top of the instruction sheet; and

Whereas, Each employee's initials were darkened in by carbon pencil, or some such method, somewhere within the attached questionnaire; therefore be it

Resolved, That the California Labor Federation take appropriate action against this type of policy being practiced within the State of California Civil Service System, and oppose such practices.

Referred to Committee on Resolutions.
Nonconcurrency, pp. 59-60.

Work Out of Classification

Resolution No. 54—Presented by Patton State Hospital Employees No. 128, San Bernardino.

Whereas, It is common practice to work many employees of the State of California out of classification; and

Whereas, This practice results in a shortage of personnel in the classification from which such employees are taken; and

Whereas, This practice obstructs the creation of additional classified positions which would give greater opportunity to employ more people; therefore be it

Resolved, That the California Labor Federation take appropriate action to reduce or restrict this practice and oppose it.

Referred to Committee on Resolutions.
Nonconcurrency, p. 60.

Oppose Working Alone in Wards

Resolution No. 55—Presented by Patton State Hospital Employees No. 128, San Bernardino.

Whereas, Many of the personnel in nursing services are required to work alone in wards of California State Mental Hospitals; and

Whereas, It is a very rare occasion when wards do not have at least a small number of dangerous and potentially dangerous patients, i.e., bellicose, combative, belligerent patients who will attack without provocation; and

Whereas, It is unsafe for both the patient and the employee when one employee works alone in lifting or handling helpless patients in Geriatric and Medical Wards; therefore be it

Resolved, That the California Labor Federation seek a ruling from the Department of Mental Hygiene or the California State Personnel Board that no Nursing Services employee is to ever work a ward alone and that the California Labor Federation, AFL-CIO, oppose this practice.

Referred to Committee on Resolutions.
Nonconcurrency, p. 60.

Accumulated Sick Leave

Resolution No. 56—Presented by Patton State Hospital Employees No. 128 San Bernardino.

Whereas, The State of California does not give an employee either credit, or pay, for accumulated sick leave at time of retirement; and

Whereas, Many employees approaching retirement age, go on sick leave for long periods of time, causing other employees to carry an extra work load; and

Whereas, Such positions cannot be filled until the incumbent employee goes off the payroll; therefore be it

Resolved, That the California Labor Federation seek and support legislation to have retiring employees paid a lump sum or extend his/her service longevity by the amount of sick leave accumulated.

Referred to Committee on Legislation.
Filed, p. 103. See Resolution No. 19.

Decrease in Nursing Service Personnel

Resolution No. 57—Presented by Patton State Hospital Employees No. 128 San Bernardino.

Whereas, On or about October 1, 1965, Patton State Hospital received a directive from Dr. James V. Lowry, Director of the Department of Mental Hygiene, that Patton would have to decrease its nursing service personnel by some 80 plus positions by March 1, 1966; and

Whereas, Patton was one of the few hospitals chosen to depopulate; and

Whereas, It does not necessarily follow that the work load becomes less for nursing service employees; and

Whereas, The patients released from the hospital, due to this program, performed many tasks which nursing service employees now have to perform; and

Whereas, Patients remaining in the hospital are of the type which require the most supervision and care; and

Whereas, Nursing service employees now have a greater work load than be-

fore depopulation; therefore be it

Resolved, That the California Labor Federation make every effort to convince Dr. Lowry, the State Personnel Board, and Governor Brown that the loss of these positions will be very detrimental to good patient care.

Referred to Committee on Resolutions.
Adopted, p. 60.

Credit for Saturday Holidays

Resolution No. 58—Presented by Patton State Hospital Employees No. 128 San Bernardino.

Whereas, State employees do not receive credit for, by extra pay or compensating time off, those holidays falling on Saturday even though worked; and

Whereas, Christmas Day, 1965, and New Years Day, 1966, both fell on Saturday, and employees working those days did not receive credit; and

Whereas, Employees who have Saturday and Sunday off as their regular days off should not be penalized for Saturday being a holiday any more than they are for Sunday being a holiday; and therefore be it

Resolved, That the California Labor Federation request a ruling by the State Attorney General, to give state employees credit for holidays that fall on Saturday; and be it further

Resolved, That action be initiated to seek legislation to gain credit for these holidays if such a ruling is not received, and that the California Labor Federation support these efforts.

Referred to Committee on Legislation.
Filed, p. 102. See Resolution No. 23.

Program for California Postal Employees

Resolution No. 59—Presented by California Federation of Postal Clerks, Huntington Park.

Whereas, Federal Postal Employees, under Federal Law, are allowed specific terms of sick leave. This sick leave is computed and earned at the rate of 4 hours each two weeks, based on the annual rate of 104 hours per year; and

Whereas, A new employee must build up his/her sick leave from zero hours. This is a very slow process, leaving the new employee little with which to rely upon in case of urgent need; and

Whereas; Any employee of the United States Postal Service within the State of California, who has exhausted all of his/her sick leave, receives no State Compensation, thereby creating further undue

hardship and worry on his/her family and on himself; and

Whereas, As citizens and taxpayers in the State of California, we postal employees have petitioned and requested of the California Federation of Postal Clerks, that as our State Organization, they request and duly petition the State Assembly of the State of California, to set into motion, all of the necessary legal machinery and laws, by which, all of the U.S. Postal Employees can be included under the California State Disability Insurance Program, and to so provide for the U.S. Postal Employees, equal benefits under said program as have other workers in the State of California; therefore be it

Resolved, That the California Labor Convention, AFL-CIO, convened at San Diego, California, during the month of August, 1966, support the above mentioned actions.

Referred to Committee on Legislation.
Adopted, p. 106.

35 Hour Week for Federal Employees

Resolution No. 60—Presented by California Federation of Postal Clerks, Huntington Park.

Whereas, The President of the United States has declared war on poverty and unemployment; and

Whereas, The benefits of invention, automation and progress should revert to all citizens as well as to the rich and elite; therefore be it

Resolved, That the California Labor Federation petition the Congress of the United States for a 35 hour work week with the proviso that the same salary benefits of the present 40 hour work week shall prevail for the requested 35 hour work week, and said 35 hour work week shall be worked within the consecutive days of the new scheduled work week.

Referred to Committee on Resolutions.
Filed, p. 35. See Policy Statement VI (a).

No Labor Conventions or Conferences in Redding

Resolution No. 61—Presented by Building Service Employees No. 22, Sacramento.

Whereas, The City of Redding has not only strenuously resisted the efforts of its employees to join legitimate labor organizations, but has promulgated a series of harsh and unfair employee rules that are among the most restrictive in Califor-

nia covering employee organizations and representation; and

Whereas, The City of Redding has denied its policemen their basic right to join labor organizations of their own choosing by passing a resolution which would prohibit policemen from joining any labor union not exclusively made up of policemen, which would, in effect, completely eliminate any effective representation of policemen; and

Whereas, By reason of these overt acts and demonstrated labor hostility, The Five-County Central Labor Council through its Secretary Hartley Weingartner has unanimously passed a resolution urging that all unions boycott the City of Redding through their refusal to hold any conventions or labor conferences there; therefore be it

Resolved, That this Sixth Conference of the California Labor Federation go on record as officially supporting a boycott of the City of Redding by refusing to hold any labor convention or conference there; and be it further

Resolved, That the California Labor Federation urge all its affiliated labor organizations to support this convention boycott.

Referred to Committee on Resolutions.
Withdrawn by the sponsors, p. 55.

Include "Janitorial Cleaning Services" and "Janitorial Contractors" Within Sec. 1773 of Labor Code

Resolution No. 62—Presented by Build-Service Employees, No. 87, San Francisco.

Whereas, The Service Contract Act of 1965 provided that all janitorial work performed by janitorial contractors on all United States Government and military installations be compensated at prevailing area wage rates and fringe benefits; and

Whereas, No more significant economic legislation has evolved from President Johnson's "war on poverty," as thousands of janitors barely subsisting on substandard wages and faced with the denial of all accepted fringe benefits, including health insurance coverage, pensions, and holidays, have by legislation received these fringe benefits and prevailing decent area wage rates; and

Whereas, Hundreds of janitorial contractors in California are performing a variety of cleaning services for various public jurisdictions, including cities, districts, and counties; and

Whereas, These contractors provide substandard wage rates and virtually no fringe benefits to their employees, which results in a continuing cycle of poverty for these janitors; and

Whereas, Section 1773 of the State Labor Code provides that all craft employees working in public works receive prevailing area wage rates and fringe benefit conditions; and

Whereas, Section 1773 protects these employees from substandard wages and unscrupulous contractors who would deny their employees accepted prevailing wages and fringe benefits; and

Whereas, The amending of Section 1773 to cover janitorial contractors would in effect immediately improve the economic lives and aspirations of many janitorial employees; therefore be it

Resolved, That this sixth convention of the California Labor Federation instruct its legislative representatives to seek legislation in the 1967 session of the legislature which would amend Section 1773 of the State Labor Code by including janitorial contractors and janitorial cleaning services.

Referred to Committee on Legislation.
Adopted, p. 111.

Local Hospital District Law

Resolution No. 63—Presented by Hospital and 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 Sixth 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 pro-

visions 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 by the 1967 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 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 conduct 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 conditionally, p. 113.

Recognition for Hospital Workers

Resolution No. 64—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 1966 convention of the California Labor Federation instruct and authorize its officers to seek to have the following legislation introduced in the 1967 California legislature, and to use its good offices in working for the passage of this much-needed legislation:

Section 1. It is 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, 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 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, pp. 113-14.

Standards for Automotive Repair

Resolution No. 65—Presented by Automotive Machinists No. 1305, San Francisco.

Whereas, The State of California has had a growing increase annually of motor cars on its streets and highways; and

Whereas, Many of these cars, because of improper repairs, are directly or indirectly the cause of many accidents; and

Whereas, The various local police recognize the seriousness of this and enact road-block inspection prior to a holiday to minimize such problems; and

Whereas, The state legislature has been studying proposed legislation to provide for the licensing of Auto Repair Shops and the certifying of mechanics who repair for profit, and

Whereas, The state legislature has wisely seen fit to protect the lives and property of the public by making mandatory the installation of spring brakes

or similar safety devices on vehicles with air type brakes; and

Whereas, The state legislature has wisely seen fit to protect the well-being of the public by making mandatory the installation of engine crankcase emission control devices on automobiles; and

Whereas, The state legislature has wisely seen fit to protect the well-being of the public by making mandatory the installation of engine exhaust emission control devices on automobiles; and

Whereas, The state legislature has wisely seen fit to protect the public by restricting and defining the types and specific use of amber and red revolving and flashing lights; and

Whereas, Automotive, truck and bus transportation has long since passed from a luxury to a common necessity; and

Whereas, The State of California has taken the lead and shown concern for the general public well-being by passing appropriate legislation; and

Whereas, The passing of all the above mentioned legislation is to no avail unless it is implemented by skilled, experienced, trained mechanics; and

Whereas, There is needed some form of standardization which will protect the motoring public in respect to the establishing of a minimum standard for a repair shop to effectively repair automotive equipment and a minimum requirement for such a person to effect such repairs; Therefore be it

Resolved, That the Sixth Convention of the California Labor Federation support the enactment of this Legislation.

Referred to Committee on Legislation.
Adopted, pp. 112-13.

Aid to Shipbuilding and Shipping

Resolution No. 66—Presented by Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers No. 6, San Francisco.

Whereas, The American Merchant Marine, throughout our history, has proven itself an indispensable strategic foundation 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 linked to ships, would permit the cash nexus solely to so dominate its maritime policy that its very exis-

tence is threatened; and

Whereas, This proximate extinction is evidenced by the following facts:

1) Block obsolescence of the Merchant Marine. 650 ships in the U.S. 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 18 years because of insufficient work; even the tremendously productive N. Y. Shipyard at Camden faces closeout on top of the staggering shutdowns already instituted at Bethlehem's giant Quincy yard and Moore's Dry Dock in the San Francisco Bay Area.

(3) President Johnson's budget for fiscal year 1967 provides only \$85 million for our Merchant Marine ship construction, a cut of \$47 million from the already drastically inadequate current year's appropriation, and the lowest in 7 years.

4) This '67 budget would permit construction of, at the most, 13 new ships. Contrast this with the tremendously expanded shipbuilding program of Japan that this year alone will account for about 50% of the world market, having 199 merchant ships under construction, including 6 giant 300,000 tankers awarded them by Gulf Oil Corporation and 6—275,000 tankers given them by another American corporation. The National Bulk Carriers Co.'s Soviet orders for new ships this year total 450 and rose from 225 in 1962 to 673 in 1964. Great Britain this year is building 184 vessels, West Germany 176 and Sweden 44.

5) Our Merchant Marine's share of all U. S. Foreign trade has dwindled to 8.9%—26.13 million of the total of 293.7 million tons. In 1936 it was 30%. Our present share of tanker trade is even lower—less than 6%, this, for the greatest oil consuming country in the world!

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 Govern-

ment, 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 in allowing violations of the Congressional 50-50 enactment providing for shipping government-assisted cargoes in at least 50% American bottoms; therefore be it

Resolved, That this California Labor Federation Convention instruct its officers to create an emergency committee, including representatives from the Metal Trades and Maritime Unions to prosecute a continuing campaign on all levels in both Washington and Sacramento and directed to President Johnson and Governor Brown, with the aim of taking all measures necessary to restore our shipbuilding and shipping industries to the vaster potentials in activity and employment that should characterize the greatest shipping nation in all history.

Referred to Committee on Resolutions.

The committee recommended filing (see Resolution No. 68); action was postponed, p. 59. Adopted as amended, pp. 92-93.

Tank Building and Bulk Cargo Carriers

Resolution No. 67—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 of 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 erstwhile champ with only 740,000 dwt; and

Whereas, These same companies enjoy extraordinary income tax favors donated thereto 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 taxpayers, employers as well as wage earners; therefore be it

Resolved, That the 1966 California Labor Federation, AFL-CIO, 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 our American shipbuilding industry achieves on a long-range peacetime basis, the stabilization required for full employment plus job opportunities for our minorities and youth.

Referred to Committee on Resolutions.
Adopted, p. 59.

Shipbuilding Conference

Resolution No. 68—Presented by Boilermakers 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 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 World War 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; and

Whereas, The 1964 California AFL-CIO Convention likewise supported and concurred in this appeal; therefore be it

Resolved, That this California Labor Federation convention again appeal to President Meany to convene this necessary conference.

Referred to Committee on Resolutions.
The committee recommended adoption; action was postponed, p. 59. Adopted, p. 93.

Vietnam Excess Profits Tax

Resolution No. 69—Presented by Boilermakers No. 6, San Francisco.

Whereas, American construction contractors are amassing profits on a cost-plus basis in Vietnam, one of them Brown & Root, even farming out offshore oil drilling rigs to English and Dutch shipyards to the detriment of American shipyard workers; and

Whereas, Giant American corporations are reaping in their highest profits in history based on defense contracts and the artificial Vietnam-induced prosperity, so-called; and

Whereas, No guidelines have been advocated on this unconscionable profit binge, but guidelines have been thrust at labor's attempts to keep up with the rising taxes and cost of living; and

Whereas, The jobs of Americans are dying in Vietnam while this money hoard accumulates; be it therefore

Resolved, That the California Labor Federation support the view that justice to those asked to lay down their lives in Vietnam requires an equal contribution from those at home in the form of surrender of all excess profits above a reasonable amount, say \$100,000. This would be in line with President Franklin D. Roosevelt's proposal for a limit of \$125,000 on incomes in World War II.

Referred to Committee on Resolutions.
Nonconcurrence, p. 94.

Jury Duty Pay

Resolution No. 70—Presented by Boilermakers No. 6, San Francisco.

Whereas, Most workers do not benefit from jury duty pay in their places of work; and

Whereas, This imposes an undue hardship on those workers who receive only \$5 or \$6 per diem for serving on juries; and

Whereas, This also has the adverse effect of non-registration for voting in order to avoid jury duty, and weakens labor's potential at the polls; therefore be it

Resolved, That this Convention of the California Labor Federation, AFL-CIO, go

on record for sponsoring legislation in the state legislature to overcome this obstacle to democratic participation in jury duty and voting registration, either through supplementary jury pay or raising the per diem.

Referred to Committee on Legislation.
Filed, p. 45. See Resolution No. 51.

Standardize Weld Tests

Resolution No. 71—Presented by Boilermakers No. 6, San Francisco.

Whereas, Welders are required to certify for practically every job upon which they are employed; and

Whereas, This requirement results in welders having to take similar tests several times a year; and

Whereas, This practice works a hardship on welders as well as employers; and

Whereas, Welders are the only workers who are required to prequalify their abilities so frequently before they are hired; be it therefore

Resolved, That this Sixth Convention of the California Labor Federation in San Diego, California, August 8, 1966, go on record to expend all efforts to have legislation enacted whereby weld tests in the various industries will be standardized; and be it further

Resolved, That certificates be issued to welders who successfully pass required tests which certificates shall be applicable to the purposeful industry and such certificates shall be acceptable to all applicable employers and persons requiring welders to be so certified, such certificate to allow the holder to perform welding on any work requiring code welding for which the welder has certified, and such certificates shall be effective for a period of one year.

Referred to Committee on Legislation.
Adopted, p. 111.

Protective Clothing for Welders

Resolution No. 72—Presented by Boilermakers No. 6, San Francisco.

Whereas, Welders and burners are required to obtain their protective leather clothing, gloves and welding hoods; and

Whereas, This requirement results in a great financial burden to the employee; and

Whereas, This cost should be absorbed by the employers; and

Whereas, In many states safety codes require the employers to furnish welder hoods, gloves and leather clothing; therefore be it

Resolved, That this Sixth Convention

of the California Labor Federation in San Diego, California, August 8, 1966, go on record to expend all efforts to have the California Safety Codes revised so that the costs of these items shall be absorbed by the employers.

Referred to Committee on Legislation.
Re-referred to Committee on Resolutions, p. 30.
Re-referred to Committee on Legislation, p. 54.
Adopted as amended, p. 107.

Health and Welfare Plans

Resolutions No. 73—Presented by Boilermakers No. 6, San Francisco.

Whereas, A large majority of Health and Welfare Plans established through hard fought negotiations are now being subjected to unreasonable insurance premiums, medical and hospital charges; and

Whereas, If such conditions are allowed to continue many of the smaller health and welfare plans of organized labor will be put out of existence; therefore be it

Resolved, That this Sixth Convention of the California Labor Federation in San Diego, California, August 8, 1966, recommend that every effort be made to sponsor, through every legal means, a thorough investigation conducted by the California State Legislature, into the ever increasing unreasonable hospital and medical charges which are nullifying gains made by affiliated organizations in their health and welfare plans throughout the State.

Referred to Committee on Legislation.
Adopted, p. 111.

Women Workers and Protective Legislation

Resolution No. 74—Presented by Clothing Workers So. Calif. Jt. Bd., Los Angeles.

Whereas, The AFL-CIO and its affiliated unions have, throughout their history, applied themselves to the improvement of the wages, hours and general working conditions for all workers; and

Whereas, We have steadfastly fought discriminatory practices and actively worked toward their elimination whether the origin of the discrimination was rooted in race, creed, color, national origin or sex; and

Whereas, Protective legislation for women workers has been enacted during the past 60 years by a majority of states, including California. The regulations, in the main, address themselves to shielding women workers from exploitative practices and physical hazards to which they are particularly prone; and

Whereas, More than 35% of the work force in California today is female. The vast majority of these women are employed in the lowest paid occupations, often under substandard conditions and are not covered by the benefits of collective bargaining agreements; and

Whereas, Since the passage of the Civil Rights Act of 1964, it has been alleged by some groups that Title VII of that Act, which bars discrimination in employment based on race, creed, color, national origin or sex, nullifies Protective Legislation because it is discriminatory; and

Whereas, There is ample evidence that it was not the intent of Congress to nullify labor standards for women workers; and

Whereas, We submit, that the intent of protective legislation and discriminatory practices are clearly separable and that the removal of existing protections would open the flood gates to numerous and varied abuses; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, reaffirm its active support of California laws establishing standards in the areas of minimum wages, hours of work, weight-lifting, night work, rest periods, seating and similar protections for women workers; and be it further

Resolved, That the Federation urge affiliates to work toward the establishment of similar regulations for the entire work force; and be it further

Resolved, That the Federation request that the Equal Employment Opportunities Commission, which is charged with the responsibility of enforcing Title VII, address itself to the elimination of discriminatory practices based on sex and, at the same time, preserve the long standing essential standards won through protective legislation.

Referred to Committee on Resolutions.
Adopted, p. 94.

Amend Unemployment Insurance Code

Resolution No. 75—Presented by Lumbar and Sawmill Workers State Council, San Francisco.

Whereas, The Unemployment Insurance Code was amended to provide that an unemployed person is not entitled to unemployment insurance if he quits or was discharged until he later obtains another job and earns an amount equal to five weeks' benefits; and

Whereas, This new amendment to the Code is harsh and discriminatory in that it does not take into consideration the multiple reasons for terminating a job; and

Whereas, The pre-existing five week penalty was also inequitable, although less harsh; and

Whereas, The law should recognize that there are many reasons for termination of a job which may be beneficial to society as well as to the individual in the long run; and

Whereas, An employer does not suffer from labor shortage and the jobs are filled in case of a quit or discharge; therefore be it

Resolved, By this sixth convention of the California Labor Federation, AFL-CIO, that the Federation 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 appropriate, to amend the Code to provide immediate benefits to the unemployed individual irrespective of the reason for unemployment, including unemployment due to a labor dispute, and that the only penalty be that if a person applies for unemployment insurance more than once in any three year period following termination of employment due to quit or discharge, that on the second and subsequent applications within the three year period there be a three week penalty period.

Referred to Committee on Legislation.
Filed, p. 106. See Policy Statement II.

Workmen's Compensation Benefits

Resolution No. 76—Presented by Lumbar and Sawmill Workers State Council, San Francisco.

Whereas, The workmen's compensation insurance laws were amended, effective January 15, 1966 in many administrative respects; and

Whereas, No amendments were made on benefits during the 1965 session of the State Legislature; and

Whereas, There is a definite need to revise the benefit structure of the workmen's compensation insurance laws to provide more equality as well as additional benefits to injured employees and their beneficiaries; therefore be it

Resolved, By this sixth convention of the California Labor Federation, AFL-CIO, that the Federation take all appropriate action, including the preparation and introduction of legislation for con-

sideration of the next regular session of the California Legislature, as may be necessary to accomplish the following objectives:

1. Increase the total temporary disability benefit to provide that the injured employee receive 75% of his hourly compensation, multiplied by 40, at the time of injury and that such compensation include all compensation earned by or paid to the employee, such as overtime, travel time, board and lodging, reported tips, etc.

2. Amend the Code to reduce the 49 day waiting period to seven days so that the injured employee under medical care will receive benefits for the first week of disability after one week of disability except that in case of hospitalization such benefits shall be payable immediately from the first day of injury.

3. Amend the death benefits to properly provide for lifetime income for the spouse and dependent children in an amount not less than 75% of the employee's earnings at the time of death, and that such benefits be continued for the life of the spouse, or in case there are minor children in the absence of a spouse, that such benefits be continued as long as there are children under 21.

4. Provide that the State of California will pay the same benefits to an injured employee where his employer has not properly provided for workmen's compensation insurance coverage.

Referred to Committee on Legislation.
Filed, p. 105. See Resolution No. 168.

Education for the Unemployed

Resolution No. 77—Presented by Lumber & Sawmill Workers State Council, San Francisco.

Whereas, The Department of Employment under the existing Unemployment Insurance Code denies unemployment insurance benefits to an unemployed person who wants to attend school during periods of unemployment; and

Whereas, This is socially undesirable and in fact the state should be supporting and encouraging education for the unemployed; therefore be it

Resolved, By this sixth convention of the California Labor Federation, AFL-CIO, that the Federation 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 amend the Unemployment Insur-

ance Code to permit unemployed persons to attend school during periods of unemployment, particularly seasonal unemployment, without loss of unemployment insurance benefits, providing such persons are in fact looking for work, are available for work, and accept appropriate employment.

Referred to Committee on Legislation.
Adopted, p. 106.

Automobile Insurance Costs

Resolution No. 78 — Presented by Lumber & Sawmill Workers State Council, San Francisco.

Whereas, The California State law requires that automobile owners carry public liability insurance; and

Whereas, It is essential that automobile owners carry other automobile insurance; and

Whereas, Insurance should be on a cost basis with reasonable minimum profits to the insurance companies, and

Whereas, There is no control over the cost of such insurance which in part is required by state law; and

Whereas, Other essential commodities, such as utilities, have their costs controlled by state regulation through the Public Utilities Commission, etc.; and

Whereas, It is essential to protect the consumer in the field of necessary insurance; therefore be it

Resolved, By this sixth convention of the California Labor Federation, AFL-CIO, that the Federation 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 control excessive or unreasonable premiums on automobile insurance and to also prohibit insurance carriers from cancelling their policies based on the fact that claims have been filed.

Referred to Committee on Legislation.
Filed, p. 112. See Resolution No. 21.

Garnishment of Wages

Resolution No. 79—Presented by Lumber and Sawmill Workers State Council, San Francisco.

Whereas, The use and application of the garnishment of wages is an inequity directed solely at the wage earner; and

Whereas, The method of garnishment of wages creates a discrimination in the collection of debts between those owed by the wage earner and by the non-wage earner; and

Whereas, In addition to these procedures many employers have adopted a policy of discharging the employee who has his wages garnisheed, thereby increasing the economic problem of the individual and preventing him from paying any legitimate debts; and

Whereas, The laws of the State of California now allow for the procedure of collection of debts, including garnishment of wages; therefore be it

Resolved, By this sixth convention of the California Labor Federation, AFL-CIO, that the Federation 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 (1) provide equality of treatment between the wage earner and the non-wage earner by allowing garnishment of wages only following a Court Judgment, and (2) prohibit an employer from discharging an employee because his wages or salary are subjected to garnishment.

Referred to Committee on Legislation.
Adopted, p. 115.

Railway Post Offices

Resolution No. 80—Presented by Postal Clerks 82T, Los Angeles.

Whereas, Railway post offices have served a pressing public need for prompt postal service at all times since the Civil War; and

Whereas, The post office is presently engaged in an integrated program of improved and accelerated postal service throughout the United States; and

Whereas, The railway post office program is today more than ever an integral part of prompt and efficient postal service; and

Whereas, Curtailment of the railway post offices where such action has been taken has resulted in delay and much wasted motion and duplication of effort by post office department employees; therefore be it

Resolved, That the California Labor Federation through its duly authorized agents and officers oppose any further curtailment of railway post offices and press vigorously for the resumption of railway post office service according to proven need.

Referred to Committee on Resolutions.
Adopted, p. 94.

Executive Order 10988

Resolution No. 81—Presented by Postal Clerks 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 employee's 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 that its beneficent purposes be made a part of the laws of the United States.

Referred to Committee on Resolutions.
The committee recommended nonconcurrence; action postponed, pp. 58-59. Adopted as amended, p. 92.

Repeal the Hatch Act

Resolution No. 82—Presented by Postal Clerks 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 actions, collective bargaining, and a 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, p. 59.

Federation Vice Presidents

Resolution No. 83—Presented by Painters No. 388, Palo Alto.

Whereas, The Constitution of the California Labor Federation, AFL-CIO, provides for Geographical Vice Presidents on a district basis; and

Whereas, Those districts having greater than ordinary population and union membership have been assigned more than one Geographical Vice President; and

Whereas, Certain areas of the state have been the subject of spectacular growth in both population and union membership in recent years and are not at present adequately represented on the Executive Board of the California Labor Federation, AFL-CIO; and

Whereas, This matter was the subject of resolutions submitted to the 1960 and 1964 Conventions of the Federation and also subject of a report at the 1962 Convention of the Federation; and

Whereas, By action of the 5th Convention of the Federation held in San Francisco in 1964, one of the areas, namely Orange County, has been granted some relief which has not been done for other such areas in the State; and

Whereas, Both District 1 (San Diego County) and District 8 (San Mateo, Santa Clara, San Benito, Santa Cruz and Monterey Counties) are in need of and are entitled to the same consideration; therefore be it

Resolved, That the Constitution of the California Labor Federation, AFL-CIO, be appropriately amended to provide for one additional Vice President in both District 1 and District 8; and be it further

Resolved, That the Vice Presidents from these districts will then be numbered 1A and 1B and 8A and 8B; and be it finally

Resolved, That this resolution and the appropriate amendments to the Constitution of the California Labor Federation, AFL-CIO, take effect immediately upon their adoption.

Referred to Committee on Constitution.
Nonconcurrency, pp. 95-96.

Optional Social Security for L. A. City Employees

Resolution No. 84 — Presented by AFSCME Dist. Council 20, Los Angeles; Los Angeles Co. Fed. of Labor.

Whereas, The welfare of most Los Angeles City Employees would be materially increased if Social Security and Medicare

coverage were made available on an optional basis; and

Whereas, The State of California employees, School District employees, and employees of the County of Los Angeles have been permitted to choose Social Security coverage under a Divided Plan; and

Whereas, The Medicare Bill covers only those employees who will reach the age of sixty-five (65) before January 1, 1968, making it imperative to obtain such coverage soon if Los Angeles City employees are to share in its benefits; and

Whereas, It is now obvious that the permissive legislation enacted in the last session of legislation was inadequate to make these benefits possible to Los Angeles City employees; and

Whereas, Supplementary legislation will be required; therefore be it

Resolved, That the California Labor Federation endorse and support legislation at all necessary levels to ensure that Los Angeles City employees are speedily provided the opportunity to choose Social Security and its attendant benefits in the same manner and on the same optional basis as state employees, school district employees and County of Los Angeles employees.

Referred to Committee on Legislation.
Adopted, pp. 103-04.

Juvenile Institutional Personnel Retirement

Resolution No. 85 — Presented by AFSCME Dist. Council 20, Los Angeles; Los Angeles Co. Fed. of Labor.

Whereas, Juvenile institutional personnel in Los Angeles County have increasingly been the victim of assaults by wards attempting escape, while suppressing riots, and due to the aggressive-psychotic nature of the wards under their custody; and

Whereas, Personnel of the County's Juvenile road camps are required to work straight 62 hour shifts under circumstances that frequently require a high level of physical stamina, are subjected to the same hazards as firefighters when supervising Juvenile fire-fighting operations, and are required to quell riots and gang fights in the camps at risk of their personal safety; and

Whereas, The personnel employed under these hazardous, strenuous, and dangerous conditions find it increasingly difficult to cope with these conditions with increasing age; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, join with the Los Angeles County Probation Officers Union, Local 685, AFSCME, AFL-CIO, in securing legislation that would enable Juvenile Hall and Juvenile Camp personnel to be covered by a safety retirement system or a comparable retirement formula.

Referred to Committee on Legislation.
Adopted conditionally, p. 104.

Training Probation and Parole Officers

Resolution No. 86 — Presented by AFSCME Dist. Council 20, Los Angeles; Los Angeles Co. Fed. of Labor.

Whereas, The fifty-eight counties as well as the State of California, each year spend upwards of 300 million dollars on Probation and Parole Services, exclusive of the overall cost to cities, counties, and state of all law enforcement and the court system; and

Whereas, The various counties do not have consistent, overall minimum standards for the entry and training of probation officers, with the end result that probation officers in the counties have varying degrees of training and competency; and

Whereas, The results are staff with limited knowledge about treatment of offenders, their own capability for treatment, or the treatment resources of the community in which they work; and

Whereas, The cost of good probation or parole supervision is \$300 per year, compared with \$200 per year per adult and \$4,000 per year per juvenile to maintain in an institution, and the total cost of crime to Californians each year is estimated by the National Council on Crime and Delinquency to be three billion dollars, it therefore behooves the citizens of California to provide the most competent, well-trained personnel possible to deal with this enormous problem; and

Whereas, State-conducted staff development programs are consistent with the 1964 California Probation study of the State Board of Corrections; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, join with the Los Angeles County Probation Officers, Local 685, AFSCME, AFL-CIO, in securing legislation that would enable the State to provide training to probation and parole officers throughout California, with subsequent registration of trained personnel by the appropriate state agency.

Referred to Committee on Legislation.
Adopted, p. 104.

Paint Makers Union Label

Resolution No. 87—Presented by Brush and Paint Makers Western Jt. Council, San Francisco.

Whereas, The Brotherhood of Painters, Decorators and Paperhangers of America has assigned a specially designed Union Label to be applied to Union Made paint by manufacturers under the jurisdiction and contract of our Unions; and

Whereas, The introduction of this Label has already been endorsed by a majority of the contracted manufacturers on our Pacific Coast, and furthermore by its display on the labels, indicating to all our members and the consuming public a fair product; and

Whereas, the Western Joint Council of Brush & Paint Makers is assisting in policing and promoting this Label; therefore be it

Resolved, That the delegates assembled in Convention at the California Labor Federation, AFL-CIO, during the week of August 8th, 1966, go on record as endorsing products bearing this Label of the Brotherhood of Painters, Decorators and Paperhangers of America.

Referred to Committee on Resolutions.
Adopted, p. 94.

Enlarging the War on Poverty

Resolution No. 88—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, Millions of poor persons live locked in deprivation and frustration in California and in the nation; and

Whereas, Millions of others live precariously on the margins of poverty—one illness, one employment retrenchment, one technological change or one business recession away from poverty; and

Whereas, The poor include many of the physically and psychologically handicapped, the chronically ill, uneducated and under-educated, the technologically displaced, the underpaid workers, the youth and the aged, women family heads, the rural poor, racial and ethnic minority group persons and other victims of circumstance; and

Whereas, The children of poor families may become another lost generation on the treadmill of poverty unless they are rescued from environmental handicap and educational disadvantage; and

Whereas, Experience has demonstrated that the average rate of expansion of the economy of the last twenty years does not

automatically provide job opportunities to meet the needs of the poor; and

Whereas, The present temporary war-bred, upward thrust in the fluctuating performance of our economy is furnishing only inadequate and transitory relief to a portion of the poor; and

Whereas, The War on Poverty has conclusively demonstrated that planned programs which coordinate public and private effort and apply our social knowledge and resources to providing services for poor families and individuals can effectively upgrade motivation and job readiness, and improve education, opportunity; and

Whereas, These successes of the War on Poverty have been made despite shortcomings that stem from the "crash" nature of the program, the testing of innovations, the differing concerns among community institutions and agencies, the conflicts among affected power groups, and inadequate funding; and

Whereas, The chief shortcoming has been failure to allocate funds and programs directly and specifically for the large-scale creation of jobs and income at above poverty level standards; therefore be it

Resolved, That this Sixth Convention of the California Labor Federation favor enlarging of the War on Poverty—setting higher human and material goals, establishing higher priorities for their implementation, and concentrating enhanced community and national resources to assure their success—through a comprehensive program to include:

1. Emergency creation of jobs and income at decent standards by direct and massive federal funding for those persons not adequately provided for by other economic activity—looking to the ultimate guarantee of an income for all;

2. Provision of education and occupational training opportunities, by federal, state and local effort, for present out-of-school persons seeking self-improvement for new careers, with the assurance of needed income while learning;

3. Enrichment of educational services for children to offset economic and cultural disadvantages and to assure each child's realization of his full potential;

4. Revision of local, state and federal tax structures to shift the tax burden away from low and moderate income groups, thereby augmenting their real income and simultaneously increasing

consumer purchasing as a stimulus to economic expansion.

5. Formulation of programs to make certain that every person receives the essential human and social services necessary to maintain dignity and well-being;

6. Initiation by the state of California through state funding, of limited job creation programs to test methods and meet emergency situations;

7. Assumption by local governments of a share of the financial responsibility for meeting some anti-poverty needs such as partially subsidizing transportation for the poor.

Referred to Committee on Resolutions.
Filed, p. 59. See Resolution No. 141.

Public Employees and Collective Bargaining

Resolution No. 89—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, Government, at all levels is growing, and employing more workers to carry out its functions; and

Whereas, These governmental employees should no longer be treated as second-class citizens, but should be brought into the Family of Labor; and

Whereas, While the State of California leads the nation in many matters, it is far behind many of its sister states in the field of public employee-employer relations; and

Whereas, The lack of modern, bilateral procedures in the field of Personnel Administration has led to wide-spread unrest in many public jurisdictions throughout the state; therefore be it

Resolved, That the California Labor Federation go on record as dedicating all of its resources in the 1967 legislative session of the State of California to enacting a law which will guarantee the right of public employees to engage in collective bargaining with their public employers.

Referred to Committee on Legislation.
Adopted, p. 103.

Delete Section 1262 of U.I. Code

Resolution No. 90—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

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 re-

fusing 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. 106.

Amend Section 1252 of U.I. Code

Resolution No. 91—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

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 layoff is not to be considered as wages for the purposes of this section."

Referred to Committee on Legislation.
Adopted as amended, p. 106.

Amend Section 1279 of U.I. Code

Resolution No. 92—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

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 \$20.00 or at least 50 percent of the claimant's weekly benefit amount, whichever is greater.

Referred to Committee on Legislation.
Adopted, p. 106.

Amend Section 1262 of the U.I. Code

Resolution No. 93—Presented by Los Angeles Co. Federation of Labor, Los Angeles.

Whereas, The State of California has, over the years, reached for and achieved the rank of being the greatest State in the Union; first in population, first in growth but more important, first in its concern for the needs, interest and activity of its residents; and

Whereas, The dynamic growth and the subsequent problems resulting have disclosed an outmoded and archaic outlook and position manifested in the U.I. Code as set forth in Section 1262 whereby impractical and illogical and arbitrary status is applied to workers, who have, through their God-given and constitutional rights, found no alternative in the registering of their protests but to seek economic recognition through their bona-fide unions with strike sanction and strike action; and

Whereas, The present language of Section 1262 sees and seeks no solution or time element or justification but simply and concisely labels and stigmatizes such citizens and workers and literally relegates them to the position of dole status and actually wipes them off as useful members of the community and the economy; and

Whereas, Such position is not the neutral position alleged and designated to be that of the government's but rather in fact one of aiding and abetting the employers, because this economic, irrelevant and inhumane suppression of workers through the denial of U.I. benefits at such times is truly one sided and management biased; and

Whereas, This unilateral anti-labor attitude is not in the interests of the economic stability of the state; is not in the interest of the general welfare of the state; is not in the interest of the democratic neutrality incumbent upon the state to take at such time; and

Whereas, Other great and industrial states of the Union, have, over the years recognized the fallibility of such heavily weighted pro-management attitudes, specifically with reference to labor disputes and how such positions only lend themselves to the prolongation of such disputes and lead only to chaos, individual and moral and economic bankruptcy; and

Whereas, This serves only to identify the state as being in the reprehensible position of acting as a strike breaker; and

Whereas, These other states have taken a long and hard look in correcting such inequities and indeed have already to a degree accomplished this in New York, Rhode Island, Massachusetts and West Virginia, through amendments in their trade dispute sections of their Unemployment Insurance Codes, and

Whereas, California has not kept pace with its leadership in this field as it has in others, which by such inaction must of necessity have serious effects in the maintaining and going forward in its leadership to being the first and best and most progressive state in the Union; therefore be it

Resolved, That the California Labor Federation instruct its legislative representatives to most strenuously urge the legislative bodies of the State of California to draft amendments to revise Section 1262 of the U.I. Code:

a) which would apply presence of justice, logic and practicality through the institution of one to five week deferred payment plan on trade disputes.

b) which would exempt from disqualification any worker involved in a trade dispute wherever the employer has failed to fairly and faithfully bargain collectively and/or has been found guilty of unfair labor practices by the National Labor Relations Board or the Labor Code of the State of California.

Referred to Committee on Legislation.
Adopted as amended, pp. 106-107.

Amend Section 3503 (e) of U.I. Code

Resolution No. 94—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

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 the California Labor Federation instruct its legislative representatives to secure amendment of Sec-

tion 3503 to extend the basic U.I. Benefits from 26 weeks to 39 weeks.

Referred to Committee on Legislation.
Adopted, p. 109.

Amend Section 1253 (d) of the U.I. Code

Resolution No. 95—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

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. 109.

Amend Sections 1253 C and 1257 B of U. I. Code

Resolution No. 96—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

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. 109.

Repeal Section 1264 of U. I. Code

Resolution No. 97—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

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 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 Section 1264.

Referred to Committee on Legislation.
Adopted, p. 109.

Amend Section 1032 of U. I. Code

Resolution No. 98—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

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 Section 1032 to provide no relief for an em-

ployer 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. 109.

Repeal Section 1263 of U. I. Code

Resolution No. 99—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

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 Section 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. 109.

Eliminate Section 2677 of U. I. Code

Resolution No. 100—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

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. 106.

Increase U. I. Benefits

Resolution No. 101—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The Disability Insurance

Fund receives its revenue paid entirely by the workers of the State of California; and

Whereas, Claimants now receive a maximum weekly disability insurance payment of \$80.00 per week; and

Whereas, This \$80.00 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 \$80.00 per week, as provided by Sec. 2655.5 of the present U. I. Code.

Referred to Committee on Legislation.
Filed, pp. 109-10. See Policy Statement II.

Amend Section 1256 of U. I. Code

Resolution No. 102—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

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, p. 110.

Add Dependency Benefits to U. I. Code

Resolution No. 103—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

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 repre-

sentatives 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 not to exceed \$35.00.

Referred to Committee on Legislation.
Filed, p. 110. See Policy Statement II.

Amend Articles No. 3 and 4 of U. I. Code

Resolution No. 104—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, Since the experience rating system for employer unemployment insurance tax charges went into effect in 1941, employers have insidiously twisted the law to evade their just payments; and

Whereas, 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. 110.

Manpower Organizations

Resolution No. 105—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, There exist management organizations, which by their technicality of status are employers in name only, because in fact they serve as referral agencies to actual employers; and

Whereas, Such practices result in the untenable confusion to the employee by performing for one employer, usually on his premises but being actually employed by the referral employer, which usually is nothing more than an office; and

Whereas, Such organizations, commonly referred to as manpower, are obviously operating only for a profit — a profit that certainly would accrue as wages to the employee but is unjustifiably not forthcoming due to the formalized technicality of continuous placement or hiring fee through the process of being paid as an

employee of the referral employer rather than the actual employer, thus a constant and continuous commission or fee for job placement goes on as long as the employee is working; and

Whereas, This middleman referral agency continues to be identified as the employer, it denies the employee of participation or activity in the legitimate process of collective bargaining or being part of a collective bargaining unit or negotiations with the employer for whom he is actually performing his work in a job classification truly required by that employer and truly NOT required by the referral agency employer except in exacting profits through lower wages paid such employee; and

Whereas, The Department of Employment by existing laws has to honor requests for referral for subsequent referral from such so-called employers; and

Whereas, Such double referees are nothing but pawns in this process which, it becomes increasingly more evident, is nothing more than a circumventive and evasive method of denial of workers' rights and a lowering of wage rates, thus having an adverse effect on the economy; and

Whereas, Such practices go beyond the intent that so called "contract labor" was set up for and has become a blight on the legitimate labor market; now therefore be it

Resolved, That the California Labor Federation through its legislative representatives do all it can to investigate these contract labor practices and introduce legislation outlawing their methods of double referrals in established bona fide places of business or industrial plants, using prevailing job classifications available through regular channels and stopping the placement offices of the Department of Employment from these double referrals without representation or participation.

Referred to Committee on Resolutions.
Adopted, p. 111.

Unemployment Insurance Appeals Board

Resolution No. 106—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The Unemployment Insurance Appeals Board consists of three men; and

Whereas, This Board sits in Sacramento and is charged with the processing and decisions of all appeals cases from referee decisions; and

Whereas, The Board is now issuing de-

cisions on over 6000 appeals cases annually, an obviously overloaded and staggering amount of cases; and

Whereas, Such a case load can only result in growing backlogs and delays plus the fact that the time and study for justified decisions becomes very strained and may result in inequities as well as unfortunate miscarriages of justice; and

Whereas, Because of the preponderance of population in the Southern California counties, a vast number of appeal cases originate in Southern California; now therefore be it

Resolved, That the California Labor Federation introduce legislation which would establish a second panel of the Unemployment Insurance Appeals Board to function in Southern California.

Referred to Committee on Legislation.
Adopted as amended, p. 110.

Amend Section 2627 (b) of U. I. Code

Resolution No. 107—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

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, p. 106. See Policy Statement III.

Amend Section 1280 of U. I. Code

Resolution No. 108—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

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 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.

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 benefit 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 employed 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. 110.

Amend Section 1262 of the U.I. Code

Resolution No. 109—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

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

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.
Filed, p. 106-07. See Resolution No. 98.

Amend Section 1030.5 of U.I. Code

Resolution No. 110—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

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. 110.

Amend Section 1030.5 of U. I. Code

Resolution No. 111—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

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. 110.

**Legal Detention Not A
Disqualifying Factor**

Resolution No. 112—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, A serious travesty of justice was disclosed when adherence to strict technical interpretations of words found in the U. I. Code, a code of remedial law, were applied with the same intensity as if it were criminal law—as in the case of an unemployed worker who was held as hostage, at gun point, by escaped convicts, but was denied U. I. benefits because of unavailability; and

Whereas, The embarrassment and shamefacedness of the legislature and its interpreters was only partially overcome through the personal action the Governor took by offering to pay the claimant from his own pocket, and the subsequent amendments to the Code somewhat more

clearly defining availability and qualifying detention of an illegal nature; and

Whereas, There has now come to light that such definitions and applications are still too vague and unjust and impractical through the commissions of additional travesties, and in the hearts of good men of good intent in the legislature, additional embarrassment, as in the case of denial of benefits through unavailability because of legal rather than illegal detention, although the claimant was subsequently determined not to be guilty of any crime (the legal detention interpretation being applied by going out of the realm of the U. I. Code and into the Penal Code designed for the prevention of "false arrests suits"); and

Whereas, Such technical application, should in the portent of remedial law be designed to help rather than to hinder or deny payment; and

Whereas, The State of California should not be made the laughing stock, through its unfortunate technical utilization of language interpretations in direct contradiction of the real purpose of such law as the U. I. Code; now, therefore, be it

Resolved, That the California Labor Federation introduce amendments to the U. I. Code whereby "legal detention", if the claimant is found not to be guilty, shall not be a disqualifying factor in his availability or as a definition in the pursuit of a determination of a voluntary quit or discharge.

Referred to Committee on Legislation.

Adopted, p. 110.

**Discharge Because of Garnishment
Not A Disqualifying Factor**

Resolution No. 113—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, Credit systems and installment buying have become an accepted way of life for the vast preponderance of the labor force; and

Whereas, The rates of interest and premiums and charges and fees are indeed heavy and lucrative enough to have made the credit systems an industry of huge proportions; and

Whereas, There are built into the law sufficient safeguards and processes to insure the methods and collections of payments, including enforceable government procedures; and

Whereas, Collection agencies in their utilization of legal technicalities beyond the comprehension and scope of the average worker have secured, without re-

buttal, without hearing, garnishments both justified and unjustified; and

Whereas, Employers, utilizing their arbitrary prerogative have summarily discharged such garnisheed worker on the pretext that the presence of a garnishment is an act of misconduct; and

Whereas, The Department of Employment in its interpretation of unilateral employer procedures identifies such discharge as a "breach of reasonable rules" and disqualifies the claimant, has misused and misinterpreted the purposes for which unemployment insurance benefits were instituted; and

Whereas, The claimant so discharged is further injured by the Department of Employment which by its action has joined with the employer and the credit company in punishing the claimant; and

Whereas, It is not justifiably in the realm of the Department of Employment to be a partner with the employer and the credit or collection agency in the pursuit of chastisement or penalization of a person already denied his job by the unilateral action of the employer by additionally denying him U. I. benefits; now, therefore, be it

Resolved, That the California Labor Federation introduce legislation for a new section of the U. I. Code that specifically exempts discharged garnisheed workers from disqualification of U. I. benefits.

Referred to Committee on Legislation.

Adopted, p. 110.

Subsection A of Section 1260

Resolution No. 114—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, During the 1965 regular session of the legislators, Section 1260, Sub-Section A of the unemployment insurance code was amended; and

Whereas, Said amendment to Section 1260 of the code is punitive, harsh, and unreasonable to the extent that the penalty far outweighs the offense; and

Whereas, Said amendment to Section 1260 of the code affords the employer a convenient opportunity to contest any application for unemployment benefits; now therefore be it

Resolved, That the California Labor Federation instruct its legislative representatives to seek abolishment of Sub-Section A of Section 1260 of the Unemployment insurance code.

Referred to Committee on Legislation.

Filed, p. 110. See Resolution No. 166.

Fair Employment Practice Act

Resolution No. 115—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, Organized Labor has supported the elimination of discrimination and segregation in hiring in the terms and conditions of employment based on race, color, creed, national origin or ancestry; and

Whereas, Organized Labor in California was in the forefront of the successful effort to enact the Fair Employment Practice Act; and

Whereas, Since its historic passage in 1959, this Act—implemented by the Fair Employment Practice Commission and its staff with the cooperation of public and private groups, and inspiring widespread voluntary compliance—has wrought far-reaching changes in employment patterns and has accomplished broad progress in advancing equal opportunity; and

Whereas, There nevertheless remain widespread and complex unmet needs and problems involving direct and indirect disadvantages, deprivations and discriminations which afflict minority group persons and are a detriment to the community as a whole; and

Whereas, The Fair Employment Practice Commission's authority is inadequate to cope with these needs and problems because the present Act limits its enforcement functions to the processing of complaints; therefore be it

Resolved, That this Sixth Convention of the California Labor Federation favor legislative improvement of the Fair Employment Practice Act by granting the Fair Employment Practice Commission authority to engage in affirmative programs for achieving equal opportunity in employment practices without waiting for complaints and to utilize all its processes in implementing such programs.

Referred to Committee on Legislation.

Referred to Executive Council, p. 107.

Uniform Adoption of Textbooks

Resolution No. 116—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The State of California presently adopts textbooks in grades kindergarten through 8 on a uniform basis; and

Whereas, This procedure of adoption has historically provided this state with textbooks at a 30% saving; and

Whereas, Textbooks adopted under this provision are evaluated by the California Curriculum Commission and its 3000 as-

sistants, thus assuring that our children have available the textbook in a given subject; and

Whereas, Post Office statistics indicate that 25% of the school children in the state move and change schools each year; and

Whereas, The uniform adoption of textbooks on a statewide basis insures that wherever a child goes in the California school system the same textbook will be available on the same basis; and

Whereas, Under the present procedure textbooks in grades 9 through 12 are adopted and purchased by each of the 812 high school boards of the State of California; and

Whereas, Such local boards do not have available the extensive and excellent review procedures as provided by the State Curriculum Commission; and

Whereas, These local boards are much more susceptible to economic and political pressure; and

Whereas, This type of adoption opens the door for many different textbook titles and an outlandish number of different editions thus making the transition from one school to another extremely difficult for even the brightest student; and

Whereas, The mobility of students in grades 9 through 12 is equally as great as those in grades kindergarten through 8; and

Whereas, It is in the interest of uniformity and equality for all students regardless of race, color, creed, or national origin that the textbooks used in all California schools maintain the highest standards of quality and content; be it therefore

Resolved, That the California Labor Federation introduce and support legislative action to amend Chapter 2 beginning with Section 9301, and Chapter 4 beginning with Section 9951 of the Education Code, State of California, to provide for the uniform adoption of textbooks by the State Board of Education in all grades, kindergarten through 12, and to further provide such state adopted textbooks shall be provided free in grades kindergarten through 8 and that in grades 9 through 12 such uniformly adopted textbooks shall be purchased by the local school boards from the State of California at the cost of manufacture and shipping.

Referred to Committee on Legislation.
Adopted as amended, p. 113.

Treatment of Organized Labor in Textbooks

Resolution No. 117—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, Textbooks in the State of California presently leave a great deal to be desired in the manner in which the history and development of organized labor is portrayed; and

Whereas, Little, if any, attention is given to the roll of organized labor in the history and development of free public schools in these United States; and

Whereas, Our present textbooks are wholly inadequate in the areas of labor-management relations, labor legislation, and collective bargaining; and

Whereas, The effect of organized labor on the economy of this nation and the benefits derived therefrom through such programs as Unemployment Insurance, Disability Insurance, and Workmen's Compensation are almost wholly ignored; and

Whereas, The subject of labor law is not completely explained and the semantics used in the brief explanations provided are completely detrimental to the enlightenment of the student; and

Whereas, 80% of all of the children starting in public school are destined to enter the labor market as wage earners or small businessmen; and

Whereas, The ability to adjust to this world of work is entirely dependent upon the type of education provided in our schools and by our textbooks; be it therefore

Resolved, That the California Labor Federation introduce and support suitable legislation to amend Chapter 8 beginning with Sections 7604 of the Education Code, State of California, to provide that textbooks adopted for use in the public schools of this state adequately and fairly cover the areas of labor-management relations, labor law, labor economics, and labor's role in the history and development of free public schools and of our nation.

Referred to Committee on Legislation.
Adopted, p. 113.

Compulsory School Attendance

Resolution No. 118—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, Free public education for the children of all citizens on a mandatory basis has been the goal of organized labor for 125 years; and

Whereas, Codes of the State of California presently provide for compulsory education only between 8 and 16 years inclusive; and

Whereas, It is extremely important that all children commence their educational experience on the same age level as their peers, namely 6 years of age in the first grade of school; and

Whereas, The lack of legislative requirement in ages 6 and 7 provide an avenue for exploitation of the poor and underprivileged of our society by unscrupulous or uncaring employers; and

Whereas, The dictates of modern technology make the acquisition of a high school diploma a prerequisite to even the most elementary employment; and

Whereas, The ability of young people to leave school at age 16 provide problems not only for the individual but for all society and particularly the welfare programs; be it therefore

Resolved, That the California Labor Federation introduce and support an amendment through proper legislation procedures of Chapter 6, Article I, Section 12101 so that said Section would read as follows:

"Section 12101. Each parent, guardian, or other person having control or charge of any child between the ages of 6 and 18 years, not exempted under the provisions of this Chapter, shall send the child to the public full-time day school for the full time for which the public schools of the city, city and county, or school district, in which the child lives, are in session."

Referred to Committee on Legislation.

Adopted, p. 113.

Policy Regarding Junior Colleges

Resolution No. 119—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The Junior College system of the State of California is a model for the rest of the nation; and

Whereas, These Junior Colleges were created for the express purpose of:

(a) Providing two years of college in a local community, on an "open door" tuition free basis, for those students unable to leave home to attend college.

(b) Two years of college on an open door tuition free basis with all credits transferable to State Colleges and Universities thus providing opportunities in higher education for students from socio-economically disadvantaged areas.

(c) In depth vocational education for

the purpose of equipping college level students with the skills necessary to compete in the labor market, thus providing an economic opportunity for students to complete a college education; and

Whereas, The Junior Colleges now desire to be known as colleges and a strong movement is developing to make these colleges four year institutions and charge tuition; and

Whereas, Attempts have been and will be made to establish a separate State Board of Education for Junior Colleges; and

Whereas, Studies are presently being conducted which will lead to a better administration of Junior College facilities within the State Department of Education under the present State Board of Education; be it therefore

Resolved, That the California Labor Federation adopt as its firm and continuing policy the support of any and all legislation which will improve or strengthen the Junior College program, maintain the "open door" policy on tuitions, require all Junior Colleges to fulfill all elements of the criteria required under California "Master Plan for Education;" and be it further

Resolved, That this Federation will oppose any act or legislation which would weaken the Junior College system, require the payment of tuition or impose any other form of "closed door" program, create any separate State Board of Education for Junior Colleges or weaken the vocational program in any of these schools.

Referred to Committee on Legislation.

Adopted as amended, p. 113.

Raise Maximum Grants in AFDC

Resolution No. 120—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, Public assistance grants for families in the Aid to Families with Dependent Children program in California are more often than not below the needs of the family as determined by the State Department of Social Welfare; and

Whereas, Said state-determined needs are already below the federally established poverty level, these families receiving public assistance cannot meet the food, shelter and clothing needs of their children because of the limiting state maximums on welfare grants; and

Whereas, The net effect of this situation is to subsidize poverty and to make a fam-

ily more dependent on welfare because of loss of dignity and being ill-clothed, ill-housed, and ill-fed; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, at its Sixth Convention instruct the officers to prepare and introduce legislation at the next session of the California state legislature which will lift the state maximum grant in the Aid to Families with Dependent Children so that the full needs of these families shall be met by their welfare grants and which should raise these families above the poverty level as established by the federal government.

Referred to Committee on Legislation.
Adopted, p. 111.

Community Work and Training Program

Resolution No. 121—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The Community Work and Training Program available to welfare recipients in the State of California under the supervision of the State Department of Social Welfare is designed to provide meaningful training and job experience; and

Whereas, Organized Labor has a constructive and essential role to play in any job training program, and

Whereas, The standards of employment must be maintained while job training is undertaken; therefore, be it

Resolved, That the California Labor Federation, AFL-CIO, at its Sixth Convention go on record in support of the following policies: (1) That there be established active and influential labor advisory committees in all counties throughout the State to work with the County Welfare Departments' Community Work and Training Programs; and (2) That welfare recipients should be trained for the best jobs available and that the concept of "make-work" should be entirely rejected and replaced with meaningful on-the-job training and compensatory education; and (3) That the minimum wage (\$1.25 per hour) under which most of this training takes place should be raised to the prevailing wage level commensurate with the actual job performed so that the job standards will not be degraded; and (4) That welfare recipients should be given every assistance in securing full time employment at their maximum skill and commensurate wage level.

Referred to Committee on Resolutions.
Filed, p. 38. See Policy Statement XII.

Medicare for Medically Indigent

Resolution No. 122—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The Medicare program adopted by the Congress to provide hospitalization and supplemental medical care for the aged under Social Security has been implemented in the State of California by legislation passed at the 1965 session of the legislature which brings the benefits of hospitalization and other medical care to California residents who are on federally supported public assistance programs; and

Whereas, Many low income families in California who are not eligible for public assistance because they are employed on part or full time jobs at a very meager wage are not receiving adequate hospitalization and medical care under the California medical plan; and

Whereas, These low income families are unable to pay for private medical care or hospitalization; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, at its Sixth Convention instruct the officers to prepare and introduce legislation at the next session of the California state legislature calling for full coverage of hospitalization, doctor and medical care, drugs, out-patient services including prenatal care, inoculation, etc., for medically indigent persons and families on the same level of income eligibility as that applied to the recipients of public assistance; and, be it further

Resolved, That copies of this resolution be sent to Governor Brown and all members of the legislature.

Referred to Committee on Legislation.
Adopted, p. 111.

Restore Full Assistance Payment

Resolution No. 123—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, Every study of poverty in the United States in recent years has showed that the vast majority of the senior citizens in the nation and in this state who subsist on Social Security and/or public assistance grants are living below the poverty line; and

Whereas, These facts of poverty were recognized by the Congress when it wrote into the Social Security Amendments of 1965 a 7 percent increase in all Social Security payments to the aged and disabled; and

Whereas, The needy aged and the totally disabled in the State of California,

whose Social Security grants must be supplemented by public assistance, were cruelly deprived of this 7 percent increase by decision of the State administration, which deducted from the public assistance grants the increase allowed by the Social Security grants; and

Whereas, The California Assembly sought in the last regular session to right this wrong, but the effort was unsuccessful because the Senate failed to act on the legislation; and

Whereas, The legislation was not placed on the agenda of the last special session of the legislature; now, therefore, be it

Resolved, That the California Labor Federation, AFL-CIO, at its Sixth Convention instruct the officers to prepare and introduce proper legislation to restore this meager increase to those needy aged and disabled who must rely upon State public assistance to supplement their Social Security payments.

Referred to Committee on Legislation.
Adopted, p. 111.

Support Community Chest and Other Fund-Raising

Resolution No. 124—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, For many years the labor movement in California as well as nationally has advocated the principle of federation in fund raising, planning and the maintenance of high standards of service for voluntary health, welfare and recreation agencies; and

Whereas, Over the years the local and national health and welfare projects and agencies have had the active interest and participation of the membership of organized labor; and

Whereas, The National AFL-CIO Community Services Committee has, with the approval of the AFL-CIO Executive Council, adopted as basic principles that the union member has a responsibility to his community, that he must be concerned about the availability of adequate health, welfare, and recreational services for the whole community, and that unions be encouraged to continue the policy of financing, supporting and participating in existing social service agencies rather than to establish direct social services of their own; and

Whereas, Support for Community 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 Sixth 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, United Crusade or other federated fund-raising campaign.

Referred to Committee on Resolutions.
Adopted, p. 59.

Compensation in Heart Cases

Resolution No. 125—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The insurance industry and employers in the state of California have made a concerted attack upon existing law and statute which enables the Workmen's Compensation Appeals Board under the Workmen's Compensation Act to hold that disability or death arising out of cardiac conditions is industrial injury or disease; and

Whereas, The insurance carriers and employers have mounted a vicious, untruthful campaign to secure legislative exception for heart disability or death cases by seeking removal of these conditions from coverage under the Workmen's Compensation Act; and

Whereas, It is clear by court decision, appeals board decision, and current medical research and thought, that there is a definite connection between stress, strain and exertion on the job and disability or death arising out of or caused by cardiac conditions; now, therefore, be it

Resolved, That the California Labor Federation resist all efforts to secure a legislative exception which would remove from coverage under the Workmen's Compensation Act any cardiac or heart disease condition; and, be it further

Resolved, That the California Labor Federation resist any attempt to secure any exceptions of any disease or condition from coverage of the Workmen's Compensation Act, leaving the present Act intact, which provides that if medical evi-

dence, proof and research establishes a disease or disability to have been caused, aggravated or precipitated in the course of employment that such disease or disability is covered by the Workmen's Compensation Act.

Referred to Committee on Legislation.

Adopted, p. 105.

Rehabilitation

Resolution No. 126—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The last regular session of the State Legislature made substantial changes in the Workmen's Compensation Act in the State of California, and for the first time provided in principle for the establishment of rehabilitation as a right of injured workers; and

Whereas, The right of rehabilitation should be extended in a realistic fashion to provide that every worker who is injured in the course of his employment is entitled to receive rehabilitation, both physical and vocational, as a matter of his right under the Workmen's Compensation Act; now, therefore, be it

Resolved, That the California Labor Federation urge the 1967 session of the state legislature to provide in the Workmen's Compensation Act for realistic rehabilitation to the injured worker in the following fashion:

1. Temporary disability payments up to maximum should be paid for at least a period of two years while the worker is undergoing rehabilitation.

2. The Workmen's Compensation Appeals Board should have the right to order and direct a course of rehabilitation, both vocational and physical, for an injured worker, if in its opinion, this would benefit the injured worker.

3. In addition to weekly Compensation benefits, the injured worker should receive full replacement of all additional living expenses for himself and his family which are necessarily incurred while he is undergoing rehabilitation.

Referred to Committee on Legislation.

Adopted, p. 105.

W. C. Appeals Board for So. Calif.

Resolution No. 127—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, From 1947 to 1966 there existed a panel of the Industrial Accident Commission in Southern California, headquarters in Los Angeles, charged with the responsibility of acting on all appeals from Referee's decisions issued in the Southern California area; and

Whereas, By passage of A.B. 2023 by the 1965 session of the legislature, the Industrial Accident Commission was renamed the Workmen's Compensation Appeals Board, and the Southern panel was abolished and all appellate functions were relocated to a Board sitting in San Francisco; and

Whereas, Between 60 to 65% of all Workmen's Compensation cases are filed and heard in Southern California; and

Whereas, There exists a definite need for knowledge on the part of Appeals Board members of local industrial conditions and relationships in Southern California, and of the practices in the Southern California labor market; and

Whereas, A. B. 2023 also made the mandate that the Workmen's Compensation Appeals Board consist of five attorneys and two laymen, which requirement never was in existence in the State of California prior to the passage of A. B. 2023; and

Whereas, Since the passage of A. B. 2023 due to new agreements and resignations from the Workmen's Compensation Appeals Board, this Board now consists of five members from Northern California and one from Southern California, plus a Chairman who does not act on appeals; and

Whereas, The Workmen's Compensation Appeals Board now consists of five lawyers and two laymen, which is contrary to the basic plan underlying Workmen's Compensation legislation requiring the least amount of legalism and formalism in the handling of Workmen's Compensation claims; now, therefore, be it

Resolved, That the California Labor Federation seek in the 1967 legislature amendment of the Workmen's Compensation Act to provide as follows:

1. The Southern panel consisting of three members, to hear and decide appeals from Referee's decisions in Southern California shall be reinstated and headquartered in Southern California.

2. The requirements that five members of the Workmen's Compensation Appeals Board be lawyers should be deleted.

Referred to Committee on Legislation.

Adopted as amended, pp. 105-06.

Delays in W. C. Appeals

Resolution No. 128—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The Workmen's Compensation Act was originally passed with the intention that there would be speedy de-

termination of workmen's rights to compensation and that delay would be kept at a minimum; and

Whereas, Insurance carriers and employers have used legalistic devices and every delaying tactic possible to stretch out and cause delay in the handling of Workmen's Compensation cases by improper use of requests for additional hearings and appeals; and

Whereas, The present law is unclear in setting forth the time limits within which Workmen's Compensation cases must be decided by Referees and by the Appeals Board; and

Whereas, Legislative enactment is required to give a mandate to the administrators and referees in the Workmen's Compensation Appeals Board, to the effect that compensation cases must be handled and decided as expeditiously as possible; now, therefore, be it

Resolved, That the California Labor Federation seek enactment of legislation in the 1967 session of the State Legislature to accomplish the following:

1. All new cases, and requests for hearings in pending cases must be heard within 30 days from receipt of the request by the Workmen's Compensation Appeals Board.
2. All cases submitted for decision must be decided within 15 days thereof.
3. All cases continued for further hearing must be heard within 30 days from the previous hearing.
4. Requests for further hearing, for cross-examination of permanent disability rating specialists, or reporting physicians made by insurance carriers or employers should be accompanied by provable good cause therefor, or the request denied and the case decided.
5. All cases on appeal by Petition for Reconsideration must be decided by the Appeals Board within 30 days of the filing of the appeal. The time within which Petitions for Reconsideration or Appeals from Referee's Decisions can be made should be reduced to 10 days from the date of the issuance of the Award to the injured worker.
6. Pending decision on appeal to the Workmen's Compensation Appeals Board following Award, payment of the Award should be ordered by statute unless an Order is secured

from the Appeals Board directing the withholding of compliance with the Award on the part of the insurance carrier. Such an Order relieving the insurance carrier from compliance with the Award should only be issued upon the most stringent of circumstances and the most unusual of conditions.

7. Interest on awards should run from the date of the issuance of the Award. In the event an Appeal is taken by an insurance carrier or employer and denied, interest should be payable forthwith.
8. It should be mandatory by statute that the 10% penalty for unreasonable refusal or delay in payment of compensation benefits should be imposed for any failure to pay the award or interest or penalty thereupon within the time limits set by law.
9. Interest on compensation benefits which are not paid by the insurance carrier or employer and which are found to have been payable by an award of a referee of the Workmen's Compensation Appeals Board should run not from the date of the award as presently provided for in the law, but from the date that said benefits were due and should have been paid.

Referred to Committee on Legislation.
Adopted, p. 106.

Workmen's Compensation Benefits

Resolution No. 129—Presented by Los Angeles Co. Fed. of Labor, Los Angeles.

Whereas, The Workmen's Compensation Act of the State of California, our oldest form of social insurance, was passed after a long struggle on the part of the organized labor movement in this state; and

Whereas, It is the stated intention of the Workmen's Compensation Act that it has been created to replace the earning power for injured workers and their dependents and families, when said earning power is disrupted or impeded as a result of industrial injury or disease; and

Whereas, In recent years the State of California has lagged behind many industrial states in assuring injured workers adequate replacement of their earning power in the event of industrial injury and death; and

Whereas, For the first time in the history of the State of California the Department of Industrial Relations through the Administrative Director of its Division

of Industrial Accidents, has taken an official position before an assembly interim committee in stating that there is a serious lag between Workmen's Compensation benefit levels and the present wage rates and earning power of injured workers in the state, and has called for substantial increases in maximum weekly temporary disability, permanent disability and death benefits and a reduction in the waiting period; and

Whereas, There has been no increase in temporary disability rates in the state of California since 1961, and no increase in permanent disability rates since 1959, and death benefits since 1959; and

Whereas, The wages of workers in the State of California have increased substantially since 1959, and there now exists an unconscionable lag in Workmen's Compensation benefit levels; therefore be it

Resolved, That the California Labor Federation call upon the state legislature in its 1967 session to make substantial increases in all Workmen's Compensation benefits in line with recommendations made by the Administrative Director of the Division of Industrial Accidents of the State of California as follows:

1. The waiting period in cases where there is no hospitalization should be shortened to 3 days.
2. Maximum temporary disability benefits should be increased from the present level of \$70.00 per week to \$150.00 per week.
3. Provision should be made in the Workmen's Compensation law so that an annual adjustment of the maximum rate of temporary disability compensation is automatically made by the Workmen's Compensation Appeals Board so that at least 85% of all injured workers will receive 65% of wage replacement as originally contemplated by the framers of the Workmen's Compensation Act of the State of California.
4. Maximum permanent disability benefits should be raised to \$100 per week. Life pension benefits should also be increased to a maximum of \$100 per week for permanent and total disability with attendant appropriate adjustment for less serious disabilities than permanent and total.
5. The death benefit should be altered in principle to provide for the payment of weekly maximum compen-

sation benefits in a sum equal to temporary disability benefits for the surviving life of a widow with the addition of \$10 per week for each surviving child during period of continued dependence to age 21.

6. The burial benefit which is now fixed at \$600, should be increased to \$1,000.

Referred to Committee on Legislation.
Filed, p. 105. See Resolution No. 168.

Upgrade Agricultural Employment

Resolution No. 130—Presented by Typographical No. 21, 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, terminated 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 Sixth 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 as amended, p. 111.

Employment of Strikebreakers

Resolution No. 131—Presented by Typographical Union No. 21, 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; now therefore, be it

Resolved, That the Sixth Convention of the California Labor Federation, AFL-CIO, 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.
Filed, p. 102. See Resolution No. 7.

Don't Patronize Kingsport Press

Resolution No. 132—Presented by Typographical Union No. 21, San Francisco.

Whereas, All of the craft unions previously employed at Kingsport Press in Kingsport, Tennessee, have been on strike since March 11, 1963; and

Whereas, The strike was thrust upon union members at Kingsport Press by the archaic attitude of management; and

Whereas, Approximately 1,200 workers have chosen to endure the indescribable hardships of a management-prolonged strike now almost three and one-half years old; and

Whereas, Kingsport Press has refused to grant wage increases or fringe benefits anywhere close to other employees in the book manufacturing industry; and

Whereas, The only consistency in the attitude of Kingsport Press has been in its determination to oust all unions from their premises; and

Whereas, Management of Kingsport Press has used every means, including the use of strikebreakers and the "union-busting" provisions of labor laws, to break the unions involved; and

Whereas, Many large publishers and others still utilize the production facilities of Kingsport Press; and

Whereas, Many of the buyers of publications and books are public funds to purchase said books, such as school books, library books; and

Whereas, Kingsport Press has recently established a regional sales office in Palo Alto, California; and

Whereas, With the establishment of such a sales office in Northern California it can be expected this non-union firm will be increasing its efforts to obtain printing from Northern California, to the disadvantage of locally-owned, locally-financed, fair employers; now, therefore be it

Resolved, That the California Labor Federation, AFL-CIO, go on record as condemning the action of the Kingsport Press; and be it further

Resolved, That a copy of this resolution be sent to President Meany and the Executive Council of the AFL-CIO, Kingsport Press, Kingsport Allied Printing Trade Unions, Governor Edmund Brown, School Boards and College Trustees in California; and be it further

Resolved, That the California Labor Federation, AFL-CIO, will exert every effort in preventing printing by Kingsport Press or the purchase of printed matter of any nature from Kingsport Press that has been produced at said Plant.

Referred to Committee on Resolutions.
Adopted as amended, p. 58.

Lower Social Security Retirement Ages

Resolution No. 133—Presented by Ty-pographical Union No. 21, 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; now therefore be it

Resolved, That the California Labor Federation, AFL-CIO, endorse and actively pursue the objectives of this resolution; and be it further

Resolved, That copies of this resolution be sent to President Lyndon B. Johnson; the Senators and Congressmen representing the people of the state of California; AFL-CIO President George Meany; and all affiliates of this Federation, calling for the introduction and support of legislation to accomplish the objectives of this resolution.

Referred to Committee on Resolutions.

Filed, p. 37. See Policy Statement XI.

"We Don't Patronize" Harrah's

Resolution No. 134—Presented by Ty-pographical Union No. 21, San Francisco.

Whereas, Many members of organized labor and their friends visit Harrah's Clubs at Lake Tahoe and Reno; and

Whereas, The printing trades unions have been informed that the management of Harrah's has requested that the Allied Union Label be removed from all of their printing; and

Whereas, It has also been brought to the attention of these union members that the Harrah's management is presently and has been an outspoken supporter of right-to-work laws; now therefore be it

Resolved, That the California Labor Federation, AFL-CIO, go on record to inform all its affiliates of the unfair attitude of the Harrah's establishments against organized labor; and be it further

Resolved, That a copy of this resolution be sent to Harrah's Club and all affiliates of the California Labor Federation, AFL-CIO, and that organized labor in California and Nevada be urged not to spend their union-earned dollars in Harrah's Club.

Referred to Committee on Resolutions.

Filed, pp. 57-58.

In Memoriam

Resolution No. 135—Presented by Ty-pographical Union No. 21, San Francisco.

Whereas, During the year of our lord 1966, and in the State of California,

there occurred two of the most shocking and heinous crimes one human being could perpetrate against another; namely, the assassination of Brother Dow Wilson, Recording Secretary, Painters Local 4, on April 5, 1966; followed by the assassination of Brother Lloyd Green, Financial Secretary, Painters Local 1178, on May 7, 1966; and

Whereas, Assassination is not condoned in the way of life gained in the struggle of American Labor; and

Whereas, The shock and the concern of union officials and their families have reached its extremity in California by the murders of Brothers Dow Wilson and Lloyd Green; and

Whereas, This act performed by undesirable elements against these men who were engaged in combatting corruption and putting in effect vigorous ideals for their membership is detrimental to the progressive development of unionism and ought to be condemned by all citizens interested in our democratic institutions; and

Whereas, Both of these men were dedicated to the finest trade union principles, and were outspoken in the pursuit of their beliefs, without regard of the possible consequences to themselves; and

Whereas, Brother Dow Wilson was recognized as one of the most dynamic labor leaders of his generation, and with his leadership his local was raised to a position second to none in the building trades; and

Whereas, The loss of these men is a distinct setback to all of organized labor, as well as those who believe in the rights of human beings as individuals, regardless of race, color, creed, or national origin; and

Whereas, The Executive Officers of the California Labor Federation, AFL-CIO, numerous local unions, Central Labor Councils and civic organizations promptly responded with condolences as well as financial aid to the tragic news affecting their families and members of organized labor; now therefore be it

Resolved, That this Sixth Convention of the California Labor Federation, AFL-CIO, express our sorrow over the loss of Brothers Dow Wilson and Lloyd Green, and all labor leaders, rank-and-file trade unionists, and friends of organized labor

who have passed away, and offer our appreciation of their generous contributions by observing a moment of silence before adjourning; and be it further

Resolved, That copies of this resolution be sent to each member of the immediate families of Brothers Dow Wilson and Lloyd Green and Painters Locals 4 and 1178, and that these copies bear the seal of the California Labor Federation, AFL-CIO, the signatures of the Executive Officers; said copies to be suitably framed.

Referred to Committee on Resolutions.
Adopted, p. 116.

National 35-Hour Week

Resolution No. 136 — Presented by ILGWU Locals No. 55, 58, 84, 96, 97, 266, 451, 452, 482, 483, 496, 497, 512, Los Angeles.

Whereas, Even during the prosperous periods of the last thirty years unemployment levels remained high—with millions of people unemployed; and

Whereas, The rapid rate of increase in automation and other technological change tends to displace workers and reduce future job opportunities, thereby adversely counter-balancing measures to expand the economy and eliminate unemployment; and

Whereas, The division of available work and the sharing of such work among workers through shortening of working hours will greatly contribute to reducing unemployment; therefore be it

Resolved, That this Sixth Convention of the California Labor Federation support federal legislation to establish a uniform national 35-hour work week.

Referred to Committee on Resolutions.
Filed, p. 35. See Policy Statement VI (a).

Participation in U.I. and D.I.

Resolution No. 137 — Presented by ILGWU Locals No. 55, 58, 84, 96, 97, 266, 451, 452, 482, 483, 496, 497, 512, Los Angeles.

Whereas, Unemployment and disability insurance legislation was enacted to provide a source of temporary maintenance of income for workers who suffer a loss of employment or income through no fault of their own; and

Whereas, An unemployed laundry worker or agricultural worker is just as unemployed as an unemployed steel worker or garment worker; and

Whereas, Limiting, selecting or specifying certain jobs or job classifications or industries as being covered and protected by unemployment insurance laws and others as not being covered is a display of arbitrary discrimination against many workers who greatly need protection; and

Whereas, This situation relegates wage earners, who by their jobs, are excluded from Unemployment Insurance and Disability Insurance benefits, to the ugly status of second class citizens; and

Whereas, This denial of participation in such benefits can inflict utter disaster on the worker who suffers loss of employment or income; therefore be it

Resolved, That this Sixth Convention of the California Labor Federation support a vigorous effort to enact legislation for extending Unemployment and Disability Insurance program coverage to all workers and for making the program applicable to all jobs, job classifications and industries.

Referred to Committee on Legislation.
Adopted, p. 110.

Disability Insurance For Every State

Resolution No. 138 — Presented by ILGWU Locals No. 55, 58, 84, 96, 97, 266, 451, 452, 482, 483, 496, 497, 512, Los Angeles.

Whereas, Through Congressional enactment complemented by legislation in 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 stabilizing living standards and safeguarding the dignity of working men and women who through no fault of their own have become unemployed; and

Whereas, Over the years unemployment insurance programs have become accepted not only everywhere in the country, but throughout the entire civilized world as an absolute social necessity; and

Whereas, Only four states in the Union have recognized the vital necessity of supplementing unemployment insurance programs with disability insurance; and

Whereas, Loss of working time due to disability is always a grave problem and frequently a major disaster to workers who suffer curtailment of income at the

very time they are incurring heavy medical costs; and

Whereas, The absence of disability insurance programs in 46 states is a mark of antiquated thinking and a sign of inability to make the machinery of state governments responsive to vital social needs; therefore be it

Resolved, That this Sixth Convention of the California Labor Federation favor federal legislation which will lead to the development of unemployment disability insurance programs in every state of the Union.

Referred to Committee on Resolutions.
Filed, p. 37.

Federal Minimum Wage

Resolution No. 139 — Presented by ILGWU Locals No. 55, 58, 84, 96, 97, 266, 451, 452, 482, 496, 497, 512, Los Angeles.

Whereas, The standard of living of working men and women in our state and nation has not kept pace with technological progress; and

Whereas, The wages and earning potentials of millions of wage earners have woefully lagged behind the rate of living cost rise; and

Whereas, This persistent lag in wages will have an adverse effect on the general economy; and

Whereas, Unrealistic and impractical, inadequately low minimum wage levels are a direct contributing factor to conditions of poverty, as is evidenced by statistical facts that the lower the minimum wage (as in "Right to Work" states), the higher the incidence of poverty; and

Whereas, It is the responsibility of the federal government to establish decent minimum wage standards to eliminate unfair competition of low-wage employers, to protect workers from exploitation, and to counteract the resistance of management groups, which in their short-sightedness have historically fought against increasing the minimum wage level in spite of the fact that in the long run it has proven to be beneficial to them; therefore be it

Resolved, That this Sixth Convention of the California Labor Federation favors federal legislation setting the minimum wage at \$2.00 per hour to assure decent minimum standards of living for all working Americans.

Referred to Committee on Resolutions.
Adopted, p. 35.

California Higher Minimum Wage

Resolution No. 140 — Presented by

ILGWU Locals No. 55, 58, 84, 96, 97, 266, 451, 452, 482, 483, 496, 497, 512, Los Angeles.

Whereas, California is the first state in the union in population and the fastest growing state in economic expansion and the betterment of conditions and standards of living; and

Whereas, California should be and remain the leader in the country in the improvement of working conditions for all of its wage earners; and

Whereas, The enactment of inadequate increases in federal minimum wage standards reflects basically the unfair economic conditions of the underdeveloped and cheap labor states, where average income is far below that which prevails in California; and

Whereas, California must maintain its growth and leadership, already established by historical precedent through the existence of higher minimum wage levels than federal minimum wages; therefore be it

Resolved, That the Sixth Convention of the California Labor Federation support the enactment of legislation in California whereby California minimum wage levels will be at all times at least 10% higher than federal minimum wage requirements.

Referred to Committee on Legislation.
Filed, p. 111. See Resolution No. 170.

Program to Eliminate Poverty

Resolution No. 141 — Presented by ILGWU Locals No. 55, 58, 84, 96, 97, 266, 451, 452, 482, 483, 496, 497, 512, Los Angeles.

Whereas, Millions of Americans live in poverty which deprives them of even a minimum decent standard of living—income sufficient to meet material needs by providing care, adequate shelter, education, health and useful employment; and

Whereas, Among these Americans are many of the aged, the youth, the physically, 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 Sixth Convention of the California Labor Federation express its deep concern with the problem of poverty in America, support the projects initiated by President Lyndon B. Johnson to deal with the problem, and favor a comprehensive program of federal 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;
12. Stronger legislation to prohibit discrimination based on race, color, religion, and ancestry;
13. Massive expenditure of federal funds to create jobs for the unskilled and semi-skilled unemployed and under-employed.

Referred to Committee on Resolutions.
Adopted, p. 59.

Repeal Section 14(b) (Taft-Hartley)

Resolution No. 142 — Presented by ILGWU Locals No. 55, 58, 84, 96, 97, 266, 451, 452, 482, 483, 496, 497, 512, Los Angeles.

Whereas, The 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 record is clear that wherever such "Right to Work" laws exist there is a blight on the economic growth of that state; and

Whereas The retention of section

14(b) of the Taft-Hartley Act allows bigots, the forces of reaction and open shop employers to continuously attempt to impose "Right to Work" laws on other states and thereby endanger the standard of living of workers in those states and undermine the economies of those states; therefore be it

Resolved, That this Sixth Convention of the California Labor Federation favor making repeal of Section 14(b) of the Taft-Hartley Act a top priority issue in the next session of Congress.

Referred to Committee on Resolutions.

Adopted, p. 35.

Low Rent Housing

Resolution No. 143 — Presented by ILGWU Locals No. 55, 58, 84, 96, 97, 266, 451, 452, 482, 483, 496, 497, 512, Los Angeles.

Whereas, Hundreds of thousands of Californians are housed in sub-standard shelter; and

Whereas, Such sub-standard shelter ranges from over-crowded housing units and inadequate facilities to dilapidated buildings and grim shanties; and

Whereas, Californians who suffer from inadequate housing accommodations are the poor—including the elderly, families headed by women, large families, agricultural workers, poorer single persons, minority group families, and families displaced or dislocated; and

Whereas, Many poor families are compelled to pay more than 25% of their meager income for housing accommodations; and

Whereas, The reduced supply of available housing has compelled low-income families to concentrate in areas that are frequently distant from potential employment locations which are becoming increasingly dispersed; and

Whereas, For minority group persons housing problems due to poverty are compounded by discrimination in sales and rentals based on race, color or ethnic origin; and

Whereas, The multi-billion dollar federal housing programs of the past 30 years have mainly assisted upper and upper-middle income families while largely neglecting lower income families; therefore be it

Resolved, That this Sixth Convention of the California Labor Federation favor local, state and federal legislation and administrative action to make homes available to low income groups through;

1. State and/or federal long term low

interest loans directly to housing consumers;

2. Rent supplements for the poor;
3. Public housing provided by construction of new facilities or leasing of private facilities by the federal government.
4. Enforcement of fair housing and non-discrimination (based on race, color, religion, national origin or ancestry) by state and federal law and Presidential Executive action.

Referred to Committee on Resolutions.

Adopted, p. 36.

Comprehensive Health Care Insurance

Resolution No. 144 — Presented by ILGWU Locals No. 55, 58, 84, 96, 97, 266, 451, 452, 482, 483, 496, 497, 512, Los Angeles.

Whereas, Many Americans are the victims of circumstances which result in shortened lives or crippled bodies or damaged health or impaired minds or affliction by preventable illness, through lack of access to health care; and

Whereas, These Americans are deprived of adequate health care because of their economic status, their race or ethnic origin, their geographic location or similar factors; and

Whereas, American society today has the scientific, technological and economic capacity to provide every man, woman and child with adequate health care; therefore be it

Resolved, That this Sixth Convention of the California Labor Federation favor development of a comprehensive health care insurance system by the federal government to assure adequate hospital, medical, dental, mental health, convalescent and other health care services; and be it further

Resolved, That this convention support legislative and governmental administrative action at the local, state and national level for mobilizing public and private resources and conducting programs to facilitate establishment of such a health care system.

Referred to Committee on Resolutions.

Adopted, p. 57.

Help Free Labor In Developing Nations

Resolution No. 145 — Presented by ILGWU Locals No. 55, 58, 84, 96, 97, 266, 451, 452, 482, 483, 496, 497, 512, Los Angeles.

Whereas, The AFL-CIO and affiliated unions have been providing vital large-scale assistance to emerging free labor

movements of the developing nations of Latin-America, Africa, and Asia; and

Whereas, This aid has taken the form of great and sustained financial contributions, advisory staff, program consultation, leadership training, international public information to generate a favorable climate and other programs; and

Whereas, These AFL-CIO programs have helped labor movements to work toward achieving human rights, freedom and an improved standard of living for workers in the developing nations; and

Whereas, Such AFL-CIO programs are assisting the labor movements abroad to attain a larger voice in the affairs of their country; and

Whereas, Such AFL-CIO programs have aided the labor movements abroad in the struggle against colonialism, imperialism, communism, Fascism, military dictatorship and other forms of totalitarianism and for independence and internal democracy; be it therefore

Resolved, That this Sixth Convention of the California Labor Federation express its strong commitment to the AFL-CIO programs of aid to free labor movements in the emerging and developing nations, request affiliated unions to keep their members informed of these programs, and urge cooperation in providing information and assuring contact with visiting labor delegations from abroad.

Referred to Committee on Resolutions.
Adopted, p. 94.

Automobile Safety Standards

Resolution No. 146 — Presented by ILGWU Locals No. 55, 58, 84, 96, 97, 266, 451, 452, 482, 483, 496, 497, 512, Los Angeles.

Whereas, The highway death and injury toll has become and remains a national tragedy; and

Whereas, Recently held Congressional hearings have disclosed that the lack of safety features are definite contributing factors to the accident rate as well as the seriousness of the accident; and

Whereas, No monetary profit for anyone could possibly justify sustaining the injury and death rate because of the lack of safety features on the automobiles; and

Whereas, Temporary blindness brought on by oncoming headlights during night driving is an admitted hazard and danger

that can easily be overcome by a simple device and installation; and

Whereas, Stronger, more durable safety feature tires are an admitted deterrent to accidents; now therefore be it

Resolved, That the California Labor Federation urge the enactment of state and federal highway laws making it mandatory that all cars be equipped, as a minimum requirement, with 4 ply safety tires and with automatic headlight dimming devices.

Referred to Committee on Legislation.
Adopted, pp. 111-12.

Union Label

Resolution No. 147 — Presented by ILGWU Locals No. 55, 58, 84, 96, 97, 266, 451, 452, 482, 483, 496, 497, 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 Sixth Convention of the California Labor Federation urge great emphasis on the support, promotion and programming of the Union Label.

Referred to Committee on Resolutions.
Adopted, p. 94.

Public Relations

Resolution No. 148 — Presented by ILGWU Locals No. 55, 58, 84, 96, 97, 266, 451, 452, 482, 483, 496, 497, 512, Los Angeles.

Whereas, This dynamic age we live in is in many ways geared to success or failure by the accomplishments of the advertising and public relations job performed; and

Whereas, Products, services, political candidates, ideologies, and even the pursuits of peace and war have been integrally linked with the type of public relations and advertising utilized; and

Whereas, The role, aims, and principles of the labor movement have always been downgraded, many times vilified, and almost always vitriolically attacked through the controlled new media available and utilized by the foes of organized labor; and

Whereas, This utilization has been supplemented further with castigation and subliminal innuendoes for more than a generation, to the point that organized labor in many circles is arbitrarily and unfairly identified as anything, from a necessary evil, at best, to gangsterism, brute force, and monolithic power-hungry dictatorships; and

Whereas, This condition prevails even at the public school level, due to the heavily unbalanced lack of labor movement education as compared with the huge preponderance of business and management information, as is evidenced in the examination of typical text books used in our schools; and

Whereas, The time has come, and is long overdue, for organized labor to speak for organized labor and be heard; and

Whereas, It is vital that its dedicated ideals be brought to the eyes and ears of the vast majority of the public who have for so long seen and heard only one side, or, at best, a twisted version of the truth; and

Whereas, There exists sufficient manpower and brainpower and media to now reach the public; now therefore be it

Resolved, That the California Labor Federation, through its officers' boards, executive committees, and affiliated county federations, embark upon an accelerated and continuous program of public relations and advertising, through such media as television and radio, to present the correct image of organized labor and to continue to keep public attention favorably focused upon labor and its programs and activities.

Referred to Committee on Resolutions.
Filed, pp. 94-96.

Against Soviet Anti-Semitism

Resolution No. 149 — Presented by ILGWU Locals No. 55, 58, 84, 96, 97, 266, 451, 452, 482, 483, 496, 497, 512, Los Angeles.

Whereas, Despite some token concessions made in the last year as a result of

world-wide protest, anti-Semitism continues to be a distinct feature of Soviet Russian governmental policy; and

Whereas, Although the intensity of anti-Semitism fluctuates, the government-inspired and Party-cultivated campaign of anti-Semitism in Russia has for decades inflamed ancient prejudices and inflicted disadvantage and discrimination on Jews; and

Whereas, The Jewish community in Russia never recovered from the attack upon it delivered directly after World War II—when Jewish communal institutions were suppressed; Jewish cultural institutions obliterated; Jewish theatres, newspapers, periodicals, and publishing houses closed; Jewish language teaching eradicated; Jewish synagogues eliminated; Jewish communal and cultural leaders arrested, exiled and executed; and

Whereas, Discrimination against Jews is practiced in varying degrees in every area of Soviet life including employment, education, scientific endeavor, and government; and

Whereas, During recent years, criminal penalties, including the death penalty, have been imposed with particular severity on Jews for "economic crimes"; and

Whereas, Extreme restrictions are enforced against all forms of Jewish religious practices; and

Whereas, The Soviet regime's all-pervasive totalitarian oppression is directed with particular ferocity against the Jewish minority—a recognizable symptom of the most reactionary forms of police state seeking a scapegoat for economic problems and political difficulties; and

Whereas, The Soviet regime has compounded its persecution of Jews by barring their emigration from Russia; and

Whereas, The International Confederation of Free Trade Unions has protested to the United Nations and is engaged in a world effort to inform the public in every nation of the extent of Soviet internal anti-Semitism; be it therefore

Resolved, That this Sixth Convention of the California Labor Federation vigorously condemn the Soviet Russian government and the Soviet Communist Party for its anti-Semitism—an aggravated form of the totalitarian regimentation and repression prevailing in Soviet Russian so-

ciety; and be it further

Resolved That the California Labor Federation continue cooperation with other civic groups to disseminate material exposing Russian policy, to inform the public, to encourage public protest, to support representatives to the United Nations, demanding termination of Soviet anti-Semitism policies and permission for emigration from Russia.

Referred to Committee on Resolutions.
Adopted, p. 95.

Support of the NAACP

Resolution No. 150 — Presented by ILGWU Locals Nos. 55, 58, 84, 96, 97, 266, 451, 452, 482, 483, 496, 497, 512, Los Angeles.

Whereas, The National Association for the Advancement of Colored People (NAACP) is the oldest and most honored and most admired organization representing the Negro community in its civil rights concerns; and

Whereas, Through its chapters and other organizational activities, the NAACP provides for mass grass roots participation throughout the nation; and

Whereas, The NAACP has been the leading organization in the use of court action to defend individual rights as well as to achieve equality for the Negro community and civil rights for all; and

Whereas, Using legislation, community action and public education in addition to litigation, the NAACP has achieved historic break-throughs and great progress in every area of civic life; and

Whereas, The NAACP fosters cooperation among all people of good-will toward the common goal of accomplishing integration and eradicating from national and community life, all forms of discrimination and segregation based on race, color, religion, national origin or ancestry; and

Whereas, The NAACP has cooperated with labor in winning other objectives of concern to the AFL-CIO such as the eliminating of "right-to-work" laws and section 14(b) of the National Labor-Management Relations Act, the broadening of the minimum wage law, and extending to all workers legal protection of the right of collective bargaining; therefore be it

Resolved, That this Sixth Convention of the California Labor Federation reaffirm its endorsement of the NAACP,

convey to the NAACP its fraternal greetings, favor on-going support of NAACP programs, and reiterate its policy of continued cooperation in the broad areas of mutual concern.

Referred to Committee on Resolutions.
Adopted, p. 95.

Endorse Jewish Labor Committee

Resolution No. 151 — Presented by ILGWU Locals No. 55, 58, 84, 96, 97, 266, 451, 452, 482, 483, 496, 497, 512, Los Angeles.

Whereas, The Jewish Labor Committee has long been an integral part of the American labor movement and has shared its ideals purposes and philosophy; and

Whereas, The Jewish Labor Committee has supported the AFL-CIO's struggles to make available to all, the material benefits of our society, improvement in the quality of life, and full participation in democratic processes; and

Whereas, The Jewish Labor Committee has been in the forefront of efforts to eliminate from all areas of community life bigotry, discrimination and segregation based on race, color, religion, national origin or ancestry; and

Whereas, The Jewish Labor Committee conducts a comprehensive program of fostering equal rights and opportunities through education, legislation, litigation, and cooperative community actions; and

Whereas, The Jewish Labor Committee believes that the fight against discrimination is related to the effort to eliminate poverty and enlarge opportunity for minority group persons in employment, housing, education, and health care; and

Whereas, The Jewish Labor Committee works in close cooperation with the AFL-CIO and its affiliates and provides unions at the national, state and local level with information, research, materials, staff and consultation services to promote human relations and social welfare programs in the union, on the job and in the community; and

Whereas, The Jewish Labor Committee through its activity at home and abroad, participates in the world-wide struggle for human freedom and against Fascism, Communism and all other forms of totalitarian extremism; therefore, be it

Resolved, That this Sixth Convention of the California Labor Federation reaffirm its endorsement of the Jewish Labor Committee, express approval of its collaboration with and services to the labor movement, commend it for continued leadership in the community, and urge sup-

port of and cooperation with its program of advancing civil rights, social justice and better human relations.

Referred to Committee on Resolutions.
Adopted, p. 85.

Support of Histadrut:

Resolution No. 152 — Presented by ILGWU, Local Nos. 55, 58, 84, 96, 97, 266, 451, 452, 482, 483, 496, 497, 512, Los Angeles.

Whereas, The State of Israel is a beacon and a citadel of democracy in the Middle East; and

Whereas, Histadrut, the labor federation of Israel, is the economic backbone and an integral part of and a contributing factor to a free way of life in Israel; and

Whereas, The presence of Histadrut in Israel is a good example of a way of life for the exploited people of the Arab neighboring countries and has been one of the deterrent forces against the encroachment of communism, fascism and exploitation; now therefore be it

Resolved, That the Sixth Convention of the California Labor Federation commend Histadrut for its activities and achievements and express its continued support to Histadrut in its activities for the welfare of the working men and women.

Referred to Committee on Resolutions.
Adopted, p. 58.

Support Community Service Organization

Resolution No. 153 — Presented by ILGWU Locals No. 55, 58, 84, 96, 97, 266, 451, 452, 482, 483, 496, 497, 512, Los Angeles.

Whereas, The Community Service Organization, a 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 Labor Federation; 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 Sixth 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. 59.

Collective Bargaining for Hospital Employees

Resolution No. 154—AFSCME District Council 20, Los Angeles.

Whereas, Hospital employees in California have no practical method available to them for obtaining employer recognition for purposes of collective bargaining; and

Whereas, Some hospitals have actually denied the right of their employees to select unions or representatives of their own choosing for purposes of representation; and

Whereas, Such practices are not only reprehensible but illegal in nearly all other sectors of employment; Therefore, be it

Resolved, That the Sixth Convention of the California Labor Federation reaffirm its previous position with respect to collective bargaining for hospital employees and instruct its officers to introduce and seek passage of appropriate legislation.

Referred to Committee on Legislation.
Filed, pp. 113-14. See Resolution No. 64.

35-Hour Workweek

Resolution No. 155 — AFSCME District Council 20, Los Angeles.

Whereas, The constant goal of the American organized labor movement has been the improvement of working conditions and living standards; and

Whereas, Technological advances in all fields of endeavor have not only increased productivity, thereby decreasing manpower needs even in periods of great stress; and

Whereas, The American worker has an unquestionable right to share the rewards resulting from increased productivity; and

Whereas, A reduction in the workweek

to 35 hours would insure a higher standard of living, more leisure time for the workers, and increased purchasing power thereby benefitting the entire economy; now, therefore, be it

Resolved, that the Sixth Convention of the California Labor Federation hereby reaffirm its historic support for a 35-hour workweek and re-dedicate its efforts to achieve such goal for all public employees and all employees in private industry.

Referred to Committee on Resolutions.
Filed, p. 35. See Policy Statement VI (a).

Overtime Premium Pay for Public Employees

Resolution No. 156 — Presented by AFSCME District Council 20, Los Angeles.

Whereas, The principle of premium pay for overtime work was achieved long ago by the American labor movement in the private employment sector; and

Whereas, There are many differences between political subdivisions in California with the way overtime work is rewarded; therefore be it

Resolved, That the Sixth Convention of the California Labor Federation instruct its officers to introduce and support legislation which would require the State and all its political subdivisions to pay at least time and one-half for all work performed in excess of the established work week.

Referred to Committee on Legislation.
Adopted, p. 105.

Working Public Employees Out of Classification

Resolution No. 157 — AFSCME District Council 20, Los Angeles.

Whereas, It has always been the effort of organized labor to improve salaries and working conditions; and

Whereas, The practice of working public employees out of classification without proper or adequate compensation is commonplace; and

Whereas, This practice undermines all principles of organized labor; now, therefore, be it

Resolved, That this Sixth Convention of the California Labor Federation instruct its officers to seek and enact legislation which would make it illegal to continue such chiseling.

Referred to Committee on Legislation.
Filed, p. 102.

Highest Prevailing Rates

Resolution No. 158 — Presented by AFSCME Dist. Council 20, Los Angeles.

Whereas, The State of California and virtually all political subdivisions lend lip service to the theory of paying their employees prevailing wages and virtually all insist that they actually do so; and

Whereas, Virtually all public employers interpret this to mean the inclusion of scab labor wages in their salary surveys; now, therefore, be it

Resolved, That the Sixth Convention of the California Labor Federation endorse salary levels within the State of California computed on the basis of equality with the highest prevailing rates paid for the same classification within the community and that this concept be enacted legislatively if possible.

Referred to Committee on Legislation.
Adopted, p. 105.

Right to Choose Social Security

Resolution No. 159 — Presented by AFSCME Dist. Council 20, Los Angeles.

Whereas, With but one notable exception, public employees of all major political subdivisions, have been afforded an opportunity to choose Social Security coverage; and

Whereas, It is now obvious that legislation is needed which would make this mandatory for those remaining public employers who have denied their employees the right to choose Social Security coverage on an optional basis; therefore be it

Resolved, That the Sixth Convention of the California Labor Federation instruct its officers to introduce and pursue the enactment of this vital legislation.

Referred to Committee on Legislation.
Filed, pp. 103-04. See Resolution No. 84.

D.I. for Public Employees

Resolution No. 160 — Presented by AFSCME Dist. Council 20, Los Angeles.

Whereas, Public Employees are not now covered by a disability insurance program; and

Whereas, The cost for such protection is paid for by the employees; therefore be it

Resolved, That the Sixth Convention of the California Labor Federation instruct its officers to introduce and support appropriate legislation, and making it available to public employees on a voluntary basis if it be possible.

Referred to Committee on Legislation.
Filed, p. 106. See Policy Statement III.

U.I. for Public Employees

Resolution No. 161 — Presented by AFSCME Dist. Council 20, Los Angeles.

Whereas, Public Employees throughout the State of California are not presently covered by the benefits and protections of the Unemployment Insurance Program; and

Whereas, A considerable number of public employees are terminated each year because of changing work requirements; therefore be it

Resolved, That the California Labor Federation introduce legislation at the next regular legislative session to implement the goal of Unemployment Insurance protection for the state's public employees.

Referred to Committee on Legislation.
Adopted, p. 110.

Protection of Welders

Resolution No. 162—Presented by Boilermaker-Blacksmith No. 10, Oakland.

Whereas, At the Convention of this organization held in Sacramento in August, 1960, a Resolution was adopted to the effect that employers furnish to the employees welding hoods and gloves with no expense to the employee; and

Whereas, This Resolution appears to have been ineffective in that no provision was made for following it through and made a part of Legislation; and

Whereas, There is still a lack of enforcement of employers' compliance with requirements of the Labor Code, Sections 6310 to and including 6500, and the General Safety Orders of the State of California pertaining to the requirements to furnish to employees safety devices and protective clothing, particularly to furnish the welders hoods and gloves at no cost to the employees; and

Whereas, The requirements of industry make necessary the use of not only new heavy demands for welding but use of exotic materials the fabrication of which creates new and unknown hazards to employees; and

Whereas, Although organized labor believes that the present laws are clear in requiring employers to furnish any and all protective equipment and clothing, it is none the less appropriate that organized labor spell this out and go on record demanding that the General Safety Orders of the State of California be enforced, and that the employers be specifically required to furnish such equipment and protective clothing to employees

exposed to harmful radiations, deleterious by-products of steel fabrication, and that Resolutions be formulated by this organization for the purpose of hereafter being presented in Sacramento before the legislature of this state for activating the enforcement. Therefore be it

Resolved, That the California Labor Federation do hereby go on record demanding that all pertinent Sections of the California Labor Code, commencing with Section 6310 up to and including 6500, be enforced; and be it further

Resolved, That the employer be required to furnish safety devices, equipment and protective clothing to the employees at no cost to such employees; and be it further

Resolved, That employers furnish to welders hoods and gloves at no cost to the employees.

Referred to Committee on Resolutions.
Adopted as amended, p. 95.

Non-Student Professional Entertainment on Campus

Resolution No. 163 — Presented by IATSE & MPMO-Stage Employees No. 50, Projectionists No. 252, Wardrobe No. 874, Ticket Sellers and Ushers No. B66, Sacramento.

Whereas, This Resolution appears to have been ineffective in that no provision was made for following it through and made a part of Legislation; and

Whereas, It is the intent of all Locals affiliated with the International Alliance of Theatrical Stage Employees and Motion Picture Machine Operators to provide a livelihood for their membership through employment in the entertainment field and to negotiate equitable contracts with producers, sponsors and theatre owners who present professional talent to the general public, for employment of union members; and

Whereas, The increasing use of tax built and tax supported on-campus facilities throughout the State for the presentation of non-student professional entertainment for the general public and the refusal of the sponsoring student Associations to employ union labor has resulted in a loss of employment for our membership; and

Whereas, The student Associations that

sponsor and promote these non-student activities in rent-free facilities are in unfair competition with private promoters and theatre owners who recognize and employ union labor; and

Whereas, These conditions exist throughout the colleges in California; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, sponsor legislation in the California state legislature which would regulate student activity in conjunction with non-student professional entertainment in on-campus facilities.

Referred to Committee on Legislation.
Adopted, p. 112.

"Back to Back" Workweek

Resolution No. 164—Presented by Glass Bottle Blowers No. 137, Huntington Park.

Whereas, The California Labor Federation has been continually working to promote legislation affecting women workers in the state, regulating the work hours per week to forty (40) and a maximum of forty-eight (48) with penalty pay provisions; and

Whereas, This established forty hour week regulation is effectively exploited by management, who set a standard workweek, which in no way affects the actual working days of the employee, and only designates pay periods; and

Whereas, Many employers in manufacturing using employees on shift work or rotating shift work, schedule the shifts to split standard workweek, thereby working women seven days in a row using a back to back workweek, which would allow them to work women as many as twelve days in a row without a day of rest, when a so-called "emergency" exists; and

Whereas, Women workers in the State of California are an increasingly large proportion of the work force and many employers are adopting the "back to back" workweek to further their own interest and profits with no regard for the health and welfare of their employees; and

Whereas, These unreasonable hours of work for women endanger their health and welfare, by reducing their mental alertness, creating safety hazards, causing family difficulties, involving children and baby-sitting for working mothers, and even losing their jobs because of absenteeism by being unable to keep up with this work schedule; and

Whereas, The intent of the regulation of the forty hour workweek was to assure the worker of one day's rest in seven, and employers are not concerned with "intent," unless it can be used to further

their own gains; therefore be it

Resolved, That the California Labor Federation take the necessary steps to correct this regulation of hours of work at the next regular session of the legislature to prevent the unfair labor practice of a "back to back" workweek.

Referred to Committee on Legislation.
Filed, p. 107.

Protection of Women Workers

Resolution No. 165—Presented by Glass Bottle Blowers No. 19, Gardena.

Whereas, The regulations under the Industrial Welfare Provisions covering women workers in the State of California are being attacked by special interest groups to take away protections from our women workers on weight lifting and 8 hours a day; and

Whereas, The percentage of women workers is growing in California, which makes it more important to keep the 8 hour law in effect. We all well know the employers will use these changes to exploit our women workers; and

Whereas, The G.B.B.A. employee Local 19 feels that any relaxation of the standard 8 hour law for women workers in California would break down fair employment standards which were achieved only by consistent effort on the part of the labor movement against opposing forces; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, assembled in its Sixth Convention in San Diego, August 1966, protest any further amendments to the Labor Code pertaining to women and go on record in opposition to any further amendments on relaxation of standard 8 hour law for women workers in California; and be it further

Resolved, That all central bodies in the State of California as well as Governor Brown and members of the California State Legislature be informed by the State Federation on this issue.

Referred to Committee on Legislation.
Adopted, p. 112.

Sec. 1260, Sub-Section A of U.I. Code

Resolution No. 166—Presented by Glass Bottle Blowers No. 19, Gardena.

Whereas, By action of the 1965 regular session of the legislature, Section 1260, Sub-Section A of the Unemployment Insurance Code states that anyone terminated for any reason but reduction of forces or voluntarily quits would be ineligible to draw unemployment until he had earned 5 times the amount he would draw weekly benefits; and

Whereas, Said amendment to Section 1260 of the code is punitive, harsh and unreasonable to the extent that the penalty far outweighs the offense; and

Whereas, Said amendment to Section 1260 of the code affords the employer a convenient opportunity to contest any application for unemployment benefits; therefore be it

Resolved, That the California Labor Federation instruct the legislative representative to seek abolishment of Sub-Section A of Section 1260 of the Unemployment Insurance Code.

Referred to Committee on Legislation.
Adopted, p. 110.

Statute of Limitations in W.C. Cases

Resolution No. 167—Presented by State Council of Carpenters, San Francisco.

Whereas, The provisions of the Workmen's Compensation Act of the State of California presently effectively limit the injured worker to a five year statute of limitations; and

Whereas, In many cases this limited and narrow statute of limitations results in hardship and inequity; now, therefore, be it

Resolved, That the California Labor Federation endeavor to have the jurisdictional limitations and statute of limitations in Workmen's Compensation cases be increased to ten years in place of the present five year period.

Referred to Committee on Legislation.
Adopted, p. 106.

Workmen's Compensation Benefit Levels

Resolution No. 168—Presented by California State Council of Carpenters, San Francisco.

Whereas, The Workmen's Compensation Act was created to replace the earning power of industrially injured workers and their dependents in the event of industrial injury or disease; and

Whereas, All benefit levels under the Workmen's Compensation Act are presently inadequate and antiquated because of the fact that there has been no increase in such levels for a period of some four to six years while the hourly wages and living costs of workers in the state continue to rise; and

Whereas, The inadequacies of Workmen's Compensation benefits have been officially recognized by the administration of the State of California, and the Administrative Director of the Division of Industrial Accidents has for the first time in the history of the state requested that the legislature correct the serious

lag in the Workmen's Compensation benefit structure, and has called for legislation providing substantial increases in maximum temporary disability, permanent disability and death benefits; now, therefore, be it

Resolved, That the California Labor Federation seek legislation in the next legislative session which will make substantial increases in all Workmen's Compensation benefits by:

1. Reducing the waiting period from seven days to three days in cases where there is no hospitalization.
2. Raise the maximum disability benefits to \$150 per week from the present level of \$70.00 per week.
3. Provide by statute for annual automatic alterations in the maximum rate of temporary disability based upon the average annual earnings of industrial and construction workers in the state of California in the preceding year, and fixing the benefits for temporary disability so that at least 85% of all industrial injured workers will be paid temporary disability equal to at least 65% of their gross wage loss.
4. Increase maximum permanent disability benefits to at least \$100.00 per week and provide for commensurate rate increases in life pension benefits.
5. Provide substantial changes in the amount of the death benefit and the manner in which it is paid by basing death benefits on the need of the family rather than on flat statutory amounts, as is presently done. Death benefits should be equivalent to weekly maximum temporary disability and should be paid for the life of the surviving widow with the addition of \$15.00 per week for each surviving child during the period of continued dependency of that child.

Referred to Committee on Legislation.
Adopted as amended, p. 105.

Medical Care Under Workmen's Compensation

Resolution No. 169—Presented by California State Council of Carpenters, San Francisco.

Whereas, Under the present Workmen's Compensation law of the state of California, the injured worker is required to submit to the care of a doctor chosen by the Workmen's Compensation insurance carrier or his employer for medical treatment for an industrial injury; and

Whereas, This provision of the law creates a situation where the injured workers of this state are not receiving adequate or competent medical care because the treating industrial doctors are under the domination and instruction of insurance carriers and employers; now, therefore, be it

Resolved, That the California Labor Federation seek legislative action which will amend Workmen's Compensation law to provide that an injured worker be entitled to choose his own physician in the first instance and to make such changes in physicians as he desires for treatment of industrial injuries and that such medical care shall be continued to be given at the expense of the insurance carrier or the employer; and be it further

Resolved, That the Director of the Division of Industrial Accidents be authorized to prepare a list of physicians who are competent and authorized to treat industrially injured workers and that this list should be open to all qualified physicians who desire to treat injured workers under the Workmen's Compensation program. The injured worker should have the right to choose his treating physician from a panel consisting of qualified and competent doctors in the State of California, and should not be limited to the narrow group of doctors presently selected by insurance carriers for treatment of industrial injuries.

Referred to Committee on Legislation.
Adopted, p. 106.

Minimum Wage Law

Resolution No. 170—Presented by California State Council of Carpenters, San Francisco.

Whereas, The exploiters of labor in California are promoting industrial slums that undermine the decent standards established by unions; and

Whereas, The California economy will suffer, living standards will decline, and the tax base for all institutions will be undermined, if slum conditions are not eliminated; and

Whereas, The most important factor in protecting decent standards is establishing a solid floor under our wage structure; now therefore be it

Resolved, That the California Labor Federation, AFL-CIO, cause to be introduced and support a minimum wage law in the state legislature of at least \$2.00 an hour covering all California workers.

Referred to Committee on Legislation.
Adopted, p. 111.

Powers of Labor Commission

Resolution No. 171—Presented by California State Council of Carpenters, San Francisco.

Whereas, The State Labor Commission has no power to enforce its rulings on wage claims; and

Whereas, Many wage claims, particularly those for less than \$200.00, are not paid because the Labor Commission lacks authority and police power to collect such claims; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, seek legislation amending the appropriate provisions of the Labor Code to provide the Labor Commissioner and his deputies with full power to issue subpoenas, full power to set formal hearings, full power to hold persons, firms and corporations in contempt, with the power to invoke fines and penalties for failure to respond to subpoenas or to honor hearing notices; and be it further

Resolved, That the California Labor Federation, AFL-CIO, seek legislation amending the appropriate provisions of the Labor Code to empower the Labor Commissioner to employ investigators and process servers and whatever other personnel are necessary to accomplish the powers vested in the Labor Commissioner's office.

Referred to Committee on Legislation.
Adopted, p. 112.

Bonding of Manufacturing Firms

Resolution No. 172—Presented by California State Council of Carpenters, San Francisco.

Whereas, The bankruptcies filed by manufacturing firms have resulted in heavy losses of wages, vacation pay, pension and health and welfare payments and other financial indebtedness to union members, and

Whereas, Employers filing bankruptcy have finagled to hide assets and drain funds to pay non-priority obligations ahead of priority obligations due union members; and

Whereas, The present State laws offer very little protection to the workers when an employer files bankruptcy; now therefore be it

Resolved, That the California Labor Federation, AFL-CIO, will seek legislation requiring that manufacturing firms be bonded in an amount sufficient to meet all obligations for labor.

Referred to Committee on Legislation.
Adopted, p. 112.

In Memoriam

Resolution No. 173—Presented by Executive Council, California Labor Federation, AFL-CIO.

Whereas, Since the 1964 convention of the California Labor Federation, AFL-CIO, past Vice Presidents Mae Stoneman and Anthony Agrillo, many other trade union leaders, rank-and-file members, and close friends of organized labor, have passed away; and

Whereas, These leaders and individuals made a major and significant contribution to the labor movement through their dedicated efforts on behalf of working people; and

Whereas, Their passing has left a great void in the lives of their many union brothers and sisters; therefore be it

Resolved, That the Sixth Convention of the California Labor Federation, AFL-CIO, express our deep-seated sorrow over the loss of these deceased brothers and sisters, and our appreciation of their many generous contributions to the labor movement by observing a moment of silence before adjourning.

Referred to Committee on Resolutions.
Adopted, p. 116.

Revision of Federation Constitution

Resolution No. 174—Presented by Executive Council, California Labor Federation, AFL-CIO.

Whereas, At past conventions resolutions proposing amendments to the Constitution of the California Labor Federation, AFL-CIO, have sometimes been vaguely worded and drawn; and

Whereas, Some of these proposed amendments have failed to specifically state what Article and Section and what specific language in such Article and Section of the Constitution shall be deleted or added; therefore be it

Resolved, That this Sixth Convention of the California Labor Federation, AFL-CIO, amend its constitution by adding a new Section to Article XXI of the Constitution to read as follows:

"Section 4. All resolutions dealing with changes in this Constitution must clearly state the Article, Section and page number referred to, including the specific language which is being deleted or added verbatim. Any reso-

lution failing to comply with the requirements of this section shall be rejected by the Secretary-Treasurer and not numbered or prepared for reference to any convention committee but the Secretary-Treasurer shall be required to report the fact of rejection to the convention prior to the adjournment of business on the first day of the convention."

Referred to Committee on Constitution.
Adopted, p. 96.

Service Contract Act for California

Resolution No. 175—Presented by State Council of Culinary Workers, Bartenders & Hotel/Motel Serv. Empls., Santa Monica.

Whereas, The Service Contract Act of 1965 has recently been adopted by the Congress of the United States and signed into law by President Lyndon Johnson; and

Whereas, The Service Contract Act of 1965 provides that contractors supplying certain services to the Federal Government (including food service, house-keeping service, custodial and janitorial service, guard service, laundry and dry cleaning service, packing and crating service, and other services) are required to pay their employees wages and fringe benefits at the prevailing rates for employees in the locality; and

Whereas, The Service Contract Act of 1965 extends to service workers benefits similar to those afforded construction workers under the Davis-Bacon Act, and provides to service workers much needed protection against the payment of substandard wages and the maintenance of substandard conditions by service contractors operating under contracts with the Federal Government; and

Whereas, The State of California requires the payment of wages at the prevailing rate to employees working on state, county, city and other public construction projects, but does not provide similar protection to employees of service contractors operating under contracts with such public entities; and

Whereas, In the absence of the enactment by the State of California of a statute similar to the Service Contract Act of 1965, contractors operating under service contracts with state and local entities remain free to pay their employees substandard wages and thereby to affect adversely the economic rights of all service employees; and

Whereas, We believe that it is now necessary for the State of California to

enact a statute similar to the Service Contract Act of 1965 in order to extend to employees of state and local public-works contractors, and in order to extend the same protections now enjoyed by employees working for state and local public-works contractors, and in order to extend the same protections now enjoyed by employees working for federal service contracts to employees working for state and local service contractors; now therefore be it

Resolved, That the legislature of California be urged by the California Labor Federation to enact a statute to the Service Contract Act of 1965, which statute would provide that service contractors operating under contracts with the State of California, counties, cities or other local entities, be required to pay their employees wages and fringe benefits at the prevailing union rate and union fringe benefits in the locality.

Referred to Committee on Legislation.
Adopted, p. 112.

Repeal 1965 Amendments to U. I. Code

Resolution No. 176—Presented by State Council of Culinary Workers, Bartenders & Hotel/Motel Serv. Empls., Santa Monica.

Whereas, Unemployment Insurance Code Section 1260 was amended in 1965 to the detriment of thousands of workers in California; and imparts a radical departure from the intent and purpose and concept of the California Unemployment Insurance program; and

Whereas, Instead of a penalty of five (5) weeks for "misconduct" or for a "voluntary quit," as was the law prior to the 1965 amendments, the unemployed worker is now denied his benefits indefinitely, or until he earns at least five (5) times the amount of his weekly benefit, and then is able to draw benefits only in the event of lay-off; and

Whereas, The practical effect of these onerous amendments is to deny employment insurance benefits to those most unskilled, low paid workers who, for one reason or another, have quit or lost their jobs; and

Whereas, It has come to the direct attention of the unions affiliated with the San Francisco Local Joint Executive Board of Culinary Workers, Bartenders and Hotel, Motel and Club Service Workers that numerous of their members have been inequitably deprived of unemployment benefits because of spurious and deceitful claims of misconduct by an employer; and

Whereas, President Johnson has called upon all states of the Union to increase the amount of the weekly benefit payment, to lengthen the duration of said benefit payments, and to extend the coverage of unemployment insurance programs; therefore, be it

Resolved, That the California Labor Federation, AFL-CIO, hereby go on record urging the repeal of the degrading and onerous 1965 amendments to Unemployment Insurance Code Section 1960; and be it further and finally

Resolved, That the California Labor Federation, AFL-CIO through its legislative representatives prepare and introduce such legislation as may be necessary to accomplish the aims and objectives of this resolution.

Referred to Committee on Legislation.
Adopted, pp. 110-11.

Refusal of Non-Union Employment

Resolution No 177—Presented by State Council of Culinary Workers, Bartenders & Hotel/Motel Serv. Empls., Santa Monica.

Whereas, Many Union members are being disqualified for unemployment benefits, or being required to accept employment in non-union establishments at less favorable conditions of employment and thereby generally suffer loss of Health and Welfare coverage and time accrued toward pension benefits; and

Whereas, This forced employment in non-union establishments at substantially less favorable conditions is detrimental to the union member and to the proprietors of the establishments having union contracts; and

Whereas, Under Section 1259 B of the California Unemployment Insurance Code the individual can refuse a work referral if the wages, hours or other conditions of the work offered are substantially less favorable to the individual than those prevailing for similar work in the area; and

Whereas, Under Section 1259 C the individual is likewise permitted to refuse work, if as a condition of employment, he were required to join a company union or to resign or refrain from joining any bonafide labor organization; and

Whereas, The practical effect of these sections is to impose upon the individual the extremely difficult requirement of establishing the level of wages and other conditions of employment which prevail in the locality where he is offered employment; and

Whereas, In the vast majority of cases

the individual would lack the means to make the showing required to justify his refusal, thereby resulting in the applicant's disqualification for benefits; and

Whereas, The industrial realities are that business concerns signed to a union contract pay wages, vacations, holidays and generally are required to make contributions to Group Medical Insurance and Pension Plans, for the benefit of the employees and their dependents; and

Whereas, Non-union business concerns conversely in the vast majority of the cases would not meet such conditions. Consequently, the refusal to work for a non-union business concern is tantamount in all practical effect to the refusal to work for firms which offer working conditions "substantially less favorable" than those prevailing for similar work in the locality; and

Whereas, Proof by the individual of a business concern's non-union status would be available to the individual to a far greater extent than the difficult and oftentimes nebulous proof that a business concern in some way does not meet the conditions of work prevailing in the locale; and

Whereas, It is submitted that the proposed amendment would give meaning to and make workable and carry out the legislative intent of Section 1259 B; therefore be it

Resolved, That the California Labor Federation initiate legislation to amend Section 1259 C of the California Unemployment Insurance Code to read: "If, as a condition of being employed, the individual would be required to join a company union, or to resign from or refrain from joining any bonafide labor organization (by adding) or to work in any establishment which is not signatory to a Collective Bargaining Agreement with a bonafide Labor Union as defined in the Labor Code; and be it further

Resolved, That the California Labor Federation, AFL-CIO, include this amendment in its legislative program and take all necessary action to carry out the intent of the resolution.

Referred to Committee on Legislation.
Adopted, p. 111.

Tips Included for U. I. and D. I. Purposes

Resolution No. 178—Presented by State Council of Culinary Workers, Bartenders & Hotel/Motel Serv. Empls., Santa Monica.

Whereas, Under existing law, "contributions" for purposes of California

Unemployment and Disability Compensation, are based on "wages"; and

Whereas, Under said existing state law, tips are seldom included as wages for purposes of unemployment and disability contributions; and

Whereas, A difference in legislative treatment has been recognized in part of the state level where tips and gratuities are recognized as wages under Workmen's Compensation Laws, and consequently, employees injured on the job receive commensurately higher workmen's compensation benefits; and

Whereas, Currently under state law—without including tips as wages—the unemployed, ill or disabled employee receives only a minimum weekly benefit—this at a time when he most needs financial help; and

Whereas, A significant portion of the total income of numerous workers in many industries is derived from tips; and

Whereas, Under current law these tip category employees are consequently deprived of the full unemployment and unemployment disability benefits provided by law; and

Whereas, Tips are now considered wages by the federal government for purposes of social security and are now regularly reported on standard forms; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, initiate and support amendment of the Unemployment Insurance Code to provide that tips shall be included as wages for purposes of Unemployment and Disability Compensation "contributions" so that the contributions and resulting benefits will be based on the true total wage income of tip category employees.

Referred to Committee on Legislation.
Adopted, p. 111.

Notice of Food Additives

Resolution No. 179—Presented by State Council of Culinary Workers, Bartenders & Hotel/Motel Serv. Empls., Santa Monica.

Whereas, Numerous restaurants are engaging in the practice of adding preservatives, chemicals and additives of varying types to foods served to the public; and

Whereas, Many of these additives are of doubtful health and diet effect; and

Whereas, It is illegal under the California Pure Food and Drug Act to sell misbranded food; and

Whereas, Members of the public are being sold foods which are of inferior quality and said fact is being withheld from the public; and

Whereas, Persons on restricted diets are being sold meats which have been altered in form and content, which alterations have been withheld from them, to their possible grave danger; and

Whereas, Such conduct is contrary to the spirit of the California Pure Food and Drug Act; now therefore be it

Resolved, That the California Labor Federation, AFL-CIO, initiate and support legislation to amend the California Pure Food and Drug Act by adding to Section 26490 of the Health and Safety Code the following:

- "(5) If it is offered for sale by any restaurant, as defined in Section 28602 of this Code and contains any food additive, unless the menu offering such foods for sale shall contain, in type of uniform size and prominence with the type offering such food for sale, a statement of the food additives so contained."

Referred to Committee on Legislation.
Adopted, p. 112.

Protection of Wages and Benefits

Resolution No. 180—Presented by State Council of Culinary Workers, Bartenders and Hotel/Motel Serv. Empls., Santa Monica.

Whereas, The laws of the State of California are inadequate to assure working people of the right to receive their wages promptly, fail to adequately guarantee that they will receive health and welfare benefits pursuant to employers' promises, and fail to insure that working conditions promised under a collective bargaining agreement will be promptly and vigorously enforced; and

Whereas, When restaurants and similar establishments are sold, there is no assurance under the law that wages due and owing will be paid promptly; and

Whereas, The laws of California fail to provide for proper enforcement of the laws requiring that a list of deductions from wages be furnished employees; therefore be it

Resolved, That the Labor Code be amended to empower the Labor Commissioner or authorized deputy to make a final determination on the merits of all wage claims and monies due to health and welfare funds, and that the law be amended to empower the Labor Commissioner to enforce his determinations

through summary proceedings in courts of law; and be it further

Resolved, That the Labor Code be amended to provide that the Labor Commissioner may prosecute actions in behalf of any employee for wage claims, working conditions and penalties due under a collective bargaining agreement when after thirty (30) days from demand of a union the employer has refused or failed to proceed to the adjustment board or other grievance procedures set forth in a collective bargaining agreement; and be it further

Resolved, That the Labor Code be further amended to make clear that it is unlawful to fail to furnish to each employee a list of deductions from wages regardless of method of wage payment used by an employer; and be it further

Resolved, That legislation be enacted to provide that when any restaurant or similar establishment is sold the proceeds of such sale shall be put in escrow, and that all wages earned, vacation wages accumulated, and health and welfare fund payments due and owing shall have first priority, after federal taxes only, to the proceeds held in escrow. The law should also provide that it will be a misdemeanor for a purchasing vendee of any restaurant or similar establishment to fail to so comply with the law; and be it further

Resolved, That the California Labor Federation, AFL-CIO, through its legislative representatives, prepare and introduce such legislation as may be necessary to accomplish the aims and objectives of this resolution.

Referred to Committee on Legislation.
Adopted, p. 112.

Guarantee That Employers Fulfill Obligations

Resolution No. 181—Presented by State Council of Culinary Workers, Bartenders & Hotel/Motel Serv. Empls., Santa Monica.

Whereas, Pursuant to state and federal laws and under the terms of collective bargaining agreements, employers are obligated to withhold funds in the form of withholding taxes, social security, state disability, unemployment insurance and contributions for health, welfare and pension funds; and

Whereas, In addition to employers' holding the foregoing funds for the benefit of another, the employer often withholds wages due his employees; and

Whereas, The funds which the employer holds, due either another or his

employees, should be guaranteed by an employer so as to establish a basis for the said funds being paid; and

Whereas, Employers engaged in the retail business are obligated to furnish a bond to the State Board of Equalization to guarantee the employer's payment of sales tax; now, therefore, be it

Resolved, That the California Labor Federation, AFL-CIO, urge Governor Brown and the legislative bodies of the state of California to enact legislation in order to guarantee that the obligations of an employer in regard to the funds which he holds for the benefit of another and the payroll due his employees be guaranteed either by a bond or some other method which would ensure the employer's fulfilling his obligations in this regard.

Referred to Committee on Legislation.
Adopted, p. 112.

Drive to Organize McDonald's

Resolution No. 182—Presented by State Council of Culinary Workers, Bartenders & Hotel/Motel Serv. Empls., Santa Monica.

Whereas, McDonald's, a national chain of hamburger stands, is both non-union and anti-union; and

Whereas, McDonald's has numerous hamburger stands throughout the state of California and the nation; and

Whereas, McDonald's has successfully resisted all organizing efforts of local unions to date; and

Whereas, 18 local unions of the Hotel, Restaurant Employees and Bartenders, International Union have banded together to make further and stronger efforts to organize McDonald's; and

Whereas, These locals are desirous of having the support of all members of organized labor in their efforts to organize this anti-union chain; now therefore be it

Resolved, That the California Labor Federation, AFL-CIO go on record as supporting the efforts, aims and objectives of the 18 locals, and all others who may wish to join in this drive to organize McDonald's; and be it further

Resolved, That the California Labor Federation give publicity so that their membership, families and friends, know of this all out drive to organize, and that McDonald's is an anti-union chain; and be it further

Resolved, That **WE DO NOT** patronize McDonald's.

Referred to Committee on Resolutions.
Adopted as amended, p. 95.

Protect California Employees

Resolution No. 183—Presented by State Council of Culinary Workers, Bartenders & Hotel/Motel Serv. Empls., Santa Monica.

Whereas, The late beloved President John Fitzgerald Kennedy, in his short but brilliant term as President of these United States of America, with wisdom and foresight saw fit to issue Executive Order 10988 and sign same order into law January 17, 1962; and

Whereas, The same situation exists in the state of California to the extent that union members cannot get a bona fide contract from their employer if it happens to be the State of California; and

Whereas, This situation creates problems of great magnitude for the union member as well as the union itself; and

Whereas, The time is long overdue to correct these inequities; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, introduce a bill in Sacramento and lobby for it to protect the interest of the present and possible future union members.

Referred to Committee on Legislation.
Adopted, p. 112.

"Yes" On Proposition 1

Resolution No. 184—Presented by Electric Workers, State Assn., Los Angeles.

Whereas, Proposition 1 on the November 8, 1966 general election ballot would provide a diversified approach to investment of public employee retirement funds with part in fixed assets such as bonds and mortgages for stability and part in common stocks to offset inflation; and

Whereas, Proposition 1 unanimously passed both houses of the California legislature following intensive interim study; and

Whereas, Proposition 1 includes many investment safeguards including limitation of common stock investments to 25 per cent of a fund, no more than 5 per cent of a stock of any company, and no more than 2 per cent of a fund's assets in a single common stock; and

Whereas, The public retirement systems of 30 other states are successfully investing funds in common stocks and the retirement systems of the University of California, the city of San Diego and Los Angeles Fire and Police Protective League have successful common stock investment programs; and

Whereas, Studies of State Employees' Retirement System investments by

Moody's Investors Service and by the First National City Bank of New York strongly note that the absence of common stock is the major shortcoming of the SERS investment portfolio; and

Whereas, Investment in common stocks would be beneficial to both taxpayers and public employees through increasing retirement fund revenues, thereby improving benefits at less cost; be it hereby

Resolved, That the California Labor Federation, AFL-CIO, support Proposition 1 and urge a "Yes" vote at the November 8, 1966, general election.

Referred to Committee on Resolutions.
Adopted, p. 96.

Commend City and County of San Diego

Resolution No. 185—Presented by California State Theatrical Federation, San Francisco.

Whereas, The City and County of San Diego have taken an extraordinary interest in the promotion of the Theatre Arts; and

Whereas, The action taken by the San Diego County Board of Supervisors and the City Council of the City of San Diego has brought San Diego national recognition as a leader in the field of these Arts; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, now in Convention, go on record commending the City and County of San Diego, and their elected representatives, for the action they have taken to promote the Theatre Arts.

Referred to Committee on Resolutions.
Adopted, p. 96.

Protect Projectionists Against Obscenity Charges

Resolution No. 186—Presented by California State Theatrical Federation, San Francisco.

Whereas, In several instances members of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, AFL-CIO, have been arrested, charged, and have stood trial for allegedly violating so-called Obscenity Laws within the State of California, specifically involving projectionists who are members of Fresno Local 599, IATSE & MPMO of the United States and Canada, and Watsonville, Santa Cruz, Salinas Local 611, IATSE & MPMO of the United States and Canada; and

Whereas, These projectionists and their families have suffered unnecessary

grievous mental anguish, and embarrassment; and

Whereas, In defending these projectionists the local unions and their members have suffered unnecessary financial loss; and

Whereas, It is the position of the IATSE & MPMO of the United States and Canada, that an employed projectionist, who has no voice in the booking of a film and who could lose his job by refusing to show it, should not be held responsible; and

Whereas, It is further the position of the projectionists unions that we do not have the right of censorship over the product that we project under contract; and

Whereas, A friend of labor in the state of California, State Senator Albert S. Rodda, has pledged to the Northern California State Association of IATSE locals, that he will introduce the necessary legislation at the 1967 General Session of the California State Legislature to exempt projectionists while working under contract from being held liable under the so-called Obscenity Laws of the state of California; therefore be it

Resolved, That this Convention of the California Labor Federation convened here in the City of San Diego, California, in August, 1966, go on record supporting the necessary legislation to protect the projectionists from being prosecuted for allegedly violating the so-called Obscenity Laws of the State of California while working under Contract as projectionists.

Referred to Committee on Legislation.
Adopted, p. 112.

Runaway Production of Motion Pictures by American Interests

Resolution No. 187—Presented by California State Theatrical Federation, San Francisco.

Whereas, The lure of subsidy payments from foreign governments has caused an ever-increasing number of American production companies to make "runaway" pictures in foreign countries; and

Whereas, This alarming growth of "runaway" productions of feature motion pictures has grown to an estimated 60% of the total current output, and a similar threat is starting to develop in the field of television film production; and

Whereas, Thousands of union members of the motion picture industry and loyal citizens of the United States, have lost countless job opportunities which

have been exported to other countries offering subsidy guarantees to "run-away" producers; and

Whereas, It is urgent that a domestic subsidy program be instituted to increase domestic motion picture and television production and halt this "runaway" trend; now therefore be it

Resolved, By this Sixth Convention of the California Labor Federation, AFL-CIO, that we urge the Motion Picture Producers Association of America, The Theatre Owners of America and the National Association of Theatre Owners, immediately to institute an appropriate voluntary subsidy program similar to England's "Eady Plan."

Referred to Committee on Resolutions.
Adopted, p. 96.

Taxes on Prescriptions and Drugs

Resolution No. 188—Presented by State Council of Carpenters, San Francisco.

Whereas, State and local taxes on prescriptions and drugs add a greater burden to all in time of sickness; and

Whereas, We should all work toward relief of burdens at times of distress; now therefore be it

Resolved, That the California Labor Federation draft a bill to be presented to our State Legislators to eliminate state and local taxes on all medicine, prescriptions, and drugs.

Referred to Committee on Legislation.
Withdrawn at request of sponsors, p. 107.

Earlier Social Security Retirement Age

Resolution No. 189—Presented by State Council of Carpenters, San Francisco.

Whereas, Tremendous advances continue to be made in modern automation and other labor-saving devices, both in the construction industry as well as in industry as a whole, and thus decreasing the demand for labor; and

Whereas, The labor market is growing to such an extent that it is vitally necessary that the work be spread as much as possible; and

Whereas, One of the most effective methods of achieving this goal is to have earlier retirement for the laboring man; and

Whereas, The officers of the California Labor Federation have in the past done an admirable job in an effort to have the Social Security retirement age reduced; now therefore be it

Resolved, That the California Labor Federation individually and in conjunction with the nationwide labor movement continue to use all possible influence

with our Representatives in Washington, D.C., to have legislation made into law reducing the present age limit from 65 to 60 years, with comparable decreases in early retirement ages.

Referred to Committee on Resolutions.
Nonconcurrence, pp. 96-97.

State Home Finance Agency

Resolution No. 190—Presented by State Council of Carpenters, San Francisco.

Whereas, The homebuilding industry in California is in a serious slump as is shown by the fact permits for new housing units dropped from 292 thousand in 1963 to 175 thousand last year; and

Whereas, This sharp drop in homebuilding activity represents a loss of about 22 million manhours of on-site carpenter labor, the equivalent of 14,000 year-round jobs and, in addition, represents a loss of another 21,000 jobs in related activity; and

Whereas, Increases in nonresidential employment have failed to substantially affect serious underemployment in the industry for the reason such employment requires from 25 to 50 per cent fewer carpenter manhours per \$1000 of construction; and

Whereas, Records of the pension funds indicate carpenters in covered employment average only about 1250 hours of work a year; and

Whereas, California has over 700,000 substandard dwellings which need replacement and is falling behind in creating the housing supply its growing population needs; and

Whereas, A major problem in meeting California's housing needs is that loans are not available at reasonable rates to the 53% of California's working population who are priced out of the housing market because of low income; and

Whereas, The report of the Governor's Advisory Commission on Housing Problems in 1963 recommended strongly that California establish a State Home Finance Agency which would use the state's credit to make loans available to low income families for the purchase of homes, which Agency would be self-supporting; and

Whereas, Adoption of this proposal is necessary if California is to meet the needs of its growing population for decent homes; therefore be it

Resolved, That the California Labor Federation call upon the Governor and the legislature to push for adoption of the proposal of the 1963 Governor's Ad-

visory Commission on Housing Problems that a State Home Finance Agency be established; and be it further

Resolved, That copies of this Resolution be sent to the Governor and members of the Legislature.

Referred to Committee on Legislation.
Adopted, p. 112.

Unemployment Insurance for Workers Who Strike for Recognition

Resolution No. 191—Presented by State Council of Retail Clerks, San Francisco.

Whereas, There are many businesses in the state of California not covered by the National Labor Relations Act; and

Whereas, There is no state law to compel recognition of a bona fide union even though a majority representation is proven; and

Whereas, It is the public policy of the state of California that workers have the right to organize, to improve and determine their working conditions; therefore be it

Resolved, That the California Labor Federation initiate legislation at the federal and state level, whichever is required, to ensure that workers who are compelled to strike for recognition be made eligible to receive unemployment insurance benefits, the same as workers who quit their job for "just cause" under the California Insurance Code.

Referred to Committee on Legislation.
Adopted, p. 111.

Limit Use of Non-Professional Private Employment Agencies

Resolution No. 192—Presented by State Council of Retail Clerks, 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 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.
Adopted, p. 112.

Support California Farmer Consumer Information Committee

Resolution No. 193—Presented by State Council of Retail Clerks, San Francisco.

Whereas, For the past twenty-five years the California Farmer Consumer Information Committee has been the only voice among farmers and consumer groups in support of all labor programs; and

Whereas, For many years labor, legislative and Congressional committees have sought and used the valuable information compiled by the California Farmer Consumer Information Committee's extensive research; and

Whereas, The many and complex present day problems confronting labor demand greater support of its policies from community groups outside of the labor movement; therefore be it

Resolved, That the California Labor Federation give its unqualified support to the work of the California Farmer Consumer Information Committee and aid its continuing role of advancing the welfare of California workers by contributing financially to its support in the sum of \$100.00 per month.

Referred to Committee on Resolutions.
Referred to Executive Council, p. 96.

Promote Community Services Activities

Resolution No. 194—Presented by State Council of Retail Clerks, San Francisco.

Whereas, There is a growing need to support the United Fund way of contributing to charity; and

Whereas, There is a growing need for the establishment of local health services in every part of the state; and

Whereas, The success and growth of present Community Service Activities in California can best be achieved through statewide programs; therefore be it

Resolved, That the California Labor Federation plan and conduct annual C. S. A. conferences on a statewide basis to promote the growth of Community

Services Activities in every county of the state.

Referred to Committee on Resolutions.
Referred to Executive Council, p. 97.

Regulation of Franchise Dealers

Resolution No. 195—Presented by State Council of Retail Clerks, San Francisco.

Whereas, In recent years, in the state of California, we have experienced an unprecedented growth of franchised establishments; and

Whereas, Experience has shown that these franchised establishments are nothing more than a modern version of the old "tenant farmer" or "sharecropper" arrangement where the franchiser exploits the franchisee, who in turn exploits the worker; and

Whereas, Because of vicious exploitation practices, most franchise dealers can only operate on a most substandard basis, thus adding greater strain to the economy of the area where they operate. The above is evidenced by the unusual turnover of the individuals holding franchises, and the employees of those establishments; and

Whereas, This practice seems to be on the increase and if unchecked can only lead to greater unfair competition against the better standards established by the labor movement; therefore be it

Resolved, That the California Labor Federation initiate legislative action to investigate the terms and conditions of franchises in the state of California.

Referred to Committee on Legislation.
Adopted, p. 112.

Reorganization of California Labor Federation Convention

Resolution No. 196—Presented by State Council of Retail Clerks, San Francisco.

Whereas, The growth of the Labor Movement in California requires greater effort of affiliated organizations in the increasing struggle for improved legislation; and

Whereas, The most effective programs of action can best be realized through the united effort of all unions assembled in convention; and

Whereas, The amount of business to be conducted at the convention of the largest and best organized Federation of Labor in the United States must, of necessity, require more time for deliberations than ever before; and

Whereas, In past conventions we have seen many issues dropped or deleted from the agenda for lack of time in

which to conduct reasonable discussion; and

Whereas, Much valuable time of the delegates assembled in convention is taken up by numerous speakers, who though worthy of recognition have little to add to the work of the convention; therefore be it

Resolved, That the California Labor Federation give priority to the reorganization of future conventions with particular emphasis on minimizing the time allotted to speakers and expanding the time for resolutions and deliberations to the equivalent of at least three full working days during the week of the convention; and be it further

Resolved, That the Executive Council of the Federation or its appointed Committee, hold hearings in Los Angeles and San Francisco to allow representatives of affiliated local unions to present their views on this matter and to make suggestions to the Board on the vital issue of reorganization of the future conventions.

Referred to Committee on Resolutions.
Referred to Executive Council, p. 94.

Reorganization of Federation Accounting

Resolution No. 197—Presented by State Council of Retail Clerks, San Francisco.

Whereas, For the past thirty years it has been difficult for the delegates and local unions affiliated with the Federation to determine who is, and who is not, affiliated with the Federation because of its present method of accounting; and

Whereas, The present method of listing a local by the cities of their residence, for example, a local union having its headquarters in Menlo Park is presently listed under the said city; and

Whereas, If the Federation would change its present accounting method and list local unions by counties, the local union in Menlo Park would be listed in San Mateo County which would make it more easily identified; and

Whereas, If listing the said locals by counties is not agreeable with the officers of the Federation, they could list them by the districts of the various Vice-Presidents; now therefore be it

Resolved, That the California Labor Federation reorganize its present book-keeping methods to the end that the present hodge-podge system be changed so that the affiliated local unions will be more easily identified.

Referred to Committee on Resolutions.
Referred to Executive Council, p. 95.

**Don't Invest Trust Funds
in Unfair States**

Resolution No. 198—Presented by State Council of Retail Clerks, San Francisco.

Whereas, The trade union movement has always opposed the violation of human rights (whether practiced against white or black) as a depressant on the economy affecting the entire population; and

Whereas, The union slogan, "The concern of one is the concern of all," should be very appropriately applied to aid the people in such "open shop" states as Alabama, Arkansas, Mississippi, etc., where poll taxes are levied and people are deprived of the right to vote; and

Whereas, The labor movement should apply the use of its economic weapon in the form of a boycott of goods and services that originate in the states of Alabama, Arkansas and Mississippi, in particular; and

Whereas, In addition to the boycott of goods and services the trade union movement has at its discretion health, welfare and pension trust funds which may also be used as boycott weapons despite the fact that they are union-employer operated trusts, and these trusts purchase stocks and bonds in the millions of dollars each month, and if this money is invested in the Deep South it helps segregated economy, which in turn affects the general economy; and

Whereas, Union trustees would not knowingly purchase stocks or bonds of firms on the Unfair List of Organized Labor, so it would be simple to withhold the investment of trust funds from southern business enterprise which does not contribute to economic good health; therefore be it

Resolved, That the California Labor Federation in convention assembled, go on record as instructing the union trustees of all union trust funds to instruct their financial advisors, brokers and consultants to withhold the investment of funds from the three states above mentioned in particular, and to further instruct these services to cancel or sell present investments and withhold further purchases in these states until all people residing therein are accorded equal treatment irrespective of race, color or creed; and be it further

Resolved, That a copy of this resolution be sent to the labor press and the public press.

Referred to Committee on Resolutions.
Nonconcurrence, p. 97.

**Dues Deduction for University
Employees**

Resolution No. 199—Presented by AFSCME Council 56, Sacramento.

Whereas, Employees of public agencies in the state of California have traditionally authorized their public employers to deduct dues for the public employee organizations to which they belong; and

Whereas, Public employee dues deductions authorization is authorized by the Government Code for employees of public agencies generally and by the Education Code for employees of school districts; and

Whereas, The University of California is a public agency of the state of California; and

Whereas, The University of California has never authorized such dues deductions; now therefore be it

Resolved, That this convention of the California Labor Federation urge and request the Regents of the University of California to adopt a policy authorizing the deduction of dues of public employee organizations, including labor organizations, upon the submission by their public employees of written authorization therefor; and be it further

Resolved, That Federation officers be and hereby are authorized to communicate with and advise the Regents of the University of California of the content of the Resolution.

Referred to Committee on Resolutions.
Referred to Executive Council, p. 97.

Support Airline Strike

Resolution No. 200 — Presented by I.A.M. No. 1781, San Bruno.

Whereas, The Airline Employees who are members of the International Association of Machinists and Aerospace Workers and who are now on strike against Eastern, National, Northwest, Trans World and United Air Lines, have exhausted all lawful and legal recourse as provided for in the Railway Labor Act; and

Whereas, The aforementioned airlines have not negotiated in good faith, but have admittedly and openly encouraged government intervention and sought subterfuge in legislation which would deny these union members their free right to strike and would force them to accept contract terms that are unacceptable to a majority of these members; and

Whereas, If such legislation were

passed and these brothers and sisters were forced back to work against their will, then it might be expected that similar laws would be written and enforced to end other lawful strikes, thereby suppressing the very strength of any and all labor unions; therefore be it

Resolved, That the California Labor Federation go on record supporting the International Association of Machinists members' right to resolve their dispute with the airlines through the process of free collective bargaining; and be it further

Resolved, That the officers and delegates to this convention protest in the strongest terms or actions possible, government intervention and/or legislation in any labor dispute wherein the union has complied with all existing provisions of local, state, and federal laws.

Referred to Committee on Resolutions.
Adopted, p. 24.

In Memoriam

Resolution No. 201 — Presented by Executive Council, California Labor Federation, AFL-CIO.

Whereas, On numerous occasions over the past 20 years anti-union interests in California have backed union-busting "right to work" efforts; and

Whereas, From the first attempt in the late 1930s to the most recent in 1958 His Excellency the late Charles F. Buddy, Bishop of the San Diego Diocese, played a major and unique role in leading efforts by California clergymen in opposition to such union-busting attempts; and

Whereas, His Excellency Charles F. Buddy, the late Bishop of San Diego was a humble, kindly man, friendly to the workingman and a man of great vision; and

Whereas, He continually pointed out the basic injustices and deceit of the proponents of "right to work;" and

Whereas, Throughout his life he fought to insure for American youth a future free from the fears of want and poverty; therefore be it

Resolved, That the Memorial Fund established in his honor to give the opportunity of a higher education to underprivileged youths be supported by the affiliates of this Federation now and in the years to come; and therefore be it further

Resolved, That the Sixth Convention of the California Labor Federation, AFL-CIO, express our deep and abiding sorrow over the loss of His Excellency the late Charles F. Buddy Bishop of the San Diego Diocese, by observing a moment of silence before adjourning.

Referred to Committee on Resolutions.
Adopted, p. 116.

Mexican Independence Day

Resolution No. 202 — Presented by State Bldg. & Construction Trades Council San Francisco.

Whereas, May 5, 1967, will commemorate the centennial of the Independence of the Republic of Mexico; and

Whereas, a large portion of the population of the State of California is of Mexican ancestry and many members of local unions have their familial origin in the Republic of Mexico; now therefore be it

Resolved, That all of organized labor in this great state do hereby congratulate the Republic of Mexico on the occasion of its centennial of independence and hail its participation in the ranks of the democratic nations of the western hemisphere; and be it further

Resolved, That the California Labor Federation, AFL-CIO, request the Governor of the State of California to proclaim the celebration on May 5, 1967, of the Independence of this great republic to the south of us together with our neighbors in the Republic of Mexico; and be it further

Resolved, That the California Labor Federation call upon all of organized labor and particularly affiliates of all national and international unions to join us in this action.

Referred to Committee on Resolutions.
Adopted, p. 97.

REPORTS OF OFFICERS

REPORT OF THE EXECUTIVE COUNCIL

San Francisco, August 1, 1966
To the Sixth Convention of the California
Labor Federation, AFL-CIO
Greetings:

By 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 1964 Convention in San Francisco. The dates and locations of the meetings were as follows: December 8-9, 1964, at the Hollywood-Roosevelt Hotel in Hollywood; April 28, 1965, at the Senator Hotel in Sacramento; July 21-22, 1965, at the Ambassador Hotel in Los Angeles; November 16, 1965, at the Hilton Inn in San Diego; January 19-20, 1966, at the Flamingo Hotel in Santa Rosa; and May 10-11, 1966, at the Jack Tar Hotel in San Francisco. As of the date of this report, the next meeting is scheduled to convene in San Diego August 3, 1966, prior to the opening of the Sixth Convention of the Federation on August 8, 1966.

ELECTION OF NEW MEMBERS

In the two years since the Federation's last convention, two members of the Executive Council have resigned, two have retired and a new geographical vice presidency has been created in District 2 in Orange County.

The resignations of Vice Presidents J. J. Christian and William Sidell were reluctantly accepted at an Executive Council meeting held December 8-9, 1964, at which the Council expressed its thanks and appreciation for the services they had rendered. Elected to replace them were Anthony J. Bogdanowicz of Cabinet Makers and Millmen Local 721 of Los Angeles to fill the vacancy in District 3A, and Joseph H. Seymour, Business Manager of the International Union of Operating Engineers Local 12, Los Angeles, to fill the vacancy created by the resignation of J. J. Christian, in District 3E.

After resolving constitutional questions raised by Resolution No. 8 adopted by the Fifth Convention in 1964 which called for the creation of a geographical vice president in District 2 in Orange County and clearing this matter with the na-

tional office, a new Executive Council position was created and designated District 2B. Elected to fill this newly created Vice Presidential post was Ray S. Mendoza, Business Representative of the International Hodcarriers, Building and General Laborers, Local 652 of Santa Ana.

Early this year at the January 19-20 Executive Council meeting in Santa Rosa, the resignations of Vice Presidents Pat Somerset, who is retiring, and E. A. King, were reluctantly accepted. Elected to replace them at the Executive Council meeting on May 10-11, 1966, at the Jack Tar Hotel in San Francisco were: John L. Dales, National Executive Secretary of the Screen Actors Guild in Hollywood as Vice President in District 3B, and Henry L. Lacayo, President of Local 887 of the United Automobile Workers of Los Angeles as Vice President-at-large (F), respectively.

LEGISLATIVE PROGRAM

Recognizing that the 1965 regular legislative session would be overshadowed by the U.S. Supreme Court's June 15, 1964, "one-man, one-vote" decision on reapportionment, particularly since a three-judge federal court in Los Angeles on December 4, 1964, had ordered the state legislature to reapportion the Senate "in no event later than July 1, 1965," the Executive Council met in Hollywood on December 8-9, 1964, to decide on legislative objectives to be sought during the 1965 general session.

In preparation for this meeting, the Executive Council's Legislative Committee met at the Del Webb TowneHouse in San Francisco on November 10, and with the assistance of a 15-member advisory committee which was appointed following a suggestion made by the Committee on Legislation at the Federation's Fifth Convention, drew up its recommendations to the Executive Council.

In so doing, it was guided, as was the Executive Council itself subsequently, by the provisions of the legislative review authority granted the Executive Council by Section IV of Article IX of the Federation's Constitution which reads in part as follows:

"Either the Executive Council or 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 that such proposed legislation shall be introduced without any further review by the Executive Council or its legislative committee."

Also taken into account by the Executive Council and its Legislative Committee were the suggested legislative priorities recommended by the Committee on Legislation at the Federation's Fifth Convention, including the State Employees' priority list.

Insofar as possible, draft legislation was prepared and distributed to each member of the Executive Council in accordance with the recommendations of the Standing Committee on Legislation to permit the consideration of the actual text of the proposed legislation.

The Legislative Committee's report grouped the resolutions acted on by the delegates to the Federation's Fifth Convention in two parts:

Part A containing resolutions which, in the Committee's opinion, merely requested support, endorsement, administrative or other action short of the introduction of legislation; and

Part B consisting of resolutions requiring the introduction of legislation which were subject to review by the Executive Council under the provisions of Article IX Section 4 of the Federation's Constitution.

In those instances in which the Legislative Committee and its Advisory Committee recommended that legislation should not be introduced although the resolution under consideration called for the introduction of legislation, letters were sent to each of the responsible officers of the organization sponsoring the resolution to inform them of the Committee's recommendations and invite them to appear before the Executive Council at

a designated time if they wanted to protest the Committee's recommendation. The letter informed the resolution's sponsor or sponsors that if no representation was made before the Executive Council at the time designated it would be assumed that their organization agreed with the recommendation of the Committee to withhold the introduction of legislation.

In accordance with these procedures and guidelines, the Executive Council subsequently approved a compact 1965 legislative program aimed at improving the working conditions and protecting the interests of all of California's 7 million workers.

The details of the program were brought to the attention of all affiliates in the Federation's Weekly Newsletter, the title of which was changed as of the first issue in 1966 to the California AFL-CIO News.

In addition, the Secretary - Treasurer's report to affiliates in the 1965 Sacramento Story, reviewed the entire program in detail.

REFERRED RESOLUTIONS

By actions taken at the 1964 convention a number of resolutions were filed and their subject matter was referred to the Executive Council for appropriate consideration and possible action. Subsequent disposition of these resolutions by the Executive Council was as follows:

Resolution No. 40—Aid for Youth for Service.

This resolution called on the Federation to endorse Youth for Service, an interracial, interfaith, non-profit organization, and to urge affiliates to lend both financial and physical assistance to YFS to develop training opportunities for youth.

Pursuant to the recommendation of the Convention's Committee on Resolutions calling for an investigation of the nature of the Youth for Service organization and the extent of its operations within the state, the Executive Council found that Youth for Service was and still is a local organization operating within the confines of San Francisco to reduce juvenile delinquency through a "street work program," which involves direct contact with street gangs and efforts to channel their energies toward constructive purposes. The organization has won the endorsement of the San Francisco Labor

Council and is also supported by the United Community Fund. Commendable though its work may be, in view of the fact that it has apparently no organizational ties outside the City and County of San Francisco, the Executive Council felt it inappropriate to call on affiliates throughout the state to assist such a local program, particularly since similar organizations, similarly supported by local funds, may well exist in many other areas of the state. Accordingly, the Executive Council took no action on this resolution.

Resolution No. 41—Third Panel for Industrial Accident Commission.

This resolution called for the introduction of legislation to provide for a third panel of the Industrial Accident Commission.

This resolution was conceived prior to the 1965 legislature's enactment of AB 2023, a Federation-backed measure effecting the first major reforms in the administrative function of the state's workmen's compensation program in 20 years. The legislation eliminated the old Industrial Accident Commission and replaced it with a Division of Industrial Accidents. Since the rules and regulations being developed to implement these administrative reforms are directed specifically toward the goal of improving the speed, efficiency and fairness with which industrial injury cases are handled, the Council decided to take no further action on this resolution pending a determination of the efficacy of the new procedures.

Resolution No. 68—AFL-CIO Summer School in California.

This resolution called on the Federation to sponsor a week-long summer school program starting in 1965 and urged larger local central bodies to support such summer school programs for their affiliated unions or join with the Federation in sponsoring the statewide program.

The Executive Council referred this resolution to the Secretary-Treasurer with full power to implement it. As a result two highly successful week-long California Labor Federation Summer School programs have been held. Both were held at the University of California campus at Santa Barbara, the first from August 1 through 6, 1965, and the second from July 10 through 15, 1966. The details of these programs are discussed in greater detail in the Education Section of the Secretary-Treasurer's report.

Resolution No. 96—Marking Organized Labor Sites.

This resolution called for the erection of official state landmark plaques to mark sites of historic importance to organized labor's contribution to the development of California.

At the direction of the Executive Council, the Federation's staff expended considerable research on this matter but found that the task of developing the unassailably accurate data as to dates, locations, and other information required by the State Landmarks Commission to register landmarks entailed much more effort than the sponsors of the resolution had evidently envisioned and raised serious questions about the feasibility of this project. The proposal is further complicated by the fact that after a specific place has been pinpointed, the present owner's consent, as well as that of the Landmarks Commission, must be obtained before any plaque may be placed.

In view of these as well as other serious practical considerations, the Executive Council filed the resolution and informed its sponsor accordingly.

Resolution No. 99—Tying retirement increases to salary increases.

This resolution called on the Federation to recommend that whenever the California legislature grants general salary increases to state employees, the identical increases be made across the board in retirement benefits to retired state employees at state cost, with the proviso that if the state would not pay the cost that the issue be referred to legislative interim study to determine its cost through regular payroll deductions by employed state workers.

AB 2053, introduced by Assemblyman Kennick, was a Federation-initiated bill in response to Resolution 99 sponsored by the union of State Employees Local 411, Sacramento.

The bill was referred to the Committee on Civil Service and State Personnel which held hearings on it on May 5. No action was taken on the bill and on June 18 it was referred from the Committee without further action.

Resolution No. 106—Reapportion California State Senate.

This resolution called on the Federation to initiate action to speed the reapportionment of the State Senate in accordance with the U.S. Supreme Court's "one man, one-vote" decision of June, 1964.

Since prior to the first Executive Council meeting held following the Federation's Fifth Convention a Federal district court had ordered the reapportionment of the State Senate in no event later than July 1, 1965, and since such Senate reapportionment has since been accomplished, the Executive Council found no action necessary on this resolution.

Resolution No. 163—Probation Subsidy.

This resolution called on the Federation to endorse the principle of state subsidies to counties to reduce probation caseloads and improve probation services in the interests of both saving human lives and large sums of money.

SB 822 by Senator Arnold enacted at the general session 1965 brought into law the principle of a state subsidy to counties to reduce probation case loads. The Boards of Supervisors in 35 counties have adopted resolutions to participate in the program and 32 of the counties have already submitted the programs to the Director of the Youth Authority. Approximately \$3 million will be provided by the state this year to reduce case loads in the participating counties.

Resolution No. 209—Salaries of Industrial Accident Commission Referees..

This resolution called on the Federation to seek legislation to fix 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.

In the discussions preparatory to the introduction of AB 2023, the California Labor Federation sought to increase the salaries of referees of the Workmen's Compensation Appeals Board. However, agreements could not be reached on the issue and without agreement there was no hope of fixing the salaries of the referees in accordance with the salaries of judges of the Municipal Courts of the most populous counties.

Resolution No. 210—COPE Pre-Primary Endorsements.

This resolution, dealing with the Federation's political arm, the Council on Political Education, recommended that COPE be instructed to refrain from making pre-primary endorsements. The resolution was referred by Convention action to the COPE Executive Council for consideration and action.

Resolution No. 232 — TV and Labor Press Programs.

This resolution called for legislation to insure the teaching of trade union history and philosophy in public schools and in apprenticeship training programs, and for actions to expand and improve the circulation of the labor press. It also called for TV and radio programs to be sponsored by the Federation prior to the 1964 Presidential election to expose the reactionary policies of the Republican Presidential candidate.

Pursuant to the intent of this resolution, the Executive Council directed the Secretary-Treasurer to see that the issue of teaching trade union history was carried to the State Curriculum Commission. At a meeting of the Curriculum Commission in Newport Beach on March 18, 1965, the Federation underscored the need for the inclusion of the significant role played by organized labor in the nation's history in textbooks ranging from kindergarten through the junior college level. The Federation's testimony suggested the creation of a committee on the scope and sequence of labor history in the social science curriculum and volunteered to assist such a committee in every way possible.

Following this testimony, hundreds of books were reviewed and evaluated in terms of assuring a greater representation of the role of the labor movement in public school textbooks than heretofore had been carried. These efforts bore fruit in the Spring of 1966 when the Commission approved over \$4.5 million worth of social studies textbooks with acceptable content relating to the labor movement.

In working to expand the circulation of the labor press in California, the California Labor Federation lent its services to the creation of a California Labor Press Association, as a chapter of the AFL-CIO's International Labor Press Association. The organization of the CLPA chapter was initiated at a statewide labor press editors conference sponsored by the Federation at the Marine Cooks and Stewards Center near Santa Rosa on January 22, 1965.

At this conference a committee was appointed to plan for the founding convention of the CLPA.

Subsequently, the Federation helped plan the CLPA's founding convention which was held April 23-24, 1965, in San Diego. The CLPA's first annual conven-

tion was held in Sacramento April 22-24, 1966, where as at the labor press conference the previous year in Santa Rosa, a program of instruction and discussion aimed at improving the presentation of issues in the labor press was provided.

In addition, the Labor Press Directory published by the Federation has been significantly expanded to include data to help expand the circulation of the labor press.

Beyond these actions, the Federation's Statewide Joint Labor-University Committee has cooperated with the Centers for Labor Research and Education at the University of California at Berkeley and Los Angeles in developing regional programs, seminars and educational courses to broaden the knowledge of trade unionists in a wide variety of labor-related subjects.

Resolution No. 242—Promote Community Service Activities.

This resolution called on the Federation to plan and conduct annual statewide community service activities conferences to promote the growth of community service activities in every county in the state.

The intent of this resolution was incorporated in the programming of the two annual week-long summer school programs sponsored by the California Labor Federation at the University of California campus at Santa Barbara August 1-6, 1965, and July 10-15, 1966.

"Community Advisory Bodies," a subject aimed at clarifying the functions of such bodies and stressing the need for labor participation on them, was taken up as a workshop topic at the 1965 school and "Community Services" as a field in itself was explored at the school session just concluded last month.

Both sessions served to stimulate recognition that the participation of trade unionists in all types of community services is not only a responsibility of both local unions and central bodies as representatives of a vital segment of local community life, but that such activity is essential to the development of the broad base of solid community support necessary to develop and sustain healthy labor-management relations.

In addition to maintaining and expanding the labor movement's traditional support of scores of health, educational, recreational, vocational and counseling services, these sessions emphasized the need

for more trade unionists to seek greater representation on city and county councils, boards, and commissions, particularly in view of the accelerating efforts of the John Birch Society and other extremist groups to acquire and use such positions as a vantage point from which to attack the interests of trade unionists.

The Executive Council is fully aware that labor representation on the governing bodies of many community service groups is often numerically overshadowed by the participation of representatives from the business, professional, and religious fields.

While the Council's Community Services Committee has continued to bend every effort to promote the growth of community service activities, it must be noted that the major impetus for expansion of these activities must come from the local union and central body level since this is where the action is. As has been noted in the past, far too often local unions and to a lesser extent central bodies have made significant physical and financial contributions to youth activities, blood bank drives, and other community improvements or relief efforts without receiving the credit due them in the local community press.

Such incidents can be minimized only by maximizing the degree of coordination and liaison between trade unionists involved in community service efforts at the local union and central body levels with those responsible for trade union publications in the community. Procedural suggestions for the creation and functioning of such committees on a community-wide or county-wide basis are presently being considered by the Committee.

FARM WORKER ORGANIZING

In the continuing fight to win full collective bargaining rights for farm workers and, in the process, bar the efforts of agribusiness interests to revive the discredited bracero program, the Executive Council has exerted every effort to mobilize the full weight of the labor movement and the liberal community in the farm workers' behalf.

While the historic developments in this fight are covered in detail in the Secretary-Treasurer's report, it is to be noted here that the Executive Council—recognizing that the labor movement's very existence is based on the idea of having an

organization big enough to help those who can't help themselves — has continued to lend its "unqualified support" to the Secretary-Treasurer's efforts in this field and to give every additional assistance possible to the Agricultural Workers' Organizing Committee to win a final victory in this historic struggle.

This unstinting support was exemplified at the Council's meeting in Hollywood December 8-9, 1964, when it adopted the following statement:

"The Executive Council of the California Labor Federation, AFL-CIO, gives its unqualified support to Secretary-Treasurer Thos. L. Pitts for his all-out opposition before the U.S. Labor Department's hearing in San Francisco on December 7 to continuation in any form of the viciously one-sided governmental involvement of recent years in agricultural labor-management issues.

"Under Public Law 78, the role of the state and federal governments has been to provide cheap imported labor in whatever amounts required for corporate agriculture to perpetuate, and even to aggravate, wages and working conditions that resemble those characteristic of Mexico's underdeveloped economy more closely than those of California.

"Such a role flies completely in the face of any pretense at neutrality for public officials with respect to labor and management in this industry.

Tragic Price Cited

"The price of this discriminatory intervention against working men and women in agriculture has clearly been tragic even though it is not possible to measure the degree of adverse effect under the bracero program precisely. Nevertheless, the vastness of the injury was evident from Congress' unbudging determination in ending Public Law 78 despite the virtually unprecedented pressures brought to bear by the community of agribusiness interests—the growers, canners, processors, shippers, financiers and other corporate complexes — profiteering from this unmatched base of poverty.

"Governor Brown's so-called five-year phase-out proposal itself carries the implicit admission that agricultural workers' hourly wages in California would today be at least \$1.85 an hour instead of at their present \$1.10 level were it not for the bludgeon placed in the hands of large-scale agriculture by purportedly

neutral governmental sources. And even the Governor's modest appraisal of the situation fails to take cognizance of the deterioration in agricultural worker benefits, compared to those of other workers, that has taken place in such areas as family housing, sanitation, health and educational facilities.

"One of the many other stakes involved is the enormous direct subsidy now extracted from California's taxpayers to finance the greatly increased social welfare, public health, juvenile delinquency and criminal caseloads triggered by the failure of these employers to provide California's more than 300,000 domestic farm workers—who are the overwhelming bulk of their work force—with benefits that add up to anything resembling a minimum of subsistence standard of living.

Danger Spelled Out

"We stand in great danger today that all these social evils will be greatly intensified as a result of agribusiness' concerted drive to revive the bracero program under Public Law 414 (the McCarran-Walters Act) with the Immigration Service — an agency without either the necessary personnel or the experience—as the enforcement body.

"But this new bracero program departs greatly from its 13-year-old predecessor in an area as yet only dimly perceived by the general public. While Public Law 78 applied only to agriculture, Public Law 414 covers all industries, crafts, services and professions indiscriminately. If agribusiness employers can convert this general immigration law, for the first time, into a source of cheap foreign labor for their industry, they will have at the same time opened the flood gates potentially to every other employer.

"Where this juggernaut could take us ultimately, particularly if it were in anti-labor hands, can only be left to the imagination. But even its short-range ramifications by unscrupulous employers in poorly organized non - agricultural industries threaten to knock the floor completely out from under the economy.

"In condemning all efforts to put Public Law 414 into harness for such employers, we cannot fail to note the fact that the negative consequences of such action would offset ten-fold any constructive results ultimately achieved by President Johnson's war on poverty. Not only would the new bracero program become a poor-

ly disguised anti-anti-poverty program, it would in addition serve as a deep setback for the cause of civil rights and first-class citizenship for the hundreds of thousands of minority group members in California who constitute such a large part of the unemployed, the underemployed and the underpaid.

Intent Clear

"The intent of Congress with respect to the bracero program, the war on poverty, and the advancement of civil rights could not have been spelled out more clearly. Conversely, it would be hard to conceive of a more ingenious device than the proposed use of Public Law 414 for undoing the purposes of Congress and compounding the existing damage.

"That this may actually come about by an administrative agency in effect overruling the action of Congress itself leaves us with a grave apprehension as to the role of Congress as the representative voice of the American people."

And at the Executive Council meeting in Sacramento on April 28, 1965, the Council unanimously adopted a resolution commending the Secretary-Treasurer for his actions to improve the wages and working conditions of the state's 400,000 farm workers to date, and urged him to continue to lead the fight.

Among many other actions in this field, the Executive Council met and concurred in action taken by the national AFL-CIO Executive Council to support a nationwide consumer boycott of food products grown and marketed by the Di Giorgio Company at Delano less than a week after the National Council acted. This boycott was initiated by the independent National Farm Workers' Association which had joined with the Agricultural Workers' Organizing Committee, AFL-CIO, in the now historic strike against more than 30 grape growers near Delano, California. Although the AWOC had struck a number of growers in the area, it was the NWFA that had struck the Di Giorgio property.

WORK FURLOUGH PROGRAM

A request from the National Council on Crime and Delinquency for the Federation to endorse the work furlough programs was taken up by the Executive Council at its January 1966 meeting in Santa Rosa. The fundamental aim of the work furlough rehabilitation program is to help rehabilitate individual prisoners by releasing them from custody during

working hours to let them continue in jobs that would contribute to their successful permanent re-entry to society.

In the course of an extensive discussion of the program, the Executive Council noted that the work furlough programs created particular problems for the building trades because of hiring hall procedures and that the successful implementation of such programs depended to a considerable degree on the extent of cooperation available from each local sheriff.

In view of these considerations the Council declined to give a blanket endorsement to such programs and referred the matter to the Secretary-Treasurer for action.

The Executive Council's wariness of extending a blanket endorsement subsequently proved to be fully justified when the state's agribusiness interests last May attempted to pervert the program into a substitute bracero program.

Swift action by the Secretary-Treasurer in line with the Executive Council's expressed concerns about the programs was successful in halting the mass use of prison labor for short-term temporary harvest work on California farms — work that would not have contributed to the individual prisoner's rehabilitation but which would have continued to depress the wages of the state's domestic farm workers and impaired the farm workers' hopes of winning collective bargaining and other rights enjoyed by most of the state's workers.

The details of this issue are more fully covered in the Secretary-Treasurer's report.

TAXES

To generate both legislative and public support for long overdue reforms of the state's inequitable tax structure in view of the 1965 legislature's failure to develop an effective and progressive tax reform measure, the Executive Council adopted a statement on taxes at its meeting in Santa Rosa on January 19-20, 1966.

The statement, developed from a 56-page Federation study of California's state and local tax structures, stresses the need to reduce property taxes and to place greater reliance on the progressive income tax. It was distributed to all key state government officials, those in the executive branch as well as state senators, assemblymen and key personnel in vari-

ous state, county, and local government positions, including all county assessors, members of the State Board of Equalization and other interested parties.

The statement, resulting from the most comprehensive tax study ever conducted by the Federation, prompted considerable interest and a number of expressions of support. Here is the text:

"The California labor movement has long been concerned about the state's inequitable tax system. Although California claims to be the nation's leading state, if judgment were rendered solely on the basis of the tax system, the state would rank rather low.

"The combined state and local tax structure is extremely regressive. Families with annual incomes of below \$4,000 pay 50 percent more, proportionately, in taxes than families with incomes between \$10,000 and \$15,000. For example, families earning less than \$4,000 pay 16 percent of their annual income in state and local taxes while only 10.5 percent of the income of families earning between \$10,000 and \$15,000 goes to pay state and local taxes. Low and moderate income families need immediate relief from the unfair tax burden they shoulder.

"The sales tax is the prime revenue source at the state level. When the traditional measuring rod—current income—is used, the sales tax is regressive. When other taxes on consumption are included, such as those on liquor, tobacco and motor fuel, 60 percent of state revenue is raised by taxes on consumption. In New York, in recent years, less than 30 percent of state revenues have come from consumption taxes; 40 percent have been raised by the individual income tax.

"While the state tax structure is far from ideal, greater inequities exist at the local level. Families earning below \$4,000 pay at least 10 percent of their annual income in the form of local taxes compared to only 5.7 percent for families earning \$10,000 to \$15,000 per year. Thus, the relative burden is 75 percent greater on families earning \$4,000 or less than it is on those earning between \$10,000 and \$15,000. The fact that local property tax administration varies between counties, and discriminates against low and moderate income families, has long been recognized. By law all property must be taxed equally, yet many large corporations have avoided paying their fair share. Homeowners and others pay more than their

share to make up for the resulting deficiencies in revenue.

"Although taxes have increased steadily, state and local governments face periodic financial crises. The solution has been a piecemeal tampering with the tax structure. The patchwork policy of drifting from one revenue crisis to another is economically unwise. At the local level it produces 'taxpayers' revolts'; at the state level the inevitable result is growing public disenchantment with the state's ability to meet long-run public needs.

"A basic overhaul of the tax structure must be given the highest of priorities. State and local government tax programs must be based on the progressive, 'ability to pay' principle for reasons of fairness and equity.

"At the state level, California must:

- Place much greater reliance on the progressive individual income tax, while reducing the role played by regressive taxes on consumption. California ranks 22nd among the 35 states having individual income taxes in terms of tax paid per \$1,000 of personal income. The personal income tax rate structure should be modified to the pre-World War II rates graduated up to a maximum of at least 15 percent, and a pay-as-you-go withholding system should be adopted in order to capture the millions of dollars presently escaping collection.

- Raise the bank and corporation tax considerably above the 5½ percent level, make the tax graduated, and also raise inheritance and gift taxes.

"Unjust and discriminatory consumer levies, such as cigarette and sales taxes, must not be raised. To do otherwise would only increase the already inequitable burden placed on low and moderate income families.

"If additional state revenues remain necessary, after improvements in the personal income tax, the bank and corporation tax, and inheritance and gift taxes, a serious study should be made of the advisability of adopting a graduated sales tax. If such a tax incorporated the 'ability to pay' principle, it would serve the two-fold function of distributing the tax burden more equitably among income groups and raising state revenue.

"At the local level, tax reform is long overdue. Property tax levies have risen year-in and year-out for the past two dec-

ades, and repeated further increases may make it impossible for many families to own homes. Moreover, defects in property tax administration are prevalent, as recent scandals in assessors' offices indicate. Many of the recent proposals regarding property tax administration and reform made by the Assembly Committee on Revenue and Taxation and the State Board of Equalization deserve strong public support.

"The following are particularly compelling and desirable:

- Exemption of household furnishings and personal effects from taxation.
- Establishment of a statutory assessment level of 25 percent of market value.
- Reimbursement to needy elderly citizens of portions of their property taxes, whether they own or rent.
- Elimination of the tax offset 'subsidy' granted insurance firms for existing principal offices.
- Assessment of business inventories in proportion to their average value throughout the year instead of on a single lien date.

"Abolition of the business inventory tax, which would drastically reduce the local tax base and produce 'windfalls' to some large corporations, is not necessary. Improved and equitable administration can remove present defects.

"Careful consideration should be given to adopting a graduated realty transfer tax and also to examining the feasibility of removing some of the current taxes on property improvements. Recent examinations have again suggested that taxing land value only is more beneficial than taxing land and improvements equally.

"The regressive California tax structure has long been in need of change. However, any change must result in a more progressive tax system based on 'ability to pay.' Regressive consumer levies and other taxes placing an inequitable burden on those least able to pay must be cut back, not increased, in future years.

"Greater reliance at the state level upon the personal income tax, and higher bank and corporation taxes, coupled with property tax reform and improved administration at the local level, would be major steps toward providing a more equitable tax system for all the taxpayers of California."

UNEMPLOYMENT

While the Executive Council dealt on many occasions with various specific problems related to the state's unemployment, the fact that the state's jobless rate was rising while the national rate was declining due in part to cutbacks in California's defense and space industries in 1964 and up through mid-1965, aroused the Executive Council's serious concern.

In an effort to prod action on state and federal levels to correct this disturbing trend, the Executive Council spelled out a 9-point program to spur job growth and called on the Governor and the state legislature to "act forcibly and decisively" on it. Since the statement was issued on May 7, 1965, substantial progress has been made in reducing unemployment in the state due both to state actions and to a substantial improvement in job opportunities in California's defense and space industries.

Here is the text of the Executive Council's statement on reducing unemployment and spurring job growth:

"One-eighth of the nation's unemployed now live in California. Only a few years ago unemployment in California was well below the national average despite a population boom that has averaged about 600,000 new residents each year.

"In the last few years the number of jobless workers in California has grown steadily. In 1964, the largest peacetime tax cut in the history of the United States was enacted, along with the 'War on Poverty' program. Yet job creation in California did not keep pace with the labor force growth. California has more people than any other state, yet last year only five states had the dubious distinction of possessing a higher level of unemployment.

"In March 1965, official joblessness in the State totaled 472,000 and hidden unemployment and underemployment totaled hundreds of thousands more. The unemployment rate exceeded the nation's average by more than 20 percent. This year's Economic Report of the Governor predicts the number of unemployed will again increase — for the third year in a row.

"Manufacturing has been a mainstay of the California economy for years, as increases in defense and aerospace spending raised employment to new heights. From 1950 to 1963 total manufacturing employment expanded by over 80 per-

cent, a rate of increase much more rapid than that of total employment.

"But in 1964, cutbacks in defense and space activities caused a decline in overall manufacturing employment. A further drop in defense and space employment is expected this year. Thus, the crucial manufacturing segment of the California economy can no longer be expected to spur total State employment upward.

"Another industry or industries must take up the slack or the inevitable result will be a continued rise in unemployment.

"Much of the solution to California's high unemployment must come at the federal level — through a 'full employment' budget that emphasizes job creation, combats the vast array of unmet public needs, and offsets reductions in defense expenditures with increased spending in other areas.

"But the State government itself can do more to lower unemployment in California.

"Recent State action in the fields of job retraining, vocational education, and increasing labor mobility, while worthwhile, have one essential deficiency — they do not directly raise employment. Only a budget that stresses people, not a balance sheet of debits and credits, can create the jobs necessary to reduce California's unemployment.

"Specifically, the California Labor Federation, speaking in behalf of the 1.4 million AFL-CIO members in California urges:

- A speedup in highway construction activity at the State and local levels to a rate above the long run trend.

- Substantial expansion of water resource development and flood control activities. We simply cannot afford to tolerate a repetition of the damage and destruction caused by the December 1964 floods.

- Extensive improvement of the unemployment insurance program, including a boost in the taxable wage base from the present totally inadequate \$3,800 to \$7,500 to assure adequate benefits and permanent extension of the benefit period from 26 to 39 weeks to help maintain the purchasing power of breadwinners unable to find work.

- Acceleration of the development of recreational facilities throughout the State.

- A vast expansion in residential housing construction. In 1964 such construction fell below the previous year's level.

- Supplementation of federal housing programs with long-term, low-interest State loans to provide desperately needed low and middle income housing; and development of programs of the Cal-Vet type to aid the less-able-to-pay families so desperately in need of adequate housing. Since 1950 construction employment has grown at a considerably slower rate than overall employment, despite all the ballyhoo about construction industry growth.

- Aggressive action to assure that California continues to receive its historical share of defense and aerospace contracts.

- Initiation of a positive tax policy, based on the "ability to pay" principle. Much of the tax burden now rests on the shoulders of those least able to pay. Lightening this load would both expand consumer purchases and accelerate the turnover of dollars.

- Establishment of a tripartite commission of labor, management and government to review California's development plans, set targets for future growth, and plan the orderly and balanced future development of the State.

"Only by attacking unemployment through such expansionary measures will the present intolerable level of joblessness be reduced. All levels of government and industry must recognize that the hours of work must be reduced, and earlier retirement made more attractive. For many years, up to World War II, the average workweek declined; however, in the post-war years, there has been little change. In fact, in March 1965 the factory workweek in California was equal in length to the post-World War II peak.

"Governor Brown said last month that California's growth 'means that we must build . . . three complete elementary schools every week — three new high schools every month — 2,000 miles of highway each year.' The State Administration and the legislature must give the leadership necessary to do even more.

"More than 300,000 jobs must be created in California this year to bring the State's unemployment more in line with the national average. Only through bold State action can a start be made towards this interim goal.

"The State cannot afford to postpone action in these crucial areas any longer. Each passing year compounds the problem. Continued inaction will imperil California's future growth and inevitably result in growing economic stagnation. The time to reverse the trend towards stagnation is now.

"We call upon the Governor and the State legislature to act forcefully and decisively on these programs to reduce California's unemployment."

CIVIL RIGHTS

Although passage of Proposition 14 at the November 1964 general election severely dampened the immediate political prospects for forward progress in the housing area of the civil rights field, the Executive Council continued to press for effective action to assure equal rights for all at every level of our national, state and community life.

Toward this end, the Council, aided by its Committee on Civil Rights, maintained close liaison with the Secretary-Treasurer's office to help coordinate and implement the Federation's civil rights policies.

In the fight to alert California's electorate to the fact that passage of Proposition 14 in November, 1964, would seriously depress the state's construction industry by depriving California of \$237 million in federal funds for urban renewal and aid for other home building programs while legalizing bigotry in the state, the Executive Council aided in the dissemination of hundreds of thousands of copies of a special Federation publication spelling out the details of the proposition titled "The Extremist Measure" and cooperated to the fullest with the statewide "Citizens Committee Against Proposition 14."

Fed Stand Upheld

The validity of the Federation's position on this issue was thoroughly substantiated last May when the state Supreme Court, in a 5 to 2 decision, held Proposition 14 unconstitutional and observed that: "It is beyond dispute that the 14th amendment, through the equal protection clause, secures the right to acquire and possess property of every kind."

Not until the Supreme Court's May 10, 1966, decision invalidating Proposition 14 was the way cleared to move ahead on some 29 projects in California from Crescent City to Indio, including the \$50

million USC-Hoover redevelopment plans, projects in Watts and South Los Angeles and the \$37.8 million San Francisco Western Addition and Hunters Point projects.

In addition, the Executive Council has worked in the interim since the Federation's last convention with the Committee for Fair Practices, the Jewish Labor Committee and the Community Service Organization and similar groups to help establish full equality of opportunity throughout the state and to implement the 1964 Civil Rights Act.

Developments Noted

In connection with the implementation of Title VII, the Equal Employment Opportunity Section of the Civil Rights Act, two developments should be noted:

1. In November 1965 the U.S. Equal Employment Opportunity Commission established by the Act issued the following statement signed by its Chairman, Franklin D. Roosevelt, Jr.:

"Progress has been made toward eliminating segregated local unions, collective bargaining units, lines of promotion and seniority and employee representation committees or other groups.

"Notwithstanding, labor organizations, employee representation committees, groups, associations, or plans segregated on the basis of race or national origin still exist in some localities, trades and industries, and bargaining units and lines of promotion or seniority are maintained solely on the basis of the employee's race or national origin.

"The Equal Employment Opportunity Commission interprets Title VII of the Civil Rights Act of 1964 to prohibit such practices.

"Any labor organization, employee representative committee, group, association, or plan which operates on a basis of segregation by race or national origin or from which employees are excluded solely on the ground of race or national origin, is in violation of the requirements of Title VII.

"The existence of segregation by race or national origin in collective bargaining units or lines of promotion and seniority also constitute violations of Title VII."

Who Is To Blame?

2. The continuing attempts by the employer community to place the responsibility for job discrimination almost solely on unions has been discredited by the findings of the U.S. Commission itself.

The vast majority of the complaints—87 percent—received by the Commission during its first 100 days of operation were against employers. Only one in five were against unions. In a number of cases both the employer and the union were named in the complaints.

Moreover, nearly seven out of ten of the 966 complaints over which the Commission had jurisdiction originated in the less well organized southern states, with the largest number filed in "right to work" states, those saddled with compulsory open shop laws, such as Alabama, 135; North Carolina, 131; and Mississippi, 68.

Outside the South, another "right to work" state, Iowa, led with 53 complaints.

In contrast to New York where 43 complaints were filed, only 12 complaints were received from California, according to the Commission's report issued in January, 1966.

While these reports go a long way toward repudiating the charges and innuendoes ground out daily by the nation's conservatively dominated communications media, they should not be interpreted by any means as indicating that the labor movement can ease up in its efforts to win equality of opportunity for all.

On the contrary, the Executive Council is acutely aware that the number of complaints filed in a given state in a given period is no valid index to the extent of the denial of civil rights to the citizens of that state.

Indeed it should be borne in mind that the Commission's statistics dealt only with equality of employment opportunity and was not involved in such other vital areas as equality of opportunity in public facilities, public education, or voting rights.

The Executive Council is fully aware that the chances for significant progress in all these fields will pivot on the California electorate's rejection of extremist-backed candidates next November and, in view of this has initiated the most extensive voter education program ever undertaken by the Federation.

STATEMENT ON VIETNAM

In an effort to hasten an end to the blood-letting in South Vietnam by emphasizing to foreign observers that the California labor movement, like most responsible groups in the nation, fully sup-

ported the national Administration's commitments to assist South Vietnam in achieving political and economic stability, the Executive Council adopted the following statement at its meeting in San Diego on November 16:

"In recent months minority blocs of students and other perhaps well-intentioned but misguided factions in California and elsewhere have generated substantial publicity protesting our nation's essential involvement in defending the independence and right to self-dominion of the people of South Vietnam from Communist domination via Hanoi, Peking and Moscow.

"By resorting to such tactics as burning draft cards and attempting to halt troop trains, these groups have provided grist for the propaganda mills of our nation's enemies.

"It is important for all citizens to know that the demonstrations staged in various parts of the world last month were timed to coincide with the first anniversary of the execution of a notorious Viet Cong terrorist, Nguyen Van Troi on October 15, 1964.

"In short, these demonstrations were deliberately plotted and calculated to undermine our nation's resolve to help the South Vietnamese people promote social reforms and economic reconstruction in their strife-riddled land by defeating the forces of Communist aggression that are seeking to overrun it and claim it for their own.

"Lest foreign nations get the impression that organized labor in California or any other substantial segment of our population have been deceived by such stunts, the Executive Council of the California Labor Federation, AFL-CIO, unanimously declares its wholehearted support for President Johnson's vital and vigorous actions in South Vietnam and urges all affiliates to voice their active support as well.

"Likewise we endorse President Johnson's declared readiness to negotiate for an equitable settlement of this conflict. To date, however, Communist terms for peace talks have been both unrealistic and unworkable. In these circumstances we regard any actions that tend to detract from our nation's resolve to win a just and sensible peace as actions that can only result in prolonging the conflict because they plant false hopes of a weakening of our resolve in the enemy camp.

"We also heartily commend AFL-CIO President George Meany and the AFL-CIO Executive Council for giving their full and forthright support to President Johnson's South Vietnam policy.

"In addition, we salute the courage and valor of our armed forces in this difficult struggle and want them to know they have our full support."

EDUCATION

"... Of all the groups requesting more equal treatment in the textbooks ... greater progress was made in labor than any other primarily because of the techniques used to bring it about."

This statement made by a spokesman for the State Curriculum Commission constitutes a tribute to the efforts of the Executive Council and its Standing Committee on Education and to the labor representatives on the Statewide Joint Labor-University Committee to improve the labor content of textbooks at the elementary and secondary level in California schools.

It also reflects in part the testimony presented before the Curriculum Commission in Newport Beach on March 18, 1965, by the Federation which urged the establishment of a subcommittee of the Commission to work with labor representatives and specialists in the field of labor history at the University of California at both Berkeley and Los Angeles to bring about the inclusion of a more adequate treatment of the many contributions made by organized labor in the development and growth of our nation.

Following the Federation's March 1965 testimony, nearly a year of intensive work was devoted to discussion criteria for the development of proper labor content in textbooks and to reviewing hundreds of textbooks for state adoption for 5th and 8th grade social studies classes. The key aim of these efforts was to bring about the inclusion in textbooks of basic information on the history of the labor movement, fundamental concepts in labor economics, and the role of labor in the nation's economic and political life.

Conferences were held not only with working committees of the Commission but with textbook authors and publishers as well.

And as a result, more than \$4.5 million worth of textbooks containing significantly improved content on the labor

movement were adopted earlier this year by the State Board of Education.

While the Executive Council is pleased with this significant progress, it fully recognizes that much additional work in this area still needs to be done. Toward this end, plans are presently under way to bring about the inclusion of comprehensive material on the labor movement in textbooks used in each of the elementary school grades.

Similarly, on the secondary level, the Executive Council has lent its full support to the Federation's cooperation in several studies such as that at the Labor Education Center at UCLA where a comprehensive survey of the labor content of history textbooks used in a number of high school districts was undertaken. The findings of these and similar studies have proved useful in developing proper content and continuity at both the primary and secondary school levels.

In addition, the Executive Council lent its full support to the Federation-sponsored week-long statewide Summer Schools held in 1965 and 1966 at the University of California campus at Santa Barbara.

Similar support was also extended to the Federation's two-day conference on labor participation in the anti-poverty program, "Labor and the War Against Poverty," in San Francisco, April 19-20, 1965, and to the International Affairs Conference on the Far East and the United States in San Francisco on March 11-12, 1965. (A more detailed report on these activities is contained in the Secretary-Treasurer's report.)

COMMUNITY SERVICE

The Federation's participation in community service efforts in the interim since the August 1964 convention is perhaps best exemplified by the fund drive initiated in January 1965 to aid victims of the disastrous floods that swept away bridges and homes and wrecked highways and railroad lines leaving thousands homeless, hungry, jobless and disheartened in northern California between December 1964 and January 1965.

The disaster, larger both in scope and destruction than the Alaska earthquake of 1964 resulted in total damages of more than \$119 million and totally destroyed more than 1,000 homes and damaged thousands more.

Early in January, while the waters in

some areas were still rising, the Federation alerted central bodies throughout the state that a fund drive to aid the victims, many of which were trade union members, was being organized immediately.

Subsequently the California AFL-CIO Flood Relief Fund was established and a coordinated program to maximize relief for the flood victims was set up.

All funds donated to the California AFL-CIO Flood Relief Fund were specifically earmarked to be given in cash to individual flood victims to repair and rebuild private homes and replace essential household furnishings.

Through the proviso the funds were spent in the affected communities, thereby helping the local economy get back on its feet and stimulating both employment and trade.

As a result of these efforts and a concurrent relief fund drive conducted by the United Brotherhood of Carpenters and Joiners of America, California's AFL-CIO union members contributed more than \$82,000 to help the flood victims get back on their feet.

This sum was over, above and separate from the regular contributions made by AFL-CIO affiliates to the annual Red Cross Fund appeal in March which was conducted in the middle of the Federation's special Flood Relief Drive.

Although the Executive Council has continued to lend its full support to scores of civic service organizations, a report of the Community Service Committee submitted at the Council's November 16, 1965, meeting emphasized that the labor movement is generally under-represented and receives little credit for its substantial contributions in the community service field.

Exploration of the possibilities inherent in various current Office of Economic Opportunity programs for a significant expansion of labor's community service activities is currently under way.

UNION LABELS, SHOP CARDS AND BUTTONS

The need to develop an effective union labor program on a statewide basis was set forth by the Executive Council's Union Label Committee at its July 1965 meeting in Los Angeles and a nine-point plan of action recommended by the Committee was subsequently adopted by the

Executive Council. The program includes the following points:

1. Delineation of the basic principles upon which the union label program operates.
2. Development of an organizational chart showing the flow of policy and services of the union label program.
3. Listing of the utilizations possible and desirable in the program.
4. Definition of continuing programs.
5. Indication of how participation is accomplished in the program.
6. Preparation of resource materials for use in the program.
7. Encouragement of research studies within the program area.
8. Statement of proper approval procedures for the program.
9. Provision for progress reports from the Standing Committee.

In addition, at the direction of the Committee, the Federation's Education Department is developing a series of union label slides with tape narration which may be used for school or central body union label educational programs. And union label and consumer education has been featured in each of the annual Summer Schools sponsored by the California Labor Federation at the University of California at Santa Barbara in 1965 and 1966.

Publicity on union label issues and activities such as the reports that Banquet Brand Foods and Regal Shoes now carry the union label and publicity spelling out the advantages to consumers in general, and trade unionists in particular, on insisting on union label products on holiday shopping sprees has also been carried in the Federation's Weekly News Letter—the name of which was changed to California AFL-CIO News as of January 1, 1966. The Federation's publication has also served to call statewide attention to various campaigns by international unions to boycott products because of anti-labor policies of particular manufacturers.

As another means of disseminating knowledge on the union label program, union label recognition has been included as one of the major sections of the Federation's Annual Scholarship Awards Program which this year included competition by more than 1,300 senior high school students throughout the state.

In accord with past practices, the Com-

mittee is presently making arrangements in cooperation with the local convention committee of the San Diego County Central Labor Council for a union label event to be conducted in the course of the 1966 convention. Through the Federation's San Francisco office, the Committee has invited all interested organizations to participate in this special program by making union label goods and materials available for the program.

"WE DON'T PATRONIZE" LIST

Since the Federation's last convention, three more business establishments have been added to the Federation's official "We Don't Patronize" list at the request of affiliates involved. In addition, the Executive Council at its May 11, 1966, meeting, concurred in the action taken by the National AFL-CIO Executive Council to support a national consumer boycott of food products grown and marketed by the Di Giorgio Corporation.

According to various financial reports, the Di Giorgio Corporation markets its grocery products under the following brand names:

S&W Fine Foods; Tree-Sweet; White Rose; Redi-Tea and Pique.

Other firms added to the "We Don't Patronize" list include two restaurants on Highway 40 between San Francisco and Sacramento — the Nut Tree and the Coffee Tree — and the MacMillan Ring Free Oil Company.

The Nut Tree was placed on the list by the Executive Council at its December 19, 1964, meeting at the request of the Solano Central Labor Council to assist Local 560 of the Bartenders and Culinary Workers of Vallejo.

The Coffee Tree was placed on the list at the Executive Council's July 21, 1965, meeting, also at the request of the Solano County Central Labor Council. Both the Coffee Tree and the Nut Tree are owned and operated by an organization described as having "a long anti-labor history dating back to 1948."

The MacMillan Ring Free Oil Company was added to the list at the same meeting in response to a request from District 1 of the Oil, Chemical and Atomic Workers Union whose members have been on strike against the firm since September 8, 1964.

In addition, publicity was given in the

California AFL-CIO News to disputes involving many AFL-CIO unions.

In the interim since the last Federation Convention, notification has been received that the consumer boycott actions against the following products have been lifted as a result of the successful conclusion of union contract negotiations:

Texas-Miller Products marketed under the following brand names: Adams Hats, Ashley-Dorsey, Jay, Hampshire Club, Repel-X, and Sea-Spray; Banquet Brand Frozen Foods; Lee Tires; and Regal Shoes.

EXONERATIONS

Since the Federation's last convention, the Executive Council has continued the policy authorized by Section 1 of Article XIV granting exonerations in the payment of per capita taxes to locals because of a strike or other good cause. The standard practice in connection with such cases has been to confine exonerations to the period of the strike and to limit such exonerations to those actually on strike. Indirect strike assistance of this nature was granted on request in the following instances.

At the July 1965 meeting in Los Angeles, the entire membership of United Steelworkers Local 5303 of San Pedro was exonerated from payment of per capita tax for the month of March because of a strike involving their entire membership.

At the November 1965 meeting, an exonerated from payment of per capita tax for the actual number of members who were on strike during the months of June and July, 1965, was granted to Chemical Workers Local 255 of Long Beach in connection with a strike against Johns Manville Products Corporation.

At its May 1966 meeting, the Executive Council denied a request from Copersmiths Union No. 438, San Francisco, for exonerated from payment of per capita tax in view of the fact that the local was not engaged in any strike and its request for exonerated did not meet the test of any of the Federation's past policies regarding exonerated.

To assure full exonerated for unions embattled in strike situations, the Executive Council adopted a motion to provide for the inclusion of exonerations in both voting and representation strength for the Federation's Sixth Convention at its meeting at the Jack Tar Hotel in San Francisco, May 10-11, 1966.

ASSISTANCE TO AFFILIATES

In keeping with the Executive Council's determination to lend every assistance possible to affiliates engaged in strike situations, the Council took action at its December 8, 1964, meeting to mobilize the full support of the labor movement in behalf of the thousands of members of the Meat Cutters Union involved in a strike-lockout situation in the Los Angeles and San Diego areas.

To publicize this action, the Executive Council issued the following statement:

"The Executive Council of the California Labor Federation, AFL-CIO, representing more than 1.5 million AFL-CIO members in California unanimously supports the members of the Meat Cutters Union in Southern California in their current strike-lockout situation.

"The Executive Council specifically and unanimously condemns the attempt of the giant retail food store chains to frighten the public into boycotting the operating independent store operators in order to preserve their tight-fisted monopoly that has existed to a large degree in the past.

"The members of the Executive Council commend the fair attitude of the operating employers and are confident that the needs of the public with respect to the purchase of meat could be adequately and satisfactorily met with a minimum of inconvenience."

Settlement of this dispute within a few weeks following this action marked a significant victory for the union.

WILSON, GREEN MURDERS

The ruthless assassination last spring of two union officers—Dow Wilson, recording secretary of Painters Union Local 4 of San Francisco on April 5, 1966, and Lloyd Green, of Painters Local No. 1178 of Hayward on May 7 — shook the entire state.

At its first meeting following these murders, the Executive Council authorized rewards of \$1,000 in each instance to help solve these cases and issued a statement which said:

"We have no theory to explain why the murders of the two officers of Painters Local 4 and 1178 took place . . .

"Whether the party or parties responsible for these brutal slayings are psychopaths or hired thugs, they, and whoever hired them, must be apprehended as quickly as possible.

"A reward of \$1,000 in each case has been approved by the Executive Council of the California Labor Federation for information leading to the apprehension and conviction of the murderers of these two local union officials."

For more than a month following Wilson's slaying, a number of news stories and radio and TV broadcasts suggested repeatedly that these brutal slayings resulted from internal union strife. In view of this, while no one has yet been convicted of these slayings, it is pertinent to point out that no union official has been implicated in these crimes. On the contrary, all five of the suspects so far arrested in connection with the case are either employers or employers' agents.

STANDING COMMITTEES

Since the last convention, the Executive Council has been assisted in its work by its seven Standing Committees. Due to the various vacancies that have developed on the Council, the membership of these Committees has been altered accordingly. The committees currently are composed as follows:

Legislation

Manuel Dias, Chairman
M. R. Callahan
William G. Dowd
Arthur Dougherty
Max Osslo
Herbert Wilson

Education

T. A. Small, Chairman
G. J. Conway
Robert Ash
Harry Hansen
Edward Shedlock

Community Services

E. P. O'Malley, Chairman
H. D. Lackey
Howard Reed
Morris Weisberger
Fred Fletcher
Stanley Lathen

Safety and Occupational Health

Hugh Allen, Chairman
W. J. Bassett
Webb Green
Paul Jones
DeWitt Stone

Civil Rights

Wilbur Fillippini, Chairman
Manuel Dias
Harry Finks

G. A. McCulloch
Jerome Posner
Charles J. Smith

Housing

James Smith, Chairman
Chris Amadio
C. A. Green
Anthony Bogdanowicz
Charles Smith
Joseph H. Seymour

Union Labels, Shop Cards and Buttons

Max Osslo, Chairman
W. J. Bassett
Wilbur Fillippini
Harry Finks
H. D. Lackey
Jerome Posner

TRIBUTE TO C. J. "NEIL" HAGGERTY

In recognition of the many years of service rendered to the Federation by C. J. "Neil" Haggerty, the Executive Council extended an invitation to Mr. and Mrs. Haggerty to attend the Federation's Sixth Convention as special guests of the Federation at its May 11, 1966, meeting.

1966 CONVENTION

By action of the 1964 convention, the City of San Diego was selected as the site for the Sixth Convention of the California Labor Federation. In accordance with this action, the Secretary-Treasurer has engaged the Community Concourse in San Diego for the convention.

While the Federation's constitution stipulates that Federation conventions shall be convened on the 3rd Monday in August of every even-numbered year, it also authorizes the Executive Council (Article XV Section 2) to change the convention date if convention facilities are "inadequate or unsatisfactory." Such a situation developed this year when it was found that convention facilities in San Diego during the 3rd week of August would be inadequate. Accordingly, the Executive Council moved the convention date up one week. The initial notice of this date change was carried in the California AFL-CIO News of April 22, 1966, some 6 weeks before the official convention call was dispatched to all affiliates on June 1, in order to give dele-

gates as much advance notice as possible to help them plan their attendance at other meetings and their vacations without conflict.

At its May meeting in San Francisco, the Executive Council reviewed and approved all preliminary plans for the convention which will open August 8 and continue from day to day until the work of the convention is completed. At the suggestion of the Secretary-Treasurer the Council set Wednesday, August 3-5, as the dates for its meeting prior to the convention to develop and approve proposed statements of policy to be submitted to the convention.

Fraternally submitted,

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

Albin J. Gruhn,
President

Thos. L. Pitts,
Secretary-Treasurer

Manuel Dias,
General Vice President

Max J. Osslo
M. R. Callahan
Ray S. Mendoza
Anthony J. Bogdanowicz
John L. Dales
W. J. Bassett
Joseph H. Seymour
James L. Smith
Webb Green
G. A. McCulloch
Wilbur Fillippini
H. D. Lackey
C. A. Green
Thomas A. Small
Morris Weisberger
Arthur F. Dougherty
Chris Amadio
Wm. 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
Henry L. Lacayo
E. P. O'Malley
Fred D. Fletcher
G. J. Conway

Vice Presidents

REPORT OF THE SECRETARY-TREASURER

San Francisco, August 1, 1966

To the Sixth Convention of the California Labor Federation, AFL-CIO . . .

Greetings:

In the two years since this Federation's last Biennial Convention, substantial and, in some areas, unprecedented progress has been achieved. The yoke of the bracero program fostered by Public Law 78 has been lifted from the backs of our farm workers and we are on the verge of helping them win collective bargaining rights; significant reforms have been won to assure workers hurt on the job all of the benefits due them and to minimize delays in processing their claims; mechanics lien rights have been extended to cover — and protect — union health and welfare trust funds; the anti-labor hot cargo and secondary boycott provisions written into the State Labor Code under the exigencies of World War II in 1941 have at long last been repealed; and disability insurance has finally been extended to hospital workers.

On the federal level, the 30-year fight to enact medicare has been won; social security benefits have been boosted; effective measures to provide long-needed federal aid to education at both the primary and secondary levels have been enacted; the war on poverty, initially little more than a pilot project, has been significantly expanded; and substantial progress has been made to assure equal rights and opportunities to all.

Much Left To Do

But this is no time to kid ourselves. Much, much more remains to be done.

The fact that many of the programs recognized 30 or more years ago as necessary to cope with state and national problems are only now coming to fruition suggests that in a number of areas we may be 30 or more years behind in making use of the potentialities for health and abundance for all that are presently at the fingertips of both our state and nation.

Just as the first Sputnik shook the complacency existing in our educational, scientific and defense communities, and prompted action that led to Surveyor I's historic voyage to the moon, so the lesson of Watts, the lesson of the farm workers, and the lesson of Proposition 13 must serve to point up some of the gross de-

ficiencies in our economic and social life and spur effective action on both the state and federal levels to correct them.

Joblessness Cut

While the state's unemployment rate has been significantly reduced from a seasonally adjusted level of about six percent two years ago to less than five percent this year, it is still too high. And the state's economy is still clearly too reliant on fluctuations in federal spending in the state's defense and aerospace industries. Job opportunities for California's building tradesmen have been diminished considerably, both due to the passage of the now voided Proposition 13, which had tied up hundreds of millions of dollars in federal funds for California projects, and to the tight money policy being pursued by the Federal Reserve Board which, by boosting interest rates to prohibitive levels, has dried up construction funds.

As automation accelerates and new materials, new techniques and other improved productivity factors wipe out job opportunities at a rate ranging from 2 million to more than 3.5 million a year according to Labor Department estimates, it must become obvious to all but the most self-interest blinded reactionaries that the years immediately ahead must see a substantial expansion of federal-state-local job training and retraining programs as well as programs similar in nature to those authorized by the recently enacted aid to education and economic opportunity legislation.

Action Necessary

The simple fact is that we cannot hope to continue to have a healthy prosperous economy either in California or in the nation at large without taking the steps necessary on both levels to assure jobs at good wages for all persons willing and able to work.

In California, where our population continues to grow by more than half a million a year, where shifts or cutbacks in federal programs for aerospace, defense, or other projects can amount to a death warrant for hundreds of thousands of jobs, it is the height of irresponsibility to contend — as the ultra-conservatives and right-wing extremists do — that a state government that has the foresight to seek

to protect the jobs of its citizens is "running to Washington for handouts."

The central fault in the position of the ultra-conservatives is that, like frightened ostriches with their heads buried deeply in the sand, they are both unable to see and afraid to look at the current technological revolution in progress in our nation today. They equate all government expenditures, federal, state, and local as "government spending," refusing to recognize that much of this expenditure is in reality a very vital investment in the preservation of our free society.

Public Investment

Expenditures for education, health, water resources, public power, clean air, highways, social insurance programs to protect the jobless and the disabled, agricultural research, defense, and areospace, all are in a substantial measure investments in a nation and a way of life we all cherish.

When our farm workers are denied decent wages and decent working conditions, our rural communities are denied the stimulus of home-building and durable and non-durable goods purchases that more equitable and more adequate purchasing power in the farm workers' hands would produce. Moreover, the farm workers, their wives and children, once afforded an opportunity to improve their health care and their educational attainments could be freed of their present necessity of periodically relying on welfare aid.

Similarly, the lesson of Watts, where well over 30 percent of the residents were jobless, cannot be dismissed as merely reflecting a need for stronger anti-riot legislation.

Focus on Reality

Obviously, the purpose of your Secretary-Treasurer's extended comments on these three perhaps most controversial state issues of the past two years is to bring into focus the reality of these and many other problems that cannot sensibly be met by the pat conservative expedient of irresponsible budget slashing.

To cope with the dual problems of a snowballing labor force and the increasing reduction of job opportunities due to automation, it is rapidly becoming incapable that the standard workweek must be cut to at least 35 hours with no loss in earnings and that provisions for penalty

pay of double time for overtime be sought in the interests of creating sufficient jobs to go around.

Equally clear is the need for a significant expansion, indeed a continuing expansion, of local, state and federal public investment programs to meet our burgeoning population's health, education, transit, sanitation, recreation, highway and other physical, social and economic needs.

It has also become inescapably evident that the increasing concentration of wealth in relatively fewer and fewer hands cannot be permitted to continue without threatening the essential consumer purchasing power base that provides the necessary underpinnings for a healthy state and national economy.

Wage Hikes Needed

While we in the AFL-CIO have made it clear repeatedly that we have no quarrel with the basic capitalistic concept of a share of the fruits of production going to capital, the danger is that when a disproportionate share of the fruits of production goes to capital and this continues unabated year after year — as has been the case in recent years — the economic health of the nation is jeopardized. To bring this into better balance, substantial wage increases at the expense of skyrocketing profits are clearly long overdue.

As trade unionists in the most populous state in the nation — the state that houses nearly one-tenth of the nation's population, the state whose Gross National Product amounts to nearly one-tenth of the nation's, the state with a GNP that would rank as the seventh largest in the world if California were a separate nation, yet the state which receives nearly one-tenth of the \$1.3 billion in funds allocated for the nation's war on poverty — we all have a vital interest and responsibility in helping to effect a shorter workweek, more public investment, and higher wages to bring about a better distribution of the fruits of our economy.

Progress Periled

But we can win neither these nor other related goals such as federal standards for unemployment insurance, equitable state tax reform measures to reduce property taxes, or better financing and eligibility regulations to assure the workers of our state adequate economic protections

against displacement by automation or joblessness for other reasons, if we permit the state to fall into the hands of a puppet for the radical right who callously regards unemployment insurance as "a prepaid vacation plan for freeloaders," who describes our needy elderly and disabled citizens as "a faceless mass waiting for handouts," who campaigns against medicare and has voiced opposition to repeal of Section 14(b) of the Taft-Hartley Act, which imposes compulsory open shop terms on our fellow workers in some of the poorest states in the nation.

To defeat this threat will require all of the unity of purpose, all of the energy, resources and money we in the California labor movement can mobilize.

The following sections summarize the Federation's activities and efforts since the 1964 convention.

1964 CONVENTION RESOLUTIONS

More than 80 resolutions adopted by the Federation's 1964 convention called for further action by the Secretary in various forms.

While most of the resolutions adopted at the 1964 convention were best pursued by the Federation itself, some were geared in part to the initiative of affiliated central bodies, local unions and their membership. In order to widely publicize such resolutions calling for local action, the Federation printed and saw to the generous distribution of two separate pamphlets:

"Therefore be it Resolved . . . 1964"—containing seven such resolutions, and,

"Labor and Civil Rights—1964"—which was developed to center the attention of affiliates on the civil rights position adopted by the 1964 convention and on other resolutions related to civil rights adopted by convention delegates.

Copies of other resolutions, accompanied by covering letters, were dispatched to appropriate organizations and individuals, including federal, state and local government officials and agencies concerned with or interested in the subject matter of the various resolutions.

Acknowledgment of these actions has generally been both prompt and appreciative. The following constitutes a brief summary of actions taken in connection with the various resolutions referred to above:

Resolutions Sent to President George Meany:

Copies of 19 resolutions adopted at the 1964 convention were sent to AFL-CIO President George Meany. Nine of these resolutions requested implementing action by the national AFL-CIO. The remainder called for federal legislation or administrative action of some type. The nine resolutions requesting action by the AFL-CIO national body were:

No. 51—"Implement Civil Rights."

No. 161—"Disability Insurance for Every State."

No. 162—"Repeal Section 14(b) Taft-Hartley."

No. 200—"Extra-Duty Postal Clerks."

No. 201—"Jurisdiction of Mobile Unit Clerks."

No. 227—"Shipbuilding Conference."

No. 236—"Priority for Uncollected Wages."

No. 237—"Wage Security Under Service Contract with Federal Government."

No. 238—"Amend Miller Act."

Copies of the following 10 resolutions calling for federal legislation or administrative action were also sent to President Meany:

No. 28—"Support H.R. 11522." (The Service Contract Act of 1964.)

No. 50—"Eliminate All Discrimination."

No. 52—"Support AFL-CIO Civil Rights Meeting."

No. 110—"Program to Eliminate Poverty."

No. 166—"Agricultural Workers."

No. 168—"Support H.R. 7670." (Related to "Runaway" Films.)

No. 176—"Shipbuilding Industry."

No. 202—"Repeal of the Hatch Act."

No. 219—"Medicare."

No. 252—"Support Overtime at Double Time Rate."

Resolutions sent to certain national and state labor officials:

No. 50—"Eliminate All Discrimination."

No. 176—"Shipbuilding Industry."

No. 227—"Shipbuilding Conference."

Copies of these three resolutions were sent to B. A. Gritta, President of the AFL-CIO Metal Trades Department. In addition a copy of No. 227 urging AFL-

CIO President George Meany to convene an international trade union conference to organize shipbuilding trade unionists of all countries against unemployment in the industry was sent to Thomas Roteli, Secretary of the Pacific Coast Metal Trades District Council with a cover letter advising him that Brother Meany had been informed of the Federation's support for such a conference.

No. 238—"Amend Miller Act."

A copy of this resolution was sent to C. J. Haggerty, President of the AFL-CIO Building and Construction Trades Department to request his Department to support legislation to amend the Miller Act so that its bonding provisions would cover all employees engaged in construction projects paid for by federal funds.

No. 165—"Union Label."

A copy of this resolution was sent to Joseph Lewis, Secretary-Treasurer of the AFL-CIO Union Label and Service Trades Department.

No. 50—"Eliminate All Discrimination."

A copy of this resolution was sent to Don Slaiman, of the AFL-CIO Civil Rights Department.

Resolutions sent to all affiliates:

The "Therefore Be It Resolved . . . 1964" pamphlet was sent to all organizations affiliated with the Federation. In an introductory message, the Secretary urged each affiliate "to lend its fullest support to the aims of these resolutions" and to keep the Federation advised of any specific action undertaken locally to implement them.

The pamphlet included the following resolutions:

No. 149—"Don't Buy H.I.S. Clothing."

No. 158—"Transact with Union Insurance Agents."

No. 17—"Oppose Consolidation of Fire and Police Departments."

No. 67—"Labor Representation on School Boards."

No. 108—"Low-Rent Public Housing."

No. 123—"Support Federated Fund-Raising Drives."

No. 155—"Support City of Hope."

The pamphlet "Labor and Civil Rights—1964," which served as a principal guide for the work of the Federation's Standing Committee on Civil Rights, included the full policy statement on Civil Rights adopted by the 1964 convention and six

related resolutions adopted at the convention. In a foreword to this pamphlet, your Secretary underscored the dangers inherent in Proposition 14 and urged all trade unionists to use the pamphlet as an aid in "transforming the 1964 convention's actions into positive programs in their communities."

The pamphlet contained the following resolutions:

No. 50—"Eliminate All Discrimination."

No. 51—"Implement Civil Rights."

No. 52—"Support AFL-CIO Civil Rights Meetings."

No. 113—"Support Jewish Labor Committee."

No. 114—"Reaffirm Endorsement of Community Service Organization."

No. 122—"Oppose Proposition No. 14."

Copies of the "Labor and Civil Rights—1964" brochure were also sent to all members of the State Fair Employment Practices Commission, and to Edward W. Howden, Chief of the Division of Fair Employment Practices of the Department of Industrial Relations.

Resolutions sent to all Central Labor Councils:

No. 116—"Equal Pay for Equal Work."

No. 117—"State Fair Labor Standards Act."

No. 118—"A Governor's Commission on the Status of Women."

These resolutions—calling respectively for reevaluation of California's equal pay law; enactment of a State Fair Labor Standards Act providing coverage for both male and female workers with penalty pay beyond the 40-hour week to a maximum of a 48-hour week as a minimum protection against excessive working hours; and establishment of a statutory commission on the status of women in California—were distributed to all central bodies to inform them of the Federation's policy on these issues.

Resolutions sent to all of California's U.S. Representatives and Senators:

Shortly after the November 1964 elections, copies of the following 15 resolutions were sent to members of the California Delegation in the U.S. Senate and the U.S. House of Representatives:

No. 28—"Support H.R. 11522."

No. 108—"Low-Rent Public Housing."

No. 109—"Federal Aid to Education."

No. 110—"Program to Eliminate Poverty."

No. 150—"Agricultural Labor."

No. 166—"Agricultural Workers."

No. 168—"Support H.R. 7670."

No. 176—"Shipbuilding Industry."

No. 202—"Repeal of the Hatch Act."

No. 219—"Medicare."

No. 235—"Investigate the Problem of Commerce."

No. 236—"Priority for Uncollected Wages."

No. 237—"Wage Security Under Service Contracts with Federal Government."

No. 238—"Amend Miller Act."

No. 252—"Support Overtime at Double Time Rate."

Resolutions sent to certain members of Congress:

No. 168—"Support H.R. 7670."

This resolution was forwarded to Rep. Cecil R. King who introduced the measure, H.R. 7670, to amend the Federal Trade Commission Act to require the labeling of identification of foreign-produced motion pictures and TV films.

No. 51—"Implement Civil Rights."

This resolution called on the Federation to commend President Johnson and Senators Hubert Humphrey, Mike Mansfield, and Everett Dirksen for their leadership in winning passage of the Civil Rights Act of 1964. Accordingly, they were so informed and a copy of the resolution sent to them.

Resolutions sent to certain federal officials and agencies:

No. 110—"Program to Eliminate Poverty."

No. 166—"Agricultural Workers."

The two foregoing resolutions were brought to the attention of U.S. Secretary of Labor W. Willard Wirtz and to the Secretary of the Department of Health, Education and Welfare, Anthony J. Celebrezze.

No. 110—"Program to Eliminate Poverty."

No. 150—"Agricultural Labor."

No. 166—"Agricultural Workers."

These three resolutions were brought to the attention of Under Secretary of Labor John F. Henning.

No. 200—"Extra-Duty Postal Clerks."

No. 201—"Jurisdiction of Mobile Unit Clerks."

The two foregoing resolutions were brought to the attention of Postmaster General John A. Gronousky.

No. 108—"Low-Rent Public Housing."

This resolution was brought to the attention of Robert C. Weaver, Administrator of the Housing and Home Finance Agency.

No. 176—"Shipbuilding Industry."

Copies of this resolution were sent to various key officials of the Federal Maritime Commission, including Nicholas Johnson, as well as to U.S. Secretary of Commerce, Luther Hodges and Secretary of the Navy, Fred Korth. A copy was also sent to Paul Hall, president of the AFL-CIO Maritime Trades Department.

Resolutions sent to Governor Brown:

Copies of the following 14 resolutions were sent to Governor Edmund G. Brown:

No. 31—"Saturday Holidays for Public Employees."

No. 32—"Rule of One in Civil Service."

No. 108—"Low-Rent Public Housing."

No. 110—"Program to Eliminate Poverty."

No. 116—"Equal Pay for Equal Work."

No. 117—"State Fair Labor Standards Act."

No. 118—"Governor's Commission on the Status of Women."

No. 150—"Agricultural Labor."

No. 166—"Agricultural Workers."

No. 180—"Equal Pay for Public Employees."

No. 218—"State Manpower Commission."

No. 220—"Protect Agricultural Workers."

No. 233—"Job Opportunities Through Oceanographic Research."

No. 246—"Employer's Failure to Make Wage and Benefit Payment."

Resolutions sent to California State Legislators:

Following the November 1964 election the following resolutions were sent to all members of the California Legislature:

No. 108—"Low-Rent Public Housing."

No. 110—"Program to Eliminate Poverty."

No. 116—"Equal Pay for Equal Work."

No. 117—"State Fair Labor Standards Act."

No. 118—"Governor's Commission on the Status of Women."

No. 150—"Agricultural Labor."

No. 256—"Extend McAteer Act."

Resolutions sent to certain state officials:

No. 31—"Saturday Holidays for Public Employees."

No. 32—"Rule of One in Civil Service."

No. 180—"Equal Pay for Public Employees."

Copies of these three resolutions were sent to all members of the State Personnel Board.

No. 224—"Waterfront Passenger Terminal."

Copies of this resolution were dispatched to the Commissioners on the San Francisco Port Authority.

No. 218—"State Manpower Commission."

Copies of this resolution which urged immediate action in two areas by the Commission for Manpower, Automation and Technology were sent to the members of that Commission.

No. 108—"Low-Rent Public Housing"

A copy of this resolution was sent to Francis Dunn, Chief of the Division of Housing of the State Department of Industrial Relations.

No. 110—"Program to Eliminate Poverty."

No. 150—"Agricultural Labor."

No. 166—"Agricultural Workers."

Copies of these resolutions were sent to the members of the State Board of Agriculture.

No. 12—"Modification of Academic Requirements for Vocational Education Instructors."

Copies of this resolution were sent to the State Superintendent of Public Instruction and to the members of the State Board of Education.

No. 246—"Employers' Failure to Make Wage and Benefit Payments."

Copies of this resolution were sent to Ernest B. Webb, Director of the State Department of Industrial Relations, and to

Sigmund Arywitz, State Labor Commissioner.

No. 110—"Program to Eliminate Poverty."

No. 150—"Agricultural Labor."

No. 166—"Agricultural Workers."

Copies of these resolutions were sent to James Wedemeyer, Director of the State Department of Social Welfare; Albert B. Tieburg, Director of the State Department of Employment, and Charles A. Paul, Director of the State Department of Agriculture, as well as to J. Blaine Quinn, Master of the California State Grange.

Resolutions sent to municipal officials:

No. 31—"Saturday Holidays for Public Employees."

No. 32—"Rule of One in Civil Service."

No. 35—"Union Scale for City Skilled Craftsmen."

Copies of the foregoing resolutions were sent to Mayor Sam Yorty and to all Los Angeles City Councilmen.

No. 22—"Port of San Francisco."

No. 224—"Waterfront Passenger Terminal."

Copies of these resolutions which pertained to the development of San Francisco's waterfront and to the construction of a new passenger terminal respectively, were sent to San Francisco's Mayor John F. Shelley as well as to all Supervisors of the City and County of San Francisco.

Resolutions sent to certain private officials:

No. 69—"Israel and Histadrut."

A copy of this resolution which expressed a feeling of solidarity with Histadrut and commended its contribution to the State of Israel and the welfare of its people, was sent to Mr. Chaim Gottlieb, Executive Director of Histadrut in San Francisco.

No. 155—"City of Hope."

A copy of this resolution which urged its locals and their members to support City of Hope fund-raising efforts in the year ahead, was sent to Ben Horowitz, Executive Director of the City of Hope Hospital in Los Angeles.

A summary of actions taken on resolutions referred by the 1964 convention to the Executive Council for action is carried in that body's report to this convention.

CALIFORNIA AND THE ECONOMY

California's many economic problems have consumed a substantial portion of the time of your Secretary-Treasurer and of Federation staff personnel. Our efforts have been bent toward advancing state programs and policies that are consistent with the achievement of the goal of full employment. We have participated in conferences dealing with the problems of the California economy and solutions to those problems, addressed numerous interested groups and organizations setting forth the Federation's aims and programs, testified before appropriate legislative committees in order to press our recommendations for action, and worked with the Governor's office urging and advancing administrative remedies to California's economic problems.

The major economic problem in California is that full employment remains an elusive goal within the state despite over five years of economic expansion. In 1965, for example, the unemployment rate in California was 5.9 percent compared to 4.6 percent for the nation as a whole. The conventional explanation offered for this disparity is that California is experiencing, and has experienced for a long time, disproportionately large population and labor forces increases. In other words, many corporate spokesmen, academic economists, and others claim that as long as California's rapid population growth continues, it will be extremely difficult to reduce California's unemployment rate to a level approximating the national average.

U.S. Role Stressed

We have continually pointed out that because of the high degree of interrelatedness between the California economy and that of the nation, national economic policy has a crucial role to play in the reduction of California unemployment and in the improvement of the overall welfare of our state. Particularly important is the adoption and vigorous implementation of enlightened federal fiscal and monetary policies which aim at reducing the overall unemployment rate of the nation. In recognition of this, your Federation has stressed the need for enlightened federal policies and programs to the California congressional delegation, federal administrators, state officials and others.

We also have pointed out, however, that there is no reason to accept as natural California's continuing high unemployment. The fact is that as recently as 1959 the unemployment rate in our state was beneath the national average. Moreover, other states which in proportionate terms are experiencing just as great, if not greater, population increases each year, are not plagued with high unemployment.

In testimony before the State Assembly Ways and Means Subcommittee on Economic Development, at hearings in Oakland in January 1966, the Federation pointed out that since 1961 unemployment has declined sharply in many urban areas in the United States where persistent and inevitable high levels of unemployment had become accepted by so-called labor market experts. The Federation contrasted the tremendous progress made in these areas with the continuing persistence of high levels of unemployment in some areas of our state, particularly in San Diego and in Stockton.

Tax Structure Hit

It was also pointed out at this same hearing, that California's regressive overall tax structure at the state and local level combined, acts as a major factor in depressing the upward thrust of economic expansion. It is clear that a major overhaul of the California tax structure at both levels of government, through adoption of the ability-to-pay principle on a much broader scale than to date, and by cutting back severely regressive taxes such as those on property and necessities, will result in more money going to families and persons of low and moderate incomes who not only spend a greater portion of their income but spend them at a more rapid pace than do the more well-to-do citizens.

A progressive tax policy in fact, it was pointed out, if adopted, would represent a major step in the development of more enlightened economic policies within California which would help us move toward the goal of full employment. It was also observed that greater use of the state's credit, in meeting vitally necessary public needs, would aid in the creation of more jobs.

Your Secretary-Treasurer has also expended considerable time in the past two years proposing policies and programs in the agricultural area which would re-

sult in more jobs for California's domestic farm workers. Although developments in the farm labor field over the past few years are covered in detail in another part of this report, it should be noted here that tens of thousands of new jobs were created in California in 1965 because of the termination of the infamous bracero program. The ending of Public Law 78 — the Mexican foreign contract labor importation program — of course, has been a long-sought legislative goal of the Federation.

Defense Spending

Another major economic problem confronting California remains the heavy dependence of the state upon defense and aerospace spending for economic well-being and sustenance. California's noteworthy contribution to the nation's defense effort in the postwar period, has left our state extremely vulnerable to extreme economic dislocations and human distress, if and when changes in the pattern of the nation's defense spending occur. In fact, the stagnation in the California economy in 1964 and the first half of 1965, directly reflects a cutback in total defense and aerospace employment due to shifts in federal expenditure programs.

For example, in 1963 total employment in the four aerospace industries of ordnance, aircraft, electrical equipment, and instruments was slightly more than 510,000. In 1965, in contrast, total employment was below 482,000, a decline of more than 28,000 jobs. Since up to 1963 the defense-aerospace complex has been a growth industry, the reverberations stemming from this downturn in employment, were felt throughout the state's economy. It was only with the pick-up in defense activities in California caused by increased use of manpower and other resources in Vietnam that the aerospace and defense industries had an employment turnabout and unemployment began to decline in the state.

The heavy dependence of our state upon the defense-aerospace complex can also be seen in the fact that this complex employed directly one out of every three workers in California manufacturing while its indirect employment impact is felt by millions of other California workers. More than twenty percent of all prime defense contract awards come to California and nearly one-half of the prime contract awards of National

Aeronautics and Space Administration are destined for the state.

Pivotal Issue

The health of the California economy in the long run, as we have continually pointed out, depends greatly on how our state adjusts to changes in defense and aerospace expenditure patterns. While effective "early warning systems" on contract phase-outs are vital if severe economic and human dislocations are to be prevented, more important over the long run is the strong need for deliberate federal programs that will offset reductions in defense expenditures with investments to meet California's and the nation's long unmet social and economic needs.

On numerous occasions this Federation has stressed the need for more vigorous efforts by the state administration to combat the employment problems of California. In particular, we have pointed out the need not only for a statewide economic development plan, but for the participation in such a plan of all major groups in the economy — labor and industry, as well as government. Through coordination of the planning efforts of private groups, and through review and analysis of private group efforts to implement an overall economic development plan, the state government can help to reduce unemployment while at the same time promoting California's natural beauty and attractiveness.

Tripartite Body Urged

Recognizing the need for leadership at the state level to develop coordinated programs in the economic planning field, your Federation has urged the establishment of a tripartite commission of labor, management, and government to review California's development plans, set targets for the future growth of the state economy, and help plan the orderly and balanced future development of the state.

In this vein, your Secretary-Treasurer pointed out to the Governor in a letter to him in October of last year, that the day is past when fragmented, uncoordinated, and inefficient planning by major sectors of the economy can proceed with the likelihood that the total economy would benefit and full employment be reached and maintained. The letter said, in part:

"At present, industry plans and fore-

casts its future markets and manpower needs; labor develops future plans and programs; state and local governments also prepare, in many cases, future development plans. But there is no interchange of ideas, no common approach in fields of mutual interest, nor discussion of current and potential problems. The need for joint planning and the cooperative exchange of ideas becomes more apparent with each passing day. No group can 'go it alone' successfully; each interested party stands to profit by a coordinated, overall planning effort."

After noting that California prides itself among the states as the leader in population and output, your Secretary-Treasurer pointed out:

"... in the field of economic policy nothing could better symbolize our leadership than the creation of a commission to advise state government officials and others on the development of economic plans and policy and to review such plans and policies before their adoption.

"I would envisage such a commission advising the state government in many interrelated ways as well as broadening public support and directing attention to California's needs, resources, and problems. In such a capacity the commission could advise and review the work of a reconstituted Economic Development Agency, the proposed manpower policy commission, the proposed body of economic policy advisors, and the 'California Plan and Budget Bureau,' if such a group were established."

Employment Parley

At the Governor's Conference on Employment, held in Monterey, California, September 30 through October 3, 1965, your Federation strongly supported many new programs and policies to create jobs which were finally unanimously adopted by the 75 labor, management, state government, and public participants in attendance.

In particular, the Federation representatives strongly pushed for and won inclusion in the final report of the Conference recognition of the fact that it is a public responsibility to employ workers who, despite expansion of employment in the private economy, remain unable to compete on a regular basis in that economy. The recommendation was made that accelerated funding be made

for public services — the need for which is already recognized as public responsibility by the state — in order to provide desirable employment and career opportunities for underprivileged groups. New jobs in such occupations and career fields as teacher's aides, health aides, conservation aides, and numerous other public service occupations were recognized as particularly important.

Other recommendations of the Conference that reflected Federation efforts included recognition of the need for greatly expanded on-the-job training programs; greater efforts to place persons completing job training; the need for the state to adopt a program of pooling and assigning risks to bonding companies in order to encourage the job placement of persons with prior arrest records; and creation of a manpower policy commission and a state body of economic policy advisors patterned after the President's Council of Economic Advisors.

Progress Made

Reflecting the major strides made in economic policy at the national level since 1961 and also greatly increased interest in devising proper economic programs and policies to employ all Californians at the state level, considerable attention has been given to this field both within and without state government over the past two years.

In this connection, as far back as 1959 the Federation was one of the major groups supporting legislation which would create an overall California development plan. In 1963 the Federation was successful in having enacted legislation setting up a state full employment act.

Over the past two years the Federation has pushed for the establishment of a tripartite commission of labor, management, and government to investigate California's overall growth and economic problems and also has called for the State Council of Economic Advisors to be set up within the Governor's office which, like its national equivalent, would serve as a focal point for directing attention to California's economic problems, needs, aspirations, and goals. In March of this year, the Governor, in his economic message accompanying his annual Economic Report, called for the establishment of such a council. While your Secretary-Treasurer wrote the Governor expressing disagreement with the particular organizational setup proposed, we affirmed our

long-standing support and desire to see such a body of economic policy makers at the state level. Funds for such a body were approved by the legislature and it will be organized and staffed later this year.

FARM LABOR

Since the last convention activity by the Federation in the farm labor field at the administrative, public relations, legislative, and educational levels has consumed a major portion of your Secretary-Treasurer's time, as well as the time of the Federation staff. It is clear that in no other two-year period in the Federation's history has as much progress been made in the farm labor field.

The major investment of Federation time and effort extending back many years, has been amply rewarded. Over the past two years not only has Public Law 78, the bracero-import program, been terminated after years of efforts by the Federation, the national AFL-CIO, and other interested groups, but significant progress has been made in organizing farm workers, as typified by the continuing grape strike in Delano. This strike has aroused long-dormant public interest and attention. It has brought forth increased financial aid and support not only from unions in California but throughout the nation, and it has increased the desire of other interested parties to bring farm workers into the mainstream of our nation's economic life.

Importation Programs

A major battle was fought throughout the last half of 1964 and on through 1965 over grower attempts to continue to import massive numbers of foreign contract workers from Mexico. Although the United States Congress ended Public Law 78 — the bracero program — on December 31, 1964, California's large agribusiness interests were not content to accept the end of this subsidy program. They recognized fully that as long as thousands upon thousands of foreign workers could be imported into California agriculture the odds of union success in organizing farm workers were dim. Thus, as 1964 came to an end the issue was fast coming to a climax.

The growers decided to redouble their efforts to get Congress to revive Public Law 78 despite an abundance of impartial evidence indicating that foreign farm

workers were not needed to harvest California crops. In October 1964 one such study was released by the University of California at Los Angeles. The study had been undertaken by UCLA at the request of the State Department of Employment. It found that nearly half of the jobless workers interviewed in the Los Angeles area would be willing to take bracero jobs under certain conditions and concluded that an adequate domestic farm labor force can be recruited so long as all foreign labor recruitment programs were ended.

The UCLA report poked holes in many of the growers' most cleverly nurtured myths. In regard to the claim that domestic workers would not do "stoop labor" the report noted:

"It is clear that in areas where wages are the highest, domestics are 'readily available' even though the work may be stoop labor . . .

"Some farmers who offer the most stooped of all stooped labor field work, using a short-handle hoe, have had no trouble recruiting local domestic workers to fill their labor needs, while growers that have wine grape harvesting a few miles distant require the use of braceros.

"The 'stooped' work in this instance happens to pay the worker more per hour than does the stand-up work of the grapes."

The report went on to note that:

". . . there are no cultural or psychological barriers that universally seal these workers from the acceptance of farm labor work."

In order to insure an adequate supply of domestic farm workers, the study called for:

1. State unemployment insurance coverage for farm workers.
2. Utilization of the Manpower Development and Training Act to insure an adequate farm labor supply during the next two years and provide remedial education and training for farm workers.
3. Creation of training centers that could be set up under present legislation to serve as farm labor supply centers.

The report went on to point out that no domestic recruitment program is possible unless foreign farm labor import programs are abolished.

Your Secretary-Treasurer, in commenting on the report, pointed out:

"The growers are only getting what they asked for last year—an impartial, objective, scholarly and detailed study of California's farm labor problem.

"Behind all their bluff and bluster and lame attempts to discredit the study is the corporate growers' chagrin that the Governor took them up on their request.

"It's thoroughly evident now that they are sorry that they ever asked for it because it puts a lie to all the stereotyped cliches that public relations men have palmed off on the public for years in attempting to justify the corporate farmers' exploitation of foreign labor at the expense of American workers."

Growers Adamant

In November 1964 corporate growers, undeterred by the findings of this report, and still intent upon having massive foreign worker importation in 1965, again unleashed more publicity in their attempt to sway the public into support of their position. Your Secretary-Treasurer, noting the tremendous welfare and other costs palmed off on California consumers and taxpayers by importation of foreign farm workers, observed:

"California's taxpayers must wake up to the fact they will continue to foot the bill for the foreign farm labor import program that corporate interests are presently attempting to drum up to replace the Congressionally discredited bracero program."

Your Secretary-Treasurer also went on to declare:

"This fact was brought home forcefully just this week at a meeting of the state's Compensatory Education Advisory Committee in San Francisco where it was disclosed that a \$29 million program is essential to help some 677,000 culturally disadvantaged California children.

"A major portion of these children are the offspring of migrant or non-migrant California farm worker families. Their education and cultural disadvantages are directly attributable to the fact that their parents earn substantially less than \$4,000 a year.

"These children represent the hard-core of California's snowballing welfare crisis. If nothing is done to aid them,

they will find themselves socially isolated and useless in the highly automated economy presently evolving and the tax cost to cope with the increase in juvenile delinquency and crime is certain to become even more burdensome in the years ahead.

"Their parents justly need aid now. They don't want aid in the form of handouts but rather through fair treatment under state and federal laws that will assure them a decent wage for the labor they perform."

Korean Plan Scotched

In late November 1964 Korean and U.S. business interests advanced a plan to bring thousands of Korean farm workers into California to replace Mexican braceros. However, reflecting the mandate of Congress and pressures from the AFL-CIO in California and elsewhere, the U.S. Department of Labor turned thumbs-down on this request, stating:

"Our policy is to cut-back on the use of foreign labor in agriculture rather than to accept new ones or expand any such programs."

Reacting to insistent grower pressure, however, the U.S. Department of Labor made clear, in late 1964, that some foreign farm workers would be allowed into the United States in 1965, under the auspices of Public Law 414—the McCarran-Walter Act. This Act, the nation's basic immigration and nationality statute, ostensibly does provide for the importation of workers in "shortage" occupations and in the past has been used to import doctors, scientists, and engineers and other persons possessing critical skills needed mainly in the defense industries.

Bowing to agribusiness pressure, the Department of Labor in December 1964 held the last of a series of four hearings around the nation to consider and determine what criteria should be applied to permit the continued importation of foreign farm workers under P.L. 414 after P.L. 78 expired on December 31, 1964. The Governor, despite earlier condemnations of P.L. 78, in December 1964 proposed utilization of P.L. 414 to import foreign farm workers. He proposed a five-year phase-out program for the importation of braceros. Over this five-year period imported farm workers would be cut 20 percent in number annually and the wages of domestic farm workers would be raised progressively until they

reached \$1.70 in 1968, the last year of the proposed phase-out program.

Proposal Opposed

Your Federation and the national AFL-CIO flatly opposed any circumvention of the mandate of Congress to terminate P.L. 78. In this regard, the Executive Council of the national AFL-CIO during the last week of November adopted a statement which rejected use of P.L. 414 as a substitute bracero program.

On December 7, 1964, your Federation testified before a Department of Labor hearing in San Francisco and demanded that the Labor Department "assume a neutral role" in the labor-management problems of agriculture, and pointed out that attempts to use P.L. 414 amounted to an effort to promote a "back-door substitute" to the bracero program. The Federation went on to warn that such action would place American living standards "on the auction block" since the precedent under the McCarran-Walter Act could open the door to cheap labor importation in other poorly organized industries.

In regard to the Governor's five-year bracero phase-out program, the Federation testified that this position "places him at complete odds" with the Democratic State Central Committee's recent resolution condemning the use of foreign labor in any form. Pointing out that the state's Chief Executive was charged "with responsibility for discouraging rank and discriminatory exploitation of workers and with strengthening . . . job opportunities during a period of serious unemployment," your Federation stated it was urging the Governor to reconsider his proposal.

Could You Believe 'Em?

The Federation went on to ridicule the corporate grower's repeated predictions of major crop losses and severe economic disaster if a substitute bracero program was not inaugurated by stating:

"If we are to believe agribusiness propaganda, the very survival of California's economy is jeopardized by the scheduled removal of one-sixth of last year's peak farm labor force—namely, the 48,000 braceros then working alongside 262,000 U.S. workers in our valleys. To hear them tell it, our economy would be completely gutted as the impact spread into canning, transportation, steel, frozen food and container plants,

the ice works, the wax works and on in to the state's financial centers.

"Surely this is the height of irony. If 48,000 braceros are so critically vital to the entire state of California, how can it be that 262,000 domestic co-workers have been dealt with all these years as virtually valueless outcasts?

"It is precisely on this score that the hypocrisy and duplicity of agribusiness becomes apparent. We contend that if they place such a premium upon farm workers—domestic as well as foreign—then the grower - shipper- processors have been wilfully guilty of . . . gross misrepresentations."

The Federation's testimony also pointed out that:

"If farm workers do in fact constitute the base of California's economy, then why have they alone been denied access to our labor laws, our social welfare programs, our unemployment insurance benefits, equal social security coverage and the like?

"Have the agricultural corporations lied in the past or are they lying today? In any event, it is not the federal government's function to bail them out. Quite the contrary, any involvement by government should be to help rather than further hurt these innocent victims of corporate deceit."

Poverty War Link

The Federation's statement went on to link importation of foreign farm workers with President Johnson's war on poverty program and the Civil Rights Act of 1964. It was pointed out that no matter how successful the anti-poverty program proves to be in California, it could not offset even 10 percent of the poverty that would be perpetuated if a new label was slapped on the discredited bracero program. In terms of civil rights, the Federation pointed out that nothing could undercut the cause of first-class citizenship more than perpetuating farm worker importation programs since the great bulk of California's farm workers are Mexican-Americans, Filipino-Americans, or Negroes. In short, the Federation staunchly urged that P.L. 414 not be used as a new means of importing massive numbers of foreign farm workers from Mexico.

Later in December 1964 it came to the attention of your Secretary-Treasurer that some officials at the University of California at Berkeley, had deleted a key

17-page section from a bracero study being prepared at the University which, had it been left in the report on farm labor and the bracero program, would have corroborated the findings of the UCLA study that unemployed workers would take farm jobs if wages and working conditions were improved.

Your Secretary-Treasurer stated that:

"The apparent veto of this section of the Berkeley study constitutes a gross violation of academic freedom with respect to research personnel. This flagrant trifling with scholarship smacks of an effort to convert a great university into a Madison Avenue public relations outfit whose findings can be shaped to meet the desires of any group with the price or the influence to dictate the end product.

"In this case, the selective issuance of parts of the Berkeley study enabled agribusiness to claim at the U.S. Labor Department hearings in San Francisco last week that the Berkeley study refuted UCLA's study, when in point of fact, the very opposite was the case.

"The integrity of the Berkeley campus cannot avoid being severely compromised and tainted if it houses administrators of state-authorized studies — studies paid for by the taxpayers of this state — who stoop to playing games with agribusiness interests to the expense not only of the welfare of the state's 300,000 impoverished farm workers but of the truth itself."

Letters were dispatched by the Federation to the Governor and to U.S. Secretary of Labor W. Willard Wirtz dealing with this new aspect of the bracero controversy. Your Secretary-Treasurer called on the Governor to release the censored section in its entirety to the public immediately.

The following week the U.S. Department of Labor announced its decision on criteria to be used in permitting importation of foreign farm workers under auspices of P.L. 414. The most important part of the criteria stated that growers would have to offer, at a maximum \$1.25 an hour to domestic farm workers in California between January 1 and March 31, 1965, and from April 1, 1965, \$1.40 an hour, before they could be eligible to receive foreign farm workers under Public Law 414.

Wage Ceiling Set

This decision set a ceiling instead of

a floor on domestic farm wage rates in California and elsewhere.

Your Secretary-Treasurer stated in this regard that:

"The Labor Department's decision means that less than three-fourths of one percent of the nation's growers have been able to reverse the United States Congress and have won themselves a cut in labor costs to boot.

"This is because it imposes a ceiling on farm wages instead of making the corporate grower bracero-users compete like all other U.S. industries by paying U.S. wages to grow U.S. produce."

It was pointed out to the public that the Department of Labor's establishment of wages which must be paid imported farm workers acts as a ceiling rather than a floor on domestic wages because it means that, even though ample domestic workers may be available if the growers offered \$1.30 an hour, all the growers need to offer is \$1.25 to get braceros.

Your Secretary-Treasurer went on to note that the Secretary of Labor's action "is also a direct repudiation of President Johnson's anti-poverty program and the fact that no mention has been made of providing farm workers either with unemployment insurance or full collective bargaining rights tends to confirm our worst apprehensions that profits will again triumph over poverty."

A Reflection of Power

The issuance of these regulations, which set such low wage rates, instead of setting wage rates comparable to average hourly earnings in California and other states which have previously used braceros, reflected the tremendous political and economic power of agribusiness interests, and their ability to influence the decisions of the administrative branch of the federal government.

On December 31, 1964, P.L. 78 ended. The state's agribusiness interests, however, had already developed a plan to resurrect it or a similar program. Their aim was to "prove" that domestic workers could not do farm labor by purposely taking every step to ensure that there was a heavy turnover of domestic farm workers.

On the first week of the new year your Secretary-Treasurer was forced to point out that:

"On the opening day of the widely

advertised federal-state recruitment program, the growers pulled off a cynical maneuver that surely has convinced jobless workers that it is again business-as-usual in this industry.

"The 400 men who reported for work as early as 4:00 a.m. in Los Angeles on Monday waited nine long hours before any buses showed up and then all but 100 or so were sent home without any work at all.

"Nothing could have been better calculated to throw cold water upon unemployed workers' momentarily revived hopes that things are going to be significantly better in this industry from now on.

"It is a source of amazement to us that the federal and state governments can proceed under these conditions with any pretense that the growers may still be able to qualify for the 'new' bracero. This deliberate and reckless act again brazenly demonstrates that there is precious little prospect of any significant changes taking place in this industry until government makes it absolutely clear that the growers must thoroughly and conscientiously comply with its regulations.

"The growers have used similar run-arounds for more than a decade to create the appearance of a domestic labor shortage in order to qualify for braceros."

It was also pointed out by the Federation that the growers, if unsuccessful in this gambit, might attempt to force the Department of Labor into importing foreign workers by staging a few, well-publicized "crops rotting in the fields," situations.

'Astounding' Move

The coldly calculated efforts of agribusiness to create the appearance of a farm labor shortage in order to revive the bracero program were partially recognized during the second week of January 1965 when State Department of Employment Director Albert Tieburg noted that "it is astounding that growers would cry 'labor shortage' and then cancel their orders for workers when two busloads of qualified farm workers especially recruited for them were on the road to them. But that's what the Imperial Valley Farmers Association did."

Tieburg went on to echo the sentiments of the Federation when he noted that

there was no shortage of domestic farm labor in January and also criticized corporate growers for not making adequate efforts to use the available supply of domestics. He further emphasized a point long made by the Federation in noting that Americans will take farm jobs if properly offered but that growers liked the braceros because they are hard workers and more submissive because they fear if they act up they will be sent back to Mexico.

One week later, on January 15, 1965, California's 15-man Republican Congressional Delegation demanded that Secretary of Labor Wirtz rescind the Department of Labor's low-wage criteria standards completely. The fact of the matter, as your Federation pointed out, was that California growers were benefited rather than hurt by the wage standards set forth by the Secretary of Labor for the importation of foreign farm workers under P.L. 414. The hourly rates under the Secretary of Labor's criteria were set at \$1.40 beginning April 1, 1965, compared to, for example, \$1.15 an hour in Texas and Arkansas. Under P.L. 78 the rates were 60 cents in Arkansas, 70 cents in Texas, and \$1.00 in California. Thus, while California growers are theoretically being called upon to raise their rates 40 percent (from \$1.00 to \$1.40) Texas growers were required to raise their rates more than 64 percent and Arkansas growers more than 91 percent.

Differential Cut

In other words, the Secretary of Labor's criteria for foreign worker importation under P.L. 414 was a boon to California's corporate growers because it decreased the interstate wage differential which was in California's favor.

Your Secretary-Treasurer noted that "the state's agribusiness interests should have had the decency to point this out to our elected Republican representatives before stampeding them into such a brash, patently untenable position."

In late January of 1965 the Federation testified at a special hearing set up at the growers' request before the U.S. Senate Committee on Agriculture in Washington, D.C. The hearing was called on short notice and was extremely well-attended, with planeloads of corporate farm representatives flying back to air their so-called woes before the Committee.

The Federation, along with other unions, documented repeated instances dur-

ing the month of January 1965 which proved not only that adequate domestic farm labor was available but that corporate growers had engaged in a flagrant attempt to thwart federal-state recruitment efforts so that growers could claim a labor shortage existed. The supposed purpose of the hearings was to determine the fairness of the wage standards growers must offer domestic workers before they could claim a labor shortage existed and then seek foreign workers under P.L. 414. In testimony before the Committee your Federation, while calling on the Committee to take a "firm stand" against any weakening of the Labor Department's regulations, went on to note that the standards were grossly inadequate because they acted as a ceiling rather than a floor on the earnings of domestic workers.

Opposition to P.L. 414

In summing up, the Federation reiterated organized labor's strenuous opposition to any use of P.L. 414 as a substitute bracero program on moral, economic, and legal grounds. The Federation declared:

"If we are to genuinely begin to cope with the nation's poverty and civil rights problems, there is no more promising opportunity anywhere on the horizon than the one afforded us by Congress' action to bring to a screeching halt the vicious consequences that have been fostered by Public Law 78 . . . We feel confident that the Senate Agriculture Committee will agree that a minimal step in the direction of complying with this nation's pressing needs calls for a firm stand against any weakening of the Secretary's regulation."

Governor Brown also supported the Federation position that the corporate growers' claims a labor shortage existed were false. At the request of Senator Ellender, Chairman of the Committee, the Governor sent a wire to the Committee which said in part:

"As of this date the supply of domestic farm labor has been adequate to meet the needs of California farmers generally."

One week later the Federation wired Secretary of Labor W. Willard Wirtz urging rejection of a request by the Coachella Valley Farmers Association to employ 300 foreign workers in the date harvest. Your Secretary wired Secretary of Labor Wirtz as follows, after state Director of

Employment Albert Tieburg approved the Association's request:

"Urge Coachella Valley Farmers Association foreign labor request be rejected. Urge adequate wage rates be made available to domestic farm labor immediately."

"California unemployment rate exceeds national average by one percentage point. Domestic farm workers constitute core of California poverty problem. Certification of foreign workers would represent a severe and unjustifiable set back to efforts to solve these problems. It would also circumvent Congress' clear intent to remove bracero adverse effect on wages and working conditions in agriculture."

Late in January, your Secretary-Treasurer attended a two-day conference of the Joint United States-Mexico Trade Union Committee in Mexico City. The conference was aimed at expanding and intensifying organized labor's efforts to protect workers on both sides of the border from exploitation by unscrupulous employers. A major aim was to organize thousands of "green carders"—those Mexicans who immigrate to the United States on a daily basis from homes in Tijuana, Mexicali and elsewhere to perform jobs, largely in California agriculture.

Committee Strengthened

Besides further strengthening of the Joint Local Trade Union Committee which already was functioning for the California-Baja California border area, the objectives of the international border councils included promotion of intense trade union action to protect workers on both sides of the border, along with action to obtain legislation needed to protect workers in both countries, and establishment of trade union education programs to foster better understanding of organized labor and its goals.

Meanwhile, the first released employment data for a month in which braceros were not employed in California agriculture indicated that in January 1965 the number of seasonal domestic workers employed on California farms was 8,000 higher than in January 1964. The number of domestic workers employed in the crucial Imperial Valley lettuce harvest in January was approximately equal to the number of foreign workers there a year ago.

In February 1965 reflecting continuing agribusiness pressure upon the state government, Employment Director Tieburg

requested the Department of Labor to negotiate an international pact with Mexico to assure the availability of Mexican farm labor, if necessary. Your Secretary-Treasurer sent a wire to Wirtz pointing out that:

"Urge rejection of current request to negotiate Mexican farm labor pact in advance of demonstrated need based on following facts:

"State's farm labor needs declined significantly in March; Imperial's peak harvest handled without one bracero; Date growers non-compliance with \$1.50 rate; Non-existence of applications for foreign workers; Widespread absence of field toilet facilities, particularly for domestic women and minors; Failure to provide adequate family housing for domestics; Pre-judgment of future labor needs since asparagus and other activities not even under way.

"Instead of negotiating international pact, which as you noted in Senate testimony January 15, would encourage grower belief in ultimate availability of braceros, urge intensive probe of possible grower sabotage of domestic labor recruitment drive."

On March 7, 1965, the U.S. Department of Labor, for the first time that year, gave the green light to the use of foreign farm workers in California agriculture when it authorized the use of 600 Japanese nationals by Ventura County lemon growers. Your Secretary-Treasurer sent wires to three members of the California Congressional delegation, Jeffery Cohelan, Edward Roybal, and Don Edwards, urging them to strongly protest to the Secretary of Labor this authorization, noting that it was the "opening break in the dike."

State Yields to Growers

Shortly thereafter, the State Department of Employment requested Labor Department authorization to import 5,100 braceros to be used in the Salinas Valley. The approval of the authorization by the state simply indicated it had yielded to agribusiness interests. Your Secretary-Treasurer sent off another wire to the Secretary of Labor urging him to reject this latest request "out of hand" since "it does not even pretend to meet the Labor Department's standards of December 19."

The following week Secretary of Labor Wirtz, accompanied by Under Secretary John F. Henning and numerous interested

groups, made a four-day inspection tour of the California farm labor scene. At the start of this tour your Secretary-Treasurer met with the Labor Secretary to discuss the many problems of California farm workers. Your Secretary-Treasurer urged the Labor Department not to revive the immense double subsidy program for agribusiness which operates at the expense of California taxpayers by exhuming the bracero program. It was also pointed out to the Secretary of Labor that many California consumers and taxpayers had been bamboozled into believing grower propaganda that they would be injured economically if braceros are not provided. Wirtz was urged to look carefully into the adequacy of the housing available for farm workers and the lack of child care and field toilet facilities.

It was also pointed out that religious civic and civil rights groups, as well as interested small growers, should join the labor movement in helping the Secretary of Labor see the domestic worker's side of the story.

Panel Appointed

The following month, in response to ever-insistent pressures from California's large growers and their allies in banks and related institutions and in reaction to the urgings of the state government that the Department of Labor authorize importation of thousands of workers for California's asparagus and strawberry harvests, Secretary of Labor Wirtz appointed a special three-man California Farm Labor Panel to look into California's farm labor problems. Members of the three-man panel were Benjamin Aaron, Director of the Institute of Industrial Relations at the University of California, Los Angeles, and Law School Professor at the same school, Chairman; Daniel J. Aldrich, Jr., Chancellor of the University of California campus at Irvine; and Arthur Ross, Professor of Business Administration at the University of California, Berkeley. The panel, a few short days after its appointment, held hearings in both Stockton and Salinas on grower requests for foreign farm workers for the asparagus and strawberry crops, respectively. At both hearings your Federation testified in opposition to grower requests.

At Stockton, the Federation pointed out that the "burden of proof" that a farm labor shortage exists is on the growers and urged the panel to reject the request

for foreign farm workers submitted by the area's asparagus growers.

10% Jobless in Area

The Federation noted that the asparagus growers claimed they needed 1,600 additional workers. It was pointed out that surely if an earnest recruitment effort were made these vacancies could be filled from the state's nearly 500,000 unemployed. Moreover it was noted that the jobless rate in San Joaquin County alone was over 10 percent and that within a radius of approximately 60 miles more than 100,000 were jobless. The Federation statement went on to point out to the panel that:

"It is our earnest hope that the forest and the trees do not get confused in your deliberations. The decisions you make will have broader ramifications.

"If you agree with the growers in this particular case it will rekindle the hopes of reopening their access to a cheap foreign labor supply and result in a slackening of their domestic recruitment efforts. If, on the other hand, you reject their demands, hundreds of thousands of domestic workers as well as California's taxpayers in general will be the beneficiaries.

"The burden of determining whether this state continues to tolerate outrageous human exploitation is at the moment in your hands.

"The issue is not whether an adequate labor force is available—it is whether adequate wages and working conditions are being earnestly offered. In reaching a decision in this matter we trust you will bear in mind that it vitally affects the welfare of the most deprived and exploited workers in our state—some 400,000 of them."

The following week the three-man special panel appointed by the Secretary of Labor recommended using 2,500 foreign workers in California agriculture. The Secretary immediately accepted this recommendation and machinery was established to bring the workers into the state. Your Secretary-Treasurer, in responding to this decision, noted that if the panel had recommended only that the U.S. Bureau of Employment Security expand its staff to enforce compliance with the Secretary's regulations that the purported farm labor shortage would have evaporated overnight. The Federation pointed out that the Panel's report on the hearings failed to note that the Agricultural

Workers Organizing Committee, AFL-CIO, had stated at the Stockton hearing that if growers would sign contracts with them all the domestic workers the growers said they needed would have been supplied. Your Secretary-Treasurer also noted that:

"Although the Panel's report asserts that the major burden of leadership in the state necessarily falls upon the agricultural industry, nowhere does it make any reference to the fact that, unlike all other industries in the nation, the managers of the agricultural industry refuse to even discuss their labor problems with representatives of their own workers."

Santa Maria Hearing

Early the following month the Federation again testified at a hearing before a Department of Labor hearing examiner serving in behalf of the three-man panel appointed by the Secretary of Labor. At this hearing, in Santa Maria, where 100 braceros had been requested by growers, it was pointed out that no need for such workers had been demonstrated and that if California growers were serious about recruiting domestic workers they would take positive action to provide family housing, offer wages comparable with other industries, and provide unemployment insurance for their workers. Instead it was noted they have not preferred to:

". . . like a pampered child, they seem content to sit back and turn out a steady propaganda barrage of cry-baby pleas that their crops are about to rot. If they would demonstrate only a fraction as much interest in their workers as they do in their crops, the so-called farm labor problem would evaporate."

At the same time the head of the Texas Farm Placement Service, a state in which no braceros were used in 1965, warned California growers they would never get enough labor if they did not provide family-type housing. The head of the Texas Farm Placement Service went on to point out that Texas had all the domestic farm workers it needed and that these same workers could be employed later in the year in California, if offered decent housing. He noted that when men and women, boys and girls, work together their need for privacy must be recognized but that in California all that is available for migrant workers is barrack-style housing suited only for single men.

Also in May, in Monterey County, local

officials, already provided some braceros for the strawberry harvest, called for the use of convicts to work in the fields. Reflecting the Federation's point of view, the Regional Administrator of the Department of Labor's Bureau of Employment Security pointed out that "heavy labor turnover in Monterey strawberry work has been ascribed to virtually everything except the growers' failure to provide decent housing, wages, supervision and working conditions for the workers." A further request for braceros for strawberries in Monterey County was turned down by the Secretary of Labor.

Testimony at Salinas

A week later a Department of Labor hearing examiner conducted another hearing for the California Farm Labor Panel in Salinas. Again your Federation testified, noting that perhaps "a deliberately deceptive publicity campaign, possibly in collusion with other major agribusiness interests," was taking place in order to force the federal government to acquiesce to growers' demands for more foreign farm workers in order to evade paying wages and working conditions adequate to attract domestic farm workers.

The following week still another farm labor hearing was held in Blythe. This time it was regarding a request by cantaloupe growers for 949 foreign workers. Your Federation in testimony at the hearing pointed out that approval of the cantaloupe growers' request would amount to "the most blatant form of wage discrimination against domestic workers."

Countering the growers' claim that high temperatures in the Blythe area make it impossible to recruit domestic workers, the Federation suggested that in view of the severe heat, premium pay should be offered:

"In other industries where very high climate or other conditions make work more arduous than the norm, wage differentials exist.

"If the heat in the Blythe region acts as a barrier to the recruitment of workers, wages should be raised until the added incentive of higher earnings makes the work attractive to a sufficient number of domestic workers."

Early in June the demands of agribusiness interests for 2,599 additional foreign farm workers for the Stockton, Salinas, and Blythe areas were denied by Labor Secretary Wirtz when he concurred in the recommendations of his three-

member California Farm Labor Panel. In making this recommendation to the Labor Secretary, which Wirtz accepted, the Panel noted that some 19,400 more domestic workers were employed in California in mid-May 1965 than a year earlier.

Welfare Costs Cut

The Panel further observed that "the increased use of domestic labor, as opposed to bracero labor, has not only provided job opportunities for more domestic workers, but has also reduced welfare costs." In this regard, the Panel noted the report of the Monterey County Welfare Director who announced on May 27, 1965, that only 77 families had received welfare aid during the month of April compared to 313 in April 1964.

Meanwhile, California growers and their friends in the banking and financial community, as well as some groups in the press, continued a steady propaganda barrage, claiming that the end of the bracero program meant sharply rising prices at the supermarket.

This proposition, which had been exposed in regard to the strawberry crop earlier by the Federation at the hearing in Salinas, was effectively discredited in mid-June when George Mehren, Assistant Secretary of the U.S. Department of Agriculture stated that the fact that retail vegetable prices in June 1965 were about two percent higher than in June of the previous year was principally due to the weather. In illustrating his point that prices are already coming down, the Assistant Secretary of Agriculture pointed out that when lettuce was in excess supply earlier in 1965, the growers suspended shipments to market to boost prices.

Employment Up 35,000

By late June 1965 all but the most biased observers had come to the realization that domestic farm workers were able to do the job and that bracero importation was unnecessary. In that month domestic employment was 35,000 above the same month in 1964 and, reflecting this, and the tremendous number of domestic farm workers seeking steady employment, growers that had received braceros urged the Department of Labor to allow them to send them home. This was done. By July, pointing out that there was a surplus of domestic farm workers, your Secretary-Treasurer requested the Labor Department replace the 700 Japanese and

Filipino workers still employed in California agriculture. In writing Secretary of Labor Wirtz, your Secretary-Treasurer stated that:

"The presence of these workers hampers grower recognition that a cheap and abundant supply of foreign farm workers will no longer be available to them."

In August 1965 however, the clamor by growers, particularly tomato growers, for foreign farm workers again reached a fever pitch. The rationale was, that tomato harvesting is a difficult "stoop labor" job, and that since the majority of the crop had been picked in prior years by braceros it would be impossible to get domestics to do all the work.

In late August, the California Farm Labor Panel recommended to the Secretary of Labor that he allow the importation of 8,000 braceros for the tomato harvest. The Secretary accepted "without qualification" this recommendation.

Noting that no attempt was made to really analyze manpower needs in tomatoes your Secretary-Treasurer pointed out that:

"Once again we see the spectacle of high government officials bowing to agribusiness' commands. The policy of the Department of Labor is, whatever the cost may be to domestic farm workers, to make sure that agribusiness does not have to participate competitively in the economic life in the nation.

"Yesterday's action should come as no surprise to those who have watched developments closely this year. It is just one more example of government placing a higher value on crops than on people.

"The \$1.40 an hour wage ceiling is another gimmick to make sure that growers do not have to pay their workers decent wages. This \$1.40 figure is much less than half the state's average hourly wage.

"This phony wage ceiling is, in reality, only one more of the many subsidies farm workers in particular and consumers in general pay to this state's gigantic agribusiness interests.

"The subservience of the federal government to the growers' so-called 'needs' directly thwarts public policy as expressed in Congress' desire to end completely the discredited and immoral bracero program. Yet the Labor Department, while publicly stating that the

program is dead, has reassured growers that they need not fear having to pay their workers a decent living wage. Instead this government department has become part and parcel of the scheme to make sure that farm workers continue to be denied any vestige of full citizenship.

"This willingness to do, when the chips are down, agribusiness' bidding clearly indicates that the Labor Department, when forced to make a choice, sides up alongside the growers and becomes their ally in attempting to suppress the lot of the farm workers of California.

"The whole shabby episode is made all the more ludicrous by the fact that no attempt has been made to find out whether growers are, in fact, even meeting the inadequate criteria set forth by Wirtz in December 1964.

"This unwillingness is just another example of capitulation, when the heat is on, to the growers.

"The simple fact of the matter is that both Wirtz and his Farm Labor Panel have been unable to document any shortage of farm labor in this state. However, this fact has not stopped them from bowing to grower pressures."

Discrepancies Noted

The Federation pointed out the great discrepancies between two reports prepared by the University of California at Berkeley, one of which served as a basis for the panel's recommendation which Wirtz accepted "without qualification." In the report upon which Wirtz' acceptance was based, it was stated that tomato harvest machines could harvest only seven tons per hour; in a report by the same authors ten months earlier, it was observed that "average output of machines in the field in 1963 was about 13½ tons per hour."

It was further pointed out that the state's grape harvest, which coincides with the tomato harvest and requires nearly twice as many workers, historically has paid higher wages and attracted virtually all domestic workers. In a telegram to the Labor Secretary, it was pointed out that, "In September 1964, 6,300 domestics and 38,000 foreign workers were employed in the tomato harvest. In the grape harvest at the same time, domestic employment was 51,200 and foreign worker employment 1,200." It was further noted that

in 1964 Mexican Nationals earned \$1.35 an hour on piece rates picking tomatoes and \$1.41 an hour picking grapes, according to U.S. Bureau of Employment Security data.

These data invalidate the often-made assertion that large numbers of domestic workers cannot be attracted to agriculture on a short-term basis. But the crucial point which the Federation made is that wages in grapes, being higher than in tomatoes, attracted all the necessary domestic employment to harvest the crop. The moral of the story was clear; higher wage rates would attract adequate numbers of domestic workers in tomatoes just as in grapes.

Two weeks later, at the end of August 1965, the California Farm Labor Panel recommended to the Secretary of Labor that another 9,500 braceros be approved for the tomato harvest. This recommendation was accepted. Your Secretary-Treasurer noted that what the public has witnessed over the past few weeks, was a "pell-mell retreat by the Secretary of Labor from his earlier and oft-stated pronouncement that the termination of Public Law 78 meant the end of the wholesale importation of Mexican farm workers. Instead, the Secretary has found it expedient to overlook the needs of domestic farm workers in order to appease the state's agricultural industry."

Wage Decline Cited

An illuminating side-light contained in the Panel's report to the Secretary of Labor illustrated the real reason for the failure of the domestic farm labor recruitment drive—the growers' refusal to pay decent wages. In passing the Panel had noted that "one of the regrettable side effects (of domestic farm labor surpluses in California this summer) has been a decline in wage rates and earnings." In this regard, the Panel noted that the state's largest strawberry grower for a significant period in August 1965 paid an average hourly wage of only 82 cents an hour.

Also in mid-August, your Secretary-Treasurer pointed out in a speech to the Stockton Rotary Club, some of the many benefits accruing to the California economy from the end of the bracero program:

1. Higher wages and steady employment for domestic workers. In 1965 domestic workers took up the slack that resulted from the end of the bracero program and as high as unemployment was in California in 1965 it would have

been even higher if massive bracero importation had continued.

2. There was a decline in welfare cases. In Monterey County alone there was a decline of more than 80 percent in the number of families receiving welfare.

3. Wages that formerly left the state were spent in California in 1965. This was a boon not only to California's economy but to the nation's balance of payments. In this connection Senator Williams of New Jersey had observed, "The braceros during the ten years between 1955 and 1964 sent \$802 million out of this country to Mexico."

4. The tax burden in many communities was alleviated because some of the new earnings of domestic farm workers went toward increased taxes, and when farm worker wages increase such workers can purchase housing, thus raising the community tax base.

Your Secretary-Treasurer also contrasted the many subsidies given corporate agriculture with the lack of protection of farm workers under the nation's basic labor laws. In 1965 it was pointed out, "the U.S. Department of Labor alone will spend over \$13 million on farm labor recruitment programs. This expenditure is, in essence, a subsidy to agriculture." Other subsidies that large growers receive are massive price-support programs from the U.S. Department of Agriculture, federally-financed and subsidized water projects, and the higher than necessary taxes other Californians pay to support the health and welfare costs of farm workers and their families because of inadequate wages received by farm workers.

Loss To State Economy

It was further pointed out, in connection with the importation of over 18,000 braceros for the state's tomato harvest that not only domestic farm workers but the California economy lost about \$10 million because the \$10 million that went to braceros returned with them to Mexico, while if it had gone to domestic farm workers the money would have been spent within California communities needing just such money to stimulate often depressed local economies.

In September 1965, U.S. Senator Thomas Kuchel proposed that the University of California's Division of Agricultural Sciences study what so-called crop losses occurred in 1965 due to lack of sufficient

farm labor. Your Secretary-Treasurer offered support for Senator Kuchel's proposal for "an objective survey" of crop damages providing the study was expanded to include an analysis of the "enormous human and financial losses suffered by California workers and taxpayers" due to "sub-poverty level wages." In dispatching a letter to Senator Kuchel your Secretary-Treasurer said:

"Any 'objective study' of the issue you propose must be broadened to include an investigation of the alleged farm labor shortage, particularly if purported crop damages are to be attributed to a labor shortage."

Specific suggestions for inclusion in the study included:

1. The waste of human potential resulting from the farm worker's inability to earn enough to feed, clothe, house and educate himself and his family and provide for his health needs.

2. The welfare burden imposed on all California taxpayers by agribusiness' failure to pay wages high enough for farm workers to be decently self-supporting even during periods of employment.

3. The drain on the state's economy that occurs when foreign farm workers take millions of dollars out of California that domestic workers would spend here, if employed.

The study, with the suggested changes, was never undertaken.

Your Secretary-Treasurer also called to the attention of U.S. Secretary of Health, Education, and Welfare John Gardner, in September 1965, the fact that thousands of braceros admitted by the Secretary of Labor were entering the United States without the usual tests for communicable diseases. The wire, copies of which were also sent to the Secretary of Labor and to Governor Brown, said:

"The Department of Labor recently approved the importation of 18,400 Mexican Nationals to work as foreign supplemental farm workers in California's tomato harvest. In prior years under Public Law 78, temporary foreign workers were inspected for communicable diseases, including being given blood tests. At present at least 4,800 of the 18,400 braceros approved by Secretary Wirtz who have crossed the border to work in tomato harvest have not been given the communicable disease tests; that is, chest X-rays, tests for venereal disease, etc. Cases of infectious syphi-

lis are up sixfold since 1955. Last year 48,000 cases were reported, and the number of actual cases—most cases go unreported—numbers at least 250,000, according to the State Department of Public Health. Obviously, this situation is dangerous and if not rectified immediately the consequences can be grave for the health and welfare of thousands of Californians and other U.S. citizens. To risk compounding this problem by not allowing a brief delay in tomato harvesting would be utterly unconscionable. Request you immediately take all necessary action through the Public Health Service and test those Mexican Nationals who have not yet crossed the border for communicable diseases. In addition, urge you to require that thousands already admitted, who are presently working, be pulled off the job until given a 'clean bill of health.' This action is mandatory if the health of thousands of U.S. citizens is not to be sacrificed to corporate tomato growers' hurry-up demands for foreign workers at sub-poverty level wage rates."

Backdoor Revival Move

One week later, a backdoor attempt to revive massive foreign worker importation programs by transferring authority to determine the need for foreign workers from the Department of Labor to the Department of Agriculture was repulsed by just one vote in the Senate—that of Vice President Humphrey who cast the tie-breaker. The closeness of this vote, a surprise to many observers, indicated the corporate growers continue to exert tremendous pressure in their attempts to reopen their access to a cheap and captive foreign work force at the expense of domestic farmworkers. It was clear that despite the willingness of the Department of Labor to allow importation of foreign farm workers in situations when the need did not exist, that agribusiness interests felt they would have more success in getting the Department of Agriculture to go along with their demands for a flood of foreign farm workers. Both California Senators voted to transfer authority for the determination of the need for foreign farm workers to the Department of Agriculture.

In October 1965 your Secretary wrote the Secretary of Labor that the Department of Labor now seemed to be "waging a war to keep domestic workers in abject poverty" after it was disclosed that the Department was experimenting in Florida

with a procedure that abandoned the requirement of growers to at least offer domestic workers a flat hourly minimum wage before being permitted to import foreign workers. Under this so-called Florida experiment, growers would be required to offer piece-rates that yielded an average hourly wage amounting to 130 percent of each state's minimum hourly rate, as established by the Labor Department in criteria set forth on December 19, 1964. The criteria rate in Florida was and is \$1.15 compared to California's \$1.40. However, your Secretary-Treasurer pointed out that with record-keeping in the hands of the growers, the possibility of cheating and of keeping inaccurate records is greatly enhanced and adequate enforcement is made virtually impossible.

Principle Violated

Moreover, this system "violates the entire principle behind setting minimum wages . . . and conflicts sharply with the Administration's war on poverty program." In addition, even if honest records were kept, the Florida experiment could result, for example, in 90 percent of the workers earning only \$1.25 an hour and 10 percent earning \$4.65 an hour, yet the average would be \$1.60 an hour or 130 percent of the criteria figure of \$1.15.

The Florida experiment has not yet been extended to California, reflecting, in large part, efforts by the Federation to keep it out of California.

In mid-October 1965 data became available on the employment of braceros in California in the Fall of that year. Besides those braceros who were authorized for the tomato harvest, the Department of Labor authorized 716 braceros for brussels sprouts and 130 for strawberries making a grand total of 17,597 who actually were working in late Summer-early Fall harvest work. Of that number 3,087 were quietly switched to other crops without any public announcement by the Department of Labor that this was being done. Braceros were authorized in cucumbers, chili peppers, dates, cherry tomatoes, squash, grapes, figs, onion topping, and bell peppers. While the number working in these crops was small, it indicated again that once the dike is broken, the only question remaining is when foreign farm workers will be employed in many California crops.

In late October 1965 the Governor announced that "another 3.6 billion harvest" was in store for California agriculture.

Regarding tomatoes he pointed out that a tremendous harvest had occurred and new per-acre yields would be set. Thus, despite the hue and cry of California's corporate interests, all evidence pointed to the fact that 1965 was a banner year.

Fed's Stand Upheld

In early December 1965 the final report of Secretary of Labor Wirtz' California Farm Labor Panel was released. The report, issued to the public by Wirtz in Los Angeles, clearly documented the Federation's position on the farm labor issue over the years and laid the blame for an inadequate labor supply in the few crops where this occurred right where it belonged—at the growers' door.

The final report of the Panel, the most important report of its type to be issued in many a year, made numerous recommendations. The report, in summing up, noted:

"Now that Public Law 78 has been terminated, California farmers must look to the domestic labor force to meet their labor requirements. The task thus becomes one of making wages and working conditions sufficiently desirable to attract an adequate number of productive domestic workers. Above all else, what is required is a change in the expectations and attitudes of the growers. Employer resistance to the Secretary of Labor's program to switch to an all domestic supply of farm workers was a major, though by no means the exclusive, cause of some of the difficulties encountered this year. Specifically, its refusal to accept the full implications of the congressional decision not to renew Public Law 78 has led some growers to keep wages unrealistically low, to delay in providing adequate housing and to cooperate half-heartedly or not at all in various efforts to recruit domestic farm labor."

The most important recommendations made by the Panel were:

1. In regard to wages the Panel urged "adoption of a wage policy by the growers of California which will make California agriculture competitive with other industries for labor." In this regard the Panel went on to note that:

"Nothing that has occurred in California agriculture this year supports the repeated charge—which we now assert to be a myth—that no American workers will perform 'stoop labor.' On the

contrary, there is ample evidence that Americans will perform even more onerous work, provided that the wages are fair and the working conditions are decent. Adequate wages and attractive working conditions will produce not only sufficient numbers of workers, but also a more productive and responsible work force."

2. In regard to housing the Panel urged that adequate housing must be provided for farm workers and their families and that if existing facilities and programs prove insufficient, new legislative and administrative action is necessary.

3. The Panel urged a complete re-examination of the present interstate recruitment system.

4. The Panel urged that farm workers be protected by the same social legislation as are workers in other industries; specifically, that they be covered under unemployment compensation, as well as the Fair Labor Standards Act, the National Labor Relations Act, and improved Social Security Act coverage.

5. The Panel noted that better statistical reporting and more information about hours worked, labor requirements, and wages earned must be made available and that more and improved training programs should be developed.

6. The Panel concurred in a long-held contention of the Federation when it noted that:

"Higher and more rigidly enforced standards of sanitation are essential to decent working conditions and should be provided. At the very least, all farm workers, including adult males, should be provided with the field sanitation facilities specified in the California Industrial Welfare Commission's Order No. 14-65, effective September 15, 1965, applicable to women and minors employed in agricultural occupations. These facilities include 'adequately screened, properly ventilated' toilets and 'adequate washing facilities,' which are 'readily accessible to employees.' Evidence indicates that these regulations have been widely ignored, even in respect to women and minors. The same is true of the requirement that 'each place of employment' shall be supplied with 'potable drinking water,' suitably cool and convenient to employees.

"Facilities such as these are not 'frills'; they are absolutely essential to

maintain minimum standards of health and decency. We regret the necessity, in the year 1965, to make so elementary a consideration the subject of a specific recommendation."

The Panel went on to report that the transition in 1965 to a domestic farm work force had been a "substantial success." Data on 1965 employment indicated that domestic workers accounted for over 97 percent of the man-years of labor in California agriculture while foreign contract labor accounted for less than three percent. In contrast, over the previous five years foreign contract labor has accounted for over 26 percent of the total man-years. The Panel also pointed out that in 1965 alone \$50 million in wages that in previous years had been drained from the state's economy when the braceros returned to Mexico was being spent in California and was a real boon to the economy.

Letter to Wirtz

As 1965 ended your Secretary-Treasurer wrote to the Secretary of Labor calling for action on two broad fronts to eliminate foreign workers entirely from agriculture in 1966. It was pointed out that a piece-rate system without a guaranteed minimum hourly wage, such as the Department of Labor was experimenting with in Florida's citrus industry, must not be pursued, because such a system lets growers pay some workers only 30 or 40 cents an hour and subverts any meaningful war on poverty. Your Secretary-Treasurer urged Wirtz to boost the so-called criteria wage (\$1.40 an hour in California) to a level approximating average hourly earnings in each state; and, broaden the proposed monthly meetings the Secretary announced he would hold with growers to include "an equal number of labor union representatives" as well as representatives from minority and other interested groups.

The important thing to note, however, was that despite growers' cries of doom and gloom, and frantic efforts by grower public relations men and their allies, 1965 had been a successful year for California agriculture with gross farm income up considerably over the previous year and with dependence on foreign farm labor cut sharply.

Data released in early 1966 indicated that largely because of the end of the bracero program, California's hired do-

mestic farm workers earned nearly \$43 million more in the first six months in 1965 than they had in the same period one year earlier. During the same half-year period, earnings of imported Mexican Nationals dropped \$25 million. These data indicated in part how the bracero program, through the years, had severely undercut the wages of domestic farm workers and that millions of dollars in wages had been drained out of the state's economy to the detriment not only of farm workers, but of local business interests and the nation's balance of payments. The scope of this latter loss is indicated by a report by the State Department of Employment early this year which estimated that annual earnings of Mexican Nationals declined from \$78 million in 1964 to \$10 million in 1965. Even if the braceros carted only 75 percent of their earnings back to Mexico with them in 1964, this meant a loss of \$58.5 million to the state's economy that year. In contrast, losses in 1965 were only \$7.5 million.

So far in 1966, reflecting in part the success of the California agricultural economy in 1965 in getting along largely without braceros, the question of importing foreign farm workers has not been the key farm labor issue. Growers, however, would still desire braceros. This was vividly demonstrated in May of this year when San Joaquin Valley asparagus growers repeatedly sought braceros for work in their asparagus fields. When the asparagus growers' request for foreign farm workers was made, your Secretary-Treasurer wired Secretary of Labor Wirtz calling his attention to the fact that the growers "had not taken necessary steps to recruit a domestic work force," and that current data indicated "an oversupply of domestic farm workers in California and thus considerable underemployment." The Secretary of Labor responded by writing your Secretary-Treasurer of his agreement with the position of the Federation and subsequently the Department of Labor rejected the pleas of San Joaquin asparagus growers.

1,000 Admitted So Far

Shortly afterwards, however, Secretary of Labor Wirtz did honor a request for 1,000 braceros submitted by Salinas Strawberries, Inc., the state's largest strawberry grower. This was despite the fact that your Secretary-Treasurer had wired the Secretary of Labor reminding him of the fact that for a significant period last year

the state's largest strawberry grower paid its workers an average wage of only 82 cents an hour. Excepting these 1,000 braceros, no foreign farm workers have been imported into California in 1966 as of the date of this report. While there are some indications that grower pressures will become intense at the time of the tomato harvest this fall—despite overwhelming evidence that such workers are completely and totally unnecessary—it is clear that even if some workers are imported they will be a relative handful in comparison to last year.

For the time being at least, massive foreign farm worker importation appears a thing of the past. It must be remembered, however, that agribusiness continues to seek braceros because, besides helping to depress farm worker wages, they act to thwart unionization of farm workers. The Federation continues to maintain a steady watch on developments in the farm labor field in order to help thwart attempts by California growers to import foreign farm workers in 1966.

Organizing Efforts

The goal of farm worker organization was made extremely difficult throughout the 1950s and the early 1960s by the continued existence of the bracero program. Trying to organize farm workers in such an atmosphere would be similar to attempting to organize the automobile or steel industry when employers in such industries could rely upon wholesale importation of foreign workers used to wages well below United States standards.

Throughout early 1965, the Agricultural Workers Organizing Committee, AFL-CIO, conducted a number of strikes in the Coachilla Valley grape harvest, the Imperial Valley, and the tomato fields surrounding Modesto. In the Coachilla Valley situation, in particular, a significant victory was won when grape growers in the area agreed to pay a \$1.40 an hour minimum wage, an increase of 15 cents an hour over what had been paid prior to the strike.

On March 29, 1965, your Secretary, noting that some of the major obstacles to the organization of domestic farm workers were disappearing now that the bracero program appeared to be crumbling, called a special conference to discuss plans to expand the organizational efforts of AWOC in early April in Sacramento. The purpose of the meeting was to bring the resources and talents of the state's

union leadership to bear on the issue of farm worker organization and to discuss proper statewide activities pertinent to the agricultural industry.

Participants in the conference were particularly critical of the influence that banking and financial institutions had been exerting in the growers' behalf to try to force importation of foreign labor. Noting this, your Secretary-Treasurer suggested that a review of the placement of union trust funds and other union accounts might be proper. Participants at the conference also agreed that Governor Brown should set up a new and separate enforcement agency with all new personnel within the State Department of Employment to insure the Department of Labor's criteria for the importation of foreign farm workers were fully met before grower requests were passed on to the federal government; that union members in the state's industrial areas had a personal stake in the farm labor fight; and that California's congressional delegation be urged to support amendments to the Immigration and Nationality Act (P.L. 414) to eliminate the authority to import massive numbers of foreign workers on a temporary basis.

Fund Appeal Issued

Subsequently, the Federation sent an appeal to all affiliates urging them to contribute two cents per member per month for the balance of the year to help organize farm workers, noting that the money would be routed through the Federation's Farm Workers' Organizing Assistance Fund. The letter was also sent to all representatives of national and international unions in California, urging their help and assistance in implementing this fund drive.

Four months later, in early August 1965, another letter was sent to affiliates urging more contributions to the Federation's Farm Workers' Organizing Assistance Fund in order to extend industrial democracy to California's agricultural community.

Despite a gratifying response to these two fund drives, it was clear that even more financial aid was necessary to achieve farm worker organization.

Task Force Set Up

Recognizing this need, in February 1966, your Secretary-Treasurer appointed an Agricultural Workers Task Force Committee; this group was an outgrowth of a

statewide meeting of key labor officials held earlier the same month in Fresno. The purpose of the committee was to study the needs and help to develop a program to aid farm workers. Appointed to the committee were:

Albin J. Gruhn, President, California Labor Federation, Chairman

R. R. Richardson, San Diego Labor Council

George W. Johns, San Francisco Central Labor Council

Richard Groulx, Alameda County Central Labor Council

Harry Finks, California Labor Federation

John H. Axtell, Sacramento Central Labor Council

Max J. Osslo, Almagamated Meat Cutters and Butcher Workmen

John F. Mattos, Monterey Central Labor Council

W. T. O'Rear, Fresno-Madera Central Labor Council

Gilbert Simonson, Packinghouse Workers

Paul Schrade, United Automobile Workers

James P. McLoughlin, Santa Clara Central Labor Council

Anthony L. Ramos, California State Council of Carpenters.

In the months that followed the task force intimately examined the entire farm labor situation, particularly as it pertains to organizing. One of the findings of the Committee was that there was an imperative need for greater financial support if farm worker organization was to be achieved.

Coupled with this were developments in the Delano grape strike. That strike, which began in September 1965 when AWOC struck the grape growers, became a joint effort when the independent National Farm Workers Association went on strike shortly thereafter. This strike has dramatized anew the plight of California's domestic farm workers.

At the convention of the national AFL-CIO, in December 1965 a resolution was unanimously adopted supporting the Delano grape strikers in their struggle. Since then many developments have occurred, including the Schenley Industries-NFWA agreement and the decision of the national AFL-CIO Executive Council to support a boycott of Di Giorgio Corporation products. The Executive Council of

the California Labor Federation voted to concur in this action.

New Plea for Funds

On May 20, 1966, another fund appeal was sent to all affiliates by the Federation. This appeal said in part:

"The events of past years, particularly the termination of massive importation of foreign contract labor from Mexico and the tremendous public outpouring of sympathy and concern regarding the Delano grape strike, have produced an atmosphere in which the unionization of farm workers can be achieved. But such organization can succeed only if more effort and financial resources are mobilized for this struggle. The necessary financial support, in large part, must come from the California labor movement because we are the most intimately involved and this state is where the greatest effort, past and present, has been made. For this reason, I am now appealing to you to redouble your efforts to organize farm workers."

The fund appeal specifically requested that all affiliates contribute five cents per month in June, July, and August 1966. Funds are to be used to help successfully conclude the Delano grape strike, for the unionization of farm workers in that area will not only greatly strengthen the labor movement in the southern San Joaquin Valley but will strengthen it in other areas throughout the state.

Reuther Tours Fields

Meanwhile, numerous other developments were occurring in the farm labor field. Following the convention of the national AFL-CIO, and the adoption by that convention of a unanimous resolution supporting the Delano grape strikers—a resolution supported from the floor by your Secretary-Treasurer — National AFL-CIO Vice President Walter Reuther toured the struck Delano grape fields, escorted in part, by Federation staff, and then spoke to the gigantic farm workers rally at the AWOC hall in Delano. This trip helped turn the spotlight of national attention on the Delano strike and helped lead to hearings in California in March 1966 by the U.S. Senate Subcommittee on Migratory Labor. In this connection, your Secretary-Treasurer had written to Senator Harrison Williams of New Jersey, Chairman of the Senate Subcommittee, on

November 4, 1965, urging the Senator and his Committee come to California for hearings. That letter said in part:

"The great bulk of the 1965 harvest is now completed. For the next few months the farm labor situation should be relatively quiet. This period would be an excellent time for a thoughtful and objective inquiry . . . into farm labor developments this year, and what such developments portend for the future. Accordingly, would it be possible for your Subcommittee on Migratory Labor to visit California sometime in the next few months? Such a visit would result in a greater public understanding and awareness of what has transpired this year and suggested areas in which new federal laws may be needed."

In mid-March 1966 your Secretary-Treasurer, along with representatives of the national AFL-CIO; the Industrial Union Department, AFL-CIO; Amalgamated Meat Cutters and Butcher Workmen; United Packinghouse Workers; the AWOC; the independent NFWA; and other unions testified before the U.S. Senate Subcommittee on Migratory Labor in Sacramento.

Sacramento Hearing

At this hearing, your Secretary-Treasurer dwelled on the "tremendous imbalance" in political and economic power existing between California's huge corporate farms, which employ the bulk of the state's seasonal farm work force, and its domestic farm workers, who have been excluded "from all meaningful social legislation enacted during the 1930s and since." Your Secretary-Treasurer documented the imbalance of power between the corporate grower and farm workers by citing the assets, profits, and net worth of some of California's gigantic agribusiness concerns, particularly the Di Giorgio Corporation, the Kern County Land Company, and the California Packing Corporation. The Subcommittee's attention was called to the exhaustive study of industrialized California agriculture made over 20 years ago by the same Senate Committee, then headed by Senator Robert M. LaFollette Jr. of Wisconsin. That Committee's massive study of industrialized California agriculture concluded that:

" . . . It becomes essential to reappraise the wisdom of the existing public policy that leaves the complete control of employer-employee relationships in a

large part of industrialized agriculture in the hands of employers' associations beyond the reach of tempering employee sentiment and protective public regulation. Specifically, there should be a review of the present policy exempting industrialized agricultural labor from labor legislation such as the Fair Labor Standards Act, the Social Security Act, the National Labor Relations Act, and various types of state labor laws."

The report went on to add that:

"Collective action by the hired workers in industrialized agriculture, supplemented by social action of governmental agencies, similar to that applied to other industry, must become the order of the day."

Your Secretary-Treasurer recounted the history of such attempts by pointing out that Senator LaFollette had introduced bills to bring farm workers under the National Labor Relations Act and the Fair Labor Standards Act, and to provide them with unemployment insurance, but noted that "the failure of these bills is well known."

Speaking of the Delano grape strike, it was pointed out that the strike has dramatized the "total unwillingness of growers to bargain collectively with their work force," and has served to highlight the fact that national legislation for farm workers, which has been recommended for more than 20 years, "is essential in the battle to extend economic democracy to agriculture."

Subsequent to the hearing in Sacramento, the Federation staff was instructed to attend the hearings in Visalia and Delano, in order to help the press and others better understand the many facets of California's farm labor problems and the struggle of farm workers to organize into a union. After the Delano hearing was concluded, farm workers from Delano began their historic march to Sacramento, covering the 275 miles in 25 days and further dramatizing their plight in the battle to better their lives.

Schenley Signs Pact

In mid-April 1966 the first break in the effort to organize farm workers in the Delano area occurred when Schenley industries, the second largest grower in the area, signed a pact stating its intention to negotiate a contract with the independent NFWA. Your Secretary-Treasurer,

who had participated in efforts to persuade Schenley Industries to negotiate, pointed out that the Schenley agreement was a "significant step forward in the unionization of the state's agricultural workers." Since then, Schenley industries and the NFWA have negotiated a contract which includes, among other things, a \$1.75 an hour minimum wage, and a union shop provision.

The DiGiorgio Corporation, the largest grower in the Delano area, announced in April 1966 that it would seek an election of its farm workers to determine if they wanted to be represented by a union. However, the corporation tied so many conditions to the offer, it was unacceptable. In June 1966 after negotiations with the NFWA (the only union that struck DiGiorgio in the Delano area) the Corporation announced that, although it had been in continuing negotiations with the NFWA two days earlier, it was unilaterally setting up an election. At that time your Secretary-Treasurer declared:

"The DiGiorgio Corporation's arbitrary and unilateral attempt to dictate all terms for a representational election that would deny voting rights to workers who have been striking the firm for more than nine months for union recognition is both undemocratic and procedurally and morally wrong.

"The public must be informed that DiGiorgio is attempting to ram through an election tomorrow without allowing any time for campaigning free from such intimidation and coercion as was outlined by Superior Court Judge Leonard H. Ginsburg in Tulare County last week in dismissing a temporary restraining order granted earlier to DiGiorgio against the AWOC and the NFWA."

Your Secretary-Treasurer went on to note in this regard that:

"The mere fact that DiGiorgio scheme only gives even its own workers, many of whom are strikebreakers, barely 48 hours notice of the election, makes a travesty of any claims by this multi-million dollar corporation that it wants the workers to have a fair choice.

"As recently as Monday and repeatedly prior thereto, Robert DiGiorgio, the firm's President, had indicated that striking workers would be permitted to vote.

"Now without the courtesy of prior notice, the firm has repudiated its own President's words.

"Both the AFL-CIO and the NFWA want an election to be held but it must be done under democratic ground rules, mutually agreed upon in advance—rules that permit the workers, many of whom live and work on DiGiorgio's vast properties, an opportunity to discuss the advantages of joining the union without fear of arbitrary discharge or other forms of economic intimidation.

"The DiGiorgio Corporation's capricious and dictatorial attitude in this matter should be an affront to every fair-thinking Californian. Collective bargaining and negotiations in good faith have long been recognized as the fairest and most equitable way of adjudicating the workers' rights.

"The DiGiorgio Corporation's insistence on playing the role of martinet at an election involving its own workers flies in the face of established NLRB procedures and is simply not the way things are done in a democratic society."

Use of Names Barred

The DiGiorgio Corporation went ahead with its plans to conduct an election at its Delano and Borrego Springs (in San Diego County) properties. Both AWOC and the NFWA went into court in San Francisco and won a temporary restraining order barring DiGiorgio's use of their names. The planned DiGiorgio ballot had listed the AWOC and the NFWA as potential bargaining units without their consent. The Corporation went ahead with the election on June 24, 1966, not allowing workers who had gone on strike to vote.

In response to appeals from AFL-CIO and NFWA pickets to boycott the election, 347 DiGiorgio workers out of 732 "eligibles" refused to vote even though they were driven to the polls in company buses. Another 41 cast blank ballots, nine wrote in NFWA and three wrote in AWOC. In short, even though voter eligibility was determined solely by the DiGiorgio Corporation the votes or non-votes of 400 workers could be considered reflecting preference for the NFWA. In contrast, only 60 workers cast ballots for no union while 281 voted for the Teamsters union.

Reacting to the charges of voting irregularities, fraud, and vote intimidation, Governor Brown, Senator Harrison Williams, Chairman of the U. S. Senate Subcommittee on Migratory Labor, and Sen-

ator Robert Kennedy of New York, called upon the DiGiorgio Corporation to hold up any discussion with the Teamsters union pending investigation of the election. Other support for the charge of irregularities was voiced by the Inter-Faith Committee for Just Farm Labor-Management Relations which wired DiGiorgio "to join with the farm workers in calling for immediate investigation of this election by an impartial government body."

Probe Launched

In early July an investigation of the election staged by the DiGiorgio Corporation got underway as Governor Brown appointed Ronald Haughton to conduct an investigation. Haughton, co-director of the Institute of Labor and Industrial Relations of Wayne State University and the University of Michigan, was selected by the American Arbitration Association after the Governor had requested the Association to select someone to conduct an impartial study of the charge of voting irregularities. Haughton has recommended another election be held, and as of this writing both NFWA and DiGiorgio have agreed to an election in late August 1966.

It is clear that if a breakthrough at DiGiorgio can be achieved that a giant step will have been taken in the organization of farm workers throughout California.

Sugar Beet Hearings

The Federation submitted testimony in both December 1964 and December 1965 before the U. S. Department of Agriculture's Agricultural Stabilization and Conservation Service (Sugar). These hearings were preliminary to the Department's determination of "fair and reasonable wage rates" for workers employed in the production, cultivation or harvesting 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 has been extremely low.

At the December 1965 hearing in San Francisco, the Federation charged that specific language in the law to protect the wage level of sugar beet workers "has been not only neglected but practically ignored," and urged the Department to boost its then current \$1.25 an hour determination for such workers to \$2.00 and to require piece-rates that will insure higher average earnings for workers able to exceed the norm.

The Federation pointed out at the hearing that the Sugar Act of 1948 directs that farm workers "shall receive fair and reasonable" wages. However, this has not been realized, as a look at the productivity figures for the industry indicates. Between 1954 and 1964 sugar beet workers' wages rose less than half as rapidly as output per man-hour. On this basis alone the current \$1.25 an hour is both unfair and unreasonable. It was pointed out that the then current rate of \$1.25 would be desirable only if the Department of Agriculture's policy "is to perpetuate poverty among sugar beet workers."

Challenging the Department of Agriculture, and the sugar beet growers in attendance, your Federation asked:

"Does anyone at this hearing really believe that \$1.25 or \$1.50 an hour is a 'fair and reasonable' wage? Would anyone here gladly accept sporadic employment at this wage, knowing the average hourly earnings in California exceed \$3 an hour, and that in Hawaii the declared 'fair and reasonable' wage is \$1.80 an hour? . . .

"If the term is not to lose all meaning, a 'fair and reasonable' wage . . . must be defined as a wage that produces an income above the 'poverty line.'"

Turning to statistical evidence to buttress its point, the Federation testimony noted that between 1954 and 1964 in the sugar beet area of the United States productivity rose 77 percent, but wages rose only 37 percent. Moreover, the recent extension by the Congress of the Sugar Act to 1971, it was pointed out, assures sugar beet growers of "a large market, good prices for their subsidized product, and high profit."

Despite the facts pointed out by the Federation and other labor representatives at the hearing, the Department of Agriculture's ultimate findings increased the minimum hourly rate for sugar beet workers to only \$1.35 an hour. The testimony by the Federation one year earlier, in December 1964, had had the effect of budging the rate up to the \$1.25 where it stood until the action in 1965 from an even lower \$1.15 an hour.

Farm Wage Order

In late September 1964, the employee and employer members as well as the chairman of the Wage Board for revising Industrial Welfare Commission Order 14-61 were named by the IWC. The Federa-

tion worked closely with the employee members of the Wage Board in proposing that the Wage Board recommend to the IWC a minimum wage for women and minors in agriculture of \$2.00 an hour. In late January 1965, the Wage Board recommended to the IWC that the then current \$1.00 minimum wage for women farm workers be boosted to \$1.30 an hour.

In early March 1965, the IWC held hearings on the recommendations of the Wage Board. The Federation, testifying before the IWC in Sacramento on this matter, urged the Commission to adopt a \$2.00 minimum hourly wage for women and minors in agriculture and a \$2.00 minimum piece-rated wage as well as extensive improvements in working conditions. In this regard, the Federation went on to note that the state's minimum wage machinery has been allowed to deteriorate "from a pioneering mechanism . . . into a rusty piece of equipment in need of renovation" because it no longer sets minimum wages with adequate regard "for the economic facts of life" and thus no longer complies with the standards set by the legislature.

Your Federation went on to urge the Commission to strengthen Order 14-61 in a number of ways including:

1. Elimination of the exemption of employers who have less than ten women or minors on their payroll.
2. Application of overtime pay and maximum hour provisions equal to those afforded workers in the "after harvest" and canning industries.
3. A crackdown to require employers to comply with existing record-keeping provisions.
4. Guarantee of pay for at least four hours for each day a woman or minor reports for work at the request of the employer regardless of the length of time the employee is required or permitted to work.
5. Rest period requirements similar to those afforded other workers.
6. Stronger penalties for failure to comply with the Commission's regulations.

Despite these efforts, in May 1965, the IWC issued its proposed revisions in the Wage Order. While the Wage Board had recommended that a \$1.30 an hour minimum wage be adopted, the proposed order by the IWC established a minimum of \$1.25 an hour for women and \$1.10 for

minors up until June 1, 1967, when the minimum for adult women would rise to \$1.30. The Commission then announced public hearings on their proposed revision in the Order in both Los Angeles and Fresno.

The Federation again appeared before the IWC in June in Los Angeles and denounced the proposed order as "flouting public indignation at the disgraceful wages and working conditions of domestic farm workers." It was further pointed out that unless the proposed provisions were altered drastically the IWC action would constitute "a flat abdication by the Commission of its responsibility to maintain the health and welfare of women and minors in California agriculture." Regarding the wage issue, your Federation stated, "The Commission can justly be accused both of dereliction of duty and of discriminating against women and minors" if it adopts the proposed \$1.25 minimum.

It was also pointed out that, using the Commission's own yardstick of the minimum needs of self-supporting women, the so-called "Minnie Budget," would call for a minimum wage of more than \$2.00 an hour. In noting that the Commission's Wage Board had recommended a minimum to \$1.30 an hour, the Federation statement declared:

"The Commission has apparently succumbed to the terrific pressures exerted by the agribusiness lobby. This lobby has only one aim—to hold wages in agriculture at the lowest level possible, regardless of the consequences to the health and welfare of the affected workers."

In the final week of June 1965, the Industrial Welfare Commission finally issued revised Order 14-65. The IWC action, which boosted the minimum from its proposed \$1.25 an hour to \$1.30 an hour effective September 15, 1965, reflected in part some of the objections raised by the Federation. Also revised was the reporting time pay provision—from two to four hours pay at not less than the minimum hourly rate. The Commission also made numerous other changes in the final order, generally strengthening it in the area of working conditions.

Thus, starting in mid-September 1965, the minimum wage for women in agriculture was set at \$1.30 an hour, the same figure as presently exists in the other 13 orders issued by the IWC. Moreover, in late March of this year, the IWC,

at the urging of the Federation, voted to reopen all 14 orders. This includes the previous year. This decision marked an historic breakthrough by the IWC from the long-standing procedure of redoing orders every five years.

Work Furlough Issue

In December 1965, the California Citizens Council of the National Council on Crime and Delinquency requested that the Federation endorse expansion of work furlough programs throughout the state. Basically, work furlough is a program which allows a county jail inmate to be released from custody during working hours so that the inmate can maintain his job. When the workday is over the inmate is required to return to the custody of the county jail.

The Executive Council on January 19-20, 1966, in Santa Rosa, discussed this matter in detail and, while recognizing that the objectives of work furlough were meritorious did not give a blanket endorsement to the program because initiation would lie with the county sheriff's departments and not all local sheriffs have indicated a belief in the labor movement and its goals in the past. For this reason and the fear of possible abuses of the work-furlough program, particularly at the local level, the Executive Council refrained from endorsing the program outright.

In May of this year, the State announced that 500 minimum security prisoners in state penal institutions would be put to work on a volunteer basis in the asparagus fields of the San Joaquin Delta. Since the whole purpose of work furlough programs is the rehabilitation of inmates, and since mass use of prisoners from state penal institutions to work on a short-time basis in asparagus fields runs counter to this basic principle, your Secretary-Treasurer publicly stated:

"State approval of the mass use of state prison labor under the auspices of a locally run work-furlough program by employers who have failed to fulfill even the inadequate domestic recruitment requirements set by the Labor Department constitutes a gross violation of the work-furlough program and confirms organized labor's worst apprehensions about the uses to which this program might be put."

"It is one thing to permit county inmates convicted of misdemeanors to maintain their jobs while serving their

time and to help other county inmates find and get adjusted to permanent jobs that can contribute to their total rehabilitation.

"But it is a ridiculous fiction to pretend that the mass use of 500 inmates from state prisons in brief peak season harvest work will contribute anything to their rehabilitation.

"Yet the law indicates that the work-furlough programs must have a rehabilitative aspect and, in fact, the specific language of the statute (Sect. 2910 Penal Code) refers to them as work-furlough rehabilitation programs.

"The work-furlough programs were intended to help rehabilitate individual prisoners to let them continue in their regular work or to secure regular employment for themselves that would contribute to their successful rehabilitation to society. Even those programs whose objectives are meritorious do not have a blanket endorsement from the California Labor Federation, AFL-CIO, because of the possible abuses that could occur at the local level.

"They were never intended to be used as a cheap labor pool for employers who have consistently failed to offer wages adequate for the arduous nature of harvest work.

"The state's announced special program amounts to an inexcusable perversion of the program's basic intent."

After consultation by your Secretary-Treasurer with the Governor, and other state officials the program of using prison inmates as a substitute bracero program, was quietly phased out with the clear understanding it would not be repeated.

INDUSTRIAL WELFARE COMMISSION

Over the past two years the Federation has continued to work closely with the IWC and with the Division of Industrial Welfare of the Department of Industrial Relations which polices the 14 IWC Orders.

The minimum wage for women and minors in California under the 14 orders issued by the IWC is now \$1.30 an hour. For 13 of the 14 this figure was reached in August 1964; for farm workers it was reached in September 1965.

Your Secretary-Treasurer wrote to the Department of Industrial Relations in

mid-December 1965, noting the likelihood of increases in the federal minimum wage, that average hourly earnings of workers in California had steadily increased over recent years, that the cost of living has moved steadily upward, and that the IWC's "Budget for a Self-Supporting Working Woman" required a minimum wage above \$1.30 an hour. For these reasons, action by the IWC to reopen all orders as soon as possible was strongly urged. Because of this request the matter was put on the IWC agenda, and in March 1966 the IWC held a hearing on the advisability of reopening all 14 of its orders.

Increase Justified

The Federation testified at this hearing in San Francisco, pointing out that since mid-1961 the cost of living in California had jumped more than 7.5 percent and that this alone required an increase in the minimum wage. It was also noted that corporate profits in California rose six percent between 1963 and 1964 and that "a still larger increase is expected in 1965." In contrast, average hourly earnings of California workers had increased at a much slower rate.

It was also pointed out to the Commission that the California minimum wage, as set by the IWC, has since 1950 almost consistently lagged behind the national minimum wage set under the Fair Labor Standards Act.

Prior to 1950, the state minimum has generally served as a pacesetter for the nation. The Federation concluded by noting that "it was imperative that the Industrial Welfare Commission act now to open all 14 orders."

Reopening Ordered

Shortly thereafter, despite an attempt by an industry representative to exclude the three wage orders affecting farm workers in farm-related industries, the IWC voted by a 3 to 2 margin to reopen all 14 orders dealing with wages and working conditions of women and minors in California's industries. The action, stemming directly from the earlier request made by your Federation to the Commission, sets in motion the procedures necessary to update the current wage orders, most of which are already three years old.

It also marks a significantly forward step from the established pattern of re-

opening the orders once every five years. As of this writing, the IWC has yet to appoint the members of the Wage Boards for the 14 orders. However, the Federation has made its recommendations for appointments to the Wage Boards and it is expected that at the mid-August meeting of the IWC the Wage Boards will be appointed and will begin to meet in the Fall of this year.

ADVISORY COMMISSION ON THE STATUS OF WOMEN

In late April of this year, the Federation testified before the State Advisory Commission on the Status of Women's Study Committee on Public and Private Employment in San Francisco. At the hearing the Federation voiced its strong support for improving the rights of women workers without jeopardizing existing protective state legislation.

In response to a question by the Study Committee on whether women should be limited to an eight-hour workday, the Federation testified that its position, by action of the 1962 Convention, is that the eight-hour law should be maintained without exception and that any relaxation of the law would be a major step backward. The Federation in this regard went on to note that:

"The eight-hour day is now more or less the standard workday throughout the nation primarily because of the long battle waged by the labor movement and its allies to reduce the number of working hours daily and weekly.

"In fact, our concern today should be to extend the eight-hour law to include women working in agriculture, public hospitals and elsewhere who are now denied coverage and to reduce the standard workday to seven hours. The steady reduction in the number of daily and weekly hours of work is essential, in the long run, if we are to cope with the threat of automation while enjoying the benefits of an improved technology."

The Federation also pointed out in testimony, that present child care programs for working mothers are "grossly inadequate" when measured against the need not only in agriculture but in other industries and unless major steps are taken immediately the program will fall even farther behind because women are the fastest-growing part of the state's labor force. Citing conditions in labor camps

such as Linnell in Tulare County, the Federation noted that:

"Conditions in places such as Linnell testify to the need to greatly expand child care center programs throughout California's agricultural areas."

Regarding the question of whether maternity benefits should be granted to working women, the Federation urged amendment of the State Unemployment Insurance Code to qualify women for a maximum of 10 days benefits for a pregnancy disability. In this regard your Federation pointed out that:

"The fact today is that with more than one-third of the state's work force being women—a large number of which have a clear attachment to the labor force—a significant portion of all women workers consider themselves permanently employed during child-bearing years. Women should have disability insurance coverage during periods of maternity leave in order that their health be protected and their temporary absence from the job made as financially trouble-free as possible."

The Federation also called for expansion of the presently limited refresher retraining programs available to older women under federal and state auspices. It was suggested that action be taken to eliminate "arbitrary and inflexible hiring limits set by employers . . . because of a misplaced fear of high pension and insurance costs or the unwarranted fear of greater absenteeism due to illness." The Federation also urged a boost in the state minimum wage to at least \$2.00 an hour, reduction of the workweek to 35 hours, and a provision to require double time pay for all overtime work.

EXTREMISTS' ACTIVITIES

Despite the voter's repeated and massive rejection of the ultra-conservative philosophy epitomized by the gubernatorial candidacy of former Senator William Knowland in 1958 and by the Presidential candidacy of former Senator Barry Goldwater in 1964, right wing organizations such as the John Birch Society and various para-military extremists groups have continued to proliferate; the circulation of their publications has shown an alarming increase; and the funds available to them for organizational and propaganda purposes has snowballed.

In 1964 alone, the Birch Society itself reported its gross income as \$3.2 million, double their income for the previous year.

In November 1965, Robert Welch, the retired candy-maker who dominates the monolithic society, disclosed that the Society would spend between \$5 and \$6 million in 1965 alone, a sum nearly double its gross income the previous year. And in the election year of 1966 its expenditures are expected to reach \$12 million!

It is ironic that much of the money poured into these right wing organizations that opposed Medicare, abet the perpetuation of so-called "right to work" laws in the nation's poorest states, and would dismantle the United Nations, come from disgruntled businessmen who have profited the most from our free society. The most recent example of this occurred just last May when millionaire Dallas B. Lewis, president of the firm that manufactures Dr. Ross Dog and Cat Food, left most of his \$5.5 million estate to the John Birch Society and other right wing organizations and propagandists.

Circulation Figures

In terms of circulation, the JBS magazine "American Opinion" doubled its subscription rate and lost only 3 percent of its circulation between 1963 and 1964 and showed a 39 percent increase between 1964 and 1965. And another violently anti-union right wing publication, "Liberty Letter" posted a 249 percent circulation increase in 1964 and has continued to expand. Similarly, "Human Events" increased its circulation by 8 percent in 1964 and 1965, and William Buckley's "National Review" climbed 13 percent in 1964 and 18 percent in 1965.

It was apparently with this ominous growth in circulation and monetary resources in mind that JBS leader Welch commented late last year:

"After years of struggle we are reaching a position and a size where we can put out literature of the kind and in the volume we need."

What does this mean, coming as it does from a man who last October charged that the United States is not only "one vast insane asylum but they're letting the worst patients run the place," a man who charged ex-President Eisenhower with being "a conscious tool of the Communist conspiracy," a man who directed his followers to oppose repeal of section 14(b) of the Taft-Hartley Act which perpetuates substandard wages

and working conditions for workers in some of our poorest states?

It means that unlike the previous election years where they concentrated on taking over PTAs, school boards, party committee leadership and certain state legislative and congressional districts, this election year they are girding for their big push. It means they are expecting to recruit 1,000 members in each of 325 Congressional districts. And it means that they are set up, staffed and financed for a full-blown political campaign on a scale unequalled by a splinter political movement.

Counterattack

In recognition of this growing peril to our free society, your Secretary-Treasurer publicly attacked the Birch Society and other extremist groups in November 1964 for their recurring attempts "to intimidate union members and discredit, disrupt and impair the functional ability of unions and their elected leaders" and declared that "it's time union members and the public at large stand up and repulse the threat they (the extremists) present not only to labor unions but to the democratic processes itself."

Citing episodes that had occurred during the 1964 general election campaign, your Secretary-Treasurer continued saying:

"In the guise of fighting Communism, these would-be super-patriots have initiated utterly unscrupulous harassment activities in unions and other community groups in Alameda, Contra Costa, Los Angeles, Orange and San Diego Counties.

"At present, these radical reactionaries—whose views of social and economic problems seem to strike a precarious, schizophrenic balance between a desire for anarchy and a desire for totalitarianism as contradictory as that is—appear to be concentrating their efforts in police and fire departments. . . .

"We cannot afford to forget that this is precisely where Adolf Hitler and Mussolini first concentrated their nefarious forces. They knew full well that once in command of the police power of a community they would be far better able to control the entire community.

Nazi's First Goal

"The Nazi's first goal was to intimidate union members and discredit, disrupt and impair the functional abilities of unions and their elected leaders because they knew they could count on the support of

short-sighted local business leaders who thought they could profit from the unions' destruction.

"But once the unions were shattered the local business and civic leaders found themselves slaves rather than masters of the power-hungry clique they had nurtured and abetted.

"Thanks to our democratic traditions, most California employers know that liberty is not protected by denying to others. And they are not so short-sighted as to believe they could prosper if collective bargaining became a one-way street in their favor. They recognize, albeit often grudgingly, that free collective bargaining has contributed vitally not only to their own prosperity but to that of the state, and that where it is lacking—as in farm labor—so too is prosperity for the people."

In its continuing efforts to alert affiliates and union membership throughout California to the growing peril posed by the radical right, the Federation has carried scores of stories reporting on their growth, their tactics and their anti-union positions. For example, last year after the John Birch Society flooded California with more than 2.5 million copies of the slick 16-page Sunday supplement entitled "The John Birch Society—a Report"—a supplement that was carried in the San Francisco Examiner and Chronicle as well as in the Los Angeles Times and the Los Angeles Herald Examiner—the Federation's publication carried a story headed "What's Left Out of the Big Birch Ad?" which, among other things, pointed out why the John Birch Society is perhaps the best tool the Communists could have in this country.

The reason, of course, is that if such Birch Society goals as repeal of the graduated income tax—the only equitable basis for taxation—and dismantlement of the United Nations were effected, the nation could become sufficiently isolated from its allies and torn by social unrest within to invite a Communist attempt to take over the government.

A Monolithic Body

Among other things not carried in the JBS ad was the fact that the John Birch Society was set up "to be a monolithic body," a statement that can be found on pages 158-159 of the JBS Blue Book. The section reads:

"The John Birch Society is to be a

monolithic body . . . the John Birch Society will operate under completely authoritative control at all levels . . . it is imperative that all the strength we can muster must be subject to smoothly functioning direction from the top. . . ."

The Federation's story also noted that the make-up of the Society's 24-man council which is labelled as merely the "top advisory body," consists of 13 corporate officials, two ex-army officers, two publishers, a banker, a surgeon, an ex-law dean, a lawyer, a priest, a professor of classical languages and a former U. S. commissioner of internal revenue.

In short, it is dominated by corporate and professional types who have little understanding of either the needs or the rights of most working people.

In addition to publicizing and distributing tens of thousands of pamphlets exposing the nature and aims of the Birch Society and other extremist groups, the Federation initiated action to expose anonymous promoters of a right wing smear-by-telephone operation known as "Let Freedom Ring" in October 1965 and called on trade unionists throughout the state to do the same after the Pacific Telephone Company, responding to repeated complaints, adopted a new policy stipulating that their automatic service would be made available only to customers who agree that their names and the addresses at which the automatic service equipment is located can be given out on request.

At that time, your Secretary-Treasurer pointed out that the use of the telephone on a public basis to spread smears and slanders against third parties while the accuser is cloaked in anonymity "violates the basic American precept that anyone accused has a right to know and face his accuser."

"It's as unAmerican as the swastika or the hammer and sickle, and I urge you to pass the word to local unions in your jurisdiction to expose its promoters in every community in our state in which they are operating."

FCC's 'Fairness Doctrine'

In a similar connection, your Secretary-Treasurer has repeatedly urged local unions and central bodies to take full advantage of the Federal Communication Commission's "fairness doctrine." In a letter sent to all central bodies last February, your Secretary-Treasurer emphasized that the "fairness doctrine" is not

"a charity given by the stations but is an instrument of democracy that has been used by unions, civil rights groups, church organizations and others to bring a reasoned expression of all aspects of an issue to areas where a substantial degree of censorship by omission has existed.

"The managers of radio and TV stations operate under a government license to use the airwaves. The license does not entitle them to propagandize one side of an issue at will and to deny expression to other sides of the same issue. On the contrary, it imposes a responsibility upon the licensee to air all sides," the letter pointed out.

It also spelled out a five-step procedure for requesting rebuttal time and included a list of nearly a dozen ultra-conservative programs broadcasting in more than 60 communities in California, including 11 stations in the Los Angeles, 5 each in the Fresno, San Francisco and San Diego areas, 4 in San Jose and 3 each in Redding, Santa Barbara and Bakersfield.

Among the rightwing programs listed were Lifeline; Dan Smoot Reports; Manion Forum; The Twentieth Century Reformation Hour; Howard Kershner's Commentary on the News; and Billy James Hargis' Christian Crusade.

Threat from the Left

While the major thrust of your Secretary-Treasurer's efforts in combating the insidious efforts of extremist groups during the past two years has been directed toward the radical right, it should be noted that the Federation has been neither complacent nor silent about the ever-present threat to our free society posed by the Communists and other extremists on the far left.

In addressing the National AFL-CIO's Sixth Constitutional Convention in San Francisco last December, your Secretary-Treasurer referred to the urgent need to resist Communist aggression and other forms of totalitarianism at home and abroad saying:

"A similar sense of unity is vital to uphold this nation's commitments to the people of South Vietnam and our allies in Asia, and to sustain the courage and faith of our own Armed Forces.

"Since much of the much-publicized protest to President Johnson's policy in South Vietnam has originated at various university campuses within California, let me take this opportunity to

inform both President Johnson, President Meany and the delegates and guests at this convention that these demonstrations are not representative of the vast bulk of public opinion in California.

"Last month in order to emphasize this fact lest foreign nations get the impression that organized labor or any other substantial segment of our population was taken in by the demonstrators' antics, the California Labor Federation unanimously adopted a statement supporting President Johnson's Vietnam policy and commending President Meany and the AFL-CIO Executive Council for assuring the Administration of our solid support. . . ."

The Federation's statement on Vietnam referred to above which was adopted at the Executive Council's San Diego meeting on November 16 and which is contained in full in the Executive Council's report, specifically warned of the threat of Communist domination via Hanoi, Peiping and Moscow hanging over the South Vietnamese people's right to independence and self-dominion and attacked the activities of extremists of the left, who, as the statement noted, "by resorting to such tactics as burning draft cards and attempting to halt troop trains . . . provided grist for the propaganda mills of our nation's enemies."

The Federation's statement on Vietnam also called the public's attention to the fact that the demonstrations staged in various parts of the world in October 1965 'were timed to coincide with the first anniversary of the execution of the notorious Viet Cong terrorist, Nguyen Van Troi on October 15, 1964.

"In short, these demonstrations were deliberately plotted and calculated to undermine our nation's resolve to help the South Vietnamese people promote social reforms and economic reconstruction in their strife-riddled land by defeating the forces of Communist aggression that are seeking to overrun it and claim it for their own," the statement observed.

Similarly, in an address to the 48th Annual Convention of the California Department of the American Legion just last June, your Secretary-Treasurer pointed out that we in the AFL-CIO have "consistently fought off every threat of Communist subversion within its ranks" at home and have continued to strive to extend "democracy to those people and nations where it does not presently exist" abroad.

Your Secretary-Treasurer went on to point out that:

"Today the greatest challenge to free men is the Communist threat as manifested in the jungles of South Vietnam."

But it must be emphasized that we in the labor movement especially cherish our constitutional right to assemble peaceably and present grievances and we will fight to defend it. Likewise we are aware that many of the participants in various peace demonstrations are sincere humanists intent on ending and avoiding the slaughter and tragedy of war.

But we also know that both the Communists and other leftist groups, like their counterparts on the far right, often attempt to use or channel mass meetings and protest movements to their own nefarious ends. To thwart or defuse such efforts, we in the labor movement must remain constantly alert. And to do this effectively we must encourage substantially more labor representation on local community councils, school boards, agencies and advisory committees.

CIVIL RIGHTS

In the civil rights field, the Federation has continued to provide its active support to all reasonable efforts to assure equal rights for all. Some of these efforts have already been touched upon in the section of this report dealing with extremists of both the right and left wings.

The lesson of the Watts riots, as has been made clear to all, is that the disappointment, frustration and bitterness bred by discrimination in housing, employment and education cannot be contained forever. While this fact neither justifies nor excuses the tragic and devastating losses of human life and property that resulted from the two Watts riots, it does serve, as in some measure it already has, to drive home to everyone the deep-seated urgency and necessity to initiate effective programs to eliminate the causes of such riots and social explosions. The fact remains, that similar explosions can occur in other parts of our state where inequalities in housing, and educational opportunities and high unemployment exist.

The basic evil of racial discrimination can be clearly seen in the link between the Watts tragedy and the Proposition 14 issue. The essential lesson to be drawn from the passage and subsequent invalidation of Proposition 14, is that neither the

special interest forces that promoted it at the polls in 1964, nor the voters who were taken in by the scare tactics employed by its backers on its behalf, may long succeed in repudiating the basic constitutional guarantees spelled out in the 14th Amendment to the Constitution. That amendment says that no state shall "deny to any person within its jurisdiction equal protection of the laws." The supremacy clause of the U.S. Constitution requires that a state constitutional amendment like any other state law must conform to federal constitutional standards.

Constitutional Aspect

In the State Supreme Court's 5 to 2 decision declaring Proposition 14 unconstitutional, the majority opinion pointed out that "it is beyond dispute that the 14th Amendment, through the equal protection clause, secures the right to acquire and possess property of every kind."

In drafting the supremacy clause of the U.S. Constitution, the Founding Fathers recognized that without such a clause the concepts of equality enshrined in that document could be subverted by power groups in each of the several states in order to reduce the various states to feudal baronies in which the citizens' rights would be subject to the whims of the state power structure.

It must be clearly understood that neither the Unruh nor the Rumford Act prevent the owner of a single family dwelling from refusing to rent or sell to other parties on racial grounds so long as the owner is not engaged in the real estate business. The State Supreme Court made this clear in June of this year in clarifying its decision of May 10, 1966, that Proposition 14 was unconstitutional. The court stated:

"Although the state, by action of the legislature or the people, may make private acts of discrimination unlawful, the only areas covered by California law are discrimination in business establishments (the Unruh Act) and discrimination in the sale or rental of publicly assisted housing or private dwellings of more than four units (the Rumford Act)."

Both the Unruh and Rumford Acts were serious, carefully considered and drawn efforts by the State Legislature to find a middle ground in coping with an acute social and economic problem. In contrast, Proposition 14 constituted an attempt by certain self-serving special interest

groups to convince the state's electorate to turn its back on one of California's major social problems. The fact that the Secretary of State's office reported that more than \$2 million was spent to promote passage of Proposition 14, more than four times as much as was reportedly spent to defeat it, is comment enough on this issue.

Voting Rights Bill

In 1965 another major milestone was reached in the struggle to achieve civil rights for all with the passage of President Johnson's Voting Rights Bill. For only the seventh time in the history of the United States Senate, cloture was invoked to limit debate on this bill which was strongly backed by the AFL-CIO. The day after cloture was invoked, the bill won Senate approval by a vote of 77 to 19. Since the time of its passage, major registration drives have been conducted in the southern part of the United States to ensure, through voting, full participation in our society by all groups. Registration of non-white voters in the five southern states most directly affected by enactment of the Voting Rights Bill of 1965 increased from only 28 percent prior to passage of the Act to 41 percent in May of this year.

The U.S. Supreme Court's recent decision upholding the constitutionality of a major section of the Act is expected to further spur non-white registration in the five states most affected, because local voting registrars will be forced to abandon the delaying tactics they previously pursued.

At the time of this writing, further legislation strongly backed by the AFL-CIO and the President is pending before the Congress to eliminate racial discrimination in the field of real estate.

Pamphlets Published

Following the 1964 convention of the Federation your Secretary-Treasurer had printed and distributed to all affiliates and numerous other interested and concerned groups the Federation's pamphlet titled "Labor and Civil Rights—1964" which contained the Federation's Policy Statement on Civil Rights and similarly related resolutions. A number of other pamphlets of direct relevance to minority groups, such as "They're Playing for Keeps," and films, such as "The Extremists," have also been widely distributed or made available for showings by the Federation.

Faced with the fact that reactionary forces ranging from penny-wise and pound-foolish conservatives to the nearly paranoid outer limits of the extremist fringe, represented by the John Birch Society and similar groups, were attempting to subvert legislation to protect the civil rights and basic safety of California workers, your Secretary-Treasurer issued a special appeal in May 1965 to all affiliates to support the California Committee for Fair Practices. This Committee has served as a coordinating body for labor, minority and other civil rights groups for a number of years but has been dependent on the financial as well as the moral support of unions throughout the state. In sending out this letter to all affiliates your Secretary-Treasurer pointed out:

"A systematic assault is evidently underway . . . to weaken, if not destroy, the Fair Employment Practices Commission. The legislative analyst's office has already proposed deep cuts in the FEPC's budget just as he has on many other bills vital to the well being and economic security of California's wage earners. Bills seeking to cut—instead of expand—the committee's budget for conciliation, education and research services are currently before the legislature.

"The thrust of the assault being carried forward by sympathizers of these groups (ultra right-wing and conservative forces) in the legislature, is among other things, aimed at denying or destroying collective bargaining rights for hospital, utility district, and public agency workers, and undercutting our present inadequate social insurance program efforts.

"In addition, in concert with other special interest groups, these forces are working actively to defeat state programs to stimulate low-income housing construction and expand compensatory education opportunities for all.

"In short, in addition to fighting an offensive battle in behalf of the Federation's 1965 legislative program we are obliged to wage an intensive defensive battle against those who long for a return to the old autocratic ways of the 17th Century.

"As in the past, we are working closely in this fight with the California Committee for Fair Practices which serves as a coordinating body for labor, minority, and other civil rights groups. But the Committee for Fair

Practices is dependent upon the financial as well as the moral support of unions throughout the state.

"Therefore I urge that your organization make as large a contribution as possible to this committee."

Continuing to work closely with the above mentioned committee, your Federation fought for legislation in the 1965 General Session of the Legislature to extend collective bargaining rights to hospital, utility district, and public agency workers and for state programs that would stimulate low-income housing construction and expand compensatory education opportunities and programs for all.

Education Aid Backed

At the 1965 General Session of the Legislature two important measures affecting children from low income and minority group families were enacted. The Federation supported both. AB 1331 (Unruh) establishes a statewide pre-school program for children between the ages of three and five and allows public as well as private non-profit agencies to operate such pre-school centers. It has been estimated that more than 75,000 children from the state's lowest economic groups could be participants in this program.

Another significant development in this field was the enactment of compensatory education legislation, SB 482 (McAteer). Under this legislation the state is eligible to receive approximately \$75 million of federal money under the Elementary and Secondary Education Act of 1965. The basic program under this new legislation includes reduction in class size, pre-school training, in-service training, after-school tutoring, remedial reading, testing and the like. The intensive program also provides sums to help low-income minority group youth in such programs and funds for community coordinators, revision of curriculum, and auxiliary personnel such as counselors, social workers, psychologists, and the like.

In addition, the Miller-Unruh Basic Reading Skills Act of 1965, intensifies the reading program for first, second and third grade students to detect and correct reading disabilities. All three of these new pieces of legislation which were enacted by the California Legislature in 1965 and which will greatly benefit the children of minority group families, were outlined in *The Sacramento Story—1965*, sent to all affiliates.

MANPOWER TRAINING AND SKILL DEVELOPMENT PROGRAMS

The Federation has continued to play a major role in the development of realistic job training programs tailored to meet the manpower requirements of California's growing economy and labor force.

Before conferences of vocational and industrial educators, specialists on labor market operations, government committees, and other interested public groups, the Federation has spoken out against the tendency of some groups to focus on the development of short-run, fragmented job skills which create immediate employability at the long-run expense of workers, employers, and the economy as a whole. In an era of technological change persons trained in limited skills are inevitably the first to be displaced as technology advances.

A detailed analysis of California's needs in the manpower area was spelled out by your Federation in testimony before the Governor's Commission on Manpower, Automation and Technology in December 1964. It was noted that one of the biggest stumbling blocks in coming to grips with the effects of automation on California's economy is the state's inability to project future job skills. This critical shortcoming is compounded both by the lack of technical data and by the fact that the nature of skills required in many occupations is constantly changing.

The Federation pointed out that while a number of new approaches have been developed through collective bargaining in recent years that have tended to solve displacement problems arising from automation, collective bargaining alone cannot solve problems of technological displacement. This is because too many workers in unskilled and semi-skilled categories are unorganized and because the true dimension of the problems stemming from automation are national in scope and "capable of solution only by national policies to supplement private decisions."

Fed Proposes Policy

Noting California's heavy reliance on the defense industry for employment growth, the Federation suggested that the state adopt an overall policy to "influence demand" by initiating programs to utilize the unemployed, particularly the

unskilled and semi-skilled "in constructive outlets to meet some of the state's pressing social needs." By doing so, California could buy some critically needed time during which it could develop training programs to help disadvantaged persons relate "their reservoir of skills and knowledge more closely to the needs of industry."

Summing up, the Federation's testimony declared that:

"The best that we can do under the circumstances is to try to project the technologies that are likely to be utilized in various industries and then try to determine which skills would provide the underlying training for individuals who will be employed in these technologies.

"If we do this reasonably well, our problem, when it comes to an actual here-and-now job in a given technology somewhere in the future will be reduced to a matter of providing short-term training or building on the clusters of skills that already have been acquired."

The Federation has worked with state and federal agencies towards building the kind of training programs that are needed to insulate workers from unemployment resulting from severe technological displacement and change.

Your Secretary-Treasurer continues to serve as one of the ten members of the Pacific Coast Regional Manpower Advisory Committee which was established in 1964 to identify specific employment and labor force problems, recommend possible solutions, and help increase public awareness of severe manpower problems and their solutions. Your Secretary-Treasurer is one of the two labor members on the Committee, the other being Joseph H. Davis, President of the Washington State Labor Council. Other members include two management representatives, three public members, and one representative each from agriculture, training programs and education. The Committee has met regularly over the past two years and through it your Federation has been able to express its concerns and desires regarding future manpower and development training programs not only in California but throughout the Western States.

Jobs for Youth Drive

To help combat high and dangerous

youth unemployment, particularly in the summer months, your Secretary-Treasurer joined other community leaders in June 1965 in calling upon all groups in the community, including the labor movement, to "cooperate in every way possible with President Johnson's Youth Opportunities Campaign." In this connection, it was pointed out that while "the aim of providing work for the thousands of 16 to 21 year old job seekers, moving into our labor force this month is commendable," that "in the long run, the exceptionally high teenage jobless problem cannot be met in any meaningful way unless bold steps are taken immediately to spur the creation of permanent jobs and achieve full employment for all."

In June 1966 the second year of the President's summer Youth Opportunities Campaign, one of the abuses that can occur in a program as well intended as that which attempts to find summer jobs for young workers, did take place. In urging private employers to hire youths for the summer months, the federal government noted that such employers would have to pay youths at least \$1.30 an hour, the minimum wage for women and minors in California. However, federal agencies hiring youths under the same program are paying young people only the federal minimum wage of \$1.25, thus shortchanging young people working for federal agencies, a nickel an hour.

A protest was filed with the Secretary of Labor by your Secretary-Treasurer, pointing out that this is obviously an inequitable situation. The Federation urged the Secretary of Labor to take the necessary steps to ensure that California youth employed by federal agencies are paid at least the state minimum wage of \$1.30 an hour. If allowed to stand, the differential would represent, on the part of the federal government, a serious undercutting of the state's minimum wage laws and regulations and mark a major departure from past policy which generally held that whenever a differential existed between state and federal minimums the higher minimum applied. The Secretary of Labor responded by writing your Secretary-Treasurer in support of the position outlined by the Federation and noted that the Department of Labor had requested the Civil Service Commission to change its policy in this regard in order that youth in California be paid the state minimum of \$1.30.

Poverty Programs

In the two years since the Federation's last convention, two years almost parallel to the Johnson Administration's initiation of the nation's first concerted effort to wipe out poverty in our land, the Federation has strongly supported a number of programs authorized by the Economic Opportunity Act of 1964 and has also served as a friendly critic by suggesting areas in which the various programs could be strengthened and recommending new activities to help both the rural and the urban poor build a better life.

While certain conservative critics regard the impoverished as a "faceless mass waiting for handouts" and attempt to undercut the program by irresponsible charges of waste and inefficiency, we in the labor movement are sorely aware that these same well-heeled conservative elements in both our major political parties would never have had the courage to initiate the program themselves.

We are sorely aware that the initial appropriation of barely \$1 billion — a fraction of one percent of our annual gross national product—was totally inadequate to develop a program which, it is hoped, will eventually brighten the lives of more than 38 million U.S. citizens existing at or under the poverty line.

Dividends in Prospect

Although it was heartening that the 89th Congress has seen fit to more than double the initial appropriation, it is already evident that further substantial increases in this form of public investment will reap dividends for the health and economic strength of the nation of a magnitude well beyond the expectations of some of the program's most ardent initial advocates.

This is borne out by the fact that in addition to creating hundreds of thousands of jobs and a wide variety of training programs to enable workers at the bottom rung of the economic ladder to improve their income, the war on poverty has also been directed at the nation's most precious resource, its children.

A report on operation Head Start, one of the OEO programs, makes this abundantly clear. In just one year of operation, this program for pre-school children three to five years of age has:

- Uncovered and begun correction of

physical defects in one-third of the more than 500,000 children participating.

- Increased the IQ's of these children as much as 16 points.

- Created pre-school training opportunities for 500,000 children in 2,500 communities during the summer of 1965 and is providing such summer training for 580,000 preschoolers in 2,600 communities this year.

- Prevented the development of reading problems by the discovery of visual defects in thousands of these children through medical examinations.

Other Programs

Other OEO programs have developed a wide variety of training and retraining programs for both youthful and veteran workers and the present national administration has also initiated the first nationwide effort to create meaningful employment opportunities for teenagers during the summer to encourage responsible citizenship in our youth and to minimize juvenile delinquency.

As of April 1, 1966, California alone had 93,434 of its citizens participating in one program or another of the programs made possible by the War on Poverty, including 44,595 in the Neighborhood Youth Corps, 20,507 in Operation Head Start, 12,551 in adult basic education and 12,485 in work experience programs.

In both the state legislature as well as on the congressional level, your Secretary-Treasurer has continued to press both for improvement and expansion of these programs and for appropriate enabling legislation on the state level.

In this connection, thanks to the foresight of Governor Brown and the present State Administration, it is worth noting that of the total sums allocated as of April 1, 1966 for the War on Poverty throughout the nation, a sum totaling \$1.3 billion, California has received a total of \$123,457,906, more than any other state in the nation and \$34 million more than the next nearest state, New York.

Conference Called

To point out ways in which organized labor can participate most effectively in the anti-poverty programs of the federal government your Secretary-Treasurer called a two-day statewide union leader-

ship conference on the War on Poverty program in April 1965. In sending out a call for participation in the Conference by representatives of central labor bodies, building trades, craft councils and international unions, your Secretary-Treasurer pointed out both the promises and the problems inherent in the new program as follows:

"For several generations, organized labor has been fighting poverty principally on the fundamental level of wages and working conditions. The federal Anti-Poverty Act offers us a chance to initiate programs that heretofore we have only been able to dream of. So let's make the most of it.

"At the same time the scope of the programs encompassed by the War on Poverty present potential problems that can only be avoided by an informed labor leadership actively participating in the planning and initiation of these projects at both the state and local community levels."

Three of the principal anti-poverty programs were discussed at the conference. These were the Community Action Program, the Job Corps, and the Neighborhood Youth Corps. At the conference the need was made clear that organized labor at all levels in California, must assume a greater and more dynamic role than it had to that date in the war on poverty program. Particularly useful and desirable was labor union sponsorship of programs aimed at combatting the problems of poverty.

Labor Liaison Set Up

Your Federation has worked closely with both state and federal officials engaged in the war on poverty program in California over the past two years, particularly with those at the federal level since the appointment, with Federation support, of the Labor Liaison Officer within the Regional Director's office of the Office of Economic Opportunity. The function of the Labor Liaison Officer is to work intimately with the California Labor movement in building new programs to combat poverty in California.

Over the past two years, however, your Federation has continued to point out that the only meaningful long-term solution to the problem of poverty, not only in California but throughout the nation, lies within the realm of creating more jobs in order that fruitful employment opportunities along with substantial increases in federal and state minimum

wages, extension of unemployment insurance and medical insurance programs to all workers in the labor force, including farm workers and household domestics, and programs to combat racial discrimination in housing, employment, and education. Also important are major and significant changes in state and national social welfare programs which would place greater emphasis on rehabilitation and thus permit current recipients of welfare aid to become more productive and self-sufficient members of society.

Apprenticeship and other On-the-Job-Training

As pointed out earlier, the Federation had continued its demand that in new job and skill development programs greater consideration and emphasis be given to the necessity of employing on-the-job training techniques which reflect the time-tested principles of apprenticeship training. Reflecting this, in late December 1965 your Secretary-Treasurer urged all affiliated unions and central bodies to cooperate in every feasible way with the accelerated on-the-job training program being launched by the State Administration. The goal of the program was to find 4,500 jobs for MDTA-OJT trainees by January 31, 1966. Your Secretary-Treasurer pointed out that local unions with knowledge of both employer qualifications and of unemployed workers in their area who might qualify for on-the-job training could help expand on-the-job training programs by referring such unemployed workers to local offices of the State Division of Apprenticeship Standards or the nearest State Employment Service office.

Some of the problems and challenges confronting apprenticeship training in the years ahead were outlined in a speech by your Secretary-Treasurer at the Fourth Biennial California Conference on Apprenticeship in April.

When the more conventional measurements are employed the temptation of Californians is to sit back and relax because this state's apprenticeship accomplishments, when compared to the balance of the nation, are great. The facts are that one out of every seven registered apprentices in the nation is a Californian; that the 24,000 apprentices now in training represent a gain of about 30 percent over the past 10 years; and that on the civil rights front, with the adoption of the California Plan and redoubled efforts

to open the door to equal opportunity in apprenticeship and training for minorities, some progress has been made. So, on the surface there may appear to be a few reasons for complacency.

But your Secretary-Treasurer emphasized at the conference that this complacency is unwarranted:

"First, because we have a strong, vigorous, and vital labor movement in this state and because so-called 'right to work' laws have greatly hampered union organization in many other states, particularly in the South. California has more than its proportional share of union members. For example, in 1964 there were 16,840,000 union members in the United States; California union membership was well over 1,800,000 or more than 11 percent of the overall total. Moreover, because of the type of industry we have in this state, those occupations in which apprenticeship has been traditional are better represented in California than in the nation as a whole.

"Secondly, the number of active apprentices in California has shown little growth over the last couple of years. From the mid-1950s through the end of 1963 the number of active apprentices in California rose substantially, from about 18,000 to nearly 25,000. However, from December 31, 1964, to December 31, 1965, the number of registered apprentices actually declined — dropping nearly 700 from the high of 24,823 reached in 1964. At the same time, on the national level, after years of stagnation, the number of active apprentices has begun to increase. In the year ending December 31, 1964, there were 170,500 registered apprentices nationally compared to only 155,000 a scant three years earlier.

"Viewed in this light it is clear that the oft-repeated claim that California has more than its proportion of apprentices, only tells a partial story and tends to produce a complacency unwarranted by a closer examination of the facts and of recent trends."

In in this vein, the Federation also pointed out that:

"The 24,000 apprentices now in training in California are inadequate to meet the state's manpower needs this year, let alone in future years. Over the balance of this decade, that is, between now and 1970, the work force of this

state will increase by over 1.4 million, reaching a grand total of nearly 8,700,000 workers in 1970 . . .

"Yet our apprenticeship programs today are not training enough craftsmen to replace those who die, retire, or leave their chosen occupation for some other reason. It has been estimated many times that we should be training not 24,000 apprentices each year but four times as many just to meet the manpower needs in currently apprenticeable occupations. To expand apprenticeship to other fields would, of course, require an even greater number of apprentices.

"The hard fact is that apprenticeship is, by and large, being bypassed by the new and expanded manpower programs. It is equally true that partial blame for this rests with those of us who have not pushed strongly and solidly enough for the extended role we know apprenticeship can and must play in this country's growing and evolving manpower programs."

However, your Secretary-Treasurer also noted that:

"There are some signs that increased use of on-the-job training is now recognized as a vehicle to equip workers with the skills necessary to find steady employment. Over the past few years or so, under the auspices of the Manpower Development and Training Act, administrators have begun to place much greater reliance upon on-the-job training. The MDTA program, which was so heavily weighted in favor of institutional training during its first few years, is now changing direction to a major extent. A couple of years ago only about seven percent of the MDTA trainees were placed in on-the-job training projects. In the coming fiscal year the total number of MDTA trainees is predicted to be approximately 250,000 nationwide. Reflecting the strong emphasis now being placed on on-the-job training, the number of OJT trainees included in this overall total is expected to be approximately 125,000. So, progress is being made and I think those of us who believe strongly in apprenticeship can take some credit for this policy shift."

It was also pointed out that to expand apprenticeship programs supporters must awaken an interest in those industries which have never had a strong interest in this form of job training.

Particularly important is the expansion

of apprenticeship programs in the defense industries and development of apprenticeship programs in local, state and federal government. While this has long been recognized little has been done although a major breakthrough occurred in 1965 at the state government level.

A 'First' in State Agency

Last year, for the first time, an apprenticeship program was set up within a state agency program. It will train 24 heavy duty mechanics within the Division of Highways over the next four years and will be guided by a joint apprenticeship committee representing labor and the State Division of Highways. While calling attention to this new program, your Federation has noted that it is only a "starter" and much more must be done by the state as well as by the local and federal governments to expand apprenticeship. At the same time your Federation has stressed that labor and management must work closely with public officials in helping them to do a better job of protecting the technologies of the future in order to undertake more coordinated programs of manpower skill and development utilization.

Greater manpower knowledge regarding future skill developments is mandatory if apprenticeship programs are to be planned and then implemented on the scale necessary. The Federation has also noted on numerous occasions that the public secondary schools must constantly be on guard against exploitation by those industries 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.

The Federation has maintained a close working relationship with the California Apprenticeship Council, the State Division of Apprenticeship Standards and the Federal Bureau of Apprenticeship and Training within the U.S. Department of Labor in helping to make clear labor's efforts to expand apprenticeship programs and at the same time to guard against training approaches that would result in the undermining of apprenticeship standards. The President, the General Vice President and the Federation staff have worked closely with these agencies for more apprenticeship training through conference activities and consultation on training problems. The Federation's General Vice President contin-

ues as Chairman of the Committee on Equal Opportunities in Apprenticeship and Training and has played a major role in this capacity in carrying out the California Plan for the expansion of apprenticeship opportunities for minority groups.

CONSUMER PRICE INDEX PROBLEM

In early October 1965, it came to the attention of the Federation that the U.S. Department of Labor's Bureau of Statistics was inaccurately tabulating the Consumer Price Index for the Los Angeles area for the month of August 1965. The method the BLS was employing, if unchanged, could have adversely affected union workers who had cost-of-living provisions in their contract. Your Secretary-Treasurer noted this problem in a letter to the Secretary of Labor and sent a member of the Federation staff to appear in mid-October meeting of the BLS' Labor Research Advisory Committee meeting in Washington, D.C.

As a result of these efforts, a new policy of computing retroactive utility bill refunds in the Consumer Price Index that will protect thousands of union members with cost-of-living provisions in their contracts was adopted by the BLS. In computing the CPI in the past, the BLS had deducted the total amount of such rebates in the month they were made and used what was left as the price of the service in computing the Index for that month. This practice led to the largest drop in the CPI ever recorded in the Los Angeles area in August 1965. Following the Federation's protest, the BLS announced that in the future "the full effects of such refunds will no longer be reflected in the Index for a current month.

"Instead, these refunds will be treated as if the rate changes had occurred in the first month to which they apply and in the subsequent months until their full effect has been shown." In commending this policy change, your Secretary-Treasurer noted that "by eliminating an inequitable practice that had been in effect for many years, it will protect all such workers hereafter."

STATE LEGISLATION

The Sacramento Story-1965 which was mailed to all affiliates, is your Secretary-Treasurer's report on the biennial general session of the California Legislature.

It also contains the report of the legislation sponsored by the Federation.

The 1966 Budget Session

The constitutionally required budget session of 1966 ran concurrently with a special session of the Legislature.

On the last day of the fiscal year, June 30, 1966, the Legislature enacted a \$4.6 billion budget after weeks of negotiation between the Senate and the Assembly.

The California Constitution requires that the budget be approved by a two-thirds vote of both the Assembly and the Senate. This restriction encourages a minority to negotiate items which a majority of the Legislature might not, under normal circumstances, accept and items which are not necessarily in the best interests of the people of California. It is for this reason that your Secretary and President, as members of the California Constitutional Revision Committee, supported a change in the Constitution to provide that the budget should be approved by a majority vote.

The Governor's new 1966-67 budget of \$4,589,936,032 is the largest budget in the State's history. The Legislature reduced the budget requests of the Governor by \$51 million, the largest cut in the State's history.

Extraordinary Sessions

There were two extraordinary sessions in 1965 and 1966. When the Legislature adjourned sine die on July 7, 1966, it adjourned for the last time under the present districting system.

When the 1967 general session convenes the seats in both the Assembly and the Senate will be apportioned on a population basis.

Workmen's Compensation

Your Secretary-Treasurer, with representatives of international unions and city central labor unions, requested the Governor to place workmen's compensation on the agenda of the special session. The Governor's bill requested a \$10 increase in temporary disability benefits. He stated in his special message press statement that he sought the increase for two reasons:

First, he stated that the \$10 increase was necessary to bring temporary disability benefits for those injured on the job in line with the temporary disability benefits in the Unemployment Disability Insurance program.

Secondly, he pointed out that because of the \$10 differential, workers injured on the job were subsidizing their own workmen's compensation by using the Unemployment Disability Insurance fund to supplement their inadequate disability benefits.

The bill was introduced into the Senate by Senator Short but neither the Governor nor the Senator were able to obtain sufficient votes to report the bill to the Senate floor.

Taxation

As a result of the scandals in various Tax Assessors' offices, the Legislature took steps to correct the bad procedures in local property assessments.

AB 80 by Petris and Knox ran into serious opposition in the Senate where it was held up for many weeks. When it cleared the Committee, however, it was enacted by a vote of 32-1.

To say the most, the bill is only a modest beginning. It permits, but does not require, Assessment Appeal Boards in all counties; it permits law enforcement agencies, but not the public, to inspect Assessors' files; it requires an audit once every four years of the property tax returns of a business with a cash value of \$50,000 or more; and by 1971 it requires all Assessors to place a valuation on property for tax purposes at one-fourth of the market value.

Education

As introduced by Speaker Unruh, AB 52 provided increased support for the Foundation Program in elementary districts and increased support for average daily attendance.

AB 52 further provided for an increase in the sales tax and a reduction in local property taxes in support of schools. The Senate struck these tax provisions from the bill. However, since a great many schools had failed to accept the financial inducement offered by the State to merge, a windfall from the appropriation of a year ago was available to distribute to local school districts this coming year.

As passed, AB 52 took a part of the windfall and appropriated it to support low wealth districts and to increase payments to reduce class sizes.

The impact of the bill is to increase the Foundation Program for elementary dis-

tricts in those areas where the assessed valuation is less than \$12,000 for each child in average daily attendance, and in high school districts with an average of \$29,000 in assessed valuation for each student in average daily attendance.

The bill also provides financial encouragement to reduce class size in the first three grades of the elementary school, a most commendable program.

At a time when local education grows constantly more costly, the additional aid from the State, with encouragement for proper standards in class size, with additional help to low income areas is forward looking and responsible legislation.

Constitutional Revision

Passage of AB 173 by Waldie and Assembly Constitution Amendment 13 by Mills paves the way for an increase in Legislator's salaries from \$6,000 to \$16,000 a year. However, AB 173 which contains the salary increase, plus relatively tough conflict of interest provisions, becomes effective only if Assembly Constitutional Amendment 13 is approved by the electorate in November.

Assembly Constitutional Amendment 13 contains, in part, the recommendations to date of the Constitutional Revision Committee which includes, among other things, an annual session of the California State Legislature.

The official list of November 8, 1966, general ballot propositions is published in a separate pamphlet.

Tidelands Oil

The Legislature committed a portion of the tidelands oil revenues to capital outlay as a substitute for an additional bond issue for capital expenditures. In addition, funds were allocated for a study of Southern California's transportation problem.

Civil Service

In the opinions of the State Federation SB 39 and SB 40 would have severely crippled the State's civil service program.

Through the joint efforts of the Federation and the international unions affected, the proposed Senate bills were bottled up in the Assembly Committee on Civil Service and State Personnel.

Welfare

AB 5, the Casey bill, enacted during the Second Extraordinary Session of 1965 it has become the custom of the Legisla-

will stand as the most important health measure enacted up to this time in California's history.

The social security amendments of 1965 established matching federal grants to the states for care of the medically indigent.

The Casey bill implemented Title XIX of the Social Security Act. It provides comprehensive medical care to the medically indigent over 65, the totally disabled, the blind, and to families with dependent children.

In California the hospital care is furnished through Blue Cross and the medical care through the California Physicians Service. Each eligible person, for the first time in history, is free to select the doctor of his choice. Moreover, his doctor is free to select the hospital of his choice. Fees are fixed for specific services on the basis of the doctor's usual and customary fee within the prevailing rate range for similar services in the area.

Medicaid, as the program is being popularly called, will assure to America's medically indigent the finest health care.

In its first year, the California Medical Assistance Program will alone provide more than \$500 million in medical and hospital benefits to the state's medically indigent.

Schools

SB 43—Senator Stiern, provides for a \$230 million bond issue for the construction of higher education facilities and state institutions.

Assembly Republicans forced a reduction of an additional \$65 million sought by the Governor.

The increased demand for higher education coupled with the rapid increase in California's population and the high proportion of citizens within the college age bracket, have placed a great demand on the state's colleges and universities housing needs and teaching facilities. Without substantially increased taxes, the needed construction program could not be accomplished except by bond issues, argued the proponents of the bill.

INTERIM COMMITTEE ACTIVITIES

ture when not in session to function through Interim Committee hearings.

It should be clearly understood that in addition to participation in the hearings, much time is spent in informal procedures.

Unemployment Insurance and Employment Services

On January 20-21, 1966, the Assembly Interim Committee on Finance and Insurance held hearings to examine the administration of various eligibility tests which persons claiming unemployment insurance must follow and, secondly, to inquire into the role of the State's Employment Service Division and the various federal-state manpower training programs.

The Federation urged that the Committee make no changes in the provisions affecting the definition of "seeking work" and accepting "suitable employment."

Because of the intimate experience which the Central Labor Council of Alameda County has had with training programs, Richard Groulx made the presentation on behalf of the Federation, concerning various federal-state manpower training programs.

Mr. Groulx made suggestions concerning the role of the Department of Employment in the training programs. In a critical analysis of the Department's activities, the Alameda Central Labor Council pointed out that the accomplishments in the Alameda area fell far short of what was needed to be done.

Workmen's Compensation

The Assembly Interim Committee on Finance and Insurance held hearings in San Diego on January 27-28, 1966, to consider various legal-medical problems dealing with the compensability of heart conditions and the adequacy of benefits under the current workmen's compensation statute.

The Federation pointed out that the present law on heart cases was working fairly and that its administration under the abolished Industrial Accident Commission was sound. The determination of whether an injured worker's heart failure is job-related is a medical one. The referee must weigh pro and con the medical evidence and make a determination as to whether or not the heart failure was causally related to the employment.

The charge which precipitated the hearings had been made that the Industrial Accident Commission was so liberal in its interpretation of heart injuries causally related to employment that they were about to bankrupt the employers and destroy the Workmen's Compensation System.

The Federation's testimony pointed out that only 2.7 percent of all cases appealed are in the area of heart cases and that the increase over the last decade has been less than one percent; the Federation further contended that the rule which applied to all other industrial injuries ought to apply in heart cases, and pointed out to the Committee that there was no justification from the record to warrant a special rule in heart cases.

When the hearings on benefits were held, the Federation took the position that the great majority of injured workers should be compensated at 61¼ percent of their earnings and urged the Committee to eliminate the differential between permanent and temporary disability maximum benefit amount.

Administrative Hearings on Workmen's Compensation

In order to implement AB 2023, an act to change administrative procedures in workmen's compensation, a representative of the Federation spent many days in committee work helping the Administrative Director of the Division of Industrial Accidents and his staff to prepare new forms and rules and regulations for submission to public hearings.

At the public hearings representatives of the Federation, in accordance with Convention instructions, sought reports on all accidents requiring more than first aid to be sent to the injured person with a copy to the Administrative Director of the Division. We were unsuccessful in this effort, in part because the State agencies are ill-prepared to handle the great number of reports which would be necessary.

The Administrative Director of the Division of Industrial Accidents held: "In every case of which the employer has notice or knowledge of an injury which; (a) requires hospitalization or results in a disability of more than seven days; or (b) results in death, he shall give to the injured employee or his dependents notice of payment or nonpayment of benefits, and of termination of benefits together with a statement of benefits paid, with a copy to the Administrative Director, Divi-

sion of Industrial Accidents."

The Administrative Director of the Industrial Accident Division cited the testimony of the Federation as the reason which prevailed upon him to require that the notice to injured persons should include a statement advising the injured person, if he had questions to not only consult his insurer or the offices of the Division, but an attorney or a representative of his choice.

Four hearings were held in San Francisco and Los Angeles. The Federation participated in all four hearings.

The Workmen's Compensation law requires the Administrative Director of the Division of Industrial Accidents to fix a minimum medical fee schedule.

In the interest of assuring the highest quality of medical care for the injured worker, the Federation argued at both the San Francisco and Los Angeles hearing that these fees should be the usual, reasonable and customary fee of the doctor in the same manner as the doctors are paid under the Social Security Medicare program and the California Medical Assistance Program.

FEDERAL LEGISLATION

Annually, the AFL-CIO reports its legislative program in a pamphlet entitled "Labor Looks at Congress." The California Labor Federation has closely cooperated with the Legislative Department, AFL-CIO, by contacting our Senators and Congressmen when asked to do so in support or opposition to federal legislation.

At other times the State Federation contacts the Local central labor unions in California to secure support for AFL-CIO programs.

During the past two years the Secretary-Treasurer has contacted the Congressmen and Senators in support of the following legislation:

HR 8476—by letter to all Congressmen and Senators Kuchel and Murphy, the California Labor Federation requested support for HR 8476. The proposed legislation would reduce the permissible number of hours in continuous time on duty for railroad employees connected with the movement of trains, from 16 to 12 hours per day.

The bill further proposed to make it unlawful for common carriers to permit

or require an employee to continue or to go on duty when he has not had at least eight consecutive hours off duty the preceding 24 hours.

The Secretary pointed out that it was during the administration of President Theodore Roosevelt that the Congress had last fixed the permissible maximum hours for continuous time on duty for common carriers.

HR 13712—at the request of President George Meany, the California Labor Federation wrote to all its affiliates, urging them to contact their Congressmen to support HR 13712, the Dent-Bell minimum wage bill.

HR 13712 - HR 8282 - HR 10027: The California Labor Federation requested all Central Labor Councils to contact their Congressmen during the Easter vacation of 1966 to urge their support of the Federal Fair Labor Standards Act amendments, for upgrading standards for the federal unemployment insurance act and for Situs picketing.

HR 2362—telegrams were sent to U.S. Senators from California urging passage of the Primary and Secondary Education Bill as it passed the House of Representatives.

HR 2362—telegrams were sent to U.S. Senators Kuchel and Murphy urging support of the House-enacted amendments to the disability section of the Social Security Act.

The International Association of Accident Boards and Commissions were actively working to delete the provision because of its alleged infringement on the workmen's compensation system. Unfortunately, they were successful in modifying the disability section.

HR 8282—at the request of the Social Security Department of the AFL-CIO, the California Labor Federation sent a representative to testify before the Committee on Ways and Means of the House of Representatives in support of the President's proposed federal standards for unemployment insurance in the Federal Employees Compensation Act.

HR 15440—as "truth-in-packaging" passed the United States Senate, many of the regulatory provisions had been substantially watered down. The State Federation on July 12, 1966 in a letter to the Congressional delegation urged the Congressmen from California to "look beyond

the hollow promises and semi-hollow containers of the opponents of 'truth-in-packaging' and to strongly support HR 15440."

During recent years the Congress has established a number of federal-state matching fund programs. Since many of these programs are in the field of health, welfare and education, the state must pass enabling legislation to put the federal program into effect within the state.

The most recent example of federal-state matching funds is in the new Title XIX of the Social Security Act. This title provides for extensive assistance by the federal government in the state health programs for the medically indigent aged, blind, totally disabled and for families with dependent children.

In California, the Casey Bill—AB 5—of the Second Extraordinary Session of 1964 implemented Title XIX of the Social Security Act and is discussed under state legislation.

REPEAL SECTION 14(b)

In the bitter and thus far unsuccessful fight to win repeal of Section 14(b) of the Taft-Hartley Act, the Federation has bent every effort in behalf of the repeal measure.

Your Secretary-Treasurer has communicated repeatedly and at length with every member of the California congressional delegation, both in the House and the Senate on this issue and has also repeatedly alerted all affiliates whenever action was imminent in either House. In addition extensive coverage of the 14(b) issue has been carried in the California AFL-CIO News and sample letters designed for "letters to the editors" columns of community newspapers to clarify the public understanding of the issue have been dispatched to all affiliates. Other actions, such as the distribution of explanatory pamphlets on the issue and direct rebuttals to editorials appearing in some of the state's principal newspapers by your Secretary-Treasurer have also been undertaken.

But a willful minority bloc in the U. S. Senate led by Senate Minority Leader Everett M. Dirksen has callously negated the basic democratic precept of majority rule placed within the past twelve months. As a result, the 44-word section which permits states to enact the deceitfully labeled "right to work" laws that are at

odds with the nation's established policy of encouraging free collective bargaining is still on the books. Essentially this simply means that our educational, legislative and political efforts in behalf of repeal of Section 14(b) must not only be continued but redoubled because the need for union security clauses to protect workers' rights is accentuating as the impact of automation and a snowballing labor force bear more and more heavily on our state and national economies.

It should be noted that in the House action approving repeal of Section 14(b) on July 28, 1965, all 23 Democrats in California's congressional delegation voted for repeal while the state's 15 Republican Congressmen voted against it.

In the first effort to break the filibuster on the Senate side in October 1965, California's senior Senator, Thomas M. Kuchel, voted in favor of invoking cloture while the state's junior Senator George Murphy voted against it. In the second attempt to break the filibuster on February 8, 1966, their positions were unchanged.

Well in advance of both the October and the February showdown votes, your Secretary-Treasurer dispatched the following letters to all affiliates in an effort to generate all support possible for the measure:

September 22, 1965

TO: All Affiliates

Dear Brothers and Sisters:

Anti-labor senators, led by Senator Everett M. Dirksen of Illinois, are threatening a filibuster to block a full Senate vote on a bill (S. 256) to repeal Section 14(b) of the Taft-Hartley Act.

Dirksen claims he has 25 senators lined up to filibuster on this issue. Ultra-conservative forces are generating all of the muscle and misinformation they can to expand this number and kill the repeal measure by talking it to death. They are massing their efforts on this critical issue to try to besmirch the otherwise impressive record so far achieved by the first session of the 89th Congress.

Though relatively small in numbers, the "right to workers" and their Birch Society backers have thus far apparently been quite diligent and effective in deluging the Senate with letters opposing repeal. This lop-sided distortion of public opinion must be counter-bal-

anced immediately to assure repeal—during the current session—of Section 14(b)—a bad law that has persisted for 18 years to the detriment of free collective bargaining and a coherent national policy on labor-management relations.

Therefore, I urgently request you to call, write or wire California's two U. S. senators along the following lines:

1. Commend Senator Thomas H. Kuchel for his stand earlier this month in favor of invoking cloture to permit the full Senate to vote on the issue; urge him to stay on hand in Washington to vote against any amendments to the committee bill and to help win approval of the bill on the Senate floor.

2. Commend Senator George Murphy for voting to move the bill out of committee; remind him of his pledge during the 1964 campaign to oppose the so-called "right to work" law in California; and urge him to vote not only to press for a vote of the full Senate on the bill but to vote for its repeal himself in the interests of consistency. You may wish to point out that his constituency rejected imposition of the union-busting compulsory open shop conditions permitted under Section 14(b) by more than one million votes in 1958. If he is to fulfill his obligation to represent the state on an issue on which the consensus is so crystal clear, he should feel duty-bound to fight for and vote for repeal of Section 14(b). Call his attention, too, to the fact that the "state's rights" view attributed to him is as untenable as suggesting that the federal Fair Labor Standards Act should be applied only at the option of the individual states.

In addition I urgently request that you spread the word to all your members and implement letter-writing programs by individual trade unionists along the lines outlined above.

Remember—Section 14(b), by spawning compulsory open shop laws, has:

1. Enabled small, unscrupulous minority factions to impose a veto on job-security provisions in union contracts desired by a majority of the firm's employees and, in many instances, by the employer as well.

2. Created a delusion among some employers and narrow-eyed special interest groups—generally those in re-

latively poor states—that they can profit through enactment of compulsory open shop laws by exploiting wage and salary earners when, in fact, such statutes only contribute to the perpetuation of poverty in their states because they curb instead of generate the purchasing power needed to stimulate local and state economies.

3. Impaired the development of more harmonious labor-management relations at a time when mutual understanding and cooperation is becoming more imperatively important as the age of automation moves in on our way of life.

Another critical area in this key fight is the public press. Since we are unlikely to get much support from newspaper editorials, I urge you to initiate a "Letters to the Editor" campaign on this issue immediately. Sample letters are attached.

The long, bitter and expensive fight over this issue is at a crucial stage now and your immediate help is essential to final victory. Please advise me of any steps you undertake in this regard.

Sincerely and fraternally,
Thos. L. Pitts
Secretary-Treasurer

January 27, 1966

TO: All Affiliates

Dear Brothers and Sisters:

Last fall anti-labor senators successfully waged a filibuster to keep the Senate from voting to repeal Section 14(b) of the Taft-Hartley Act.

The same anti-labor senators, under the leadership of Senator Everett M. Dirksen of Illinois, are again filibustering in order to block a Senate vote of 14(b). Buoyed by their success last fall, ultra-conservative and reactionary forces have redoubled their efforts to mislead the public and to kill repeal by talking the bill to death. To counter these efforts the labor movement in California must mount an all-out campaign.

Our basic goal now is to seek a vote on the repeal of 14(b). Accordingly, our strategy must be that senators have the right to vote on the bill and that the filibuster makes a travesty of the democratic process. The filibuster, by not

allowing a vote on repeal of 14(b), is a shoddy legislative maneuver violating the principles of democracy.

Specifically, I urge you to take the following action:

1. Call, wire, or write Senator Thomas H. Kuchel commending him on his stand in favor of invoking cloture to permit the Senate to vote on the issue and urging him to remain firm in the face of ultra-conservative pressure. Similarly, urge Senator George Murphy to support a cloture vote and remind him that California repudiated the "right to workers" by one million votes in 1958. In addition, spread the word to your membership to write Senators Kuchel and Murphy urging them to vote for cloture so that the Senate can vote on the repeal of 14(b).

2. Contact church groups, citizens groups, attorneys, college professors and other friends of labor and urge them to write California's two senators requesting they vote to end the filibuster on 14(b). In contacting such groups the appeal should be made that the basic principle in a democracy is the right to vote and that the current filibuster is denying this right. By pitching your appeal on this basis, rather than solely on the merits of repeal, a broader base of support can be achieved.

3. Of particular importance is the support of friendly employers for repeal, especially if Senator Murphy is to be persuaded to vote for cloture. In this regard, I suggest that your old 1958 "right to work" files be checked for leads to the number and addresses of friendly employers.

It cannot be stressed too strongly, that grass roots employer support for invoking cloture to stop the filibuster and employer support for the repeal of 14(b) is extremely important in winning over the support of Senator Murphy.

The long and expensive fight over this issue is now coming to a climax. Immediate action is essential if we are to win repeal. Please advise me of the steps you take to help remove Section 14(b) from the Taft-Hartley Act.

Sincerely and fraternally,
Thos. L. Pitts
Secretary-Treasurer

On February 8, 1966, the filibuster led by Senate Minority Leader Everett M. Dirksen (R-Illinois) succeeded in denying the U. S. Senate its right to even debate the merits of the bill.

A motion to limit debate (invoke cloture) on the normally routine procedural motion to call the House-approved repeal measure up for consideration—an action that is usually accomplished in about 30 seconds—fell 15 votes shy of the two-thirds majority required under Senate rules.

The clear evidence that a majority of the members in the U. S. Senate wanted an opportunity to debate the issue was reflected in the fact that the vote in favor of limiting debate was 51 of the 100-member Senate with 48 voting in opposition.

Following this reversal, the Administration leadership abandoned further efforts to win repeal of Section 14(b) in the 89th Congress.

WATER DEVELOPMENT

Over the past two years the Federation has continued to press for the enforcement of the anti-monopoly protections of federal reclamation law in the construction and development of water projects in the Central Valley project and elsewhere throughout the state. The Federation, in cooperation with the national AFL-CIO's legislative and research departments, has played a prominent role over the past two years in combatting the efforts of large landholders and other groups who are intent upon getting the benefits of federally-subsidized water while trying to circumvent reclamation law.

The battle of attempting to protect the public interest and welfare against those bent on subverting the intention of reclamation law and its 160-acre limitation came to a head again in August 1965, in connection with the San Luis project in the San Joaquin Valley. There 75 percent of the land is held in excess of the 160-acre limitation by large landholders who continue to seek to evade the requirements of federal reclamation law. Besides

working closely with the national AFL-CIO and at the convention of the national CIO and urging California's two Senators to support reclamation law in this instance, your Secretary-Treasurer sent the following telegram to the Vice President of the United States, Hubert H. Humphrey, asking for his intervention on the side of the public interest in the pending Senate floor fight on the project:

"To: The Honorable
Hubert H. Humphrey
Vice President of the
United States
Washington, D. C.

The California Labor Federation, AFL-CIO, representing nearly 1.5 million workers in this state, has always supported the nation's basic reclamation law. Now this support is threatened by the actions of the Interior Department regarding the Westlands Water District contract and the San Luis Drain project. Reclamation Law is being subverted in favor of large landholders to the disadvantage of family farms. We regard the Westlands contract as a 'turning point' in the historic retreat from the original purposes of reclamation law.

"Understand there will be amendment offered by Senator Nelson regarding the 10 million Westland appropriation next Tuesday; amendment would strike appropriation until recordable contracts are signed. We support this action completely. Urge you use your good offices to request Democratic Senators support this amendment and that the Senate write the necessary and responsible legislative history in this manner. This is necessary in order to reassure historic supporters of reclamation law that the intent of said law is not to be subverted by the Department of the Interior.

Thos. L. Pitts
Secretary-Treasurer

Despite the efforts of your Federation, the national AFL-CIO, and numerous allies such as the National Catholic Rural Conference, the National Grange, the National Farmers Union, and the Western Water and Power Users Council and other supporters of reclamation law, the U.S. Senate voted shortly thereafter to continue construction of the Westlands Water District system without requiring that all excess landowners sign recordable contracts.

Continued work by the Federation officers and staff with the national AFL-

CIO in December 1965, contributed to the adoption of a policy statement on National Resources and Atomic Energy by the Sixth Constitutional Convention of the AFL-CIO. That policy resolution stated in part, in dealing with reclamation law, that:

"We deplore and call special attention to failure of the Secretary of the Interior to enforce the excess land ownership provisions of the Federal Reclamation Act in the Central and Imperial Valleys of California and the Salt River Valley of Arizona.

"Labor has historically supported the federal reclamation program as needed to develop the West and as an early day Economic Opportunity Act for young and poor farmers. Now the program is fast becoming a huge federal subsidy to the corporate farmer and the absentee investor. We can no longer support any proposed reclamation project that allows this administrative perversion of law and national policy.

"It is our strong belief that the Westland Reclamation program should undergo a drastic review by both the President and the Congress. Consideration should be given to alternate water uses from municipal and industrial supply and as related to the nation's future food requirements. The need for additional federal credit and subsidies for farmers to acquire irrigated land and new projects should be considered.

"We urge that the Reclamation Law be amended to provide that no money shall be appropriated for any new project authorized until all excess land owners have signed recordable contracts to sell off their holdings greater than the acreage provided by law.

"The Secretary of the Interior should acquire land being divested from excess holders at prices which would reflect its value without the addition of federally-subsidized water, in order to bring its settlement within the financial reach of small farmers and others and prevent speculation.

"The attack on rural poverty can be given new impetus by rapid and orderly break-up of the 900,000 acres of federally-irrigated land in California presently held in excess of the law, and their settlement by family farmers who would be aided by low-interest federal credit and other programs to estab-

lish thriving small farm communities . . ."

On December 31, 1964 the Secretary of Interior announced his intention of enforcing reclamation law in the Imperial Valley of the state, after over 30 years of non-enforcement. Your Federation strongly supported this position as in the public interest. In January 1966 the Irvine Company and other owners of vast tracts of land attempted to get the State Board of Agriculture to adopt a resolution opposing enforcement of reclamation law in the Imperial Valley.

Position Spelled Out

Your Secretary-Treasurer made the Federation's historic position in this regard clear in a letter to Board President Jesse W. Tapp and urged the Board to take exactly the opposite position from that suggested by the Irvine Company. It was pointed out that the basic aim of reclamation law is to prevent just such "land and water monopoly as now exists in Imperial Valley" and that the action proposed by the Irvine Company and other excess landowners "runs counter" to the law and is "without legal or other foundation." Your Secretary-Treasurer urged the Board to "publicly endorse the enforcement of federal reclamation law and announce its support for other policies and programs which will foster and promote family farming throughout California."

It was pointed out to the State Board of Agriculture that:

"The Imperial Valley economy is one of absentee landlordism, gigantic operation units, few family farms and small businesses, and almost exclusive reliance on low-paid seasonal farm labor.

"Lack of enforcement of reclamation law in the Imperial Valley has fostered a type of agriculture alien to the traditional pattern existing throughout much of California and most of the nation."

Moreover, it was noted that:

"In short, that 160-acre provision of reclamation law is applicable to the Imperial Valley. The position taken before the State Board of Agriculture in December 1965 by spokesmen for excess landowners . . . is without legal or other foundation."

In response to this appeal and similar statements by the California Farmer-Consumer Information Committee, and the California Power Users Association, the

State Board of Agriculture the following week deferred action on the attempt by the Irvine Company and other excess landowners to get the Board to adopt the resolution imposing enforcement of Federal reclamation law's 160-acre limitation in Imperial Valley. Instead, three Board members were appointed as a subcommittee to study the issue and make a recommendation at a later meeting.

In April of this year, when the spotlight of public attention was off, the State Board of Agriculture passed a mild resolution noting the economic impact that enforcement of reclamation law might have on large growers in the Imperial Valley; observed that the question of whether the law applies is a legal matter; and urged the Governor to suggest to the Congress a study to evaluate what is the economic unit for irrigated farming under present conditions.

This represented a victory of sorts for defenders of the public interest because the proposed resolution as submitted by the Irvine Company would have had the State Board of Agriculture condemn reclamation law as contrary to the best interests of the people of California and state that the Board would oppose attempts to apply the excess land laws in the Imperial Valley by all reasonable and legal means. It had been further suggested in the Irvine Company's proposed draft resolution that the Board enlist the support of, and cooperate with, any agency or individual who would likewise oppose the application of excess land laws in the Imperial Valley.

Reflecting the needs of supporters of reclamation law to get a better public hearing of their position and greater public awareness of the attempts by large landholders to subvert the public interest for their own ends, your Secretary-Treasurer in February of this year wrote to Senator Gaylord Nelson of Wisconsin that:

"We in California have been most appreciative of the efforts you have made to see that reclamation law is enforced. As you know, law has been loosely administered almost since its inception. The recent developments in the Westlands Water District are but another continuing example of excess land law circumvention—as is the revised Interior Department policy governing the DiGiorgio divestiture at Delano."

The letter went on to note and urge:

"Despite many past efforts, most of the public remains completely unaware of violations of reclamation law. This fact largely reflects efforts to keep this explosive subject isolated from public knowledge. What is vitally needed now is a public airing of the continued abuses and disregard for reclamation law.

"I urge you, if possible, to come to California and hold hearings on this most important matter. The attendant publicity would most likely force the Interior Department and the excess landowners to revise some of their clever and deceptive means of circumvention. If it is possible for you to hold hearings in California it goes without saying that this office will aid your subcommittee in every possible way."

As of this writing it remains unclear whether Senator Nelson will heed your Federation's request and hold hearings on violations of federal reclamation law in California. Working in close concert with the national AFL-CIO and other groups, your Federation has continued to urge such a course and again is now preparing material to aid the public to better understand the issues involved in the question of enforcement of reclamation law and the need for necessary federal corrective legislation to thwart the schemes of large landholders to circumvent the law.

EDUCATION

The past two years has witnessed a continuation of the historic breakthroughs in coping with the nation's educational programs and problems that were initiated in 1963 by the passage of an omnibus vocational education bill and legislation providing \$1.2 billion to spur the construction of college facilities to meet the needs of our burgeoning student population.

Last year the First Session of the 89th Congress enacted legislation that expanded the Federal-State Vocational Rehabilitation Program to increase the number of disabled persons rehabilitated for jobs from 135,000 to 200,000 a year. And the long overdue need for Federal Aid to Education at the elementary and secondary levels was partially met with the passage of the Elementary and Secondary Education Act of 1965. This Act is focused principally on helping schools with children from low-income families but it also set up a 5-year program of grants to states for textbooks and library book pur-

chases for use in public and private non-profit elementary and secondary schools. It also initiated what amounts to a pilot project to provide grants for community-wide education centers to help "drop-outs" return to school and to provide guidance and counseling in educational matters.

Another breakthrough was scored last year with the passage of the Higher Education Act of 1965, which is designed to make it easier for children of low and middle-income families to obtain a college education through federally-guaranteed, low-interest loans. Students from families with adjusted incomes of \$15,000 or less will have the interest on their loans paid by the government while they continue their studies. On completing their education, the students will pay only 3 percent interest. Students from higher income families will be eligible for other provisions of the loan program but will receive no interest subsidies. In addition, the Higher Education Act set up the first Federal scholarship for undergraduate education which, it is estimated, will provide 140,000 new students with scholarships each year for three years.

A similar measure to help post-high school students at trade, technical and vocational schools was included in the National Vocational Loan Insurance Act of 1965. It provides loan insurance and interest subsidy payments to students from low and middle-income families and permits insured loans up to \$1,000 a year.

On the state level, enabling legislation to permit the state to receive \$73 million in Federal funds from the Elementary and Secondary Education Act of 1965 to be used to reduce class sizes, provide pre-school training, in-service training, after-school tutoring and remedial reading and testing services, etc., was enacted last year as well as legislation to set up a state-wide pre-school program for children between the ages of 3 and 5. More than 75,000 children from low-income groups may benefit from this program.

Reading Skills Act

In addition, the legislature's enactment of the Basic Reading Skills Act of 1965 to step up a program to prevent, detect and correct reading disabilities in first, second and third grade students was enacted by the State Legislature as were a number of measures strengthening teachers' benefits such as measures to permit ac-

cumulated sick leave to be transferred to a new job and another strengthening the Tenure Act.

While the legislative advances are spelled out in greater detail in the Federation's publication, "The Sacramento Story 1965," it is worthy of note here that the 1965 Legislature also reduced from two-thirds to 60 percent the vote required to pass school bond issues if the vote on the issue is consolidated with a primary or general election.

All of these breakthroughs have enjoyed the full support of the California Labor Federation in keeping with the labor movement's traditional championship of free, public educational opportunities for all in the interest of maximizing the human potential of all our citizens. While it is impossible to spell out the Federation's contributions to these achievements in detail without making this report inordinately long, an inkling of the Federation's involvement is reflected in the nature and number of conferences at which the Federation has been represented at the direction of your Secretary-Treasurer. Such conferences included:

In 1965, the California State Conference on Vocational Education at Los Angeles, January 11-12; the Regional Conference of the Youth Opportunity Corps in San Francisco, February 26; the Conference on Poverty in America, at the University of California at Berkeley, February 26-27; the Regional Meeting on Research Design and Development at San Francisco State College on January 29; the National Economic Commission of the California Department of the American Legion in San Francisco, January 30; the Berkeley Unified School District Advisory Committee on Vocational Education on February 5; the Industrial Relations Planning Conference in San Francisco on March 4; the Vocational Education Advisory Conference at Berkeley on March 10; the Calaveras County Vocational Education School Planning Conference on March 25; the Vocational Education Conference at Sacramento, August 20; the Advisory Commission on Vocational Education at Burlingame on August 31; the National Labor-Vocational Education Conference sponsored by the U. S. Office of Education at East Lansing, Michigan, on September 8-10; the Governor's Conference on Education at Los Angeles, September 15; the Economics Education Conference at Stock-

ton, September 30-October 2; and the Meeting of the Advisory Panel on Vocational Education in San Mateo on December 17.

In 1966, such conferences included: The Western States Regional Conference on Adult Basic Education, including Vocational Education, at San Francisco, January 6; the Industrial Educational Conference at Bakersfield on March 1; a Conference of State Directors of Labor Education at Detroit, Michigan, March 30-April 1; a Meeting of the Vocational Education Advisory Committee in Sacramento, April 12; and a Regional Conference on Vocational and Technical Education in San Francisco, April 26-29.

Labor Education Centers

In addition, representatives of the Federation have met approximately every six weeks with University representatives on the Statewide Joint Labor-University Committee to plan conferences, seminars, classes, etc., to be sponsored by the Federation and the Centers. The Centers were created by the U. C. Board of Regents at a meeting, July 23-24, 1964, as a direct result of negotiations that ensued following adoption of Resolution No. 253 at the 1962 Convention which had sharply criticized the facilities available for labor research and education at the various campuses of the University of California.

In the period since the Federation's last Convention, the Labor Centers have cooperated actively with the Federation and its affiliates in planning and conducting a number of conferences, schools, seminars and similar meetings throughout the state.

Far East Conference

In an effort to underscore the vital stake trade unionists have in foreign affairs, your Secretary-Treasurer announced plans late in 1964 for a Western States Regional Labor Conference on the Far East to be held early the following year in response to a request from the International Affairs Department of the National AFL-CIO.

Subsequently, on March 11-12, 1965, more than 150 AFL-CIO union leaders and foreign affairs experts participated in a wide-ranging and highly successful conference in San Francisco which explored U.S.-Far East problems ranging from Vietnam to such issues as free

trade versus "buy America" problems confronting the Japanese trade union movement and other emergent forces in the Southeast Asian complex. Among the points emphasized by experts at the conference was that in many of the emergent nations such as Vietnam, the free world is fighting for time to enable such nations to develop the national unity necessary to establish stable governments on grounds that such nations cannot hope to undertake economic development successfully until such national unity and political stability have been achieved.

This conference and a similar conference on labor's role in the war on poverty, which was held in Millbrae, April 19-20, 1965, serve as examples of programs developed and sponsored jointly by the California Labor Federation in cooperation with the new Centers for Labor Research and Education at the University of California at Berkeley and Los Angeles.

Poverty Conference

The poverty conference, jointly sponsored by the California Office of Economic Opportunity, the California Labor Federation, AFL-CIO, and the Centers for Labor Research and Education at the University of California at Berkeley and Los Angeles, brought together key state and national experts on the various programs being initiated under the Office of Economic Opportunity to combat poverty and was well attended by labor leadership from throughout the state. It afforded an opportunity for local union and central body leadership to acquire a fuller understanding of both the mechanics and the aims of such various OEO programs such as the Job Corps, the Neighborhood Youth Corps, Community Action programs, and the Work Study Programs.

Participants expressed particular concern about the impact of job corps programs that are contracted out to substantially non-union corporations. They wanted to know whether the trainees came out brainwashed against unions or if a fair and objective presentation of organized labor's vital role in the nation's labor-management relations was included in their two-year training stint.

The answer was that such presentations were not included and this was one of the reasons why labor must actively participate in all aspects of the war on poverty to see that the OEO programs are not molded "by people of narrow vision."

An opening statement by your Secretary-Treasurer which was read to conference participants underscored this same point, noting that:

"It is essential for these anti-poverty programs to involve representatives of labor in the planning and proposing stages . . . as well as in the action stages. This is a two-way proposition—the programs must involve labor representatives through invitation; and labor representatives must respond to the invitations."

Among the underlying causes cited as creating a need for a continuing war on poverty was the fact that the population boom that began in the 1940s, coupled with medical science breakthroughs that have improved longevity, resulted in the creation of two large groups—the youth and the elderly—that are most in need of social services but least able to provide them for themselves due to the lack of jobs and the trend toward earlier retirement. As a result substantial public investment in the nation's long-neglected social service needs is now vitally necessary both to create jobs and to relieve the support burden otherwise imposed on a relatively shrinking labor force.

Summer Schools

To fulfill a 1964 resolution calling for workshop-type education conferences to be sponsored either on an annual basis or every two years by the California Labor Federation, your Secretary-Treasurer, upon authorization by the Executive Council, initiated plans early in 1965 for the first of two annual California AFL-CIO Summer Schools both of which were held at the University of California campus at Santa Barbara.

The first school conducted from August 1 through August 6, 1965, was designed to generate interest, understanding and unity of action on broad public-interest legislation and importance to organized labor. The morning discussion sessions Monday through Friday were devoted to the following topics: The Economy and Jobs; Taxes and the Needs of Workers; Social Insurance and Family Security; Union Goals and Civil Rights; and the Unorganized.

In afternoon workshop sessions, the participants went into such subjects as union programs for white collar public and professional workers; developments in fringe benefits; principles of grievance handling; and other basic trade union matters including the history and philos-

ophy of the labor movement and local union administration.

The second week-long state AFL-CIO Summer School was held July 10-15, 1966, and was pegged to the theme "The California Labor Movement—Challenges and Issues in 1966." At the opening session, Monday, the basic issues involved in the 1966 elections were outlined in detail and discussed with a sense of urgency about the forthcoming November elections that repeatedly pervaded other discussions at the school throughout the week. Other topics included the impact and ramifications of the new federal aid to education measures; urban poverty action programs; the cause of the working poor in rural California; and medicare and social insurance.

As in the previous year's school, the afternoon workshop sessions were devoted to more specialized union problems including: collective bargaining pressures and new developments; labor law, featuring new developments in organizing, collective bargaining and contract enforcement; the relationship between civil rights and full employment programs; as well as sessions on the union label, consumer education and community service.

Both of the schools were open to any union member desiring to attend, although the program was particularly designed to provide education and training facilities for smaller international and national unions, district councils or local unions that cannot provide such programs by themselves. The planning and programming for both of the Summer Schools was developed in cooperation with the national AFL-CIO's Department of Education and the Centers for Labor Research and Education at the University of California at Berkeley and Los Angeles.

Also featured at the 1965 School were sessions on state tax policies and problems and the threat posed by right-wing elements to labor movement goals.

Repeatedly, during the discussion sessions at both the 1965 and the 1966 schools whether the subject under consideration involved ways to expand employment, bad tax policies, social insurance inadequacies, or the unorganized—the essential interdependence of economic education and political action was brought sharply into focus both by the participants and by the state and national experts on the school's staff.

Scholarship Program

Thanks to the wholehearted support and cooperation of participating affiliated organizations, local labor and high school officials and university authorities who help administer it, the Federation's annual scholarship program has grown substantially both in terms of participation and in the number of scholarships offered during the past two years.

In the 15th annual competition last year, nine \$500 scholarship awards were offered, and a total of 932 high school seniors competed in the examination for them. Six of the nine awards made last year were sponsored by the following affiliates:

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 and Motel Service Employees; The California State Council of Lathers; and the Studio Utility Employees Local 724.

This year the number of scholarship awards sponsored by affiliates was more than doubled when Federation affiliates sponsored 14 of a total of 17 \$500 awards offered in the Federation's 16th annual scholarship competition. Participation in the 1966 competition also climbed substantially when 1,317 high school seniors, 385 more than the previous year, competed for the awards.

The value of the scholarship program as an adjunct to creating a better understanding of the role labor plays in state and national life was underscored by a letter received from one of this year's winners who noted:

"I emerged from my studying with a clearer picture of the whole period from the 1870s to the present and with a new respect for the labor movement and its leaders; taking the test would not have been a waste of time no matter what the outcome."

In this year's competition, the 14 Federation affiliates sponsoring scholarships were:

Butchers Local 498, Sacramento; Carpenters Ladies Auxiliary, California State Council; California Legislative Board of the Brotherhood of Railroad Trainmen; California State Council of Carpenters; California State Council of Culinary Workers, Bartenders and Hotel and Motel

Service Employees; California State Council of Lathers, whose award is designated the Lloyd A. Mashburn Memorial scholarship; the California State Council of Retail Clerks, whose award is designated the Warren G. "Pop" DeSepte award; the Communications Workers of America, Bay Area Council, whose award is known as the William M. Gruwell Scholarship, Oakland; Los Angeles Building and Construction Trades Council; the Los Angeles County District Council of Carpenters; Painters' District Council 36, Los Angeles, whose award is known as the Roderick MacKenzie Scholarship award; the Studio Utility Employees Local 724, Hollywood, which sponsors the Henry C. Rohrbach Memorial Scholarship; the Western Federation of Butchers; and the Federated Fire Fighters of California.

As spelled out in the rules of the competition, the Federation's scholarship competition is open to all high school seniors in all public and private high schools in the state, and the winners may apply their awards at any accredited college or university they choose. No restrictions are placed on their future course of study.

The nine award winners in 1965 were: **James Grindlinger**, Castlemont High School, Oakland; **Ellen Haener**, Inglewood High, Inglewood; **Robert Khourey**, Granada Hills High School, Granada Hills; **Mary Ellen Lea**, East Bakersfield High, Bakersfield; **Pamela Pearson**, Newark High School, Newark; **Jack Abelo, Jr.**, Salinas High, Salinas; **Robin Feuer**, Berkeley High School, Berkeley; **Ronald Nimmo**, El Capitan High School, Lakeside (San Diego County); and **Thomas Miller**, Westchester High School, Los Angeles.

The 17 winners this year were:

Joshua Smith, Berkeley High School, Berkeley; **Frederick L. Nebeker**, Riverside Polytechnic High, Riverside; **Alan D. Smith**, Hilltop High School, Chula Vista; **H. Thomas James**, Gunn High School, Palo Alto; **Martin Vanderlaan**, Los Gatos High School, Los Gatos; **Karen K. Roper**, Porterville High School, Porterville; **Toni Klimberg**, Fremont High School, Sunnyville; **Robert W. Harding**, Riverside Polytechnic High School, Riverside; **Velma Lopez**, Madera High School, Madera; **Ronald Piper**, Campolindo High School, Moraga; **Catherine Marilee Gorchels**, Palos Verdes High School, Palos Verdes Estates (Los Angeles County); **Scott M. Simpson**, Rolling Hills High School, Rolling Hills (Los Angeles County); **John Clay**, Redlands High School, Red-

lands; **Myra Rutherdale**, Santa Rosa High School, Santa Rosa; **Claire Broome**, Marin Catholic High School, San Anselmo; **Melissa Boussy**, San Domenico School for Girls, Mill Valley; and **James Nanninga**, Azusa High School, Azusa.

In addition to the cash awards, the winners of this year's scholarships will receive an expense-free trip to the San Diego convention as guests of the Federation and will be presented to the convention at a special scholarship presentation ceremony at the Wednesday afternoon session.

To broaden participation in the competition, your Secretary-Treasurer has continued to work closely with Central Labor Councils and school authorities to encourage awareness of the competition. The announcements of the scholarships are mailed to all affiliates with a request that the scholarship competition be given broad publicity among their membership in the interests of increasing participation by children from trade union families. In addition, publicity of the scholarship program is widely publicized through the California AFL-CIO News.

The Federation is deeply appreciative of the cooperation and assistance extended to the Federation's scholarship program by our Committee of Judges and by the college and university scholars who grade the examination papers and screen them for ultimate selection of the winners by the Judges Committee.

Serving on the Judges Committee for this year's examination were: **Frederic A. Breier**, Ph.D., Professor of Economics, University of San Francisco; **Leon F. Lee**, Ph.D., Associate Professor, Department of Industrial Relations, San Jose State College; **Arthur Carstens**, Coordinator of Labor Programs, Institute of Industrial Relations, University of California at Los Angeles, who substituted for Judges Committee member **Benjamin Aaron**, LL.B., Director, Institute of Industrial Relations, UCLA; and **Don Vial**, Chairman, Center for Labor Research and Education, Institute of Industrial Relations, University of California at Berkeley.

Other Educational Matters

As noted in more detail in the Executive Council's report, the Federation continued its efforts to obtain a more adequate treatment of organized labor's contributions to the development and growth of the nation in public school textbooks

by submitting testimony to the state Curriculum Commission in Newport Beach on March 18, 1965. It cooperated both with that board and with labor representatives and labor history experts in reviewing hundreds of textbooks for state adoption for 5th and 8th grades social studies classes that finally resulted early this year in the adoption of \$4.5 million worth of textbooks that included significantly improved sections dealing with the labor movement. Efforts to extend such improvements to the other primary and secondary grade levels are currently under way.

Progress has also been made in developing the labor education tape network. A master tape collection of more than 3,000 titles has been researched and is now available for duplication and space has been set aside in the Federation's new offices for the necessary sound studio facilities.

In addition, conferences have been held with the national office on a proposal to establish a cooperative labor film library at the Federation's main office in San Francisco which would service and circulate films to affiliates throughout the state and could also serve as a depository for films owned by Federation affiliates in order to provide a central clearing house for labor films in California.

COMMUNITY SERVICES

In addition to the Federation's long-standing support of a wide range of community agencies which has been marked by a continuing rise in contributions by AFL-CIO members to local United Fund and Community Chest Drives, the Federation initiated a special campaign in January 1965 to raise funds to be presented in cash to the victims of the devastating floods that swept through the northern counties of our state during the 1964 Christmas Season, and has continued to press for more labor representation on local, regional, and state social service agencies.

While some of the details of the "California AFL-CIO Flood Relief Fund Drive" are contained in the Executive Council's Report, it is pertinent to note certain other details here.

Your Secretary-Treasurer dispatched two separate letters in connection with this appeal to inform affiliates of the flood victims' needs and of the procedures set up to help them. The first

letter, dated January 8, 1965, stated in part:

"In keeping with the tradition of community service, we are therefore setting up a California AFL-CIO Flood Relief Fund. All moneys donated to this fund will be turned over to the Red Cross for distribution to flood victims with the understanding that all labor funds will be used exclusively to repair and rebuild private homes and replace essential furnishings in keeping with the practice established in assisting victims of the Marysville-Yuba City flood in 1955-56. . . .

"At present, no second-hand clothing, blankets or bedding is needed. The Red Cross policy is to provide aid in cash with no strings attached in order to revive economic activity in the affected communities as rapidly as possible. . . .

"Red Cross Disaster Advisory Committees will definitely be set up in five major northern California disaster areas to pass on local applications for financial assistance as well as to serve in an advisory capacity on community-wide problems. Labor representation on these committees will be sought by local Red Cross authorities so all councils in (these five) . . . areas should contact these committees at once. . . .

". . . The Red Cross headquarters disaster office in California will advise all areas that when the committees are being formed the local labor councils are to be asked to recommend persons who can best represent labor's interest in each community."

This arrangement to assure appropriate labor representation on local disaster advisory committees was worked out with the Red Cross by your Secretary-Treasurer at the outset of the drive.

The second letter dated March 1, 1965, written after a better picture of the havoc wrought by the flood was in hand, noted that the flood had obliterated nine communities, literally swamped six counties and caused considerable damage in a total of 34 northern California counties knocking out railroad service for nine months and leaving 4,000 workers, many of whom were union members in the timber industry, jobless.

Hire the Handicapped

The Federation has also continued its support of the "California Ability Con-

test" sponsored by the Governor's Committee for the Employment of the Handicapped by providing an all-expense paid trip to Washington, D. C., for the winner of this annual essay contest for 11th and 12th graders.

Each year the state's winner is flown to Washington to participate in the annual meeting of the President's Committee on Employment of the Handicapped. The 1965 winner was Gail Fuertlicht, of Fairfax High School, Los Angeles, and this year's winner was Shelly Meltzer, of John Marshall High School, Los Angeles, whose winning essay fairly well summed up labor's views on some of the problems of the handicapped when it observed:

"Although the disabled are contributing much to our community, with greater help from the public they could contribute even more."

As in the past, the Federation's President has served as one of the judges who selected the statewide winner and the runners-up in each contest.

PHONY LABOR PAPERS

The Federation's persistent efforts to alert central bodies, the business community and the public at large to phony labor paper operations that engage in high-pressure ad sales tactics succeeded this year in leading to the arrest and conviction of two promoters of a non-existent paper called the "State Labor News."

For the past three years, your Secretary-Treasurer had received numerous complaints about the State Labor News operation and had been cooperating with police and postal authorities as well as the Better Business Bureaus in every way possible to identify those responsible for it.

Although the Federation had issued warnings in the Federation's weekly publication on September 18, 1964, and again on October 15, 1965, that the State Labor News was not "sanctioned, authorized or endorsed in any way by the State AFL-CIO or by any other legitimate labor organization in the state" and had urged any union member encountering a copy of it to send it to the Federation's office in San Francisco, no copy of the paper had ever been found.

But on January 13, 1966, in the wake of numerous complaints during the previous Christmas Season about the ad sales tactics being employed by persons claiming to represent the State Labor News,

the Sunnyvale Police Department, following an investigation, issued warrants for the arrest of George Ian Hermansen, 47, of 1245 Harper, Apt. 19, Los Angeles, and John Black of 1135 N. Ogden, Los Angeles, on charges of "conspiracy to commit theft." Five days later Hermansen was arrested in Los Angeles and returned to Sunnyvale. On January 19, the day after Hermansen's arrest, a Las Vegas printer phoned the Federation to inquire about the legitimacy of the State Labor News. He explained that he had been approached by a man who had asked him to print a 16-page tabloid Christmas Edition of the State Labor News with a December 22, 1965, date and to accept a check dated December 22, 1965, and give him a receipt with the same date. But printing trade unionists in his shop refused to touch the copy on grounds that something must be wrong when a publication containing ads for San Mateo, Santa Clara and San Francisco firms goes out of state to find a printer.

This provided the essential break in the case.

The second suspect in the case, John Black, turned himself in on February 9.

Subsequently, the pair was convicted on theft charges. While, hopefully, this action may at least temporarily inhibit similar operations, it's clear that continued vigilance and cooperation between the state's central bodies and the Federation and other authorities will be necessary to curb such "boiler room" operations.

Local unions and central bodies need to be particularly wary of independent ad sales promoters who appear out of the blue with proposals to sell ads for union publications or for union hall billboards on some sort of percentage basis.

In recognition of the persistent problems posed by the promoters of phony labor papers, the national AFL-CIO last year adopted a new rule on "publications and advertising" that is worthy of note. It reads as follows:

"Experience had demonstrated that irresponsible publishers of so-called labor papers, year books and directories and/or unscrupulous solicitors of advertising have, on occasion, exploited the name and good reputation of the AFL-CIO to further their own selfish ends, to the detriment of the best interest of organized labor.

"It should be clearly understood that labor publications should exist for the

sole purpose of furthering the best interests of the labor movement, not as a source of additional revenue. Therefore advertising should be accepted in labor publications only if it is necessary to the publication's existence.

"No local central body shall be associated with any publication accept in conformity with this rule:

'(a) Any publication, including newspapers, bulletins, yearbooks, directories, programs or any other form of publication owned, in whole or in part either directly or through a corporation, by a central body or which is issued in the name of, or which is endorsed, authorized or given official approval by a central body, shall be required by the central body to conform to the provisions of this rule and to such ethical trade union standards as may be determined by the President by regulation or otherwise. The central body shall furnish to the responsible officer or manager of any such publication a copy of this rule and a copy of the ethical trade union standards as determined by the President of the AFL-CIO.

'(b) No central body shall authorize or promote any publication to claim or imply by use of geographical or others terms in its name or title, or in any other way, that it is the publication of any other local central body or of a state central body unless the publication is also officially endorsed by such other local central body or the state central body, as the case may be.

'(c) No local central body shall authorize or permit such publication to solicit local advertising (as distinguished from national advertising) outside the regular area of circulation of the publication, which area of circulation shall not include any part of the geographical jurisdiction of any other local central body without the written consent and approval of such other local central bodies.

'(d) Any contract made by the local central body for the production of such publication shall incorporate this rule as an integral part of the contract.'"

FEDERATION EXPANSION

The Federation's long-range program

of modernization and expansion of its capability to serve AFL-CIO unions in California took a big step forward late last year when the Federation's offices were moved from the 8th floor to the 3rd floor at 995 Market Street, San Francisco, to eliminate the need for various Department heads to double up in one office, a situation that had hampered operations in the 8th floor space the Federation had occupied for more than 15 years.

The move, which had become a vital necessity since your Secretary-Treasurer overhauled the organizational structure of the Federation staff in the Summer and Fall of 1964 by departmentalizing its various functions, was accomplished on November 29, 1965.

It resulted in more than doubling the Federation's floor space from 2800 square feet to 5830 square feet to provide separate and much more adequate offices for such new distinct departments as Research, Social Insurance, Education, Public Relations, the California Labor Council on Political Education, and the Labor Press.

Each of these areas of Federation activities is now covered on a full-time basis. This has significantly improved the Federation's ability to initiate programs, conferences and research projects, such as the in-depth study of the State's tax structure issued last January, and to press harder for effective and affirmative resolution of a host of State and federal legislative and administrative matters, such as effecting a correction in the manner of computing the nation's consumer price index which, if not detected and corrected, would have worked to the disadvantage of union members working under contracts in which wage rates are affected by fluctuations in the cost of living.

These measures to beef up the Federation's staff also facilitated the writing and distribution of a series of Fact Sheets on legislative issues during the 1965 regular legislative session, such as the need for at least a 35-hour week, anti-strikebreaker legislation, collective bargaining rights for hospital workers, and improvements in the State's unemployment insurance, workmen's compensation and disability insurance programs, as well as one on the need to extend the State's voter registration period.

In addition, the Federation's library staff has been doubled and the move sub-

stantially improved the utility of the library both to affiliates and to the Federation staff.

The new quarters also provide a much more adequate reception area, more efficient facilities for the Federation's stenographic pool and a long-needed Conference Room as well as space for a sound studio and other facilities presently being developed to assure continuance of a strong, vigorous and effective operation.

It is also pertinent to point out in connection with these comments on the Federation's staff that a blanket bond covering all Federation employees was obtained by your Secretary-Treasurer last year.

NEW VICE PRESIDENCY

The creation of a new Vice Presidency in District No. 2 as called for by the Fifth Convention's adoption of Resolution 8 created certain problems worthy of note.

It will be recalled that the Fifth Convention's Constitution Committee recommended non-concurrence in Resolution No. 8 on two grounds: first, that the resolution was technically defective because it did not refer specifically to the changes to be made in the Constitution; and second, because it was a piece-meal approach to a problem that had previously been considered at some length by the Executive Council. But the Convention rejected the Committee's recommendation and subsequently adopted the resolution as introduced.

At the first meeting of the Executive Council following the August 1964 Convention, your Secretary-Treasurer reported to the Council that:

"While the reading of some of the language in some of the whereases and some of the language in the resolved might create an inference that some changes were intended in Article V of the Constitution, dealing with eligibility and nomination procedure, it is the feeling of the Secretary that construing the resolution in its entirety it simply calls for the creation of two geographical Vice Presidents in District No. 2—one being selected from the geographical area of Long Beach and the second being selected from the geographical area of Orange County without any changes in the requirements of eligibility, as contained in Article V.

"If the Executive Council concurs in

this interpretation, then the Secretary recommends they adopt such interpretation and reference be made to the staff for the preparation of the specific Amendments to the Constitution which would increase the geographical Vice Presidents from 24 to 25, and divide District 2 so that there would be 2 Vice Presidents—one from the City of Long Beach and the second from Orange County . . ."

In addition, the Secretary-Treasurer suggested that an appropriate Amendment to the Constitution could be drafted for submission to the 1966 Convention to require that any proposed Amendment to the Constitution state specifically what Article and Section, and what specific language in such Article and Section was being deleted or added in order to avoid such problems in the future.

The Executive Council concurred in the Secretary-Treasurer's recommendations at its first meeting following the Federation's Fifth Convention, but it was noted that the District could not be added until the permission of the National Office was obtained.

Following correspondence with President Meany's office to iron out the details resulting from this technically defective resolution, President Meany informed your Secretary-Treasurer in a letter dated May 19, 1965, that it would "not be necessary to await Convention action before the vacancy is filled" but that "it would be well to make an explicit notation in the minutes of that meeting (at which the vacancy is filled) that such action is taken pending approval of the next Convention."

Accordingly, at the July 21-22, 1965 Executive Council meeting held in Los Angeles, Ray S. Mendoza, Business Representative of the International Hod Carriers, Building and General Laborers' Union, Local 652, Santa Ana, was duly nominated and elected as Federation Vice President of District 2-D Orange County, with the understanding noted above that the creation of this Vice Presidency was subject to the approval of the delegates to the Federation's next Convention.

The Secretary-Treasurer has drafted and arranged for the introduction of a resolution to be submitted to the delegates of the Federation's forthcoming Sixth Convention to obviate such problems in the future.

ACTIVITIES OF LEGAL COUNSEL

The progress of various court cases and other legal work performed by the Federation's General Counsel, Charles P. Scully, between July 1, 1964 and June 30, 1966, as reported by him to your Secretary-Treasurer is summarized herewith as follows:

I. COURT CASES

A. Powell, et al. vs. California Department of Employment, Oakland Tribune, et al. and Byrd, et al. vs. California Department of Employment, Los Angeles Examiner, et al.

As I indicated in my last report, the question involved in these particular cases is a disqualification from receiving unemployment insurance benefits by individuals who were terminated by the employers but who received termination payments.

The Department of Employment, relying upon the earlier decision by the California Supreme Court in the case of *Bradshaw vs. California Employment Stabilization Commission*, 46 Cal. 2nd 608, decided in 1956, ruled that it was bound by that determination and that accordingly benefits should be denied. Treating the matter as a test case, an action was then filed in the San Francisco Superior Court but the court sustained the decision on the ground that it, also, was bound by the *Bradshaw* case.

An appeal was then taken to the District Court of Appeal, which itself sustained the Superior Court decision, but our Petition for Hearing was granted and I am glad to report that under date of June 30, 1965, by a vote of 6 to 1, the California Supreme Court reversed the Department of Employment based upon the argument submitted to it by us in our briefs and by way of oral argument on May 11, 1965.

The decision is a precedent one in the field covered and insures that the unemployed individuals will get their benefits currently with any termination pay.

B. California Grape & Tree Fruit League, et al. vs. Industrial Welfare Commission, et. al.

With respect to this case, which involves an attempt by the plaintiffs to set aside the Wage Orders applicable to the industry on the ground that they were improper since the determinations were

not based on recommendations from the Wage Board, the determination in favor of the plaintiffs and against the state by Superior Court Judge Karesh has been appealed by the state and the state filed its Opening Brief on May 6, 1965. There have been no further developments since such date.

C. Russell v. Electrical Workers Local 569, et. al.

At the request of Local 569, an application to file a brief amicus curiae by the Federation was made and granted and a brief was filed in the above matter on August 27, 1965. The issue in question was whether or not a state court was preempted under the first and second *Garmon* cases from assuming jurisdiction under Section 14(c) of the National Labor Relations Act without the National Labor Relations Board first having made a determination that it would not assert jurisdiction.

In an unanimous decision rendered January 27, 1966, the California Supreme Court in effect qualified the *Garmon* decisions by holding that under Section 14(c) the jurisdiction of a state court does not depend upon a showing that the Board has in fact declined to act. Rather, the party seeking the relief need only demonstrate on the basis of published regulations and decisions of the Board that the case is one which the Board would decline to hear. In the particular case, however, the court ruled in favor of the union on the ground that the plaintiff had failed to make such a demonstration.

D. Harris v. Pitts, et al.

This was an action instituted in the Federal District Court by an individual claiming discrimination by certain culinary unions together with numerous individuals, including President Meany of the AFL-CIO and Secretary-Treasurer Pitts of the Federation.

Appearances were made in the Federal District Court and in the Ninth Circuit Court of Appeal, which in effect resulted in a dismissal of Messrs. Meany and Pitts from the action although a Petition for Certiorari is currently pending as to certain of the defendants in the United States Supreme Court.

E. Coast Packing, et al. v. California Unemployment Insurance Appeal Board, et al.

A brief amicus curiae was filed in the California Supreme Court on November

12, 1965 on behalf of the Federation in this action, which involved the question of whether benefits would be payable to individuals represented by Butchers' Union Local No. 563. It was the contention of the company that because of so-called packinghouse techniques which would expose them to a strike without notice and subsequent loss of perishable merchandise, that a special rule should be applicable to such type of workers and accordingly benefits should be denied. The Department had originally rejected this contention and upon seeking relief in the Superior Court, which was denied, the plaintiff then appealed to the District Court of Appeal, which concurred with its position.

The California Supreme Court not only permitted us to file a brief *amicus curiae* but also permitted us to participate in oral argument on January 4, 1966.

On February 4, 1966, by a 6 to 1 decision, the Court held that the individuals were entitled to benefits and that no justification existed for a special rule applicable to the particular industry in question.

II. LEGISLATION

A. Drafting Legislation

Subsequent to the 1964 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 sixty-four proposed bills for introduction. Copies of each of the proposed bills were provided to the Legislative Committee of the Federation, as well as the Legislative Advisory Committee established pursuant to the request of the last convention, and an all-day meeting was held at the Del Webb TowneHouse in San Francisco on November 10, 1964 to consider the proposals.

Where necessary, revisions in the drafts were made and on December 7, 1964, sixty-five bills were presented to the Legislative Committee for its review and consideration at a meeting in Los Angeles.

After their review, the committee presented its recommendations to a meeting of the Executive Council of the Federation, which was held on December 8-9, 1964 in Hollywood. Subsequent to this date, additional revisions were made and the bills were then introduced in accordance with the usual procedure.

B. Attendance at Legislative Session

I attended the 1965 Legislative Session on January 12, 13, 26, 27, 28, February 3, 4, 9, 10, 16, 17, 23, March 1, 7, 8, 16, 22, April 5, 6, 12, 13, 20, 21, 26, 27, 28, May 3, 4, 11, 12, 13, 17, 18, 19, 20, 24, 25, 26, 27, 31, June 1, 2, 3, 7, 8, 9, 10, 12, 13, 14, 15, 16, 17, 18.

While in Sacramento I analyzed and reviewed all of the legislation introduced, preparing appropriate summaries and making appropriate appearances as requested and directed by the Secretary-Treasurer.

C. Interim Committees

Finance and Insurance

Subcommittee on Unemployment Insurance

I attended meetings of this committee on June 16-17, 1964 in San Francisco and on January 21, 1966 in San Francisco and expressed the views of the Federation.

Finance and Insurance

Subcommittee on Workmen's Compensation

On January 27-28, 1966, I attended a meeting of this subcommittee in San Diego and expressed the views of the Federation in regard to the matter.

Senate Committee on Local Government

On September 24-25, 1964, I attended all-day meetings of the above committee, which were concerned generally with the question of pre-emption and presented the views of the Federation in opposition to any relaxation which would in any way permit local communities to adopt ordinances on over-all state labor policies.

D. Department of Employment Technical Committee

On November 13, 1964, I attended a meeting of the so-called Technical Committee in Sacramento to review the proposed legislation of the Department of Employment.

E. Legislative Conferences with Governor

On October 27, 1964 I attended a meeting with the Governor and his staff and Federation representatives in Los Angeles and a similar meeting in Sacramento on December 23, 1964, at which time the legislative program of the Federation was reviewed and discussed with the Governor and his staff.

F. Federation Legislative Committee Meetings

In addition to the legislative Committee

meetings dealing with the drafting of legislation discussed above, I was present at two meetings of the Legislative Committee in Sacramento on April 26, 1965 and May 11, 1965, at which the over-all problems involving the Legislative Session were discussed.

III. UNEMPLOYMENT INSURANCE

A. Advisory Council

(a) I attended meetings on the following dates at the following places:

September 30, 1964—Santa Monica
 April 6, 1965—Sacramento
 September 22, 1965—Sacramento
 January 14, 1966—San Francisco
 May 20, 1966—San Francisco

(b) Rules and Regulations

December 21, 1965, I attended a hearing in Sacramento with respect to the revision of the rules and regulations of the Appeals Board and presented the position to them insofar as the Federation was concerned.

February 18, 1966, I attended a meeting of the Technical Committee in Sacramento to review the proposed changes in the rules and regulations of the Department and on March 11, 1966, appeared at a public hearing held in Sacramento to express the views of the Federation in regard to the proposals.

IV. WORKMEN'S COMPENSATION

A. Advisory Council

Director Saunders appointed a newly established Advisory Council to confer with him in regard to the proposed changes that might be necessary as a result of the revisions at the 1965 session of the Legislature.

I attended two meetings of that committee in San Francisco on September 17, 1965 and September 30, 1965, at which the over-all procedures and proposed forms were reviewed and discussed.

B. Rules and Regulations

On December 15-16, 1965, I attended the Quarterly Meeting of the Industrial Accident Commission and the hearing on the proposed rules for the Appeals Board which was held in Los Angeles, and presented the views of the Federation.

On March 10, 1966, I attended a hearing in Los Angeles involving the proposed rules and regulations applicable to the

Administrative Director and this was followed by public hearings involving the same matters, the first of which was held in San Francisco on May 31, 1966 and the last in Los Angeles on June 1, 1966. At each of the public hearings I expressed the views of the Federation with regard to the proposals.

C. Federation Conferences on Workmen's Compensation

On November 30, 1965, I met in the Federation office with Secretary-Treasurer Pitts and Messrs. Fair and Saunders to plan the proposed conferences on Workmen's Compensation to be presented by the Federation.

On January 5, 1966, I attended the conference in Los Angeles and on January 6, 1966, I attended a comparable conference in San Francisco.

V. EXECUTIVE COUNCIL MEETINGS

A. I attended the following meetings of the Executive Council and rendered advice as requested:

August 13-14, 1964—San Francisco
 December 8-9, 1964—Hollywood
 April 28, 1965—Sacramento
 July 21-22, 1965—Los Angeles
 November 16, 1965—San Diego
 January 19-20, 1966—Santa Rosa
 May 10-11, 1966—San Francisco

VI. CONVENTIONS

A. I attended the convention of the Federation in San Francisco and assisted the committees as requested from August 15th through August 21st, 1964.

In addition, because of a threat that the use of the auditorium would be prevented at the last moment, it was necessary for me to file a civil action and obtain a temporary restraining order from Judge O'Connor on August 16, 1964 in order to prevent any interruption of its use for the convention. Since no interruption resulted, it accordingly was not necessary to proceed to a trial on the matter.

VII. MISCELLANEOUS

A. National AFL-CIO Attorneys' Conference

During the 1965 AFL-CIO Convention in San Francisco, at the request of General Counsel Woll, I welcomed the Conference of General Counsels of International, State and Local Central Bodies to their meeting on December 10, 1965,

which lasted all day and during which there was discussion on special items of interest involving the practice in question.

It was also my pleasure to act as their host at a cocktail-luncheon between the morning and afternoon sessions.

B. Federation Lease

At the request of Dr. Carroll I conferred with him on June 21, 1965 with respect to the proposed lease on the new quarters occupied by the Federation and thereafter reviewed the formal provisions of the lease.

C. Amendments to the Federation Constitution

As a result of amendments to the Constitution creating an additional Vice Presidency in Orange County, but without properly amending the applicable sections, at the request of the Secretary-Treasurer I reviewed the changes that would be required and during the months of April and May 1965 prepared these proposals for consideration by the Executive Council and by President Meany.

The proposed changes have been formally approved by President Meany subject to a report being submitted to the next convention of the Federation for approval, but with the understanding that the term of office could be filled in the interim even though the technical changes would have to be reported to and approved by the next convention.

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
General Counsel

APPOINTMENTS

In the interim since the Federation's last convention, your Secretary-Treasurer

has received numerous requests to serve on various commissions, advisory bodies, committees and other such groups but the time required to fulfill all such requests faithfully and effectively would exceed any individual's capacity. Accordingly, due to the workload of the office, your Secretary-Treasurer has sought, where possible, to recommend other officers of the Federation and of affiliated organizations for these appointments and has accepted only one himself.

During the past two years, your Secretary-Treasurer has continued to serve as a member of the following organizations:

- Pacific Coast Regional Manpower Advisory Committee
- Citizens Advisory Commission on Constitutional Revision
- Joint U. S.-Mexico Trade Union Committee, U. S. Section
- Department of Labor Unit of the National Defense Executive Reserve.

As a member of the Advisory Committee to the AFL-CIO Coordinator of State and Local Central Bodies, your Secretary-Treasurer has also continued to work with the national office to achieve greater unity within the official structure of the AFL-CIO at the central labor body level.

In conclusion, your Secretary-Treasurer would like to express his deep appreciation for the continued cooperation received during the past two years from affiliated organizations and to note that this cooperation, coupled with the assistance of the President, the General Vice President and the Federation's staff, has been essential to the fulfillment of the responsibilities of the office of Secretary-Treasurer.

Fraternally submitted,
Thos. L. Pitts
Secretary-Treasurer

FEDERATION MEMBERSHIP STATISTICS

July 1, 1964 to June 30, 1966

NEW AFFILIATIONS AND REINSTATEMENTS

Locality	Union	Local No.	Date
Alhambra			
	Communications Workers	9505	3/25/66
	Fire Fighters Assn.	1578	11/22/65
Antioch			
	Glass Bottle Blowers	16	11/19/64
Auburn			
	Roofers	175	11/24/64
Bakersfield			
	Fire Fighters Assn.	844	11/24/64
	Lathers	300	8/17/65
	Musicians Protective Union	263	3/24/65
Benicia			
	Fire Fighters Assn.	1610	3/28/66
Bishop			
	Construction and General Laborers	302	2/21/66
Chico			
	M.P. Projectionists	501	4/18/66
	Musicians	508	4/27/66
City of Industry			
	Operative Potters	323	12/30/64
Coachella			
	Packinghouse Workers	769	2/2/65
Diamond Springs			
	Cement, Lime & Gypsum Workers	158	12/15/6
Dunsmuir			
	Switchmen's Union	258	5/19/66
El Centro			
	Construction and General Laborers	1119	2/7/66
	Teachers	1549	4/14/65
Elsinore			
	Brick and Clay Workers	843	4/14/66
Eureka			
	Printing Pressmen	279	1/21/66
	Retail Clerks	541	4/29/66
Fremont			
	Teachers	1494	12/9/66
Fresno			
	Bricklayers	1	12/8/65
	Ironworkers	155	1/27/66
	Upholsterers	26	12/22/65
Fullerton			
	Painters & Decorators	1817	11/10/64
Hollywood			
	Motion Picture Art Directors	876	10/4/65
	Motion Picture Screen Cartoonists	839	12/21/65
	Treasurers and Ticket Sellers	857	11/9/65
Ione			
	Glass Bottle Blowers	80	2/18/66
La Puente			
	Rubber Workers	766	12/8/65

Locality	Union	Local No.	Date
Lathrop			
	Glass and Ceramic Workers	418	9/28/64
Lompoc			
	Vandenburg Fire Fighters	F-116	9/2/65
Los Gatos			
	Fire Fighters Assn.....	1566	9/24/65
Los Angeles			
	Amusement Area Employees	B-192	4/28/66
	So. Calif Communications Wkrs. Council		3/25/66
	Furniture Union	500	10/21/65
	Lithographers	22-L	11/8/65
	L. A. City & Co. School Employees	99	12/7/65
	L. A. City Employees (Public Works)	1601	11/22/65
	L. A. County Employees	187	2/14/64
	L. A. State Employees	1406	8/11/65
	Printing Specialties & P.P.	495	12/13/65
Marysville			
	Musicians	158	3/22/66
Merced			
	Communications Workers	9407	5/4/66
Monterey			
	Roofers	50	5/27/65
Niles			
	Brick & Clay Workers	793	5/4/66
Norwalk			
	Chemical Workers	748	9/17/65
Oakland			
	East Bay Municipal Employees	390	12/21/65
	Ink and Roller Makers	5	12/2/65
	Millmen's Union	550	11/24/65
	Painters and Decorators	127	1/18/66
Oceanside			
	Teachers	1344	6/7/65
Oregon			
	Electrical Workers	659	5/6/66
Pacifica			
	Fire Fighters Assn.	1543	4/23/65
Palo Alto			
	Communications Workers	9409	1/21/66
Pasadena			
	Pasadena School Employees	606	11/4/65
Perris			
	Rubber Workers	763	2/23/66
Pittsburg			
	Communications Workers	9400	8/2/65
Redondo Beach			
	L. A. County Beach City Empls.	448	10/4/65
Redwood City			
	State, Co., & Muni. Empls. Council	57	6/28/65
Richmond			
	Boilermakers	317	11/24/65
	Musicians	424	4/4/66
	Tankers Officers Association		11/22/65
Roseville			
	Roseville Fire Fighters Assn.	1592	2/21/66

Locality	Union	Local No.	Date
Sacramento			
	Automotive Lodge	2182	4/15/66
	Boilermakers	94	12/15/65
	Communications Workers	9421	4/25/66
	State, County and Municipal Employees		
	Agnew State Hospital	247	4/26/66
	Calif. Men's Colony	179	4/26/66
	Fairview State Hospital	887	4/26/66
	Napa State Hospital	174	4/26/66
	Nell's School for Boys	479	4/26/66
	Pacific State Hospital	1515	4/26/66
	Stockton State Hospital	513	4/26/66
	Yountville Veterans' Home	755	4/26/66
Salinas			
	Printing Pressmen	328	11/18/65
	Rubber Workers	726	11/17/64
San Bernardino			
	Boilermakers	232	2/18/65
San Diego			
	China Lake Fire Fighters	F-32	10/28/64
	Glendora Fire Fighters	1519	10/28/64
San Francisco			
	Amalgamated Transit Union	1225	12/21/65
	Amalgamated Transit Union	1471	11/1/65
	Customs Lodge	2164	11/10/64
	Marine Engineers' Beneficial Assn.		7/6/64
	Military Sea Transport Union		5/27/66
	Ship Painters Union	961	6/3/66
	Upholsterers	3	1/28/66
South San Francisco			
	South San Francisco Fire Fighters	1507	3/25/65
San Jose			
	Printing Specialties & P.P.	720	11/8/65
	Santa Clara Sheriff's Dept. Empls.	537	3/12/65
	Santa Clara County Probation Dept.	1587	11/8/65
San Leandro			
	Electrical Workers	2131	5/23/66
	Musicians	510	5/6/66
San Luis Obispo			
	Construction & General Laborers	1464	11/6/64
San Pedro			
	Printing Pressmen	272	12/17/65
Santa Ana			
	Communications Workers	9510	2/7/66
Santa Barbara			
	Printing Pressmen	426	12/13/65
Santa Maria			
	Communications Workers	9581	3/8/65
Santa Monica			
	State, County & Muni Empls.	975	10/30/64
Santa Rosa			
	Musicians	292	4/4/66
Southgate			
	Communications Workers	9506	9/27/65
Stockton			
	Boilermakers	749	11/18/65
	Stockton Federation of Teachers	1287	8/12/64

Locality	Union	Local No.	Date
Tracy			
	Glass Bottle Blowers	177	11/16/65
Ukiah			
	Communications Workers	9420	2/18/66
Union City			
	New Haven Fed. of Teachers	1657	6/6/66
Vallejo			
	Printing Pressmen	297	1/18/66
Victorville			
	Cement, Lime & Gypsum Workers	365	11/23/65

MERGERS

Barbers No. 766 in Anaheim merged with No. 549 in Santa Ana	1/4/64
Rubber Workers No. 60 in Antioch merged with I.L.W.U. No. 6	7/1/65
Woodworkers No. 286 in Camino merged with No. 3-338 in Sacramento.....	6/11/65
Glass Bottle Blowers No. 254 in Corona merged with No. 137 in Huntington Park	11/2/65
Fire Fighters No. 1439 in Sacramento merged with No. 522 in Sacramento.....	3/25/65
Whittier Area Teachers No. 1469 in Garden Grove merged with No. 1424 in Arcadia	4/30/65
Stereotypers No. 161 in Long Beach merged with No. 58 in Los Angeles.....	8/6/65
Barbers No. 999 in Ontario merged with No. 253 in San Bernardino	4/19/65
Central Labor Council in Salinas merged with Central Labor Council in Monterey	4/1/65
Macaroni Workers No. 493 in San Francisco merged with Bakers No. 24 in San Francisco	12/24/64
Reproduction Artisans No. 473 in Oakland merged with No. 736 in Oakland....	7/1/65
Lithographers No. 22-L in Los Angeles merged with No. 262 in Los Angeles....	5/1/65
Lithographers No. 32-P in Los Angeles merged with No. 262 in Los Angeles....	5/1/65
Pulp, Sulphite Workers No. 550 in Los Angeles merged with No. 307 in Los Angeles	12/1/65
Allied Hospital Empls. No. 251 in Martinez merged with No. 302 in Richmond	7/1/65
Glass Bottle Blowers No. 145 in Maywood merged with No. 137 in Huntington Park	11/2/65
Carpenters & Joiners No. 1202 in Merced merged with No. 1235 in Modesto....	8/1/64
Plasterers & Cement Masons No. 672 in Merced merged with No. 429 in Modesto	May 1965
Barbers No. 881 in San Pedro merged with No. 1000 in Los Angeles	10/7/64
Carpenters & Joiners No. 1306 in Turlock merged with No. 1235 in Modesto..	8/1/64
Barbers No. 837 in Van Nuys merged with No. 1000 in Los Angeles	3/1/66
Barbers No. 54 in Van Nuys merged with No. 837 in Van Nuys	11/1/64
Steelworkers No. 1927 in Vernon merged with No. 2058 in Maywood	1/—/65

LOCALS SUSPENDED

Locality	Union	Local No.	Date
Alameda			
	Steelworkers	1441	3/18/65
Antioch			
	Papermakers	606	11/17/64
Bakersfield			
	Communications Workers	9416	4/15/65
Baron			
	Chemical Workers	85	9/15/64
City of Industry			
	Potters Union	323	5/18/65

Locality	Union	Local No.	Date
Copperopolis			
	Cement, Lime & Gypsum Workers	431	2/16/66
Costa Mesa			
	Carpenters & Joiners	1453	12/17/64
Fresno			
	Railway Carmen	805	4/15/65
	Tile Layers	23	11/17/64
	Building & Construction Trades Council		5/18/66
Gardena			
	Gardena Fire Fighters Assn.	1413	3/28/66
Garden Grove			
	Rubber Workers	393	11/17/64
Hanford			
	Carpenters & Joiners	1043	1/19/65
Hollywood			
	Carpenters & Joiners	1052	11/17/64
Huntington Park			
	Steelworkers	1845	11/17/64
Los Altos			
	Fire Fighters Assn.	1167	9/2/65
Los Angeles			
	Boilermakers	1212	5/18/65
	Child Welfare Workers	816	11/17/64
	Electrical Workers	1503	4/15/65
	Pulp, Sulphite Workers	680	3/18/65
Maywood			
	Steelworkers	1981	4/15/65
Merced			
	Typographical Union	865	6/16/65
Orange			
	Teachers	1487	8/17/65
Palo Alto			
	Barbers	914	6/16/65
Pomona			
	Paper Makers	318	1/19/65
Red Bluff			
	Carpenters & Joiners	1254	4/15/65
Salinas			
	Painters	1104	11/17/65
San Bruno			
	Carpenters & Joiners	848	11/17/64
San Diego			
	Floorlayers	2074	4/15/65
San Francisco			
	Transport Service Workers	905	6/16/65
Santa Clara			
	Jefferson Union School Dist.	617	5/18/66
Santa Cruz			
	Culinary Workers	742	7/15/65
	Typographical	589	2/16/66
Southgate			
	Pulp, Sulphite, P.M. Workers	253	11/17/64
	Rubber Workers	225	9/15/64

Locality	Union	Local No.	Date
Stockton			
	Communications Workers	9417	6/15/65
	Office Employees	26	9/15/64
	State Employees	513	1/19/65
Tehachapi			
	Cement, Lime & Gypsum Workers	291	5/18/66
Ventura			
	Plumbers & Steamfitters	484	3/18/65
Vernon			
	Paper Makers	336	3/18/65
Whittier			
	Calif. Dept. of Youth Authority Empls.	479	5/18/65

LOCALS WITHDRAWN FROM AFFILIATION

Locality	Union	Local No.	Date
Antioch			
	Paper Makers	330	Sept. 1964
	Pulp and Sulphite Workers	249	8/22/64
Palo Alto			
	Fire Fighters	1319	5/18/66
Monterey			
	Painters & Decorators.....	272	11/3/65
Los Angeles			
	Communications Workers	9590	6/22/65
	Electrical Workers	1202	2/10/66
Madera			
	Typographical Union	848	11/10/66
Northridge			
	Teachers, San Fernando Valley	1441	12/7/65
Oakland			
	Commercial Telegraphers	208	4/22/65
	Operating Stat'y Engineers	736	3/7/66
	Sheet Metal Workers	355	4/1/65
Oroville			
	Bartenders & Culinary Workers	654	1/24/66
Richmond			
	Operative Potters	302	4/22/65
San Francisco			
	American Fed. of Government Empls.....	2164	5/4/66
	Bricklayers	7	4/26/66
	Radio & T.V. Technicians	202	11/24/64
	Teachers	1352	3/3/66
San Jose			
	Bookbinders	3	9/1/64
Stockton			
	Paper Makers	320	10/15/64

LOCALS DISBANDED

Locality	Union	Local No.	Date
Eureka			
	Locomotive Firemen & Enginemen	239	12/21/64
Huntington Park			
	Operative Potters	201	2/2/66

Locality	Union	Local No.	Date
Lakewood			
	Rubber Workers	357	12/64
Los Angeles			
	L. A. Co. Mechanical Supervisory Empls.	180	6/30/65
Madera			
	Construction & General Laborers	920	10/22/64
Oakland			
	Steelworkers	168	4/26/66
San Francisco			
	Street Elect. Rwy. & M.C. Empls.	1380	4/30/66
San Jose			
	City Hall Employees	348	11/20/64
	Steelworkers	1835	2/16/66

SUMMARY OF MEMBERSHIP**July 1, 1964 to June 30, 1966**

Labor Unions, 7/1/64	1473	
Labor Councils, 7/1/64	159	
	<hr/>	
TOTAL		1632
Labor Unions Affiliated to 6/30/66	106	
Labor Councils Affiliated to 6/30/66	2	108
	<hr/>	
TOTAL		1740
Mergers, Suspensions, Withdrawals, Etc. July 1, 1964 to June 30, 1966		
Mergers		
Labor Unions	22	
Labor Councils	1	
Suspensions		
Labor Unions	41	
Labor Councils	1	
Withdrawals, Disbandments, Etc.		
Labor Unions	28	
Labor Councils	
	<hr/>	
TOTAL UNIONS	91	
TOTAL COUNCILS	2	93
	<hr/>	
Labor Unions June 30, 1966	1488	
Labor Councils June 30, 1966	159	
	<hr/>	
TOTAL		1647

EXONERATIONS

Locality	Union	Local No.	Date
Los Angeles			
	Rubber Workers	458	6/9/64
San Pedro			
	Steelworkers Union	5303	6/—/65

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, 1966, and the related statement of cash receipts and disbursements for the two-year period ended June 30, 1966. 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 canceled 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 bank's statements on file for the period under review. Balances on deposit in commercial and savings accounts were confirmed by correspondence with the depositaries.

A blanket position surety bond in the amount of \$50,000 was in effect during the period covered by this examination.

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, 1966, 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, 1966 and the cash balances on deposit at June 30, 1966, on a basis consistent with that of the preceding period.
July 15, 1966.

Lybrand, Ross Bros. & Montgomery
Certified Public Accountants

CALIFORNIA LABOR FEDERATION, AFL-CIO STATEMENT OF CASH, DEPOSITS, AND INVESTMENT June 30, 1966

CASH:	
Office cash fund	\$ 300.00
Bank of America N.T. & S.A.:	
Commercial account	44,928.63
Savings account No. 29961	107,184.35
Crocker-Citizens National Bank:	
Savings account No. 5355	39,941.05
Savings account No. 20320	72,361.44
The Hibernia Bank:	
Savings account No. 717-952	93,592.30
United California Bank:	
Savings account No. 460	55,913.17
	<hr/> 414,220.94
CASH DEPOSITS AND INVESTMENT	2,150.00
	<hr/>
TOTAL CASH, DEPOSITS, AND INVESTMENT	\$416,370.94
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SUMMARY OF CHANGES IN FUND BALANCE

For the two-year period ended June 30, 1966

BALANCE, July 1, 1964	\$491,135.63
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Excess of cash disbursements over cash receipts for the two-year period ended June 30, 1966, see below	74,764.69
BALANCE, June 30, 1966	\$416,370.94

CALIFORNIA LABOR FEDERATION, AFL-CIO
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS

For the two-year period ended June 30, 1966

CASH RECEIPTS:

Per capita receipts and affiliation fees, see page 59	\$ 973,553.09
California flood relief contributions, see contra	13,218.13
Refund of pro rata expenses from California Labor Council on Political Education	26,719.16
Interest earned on savings accounts	27,396.61
Miscellaneous receipts and refunds	24,589.86
Total cash receipts	1,065,476.85

CASH DISBURSEMENTS:

Executive salaries	\$132,960.96
Expenses and allowances:	
Executives	43,663.92
Geographical vice presidents	21,883.96
At-large vice presidents	8,904.77
General office salaries	289,407.28
Organizing	21,880.24
Accounting	10,600.00
Automobile maintenance	2,175.80
Automobile purchases	6,760.00
California flood relief contributions, see contra	13,218.13
Conferences	41,051.86
Contributions	34,185.04
Convention	68,297.55
Education equipment	882.06
Educational program equipment	7,762.82
Furniture and equipment	55,043.42
Insurance	25,284.82
Legal	43,189.95
Legislative	37,041.43
Library	6,408.71
Maintenance	4,958.63
Moving	7,081.50
Newsletters	43,055.38
Office rents	41,395.00
Postage and mailing	12,975.33
Printing	10,619.28
Retirement plan contributions	35,148.25
Scholarships	4,250.00
Services	983.26
Stationery and supplies	20,501.11
Taxes	15,534.09
Telephone and telegraph	34,718.13
General expenses	38,418.86

Total cash disbursements, see page 120	1,140,241.54
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Excess of cash disbursements over cash receipts for the two-year period ended June 30, 1966.....	\$ 74,764.69
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DETAIL OF PER CAPITA RECEIPTS AND AFFILIATION FEES**For the two-year period ended June 30, 1966**

ALAMEDA		Hotel and Restaurant	
Carpenters and Joiners		Employees No. 550	1,200.00
No. 194	\$ 173.05	Lathers No. 300	27.00
Steelworkers No. 1441	30.00	Machinists No. 139	120.00
ALHAMBRA		Machinists No. 5	87.40
Electrical Workers No. 47	750.00	Musicians' Protective No. 263	57.50
Communications Workers		Newspaper Guild No. 202	67.05
No. 9505	61.95	Oil, Chemical and Atomic	
ALVARADO		Workers District Council	24.00
Sugar Workers No. 183	264.65	Oil, Chemical and Atomic	
ANAHEIM		Workers No. 19	824.65
Barbers No. 766	12.00	Painters and Decorators	
Carpenters and Joiners		No. 314	295.20
No. 2203	3,587.70	Plasterers and Cement	
United Rubber Workers		Finishers No. 191	234.00
No. 657	255.30	Plumbers and Steamfitters	
ANDERSON		No. 460	181.20
Woodworkers of America		Post Office Clerks No. 472	125.95
No. 433	771.20	Retail Clerks No. 137	840.00
ANTIOCH		Theatrical Stage Employees	
Glass Bottle Blowers No. 16....	50.30	No. 215	46.00
Rubber Workers No. 60	95.25	Transport Workers No. 3005	116.35
ARCADIA		Typographical No. 439	147.60
Teachers No. 1424	224.25	Western States Transport	
Horseshoers No. 12	49.20	Service and Allied Workers	153.45
Horseshoers No. 17	36.00	BARSTOW	
ARCATA		Local Federation Council	
Lumber and Sawmill Workers		Railway Employees	24.00
No. 2808	495.20	Machinists No. 706	347.30
Plywood and Veneer Workers		Theatrical Stage and Motion	
No. 2789	482.50	Picture Operators No. 730....	48.00
AUBURN		BELL	
Four Counties Building and		American Federation of Grain	
Construction Trades Council	24.00	Millers No. 79	271.50
Roofers No. 175	57.55	Electrical Workers No. 1501	382.70
AVALON		Electrical Workers No. 1504	49.75
Painters and Decorators		Steelworkers No. 2018	2,561.50
No. 1226	48.00	Steelworkers No. 3941	65.70
AZUSA		United Auto Workers No. 230	2,325.25
Chemical Workers No. 112	74.25	BELL GARDENS	
Machinists No. 80	48.00	Rubber Workers No. 417	186.25
BAKERSFIELD		BELLFLOWER	
Barbers No. 317	127.40	Rubber Workers No. 476	50.00
Bookbinders No. 117	38.00	BENICIA	
Building and Construction		Machinists No. 1687	203.75
Trades Council	24.00	BERKELEY	
Butchers No. 193	547.50	Carpenters and Joiners	
Carpenters and Joiners		No. 1158	386.89
No. 743	1,159.65	Meat Cutters and Butchers	
Central Labor Council	24.00	No. 526	70.75
Communications Workers		Painters and Decorators No. 40	383.14
No. 9416	157.20	Teachers No. 1078	148.15
Electrical Workers No. 428	510.00	United Auto Workers No. 567	48.00
Hod Carriers and Common		BETTERAVIA	
Laborers No. 220	1,061.00	Sugar Workers No. 178	303.65
		BEVERLY HILLS	
		Winery Workers No. 51	161.00

BIJOU		Brotherhood of Railroad	
Carpenters and Joiners		Trainmen	24.00
No. 1789	325.55	Oakland No. 71	258.15
BISHOP		Los Angeles No. 74	481.50
Painters and Decorators		Los Angeles No. 78	397.35
No. 1688	48.00	Oakland No. 236	23.40
Construction and General		San Bernardino No. 278	201.15
Laborers No. 302	25.00	San Francisco No. 321	21.90
BRAWLEY		Sacramento No. 340	283.65
Beet Sugar Refinery Workers		Los Angeles No. 367	128.40
No. 174	247.35	Burbank No. 385	644.25
BREA		El Monte No. 390	745.50
Rubber Workers No. 490	429.25	Watts No. 406	731.55
BURBANK		Sacramento No. 408	22.80
Plasterers No. 739	728.20	Fresno No. 420	143.25
Studio Teachers No. 884	54.25	Needles No. 430	267.30
BURNEY		West Hollywood No. 448	741.75
Woodworkers No. 269	241.65	Dunsmuir No. 458	203.55
CAMARILLO		Los Angeles No. 465	574.35
Musicians No. 581	60.00	San Francisco No. 472	122.55
CAMINO		Bakersfield No. 566	165.60
Woodworkers No. 286	21.70	San Luis Obispo No. 653	110.10
CHESTER		Santa Monica No. 677	120.15
Lumber and Sawmill Workers		Santa Rosa No. 687	44.35
No. 3074	1,251.05	Eureka No. 729	27.75
CHICO		Los Angeles No. 739	141.45
Barbers No. 354	48.00	San Jose No. 744	12.15
Building and Construction		Richmond No. 812	72.75
Trades Council	23.00	Los Angeles No. 817	64.80
Carpenters and Joiners		Portola No. 841	76.20
No. 2043	298.10	Stockton No. 843	116.10
Carpenters and Joiners		Tracy No. 849	23.25
No. 2838	182.20	Oakland No. 850	64.95
Lathers No. 156	46.00	Fresno No. 871	179.40
Millmen No. 1495	619.85	Watsonville No. 876	57.45
Motion Picture Projectionists		Los Angeles No. 912	502.50
No. 501	4.05	Los Angeles No. 970	87.75
Musicians No. 508	41.00	Roseville No. 994	29.85
Pipe Trades District Council		San Diego No. 1001	48.30
No. 36	24.00	Pasadena No. 1003	92.10
Plasterers and Cement Masons		Barstow No. 1017	84.15
No. 836	70.60	San Francisco No. 1019	14.70
Plumbers and Steamfitters		San Bernardino No. 1036	162.45
No. 607	246.58	Richmond No. 1042	96.00
Retail Clerks No. 17	120.00	San Jose No. 1046	155.30
Typographical No. 667	48.00	Fresno No. 1060	33.15
CITY OF COMMERCE		Sacramento No. 1073	149.40
Glass Bottle Blowers No. 224....	180.00	Bakersfield No. 1082	19.95
CITY OF INDUSTRY		Indio No. 1095	117.30
Potters No. 323	8.00	Stockton No. 1116	46.20
Rubber Workers No. 585	211.85	COACHELLA	
Rubber Workers No. 721	59.45	United Packinghouse Workers	
CLARKSBURG		No. 769	286.00
Sugar Workers No. 182	140.50	COLMA	
CLEVELAND, OHIO		Cemetery Workers and Greens	
(Railroad Trainmen)		Attendants No. 265	215.35
California Legislative Board of		COLTON	
		Cement Masons No. 97	240.00
		Operative Potters No. 226	217.50
		Steelworkers No. 5647	92.15

United Cement, Lime and Gypsum Workers No. 89	282.65	EL CENTRO	
COMPTON		Building and Construction Trades Council	12.00
Carpenters and Joiners No. 1437	1,065.70	Central Labor Council	24.00
Chemical Workers Joint Council No. 4	24.00	Construction and General Laborers No. 1119	72.75
CONCORD		Imperial County Federation of Teachers No. 1549	35.00
Machinists No. 1173	863.40	Theatrical Stage Employees No. 656	48.00
COPPEROPOLIS		EL CERRITO	
United Cement, Lime and Gypsum Workers No. 431	37.25	Operative Potters No. 165	76.00
CORONA		Teachers No. 866	276.50
Brick and Clay Workers No. 615	120.00	EL MONTE	
Carpenters and Joiners No. 2048	241.80	Carpenters and Joiners No. 1507	2,592.15
Glass Bottle Blowers No. 192	184.65	Chemical Workers No. 78	230.20
Glass Bottle Blowers No. 254	32.00	Glass Bottle Blowers No. 39....	201.50
CORONADO		Hod Carriers and General Laborers No. 1082	1,611.00
Masters, Mates and Pilots No. 12	49.00	Painters and Decorators No. 254	690.25
COSTA MESA		EL SEGUNDO	
Carpenters and Joiners No. 1453	95.75	Air Transport Workers No. 502	480.00
COVINA		Oil, Chemical and Atomic Workers No. 547	1,225.25
Communications Workers No. 9579	581.95	ELSINORE	
CROCKETT		Brick and Clay Workers No. 843	23.50
Sugar Workers No. 1	1,265.10	ELK CREEK	
CULVER CITY		Lumber and Sawmill Workers No. 2688	91.95
Stove Mounters No. 68	185.00	EMERYVILLE	
CUPERTINO		Oil, Chemical and Atomic Workers No. 589	455.30
United Cement, Lime and Gypsum Workers No. 100	151.60	Steelworkers No. 1304	971.60
DALY CITY		EUREKA	
Daly City Municipal Employees No. 919	74.95	Bakers No. 195	54.20
North County School District Employees No. 377	48.00	Barbers No. 431	103.80
Teachers No. 1481	61.55	Bartenders No. 318	203.85
DAVENPORT		Building and Construction Trades Council	24.00
United Cement, Lime and Gypsum Workers No. 46	240.00	Butchers No. 445	244.20
DIAMOND SPRINGS		Central Labor Council	24.00
United Cement, Lime and Gypsum Workers No. 158	45.60	Cooks and Waiters No. 220	513.50
DOWNEY		Electrical Workers No. 482	77.00
Communications Workers No. 9595	892.10	Hod Carriers No. 181	765.95
Rubber Workers No. 451	830.30	Hospital and Institutional Workers No. 327	75.60
Rubber Workers No. 171	185.40	Laundry Workers No. 156	51.00
DUNSMUIR		Lumber and Sawmill Workers No. 2592	717.35
Switchmen	8.20	Lumber and Sawmill Workers No. 3019	401.15
EL CAJON		Machinists No. 540	298.05
Carpenters and Joiners No. 2398	640.45	Municipal Employees No. 54....	52.35
		Painters No. 1034	101.40

Plasterers and Cement Finishers No. 481	59.25	Lemoore Federal Fire Fighters No. F-102	45.60
Plumbers No. 471	52.20	Fire Fighters Association No. 1477	43.50
Plywood and Veneer Workers No. 2931	336.15	Fire Fighters Association No. 1225	43.05
Printing Pressmen and Assistants No. 279	15.80	Federal Fire Fighters No. F-58	43.65
Redwood Dist. Council of Lumber and Sawmill Workers... ..	24.00	Fire Fighters Association No. 372	455.90
Retail Clerks No. 541	100.15	Fire Fighters Association No. 1167	26.00
Typographical No. 207	55.00	Fire Fighters Association of Los Angeles City, No. 748....	1,082.40
FEDERATED FIRE FIGHTERS		Los Angeles County Fire Protection District Fire Fighters No. 1014	1,529.70
Federated Fire Fighters of California	24.00	Los Gatos Fire Fighters No. 1566	21.55
Federated Naval Fire Fighters of the Bay Area No. F-15	67.50	Fire Fighters Association Santa Clara County No. 1165	51.80
Fire Fighters Association No. 689	90.85	Madera City Fire Fighters No. 1466	43.65
Alhambra Fire Fighters No. 1578	30.25	Fire Fighters Association No. 1479	46.90
Fire Fighters Association No. 1428	44.20	Fire Fighters Association No. 1396	46.70
Bakersfield Fire Fighters No. 844	97.55	Fire Fighters Association No. 1289	57.65
Kern County Fire Fighters Association No. 1301	289.65	Fire Fighters Association No. 1473	44.25
Benicia Fire Fighters No. 1610	7.55	Fire Fighters Association No. 1353	42.00
Fire Fighters Association No. 1227	200.45	Fire Fighters Association No. 1483	44.25
Fire Fighters Association No. 778	118.40	Fire Fighters Association No. 55	889.35
Sacramento Fire Fighters No. 1412	65.30	Federal Fire Fighters Association No. F-85	85.25
China Lake Fire Fighters No. F-32	54.80	Fire Fighters Association No. 1430	60.60
Fire Fighters Association of Contra Costa County No. 1230	283.25	Pacifica Fire Fighters No. 1543	32.30
Fire Fighters Association No. 1475	42.90	Fire Fighters Association No. 1319	42.90
Fire Fighters Association No. 1465	49.20	Fire Fighters Association No. 809	198.50
Fire Fighters Association No. 652	47.65	Petaluma Fire Fighters Association No. 1415	44.55
Fallbrook Fire Fighters No. 162230	Federal Fire Fighters Flight Test Center No. F-53	123.65
Fire Fighters Association No. 1274	46.35	Fire Fighters Association No. 1354	46.50
Fire Fighters Association No. 753	295.25	Fire Fighters Association No. 188	162.15
Fresno County Fire Fighters Association No. 1180	45.90	Fire Fighters Association No. 1592	11.40
California State Forestry Fire Fighters Association No. 1388	45.20	Federal Fire Fighters Greater Sacramento Area No. F-57	60.55
Gardena Fire Fighters Association No. 1413	40.00	Fire Fighters Association No. 522	454.10
Glendora Fire Fighters No. 1519	43.55		
Fire Fighters Association No. 1490	43.60		

Fire Fighters Association No. 1493	16.00	FREMONT Teachers No. 1494	54.35
Fire Fighters Association No. 1270	48.45	United Auto Workers No. 1364	4,065.55
Fire Fighters Association No. 891	165.75	FRESH POND Lumber and Sawmill Workers No. 2561	113.90
Federal Fire Fighters San Diego Area F-33	89.10	FRESNO Bakers No. 43	567.10
Fire Fighters Association No. 145	580.45	Barbers and Beauticians No. 333	140.05
Fire Fighters Association No. 873	387.15	Bricklayers No. 1	45.00
Fire Fighters Association No. 1171	74.90	Building and Construction Trades Council	18.00
Fire Fighters Association No. 1401	49.35	Building Service Employees No. 110	407.55
Fire Fighters Association of Seaside	45.50	Butchers No. 126	600.00
Fire Fighters Association No. 810	53.00	Central Labor Council	24.00
Fire Fighters Association So. San Francisco Fire Fighters Association No. 1507	38.85	Chemical Workers No. 97	537.45
Fire Fighters Association No. 1434	45.55	Central California Classified School Employees No. 1206..	136.55
Fire Fighters Association No. 1229	186.30	Communications Workers No. 9408	654.15
Fire Fighters Association of San Joaquin County No. 1243	52.20	Cooks No. 230	369.00
Fire Fighters Association No. 1138	128.05	Culinary, Bartenders and Hotel Service Workers No. 62	937.50
Fire Fighters Association No. 1186	91.50	Electrical Workers No. 100	144.00
Vandenberg Fire Fighters No. F-116	24.60	Fresno County Public Employ- ees No. 458	22.50
Fire Fighters Association No. 1429	45.70	Hod Carriers and Common La- borers No. 294	603.60
Fire Fighters of Santa Cruz County No. 1272	44.55	Iron Workers No. 155	62.75
West Sacramento Fire Fighters No. 1482	45.00	Iron Workers No. 624	72.00
Whittier Fire Fighters No. 1503	83.50	Joint Executive Board, Culi- nary Workers, Bartenders and Hotel Workers	24.00
FAIRFIELD Communications Workers No. 9422	202.50	Lathers No. 83	57.20
FEATHER FALLS Lumber and Sawmill Workers No. 2801	220.90	Machinists No. 653	982.89
FONTANA State, County and Municipal Employees No. 690	77.45	Machinists No. 1309	1,067.90
Steelworkers No. 2869	240.00	Millmen No. 1496	225.30
Steelworkers No. 5632	157.50	Motion Picture Operators No. 599	60.00
FORESTHILL Woodworkers No. 3-86	158.20	Motor Coach Operators No. 1027	68.10
FORT BRAGG Carpenters and Joiners No. 1376	55.70	Musicians No. 210	8.00
		Plasterers and Cement Finish- ers No. 188	216.90
		Plumbers and Steamfitters No. 246	519.75
		Printing Pressmen No. 159	99.65
		Production No. 3184	662.25
		Railway Carmen No. 805	21.65
		Retail Food, Drug and Liquor Clerks No. 1288	1,560.00
		Sheet Metal Workers No. 252..	210.00
		Stereotypers No. 104	48.00
		Theatrical Stage Employees No. 158	48.00
		Tile Layers No. 23	3.25
		Typographical No. 144	240.00
		Upholsterers No. 26	20.40

Winery and Distillery Workers No. 45	120.00	Building Service Employees No. 278	497.95
FULLERTON		Carpenters and Joiners No. 1052	139.15
Flat Glass Workers No. 187....	80.50	Film Technicians No. 683	3,000.00
Painters No. 1817	815.55	Hollywood AFL Film Council..	24.00
GARDEN GROVE		Hollywood Painters No. 5.....	653.60
Rubber Workers No. 393	1.50	Machinists No. 1185	180.00
GARDENA		Make-Up Artists No. 706.....	397.85
South Bay Teachers No. 1301....	48.00	Motion Picture Costumers No. 705	312.00
Steelworkers No. 2273	222.95	Motion Picture Crafts Service No. 727	180.00
GLENDALE		Motion Picture Film Editors No. 776	1,008.00
Brick and Clay Workers No. 774	860.50	Motion Picture Photographers No. 659	360.00
Brick and Clay Workers No. 820	407.35	Motion Picture Screen Cartoonists No. 839	205.50
Carpenters and Joiners No. 563	1,427.65	Motion Picture Set Painters No. 729	318.00
Cement Finishers No. 893	791.85	Motion Picture Sound Technicians No. 695	360.00
Painters and Decorators No. 713	652.10	Motion Picture Studio Art Craftsmen No. 790	60.00
Plumbers and Pipe Fitters No. 761	1,598.98	Motion Picture Studio Cinetechnicians No. 789	705.75
Post Office Clerks No. 841	226.20	Motion Picture Studio Elec- trical Technicians No. 728....	625.00
Printing Pressmen No. 107	18.00	Motion Picture Studio First-Aid Employees No. 767	97.40
Typographical No. 871	71.50	Motion Picture Studio Projectionists No. 165	354.40
GRASS VALLEY		National Broadcast Employees No. 53	1,166.45
Bartenders and Culinary Workers No. 368	944.75	Office Employees No. 174	883.25
HANFORD		Post Office Clerks No. 1256	125.50
Carpenters and Joiners No. 1043	10.00	Publicists No. 818	308.65
United Rubber Workers No. 703	344.70	Scenic Artists No. 816	170.95
HAWTHORNE		Screen Actors Guild	6,000.00
Stove, Furnace and Allied Ap- pliance Workers No. 123-B....	177.05	Screen Extras Guild, Inc.	3,600.00
HAYWARD		Script Supervisors No. 871	149.40
Brewery Workers No. 293	133.50	Set Designers and Model Makers No. 847	101.25
Carpenters and Joiners No. 1622	2,160.00	Society of Motion Picture Art Directors No. 876	72.50
Communications Workers No. 9412	637.80	Story Analysts No. 854	69.10
Culinary Workers and Bartenders No. 823	3,484.55	Studio Carpenters No. 946.....	204.65
Glass Bottle Blowers No. 53....	306.90	Studio Electricians No. 40	240.00
Hayward Federation of Teachers No. 1423	66.55	Studio Grips No. 80	450.00
Painters and Decorators No. 1178	691.30	Studio Utility Employees No. 724	1,025.50
Steelworkers No. 5004	289.25	Treasurers and Ticket Sellers No. 857	34.60
HOLLYWOOD		United Auto Workers No. 179..	2,064.95
Actors' Equity Association....	392.75	HUNTINGTON BEACH	
Affiliated Property Craftsmen No. 44	2,400.00	Communications Workers No. 9582	164.00
American Federation of Tele- vision and Radio Artists	360.00	HUNTINGTON PARK	
American Guild of Musical Artists	240.00	Allied Industrial Workers No. 990	360.00
Broadcast, Television and Recording Engineers No. 45	480.00	Butchers No. 563	3,351.00

California Federation of Post Office Clerks	36.00	Carpenters and Joiners No. 710	1,373.45
Furniture Workers No. 1010....	726.00	Cement Finishers No. 791	329.40
Glass Bottle Blowers No. 114..	240.00	Chemical Workers No. 1	299.87
Glass Bottle Blowers No. 141..	64.90	Chemical Workers No. 255	400.95
Glass Bottle Blowers No. 137..	1,565.10	City Employees No. 112	385.85
Machinists No. 1571	1,492.90	Communications Workers No. 9571	893.35
Operative Potters No. 201.....	90.00	Culinary Alliance No. 681	6,425.00
Packinghouse Workers No. 78-C	196.30	Dry Dock and Ordinance Painters No. 1501	51.70
Painters and Decorators No. 95	619.60	Hod Carriers and Common Laborers No. 507	2,444.20
Steelworkers No. 1845	240.30	Joint Executive Board of Culinary Workers	24.00
INGLEWOOD		Lathers No. 172	242.31
Painters and Decorators No. 1346	789.61	Lifeguards No. 1292	70.80
IONE		Machinists No. 1235	575.00
Brick and Clay Workers No. 750	48.00	Motion Picture Projectionists No. 521	81.00
Brick and Clay Workers No. 844	46.00	Musicians Association No. 353	120.00
Glass Bottle Blowers No. 80	23.20	Oil, Chemical and Atomic Workers No. 128	6,087.35
KLAMATH		Painters and Decorators No. 256	892.11
Lumber and Sawmill Workers No. 2505	347.15	Plasterers and Cement Finishers No. 343	266.60
LA JOLLA		Printing Pressmen No. 285	97.85
Carpenters and Joiners No. 1358	230.25	Retail Clerks No. 324	5,040.00
LAKEWOOD		Roofers No. 72	165.55
Rubber Workers No. 357	14.20	Rubber Workers No. 560	395.75
LA MESA		Sheet Metal Workers No. 420	660.00
National Broadcast Employees No. 54	61.70	State Council Culinary Workers, Bartenders and Hotel Service Employees	24.00
LA PUENTE		Stereotypers No. 161	26.00
Rubber Workers No. 766	131.40	Teachers No. 1263	55.20
LATHROP		Teachers No. 1384	56.45
United Glass and Ceramic Workers No. 418	660.30	Typographical No. 650	223.20
LAWNDALE		United Auto Workers No. 148	13,529.10
Glass Bottle Blowers No. 19....	443.20	United Auto Workers No. 805	746.45
LIVERMORE		Utility Workers No. 246	646.35
Chemical Workers No. 422	71.80	LOS ANGELES	
Machinists No. 1577	158.30	Advertising and Public Relations Employees No. 518	46.00
LODI		Amalgamated Transit No. 1277	1,191.80
American Federation of Grain Millers No. 59	453.40	American Flint Glass Workers No. 139	222.00
Carpenters and Joiners No. 1418	308.00	American Guild of Variety Artists	360.00
Typographical No. 983	48.00	Amusement Area Employees No. B-192	7.50
LOMPOC		Asbestos Workers No. 5	360.00
Chemical Workers No. 146	481.60	Auto-Marine Products Finishing Equipment Painters No. 1798	480.00
LONG BEACH		Bakers No. 453	360.00
Asbestos Workers No. 20	48.00	Barbers No. 1000	1,275.90
Bakers No. 31	242.25		
Barbers No. 622	149.45		
Bartenders No. 686	1,313.90		
Bricklayers No. 13	300.00		
Building and Construction Trades Council	24.00		

LOS ANGELES (Continued)

Bartenders No. 284	2,232.55	Dining Car Employees No. 582	240.00
Beauticians No. 295-A	48.00	District Council of Brick and Clay Workers No. 11	24.00
Bill Posters and Billers No. 32	115.00	District Council of Carpenters	24.00
Boilermakers No. 92	960.00	District Council of Machinists No. 94	24.00
Boilermakers, Blacksmiths and Helpers No. 1212	54.00	District Council of Painters No. 36	25.00
Bookbinders No. 63	720.00	District Council of Plasterers and Cement Masons of Southern California	36.00
Brewery and Distillery Workers No. 7	50.00	Electrical Workers No. 11	6,000.00
Bricklayers No. 2	540.00	Electrical Workers No. B-18	720.00
Brick and Clay Workers No. 661	50.00	Electrical Workers No. 1710 ..	696.50
Building Service Employees No. 193	60.00	Electrotypers No. 137	64.30
Bus Drivers No. 1222	240.00	Elevator Constructors No. 18	201.60
Cabinet Makers and Millmen No. 721	3,308.20	Film Exchange Employees No. 61-B	96.25
California Social Service Agencies of Jewish Federation No. 1108	205.95	Fur Workers No. 87-F	263.10
California State Association of Electrical Workers	24.00	Furniture No. 500	95.00
California State Council of Building Service Employees	24.00	Glass Bottle Blowers No. 29	349.70
California State Association of Letter Carriers	24.00	Gunite Workers No. 345	434.65
Cap Makers No. 22	65.00	Health Workers No. 1036	44.00
Carpenters and Joiners No. 25	1,881.70	Hod Carriers and Common Laborers No. 300	11,000.00
Carpenters and Joiners No. 929	1,011.35	Hod Carriers and Common Laborers No. 696	110.00
Carpenters and Joiners No. 1497	1,692.05	Hotel Service Employees No. 765	480.00
Carpenters and Joiners No. 1976	724.75	House, Building and General Movers No. 923	180.45
Carpet, Linoleum and Soft Tile Workers No. 1247	3,415.45	Housing Authority of Los Angeles No. 143	57.50
Cement Masons No. 627	1,486.85	Insurance Workers No. 83	887.05
Chemical Workers No. 11	480.00	Iron Workers No. 509	875.00
Chemical Workers No. 350	61.95	Electrical Workers No. 850	265.80
Chemical Workers No. 452	757.60	Electrical Workers No. 854	473.25
Child Welfare Workers No. 816	4.50	Electrical Workers No. 1202 ..	96.95
Cleaners, Dyers and Pressers No. 268	480.00	Electrical Workers No. 1503 ..	64.10
Cloak Makers No. 58	600.00	Electrical Workers No. 1511 ..	90.60
Clothing Workers No. 55-D	550.00	Electrical Workers No. 1514 ..	86.70
Clothing Workers No. 81	180.00	Jewelry Workers No. 23	345.00
Clothing Workers No. 278	1,560.00	Joint Council of Building Service Employees of Southern California No. 8	24.00
Clothing Workers No. 408	660.00	Joint Executive Board of Culinary Workers	24.00
Commercial Telegraphers No. 48	300.00	Joint Executive Conference of Electrical Workers of Southern California	36.00
Communications Workers No. 9502	33.50	Ladies Garment Workers No. 55	1,080.00
Communications Workers No. 9590	506.65	Ladies Garment Workers No. 84	360.00
Cooks No. 468	3,000.00	Ladies Garment Workers No. 96	480.00
Council of Federated Municipal Crafts	23.00	Ladies Garment Workers No. 97	240.00
Dental Technicians No. 100	120.00	Ladies Garment Workers No. 451	180.00
Designers' Guild of Ladies Apparel No. 452	48.00		

LOS ANGELES (Continued)		Lumber and Sawmill Workers	
Ladies Garment Workers		No. 2288	3,200.92
No. 482	480.00	Machinists No. 311	3,997.35
Ladies Garment Workers		Machinists No. 1186	3,000.00
No. 483	150.00	Mailers No. 9	480.00
Ladies Garment Workers		Meat Cutters No. 421	3,000.00
No. 496	120.00	Metal Polishers No. 67	72.00
Ladies Garment Workers		Metal Trades Council of	
No. 497	600.00	Southern California	25.00
Ladies Garment Workers		Millwrights No. 1607	615.90
No. 512	120.00	Miscellaneous Employees	
Lathers No. 42	591.05	No. 440	3,343.10
Lathers No. 42-A	1,024.40	Miscellaneous Foremen, Public	
Lithographers No. 262	120.20	Works Superintendents	
Lithographers No. 22-L	180.00	No. 413	222.30
Lithographers and Photo		Molders and Foundry Workers	
Engravers No. 32-P	662.30	No. 374	168.00
Los Angeles Allied Printing		Motion Picture Projectionists	
Trades Council	24.00	No. 150	728.15
Los Angeles Building and		Musicians No. 47	2,400.00
Construction Trades Council	24.00	Newspaper Guild No. 69	1,539.50
Los Angeles City Employees		Newspaper Pressmen No. 18 ..	720.00
No. 347	192.00	Office Employees No. 30	1,760.00
Los Angeles City Employees		Offset Workers, Printing	
No. 119	58.65	Pressmen and Assistants	
Los Angeles City and County		No. 78	660.00
School Employees No. 99	175.00	Operating Engineers No. 12	12,540.00
Los Angeles City Employees		Ornamental Iron Workers	
No. 1601	22.00	No. 792	479.05
Los Angeles County Employees		Packinghouse Workers District	
No. 187	24.60	Council No. 4	24.00
Los Angeles County Employees		Packinghouse Workers No. 200	355.30
No. 434	1,800.00	Packinghouse, Food and	
Los Angeles County		Allied Workers No. 1138	271.55
Federation of Labor	36.00	Painters and Decorators	
Los Angeles County Guards		No. 1348	367.25
No. 790	67.90	Paper Handlers No. 3	125.00
Los Angeles County		Paper Makers No. 208	155.65
Mechanical Supervisory		Papers Makers No. 349	136.45
Employees No. 180	33.55	Pari-Mutuel Employees Guild	
Los Angeles County Park and		No. 280	480.00
Recreation Department		Pattern Makers Association	96.00
Employees No. 517	427.45	Plasterers No. 2	700.00
Los Angeles County		Plumbers No. 78	2,927.00
Probation Officers No. 685 ..	823.80	Printing Specialties and Paper	
Los Angeles County Superior		Products No. 495	51.25
Court Clerks No. 575	148.55	Printing Specialties and Paper	
Los Angeles County Superior		Converters No. 388	1,200.00
Court Reporters No. 788	107.42	Printing Specialties and Paper	
Los Angeles Department of		Products No. 522	377.00
Water and Power		Provision House Workers	
Employees No. 233	200.80	No. 274	3,600.00
Los Angeles Leather, Luggage		Public Service Carpenters	
Employees No. 213-L	600.00	No. 2231	126.65
Los Angeles Municipal		Pulp, Sulphite and Paper Mill	
Employees No. 319	215.45	Workers No. 268	76.95
Los Angeles State Employees		Pulp, Sulphite and Paper Mill	
No. 1406	6.00	Workers No. 307	720.00
Los Angeles Union Label		Pulp, Sulphite and Paper Mill	
Council	24.00	Workers No. 550	101.00
		Pulp, Sulphite and Paper Mill	
		Workers No. 680	47.65

LOS ANGELES (Continued)			
Railways News Service		Teachers No. 1021	375.00
No. 357	81.00	Textile Workers No. 99	297.15
Railway Clerks No. 928	9.45	Textile Workers No. 915	185.60
Reinforced Iron Workers		Textile Workers No. 1291	56.15
No. 416	750.00	Theatrical Press Agents and	
Railway and Steamship Clerks		Managers No. 18032	48.00
No. 2114	90.00	Theatrical Wardrobe	
Roofers No. 36	1,295.00	Attendants No. 768	67.80
Rubber Workers No. 43	673.80	Tile Layers No. 18	600.00
Rubber Workers No. 44	1,123.80	Typographical No. 174	1,818.50
Rubber Workers No. 131	1,525.05	United Auto Workers No. 887	21,940.55
Rubber Workers No. 141	342.35	United Federation of Postal	
Rubber Workers No. 335	144.15	Clerks No. 82-T	48.00
Rubber Workers No. 428	157.30	United Garment Workers	
Rubber Workers No. 430	39.05	No. 94	42.00
Rubber Workers No. 458	1,862.65	United Garment Workers	
Rubber Workers No. 656	82.80	No. 125	326.15
Service and Maintenance		Upholsterers No. 15	384.00
Employees No. 399	1,200.00	Utility Workers No. 132	2,050.45
Sheet Metal Workers No. 108	4,803.95	Waiters No. 17	3,600.00
Sign and Pictorial Painters		Waitresses No. 639	5,530.80
No. 831	120.00	Wholesale Wine and Liquor	
Social Workers No. 535	712.85	Workers No. 151	105.42
Southern California		LOS GATOS	
Communications Workers		Carpenters and Joiners	
Council	14.00	No. 2006	894.80
Southern California		LOS NIETOS	
Conference of Allied		Brick and Clay Workers	
Printing Trades Councils	24.00	No. 824	456.25
Southern California Council of		MADERA	
Public Employees No. 20	24.00	Construction and General	
Southern California District		Laborers No. 920	5.00
Council of Laborers	24.00	Madera Typographical No. 848	36.00
Southern California District		MANTECA	
Council of Lathers	23.00	Carpenters and Joiners	
Southern California Joint		No. 1869	229.70
Board of Amalgamated		Sugar Workers No. 177	280.00
Clothing Workers	24.00	MARTELL	
Southern California Printing		Carpenters and Joiners	
Specialties and Paper		No. 1522	65.10
Products Joint Council No. 2	24.00	MARTINEZ	
Southern California Pipe		Allied Hospital Employees	
Trades District Council		No. 251	130.65
No. 16	24.00	Building and Construction	
Southern California		Trades Council	36.00
Typographical Conference ..	24.00	Central Labor Council	24.00
Sportswear and Cotton		Carpenters and Joiners	
Garment Workers No. 266 ..	980.00	No. 2046	2,821.15
Sprinkler Fitters No. 709	437.50	Construction and General	
Stage Employees No. 33	330.00	Laborers No. 324	3,128.35
State, County and Municipal		Contra Costa County	
Employees No. 800	91.80	Employees No. 1675	1,188.65
State Employees No. 361	44.00	Electrical Workers No. 302 ...	912.00
Stationary Operating		Northern California Joint	
Engineers No. 501	1,030.00	Executive Conference of	
Steelworkers No. 1547	48.00	Electrical Workers	24.00
Steelworkers No. 2172	132.70	Oil, Chemical and Atomic	
Steelworkers No. 5504	407.30	Workers No. 5	2,282.05
Stereotypers No. 58	375.00	Painters and Decorators	
Structural Iron Workers		No. 741	180.00
No. 433	56.00		

Plumbers and Pipe Fitters No. 159	450.00	Typographical No. 689	67.00
Typographical No. 597	90.20	MONTEREY	
MARYSVILLE		Barbers No. 896	84.00
Bartenders and Culinary Alliance No. 715	250.00	Building and Construction Trades Council	24.00
Central Labor Council	24.00	Carpenters and Joiners No. 1323	701.25
Hod Carriers and General Laborers No. 121	510.00	Central Labor Council	24.00
Musicians No. 158	18.00	Electrical Workers No. 1072	126.00
Stage Employees No. 216	48.00	Fish Cannery Workers of the Pacific	142.75
MAYWOOD		Hod Carriers and Common Laborers No. 690	471.25
Glass Bottle Blowers No. 145	108.45	Hotel, Restaurant Employees and Bartenders No. 483	1,293.95
Steelworkers No. 1981	1,494.10	Painters and Decorators No. 272	30.00
Steelworkers No. 2058	524.75	Roofers No. 50	56.75
United Auto Workers No. 509	6,814.75	Seine and Line Fishermen	180.00
United Auto Workers No. 808	1,423.40	MONTEREY PARK	
MENLO PARK		Steelworkers No. 1502	837.05
Utility Workers No. 160-C	102.65	MOUNTAIN VIEW	
MERCED		Carpenters and Joiners No. 1280	1,665.15
Carpenters and Joiners No. 1202	19.85	Hardwood Floor Layers No. 3107	205.05
Central Labor Council	30.00	McCLOUD	
Communications Workers No. 9407	20.00	Woodworkers No. 3-64	830.00
Construction and General Laborers No. 995	957.60	NAPA	
Musicians Protective No. 454....	4.50	Barbers No. 595	63.30
Plasterers and Cement Masons No. 672	31.65	Bartenders and Culinary Workers No. 753	629.50
Typographical	22.00	California State Hospital Employees No. 174	38.15
MILL VALLEY		Carpenters and Joiners No. 2114	336.50
Carpenters and Joiners No. 1710	134.70	Central Labor Council.....	18.00
MILPITAS		Hod Carriers and General Laborers No. 371	434.25
United Auto Workers No. 560..	2,566.50	Machinists No. 1419	204.20
MODESTO		Plasterers and Cement Finishers No. 766	48.00
Barbers No. 787	55.60	United Garment Workers No. 197	546.35
Building and Construction Trades Council	24.00	NEWARK	
Carpenters and Joiners No. 1235	1,006.20	Chemical Workers No. 62	208.10
Central Labor Council	24.00	NEW YORK, N. Y.	
Chemical Workers No. 190.....	167.90	National Maritime Unions of California	575.00
Culinary Workers and Bartenders No. 542.....	1,317.40	NILES	
Electrical Workers No. 684.....	426.00	Brick and Clay Workers No. 793	2.75
Glass Bottle Blowers No. 17.....	232.50	Steelworkers No. 3367	684.20
Hod Carriers and General Laborers No. 1130	853.85	NORTH FORK	
Musicians No. 652	123.00	Lumber and Sawmill Workers No. 2762	196.65
Plasterers No. 429	163.45	NORTHRIDGE	
Plumbers and Steamfitters No. 437	240.00	Teachers, San Fernando Valley No. 1441	66.85
Sheet Metal Workers No. 495....	96.00		
Sign and Pictorial Artists No. 1629	48.00		
Stage Employees No. 564.....	54.00		

NORWALK			
Chemical Workers No. 748.....	67.40	East Bay Municipal Employees No. 390	305.00
Operative Potters No. 307	63.54	East Bay Municipal District Employees No. 444	165.55
Rubber Workers No. 158	120.85	East Bay Regional Park Employees No. 414	83.05
State, County and Municipal Employees No. 1492	117.00	Electrical Workers No. 595	1,488.00
OAKLAND		Electrical Workers No. 1245....	10,800.00
Aircraft Workers No. 854.....	81.15	Electronic, Plastic and Metal Production No. 1518	1,150.00
Alameda County School Employees No. 257	364.65	Floorlayers and Carpenters No. 1861	120.00
Allied Printing Trades Council Auto and Ship Painters No. 1176	24.00 475.20	Gardeners, Florists and Nurserymen No. 1206	102.00
Automotive Machinists No. 1546	6,406.45	Glass Bottle Blowers No. 2.....	120.00
Barbers No. 134	625.00	Glass Bottle Blowers No. 141....	720.00
Bartenders No. 52	1,492.45	Glass Bottle Blowers No. 142....	136.85
Boilermakers No. 10	480.00	Glass Bottle Blowers No. 155....	314.75
Bricklayers No. 8	240.00	Hod Carriers No. 166	525.00
Building and Construction Trades Council of Alameda County	24.00	Ink and Roller Makers No. 5....	137.00
Building Service Employees No. 18	2,349.40	Insurance Workers No. 30	143.55
Butchers No. 120	2,700.00	Iron Workers No. 378	240.00
California Legislative and Co-Ordinating Council	24.00	Lathers No. 88	204.00
Carpenters and Joiners No. 36	2,199.67	Laundry Workers No. 2	1,333.10
Carpenters and Joiners No. 1473	593.36	Machinists No. 234	2,400.00
Carpet and Linoleum and Soft Tile Workers No. 1290	345.00	Millmen No. 550	325.00
Cement Masons No. 594	480.00	Motion Picture Projectionists No. 169	149.70
Cemetery Workers and Greens Attendants No. 322	205.15	Newspaper Printing Pressmen No. 39	146.85
Central Labor Council	36.00	Northern California Auto Machinists Council	24.00
Cleaning and Dye House Workers No. 3009	1,381.16	Northern California District Joint Council	24.00
Clerks and Lumber Handlers No. 939	90.00	Northern California Typographical Conference	24.00
Commercial Telegraphers No. 208	45.00	Office Employees No. 29	2,800.00
Communications Workers Bay Area Council	19.00	Offset Reproduction Artisans No. 473	60.00
Communications Workers No. 9490	1,472.40	Operating Engineers No. 736....	129.15
Communications Workers No. 9415	567.50	Painters and Decorators No. 127	280.00
Construction and General Laborers No. 304	3,639.60	Paint Makers No. 1101	634.15
Cooks No. 228	2,040.00	Plasterers No. 112	120.00
Culinary Alliance No. 31	4,155.60	Plumbers and Gas Fitters No. 444	1,080.00
Dining Car Cooks and Waiters No. 456	312.00	Printing Pressmen No. 125	384.00
District Council of Chemical Workers No. 2	24.00	Printing Specialties and Paper Products No. 382	1,438.20
District Council of Painters No. 16	26.00	Printing Specialties and Paper Products No. 677	192.80
District Lodge of Machinists No. 115	29.00	Printing Specialties and Paper Products No. 678	782.80
		Railway Carmen No. 735	87.05
		Retail Food Clerks No. 870	1,440.00
		Roofers No. 81	300.00
		Rubber Workers No. 78	154.60
		Rubber Workers No. 64	182.20
		Scrapworkers No. 1088	310.60
		Sheet Metal Workers No. 216..	600.00
		Sheet Metal Workers No. 355..	135.00

Shipyard and Marine Shop		PALMDALE	
Laborers No. 886	660.00	Painters and Decorators	
Sign, Pictorial and Display		No. 1793	144.00
No. 878	195.00	PALM SPRINGS	
Sleeping Car Porters	255.00	Carpenters and Joiners	
Steamfitters and Helpers		No. 1046	393.30
No. 342	1,530.00	Lathers No. 454	48.40
Steelworkers No. 168	47.25	Painters and Decorators	
Steelworkers No. 1798	575.40	No. 1627	160.10
Steelworkers No. 4468	405.00	PALO ALTO	
Street Carmen No. 192	1,200.00	Barbers No. 914	87.85
Teachers No. 771	307.10	Bindery Workers No. 21	48.00
Technical Engineers No. 39	46.00	Carpenters and Joiners	
Theatrical Employees		No. 668	1,279.25
No. B-82	96.00	Communications Workers	
Theatrical Janitors No. 121	96.00	No. 9409	165.00
Theatrical Stage Employees		Painters and Decorators	
No. 107	52.00	No. 388	494.77
Tool and Die Makers No. 1176	76.40	Typographical No. 521	180.00
Typographical No. 36	773.15	PANORAMA	
United Auto Workers No. 76....	1,327.25	Communications Workers	
University of California		No. 9503	862.50
Employees No. 371	168.40	PASADENA	
OCEANSIDE		Carpenters and Joiners	
Oceanside-Carlsbad Teachers		No. 769	1,191.20
No. 1344	32.25	Cement Masons No. 923	232.20
OMO RANCH		Hod Carriers No. 439	540.00
Lumber and Sawmill Workers		Hotel-Restaurant Employees	
No. 2728	187.15	and Bartenders Alliance	
ONTARIO		No. 531	3,030.70
Barbers No. 999	22.00	Lathers No. 81	284.30
Operative Potters No. 319	217.75	Meat Cutters No. 439	2,160.00
ORANGE		Operative Potters No. 222	130.70
Teachers No. 1487	24.00	Painters and Decorators	
OREGON		No. 92	477.90
Electrical Workers No. 659	10.00	Pasadena School District	
ORO GRANDE		Employees No. 606	64.75
Cement Workers No. 192	276.50	Plasterers and Cement	
OROVILLE		Finishers No. 194	390.15
Barbers No. 643	48.00	Plumbers No. 280	453.15
Bartenders and Culinary		Typographical No. 583	150.00
Workers No. 654	492.25	PATTON	
Butchers No. 460	60.60	California State Hospital	
Carpenters and Joiners		Employees No. 128	161.50
No. 1240	483.85	PERRIS	
Central Labor Council of		Rubber Workers No. 763	15.40
Butte County	24.00	PETALUMA	
OXNARD		Barbers No. 419	46.00
Barbers No. 959	60.40	Bartenders and Culinary	
Carpenters and Joiners		Workers No. 271	379.15
No. 2042	480.00	Lathers No. 268	49.60
Communications Workers		Machinists No. 1596	269.95
No. 9575	358.70	Typographical No. 600	52.00
Steelworkers No. 2029	78.60	PICO RIVERS	
PALM CITY		United Auto Workers No. 923..	2,463.35
Carpenters and Joiners		PITTSBURG	
No. 1490	100.15	Barbers No. 917	277.70
		Bartenders and Culinary	
		Workers No. 822	979.95

Chemical Workers No. 23	493.05	Musicians No. 113	116.25
Communications Workers No. 9400	28.00	Northern California District Council of Lumber and Sawmill Workers	24.00
Glass Bottle Blowers No. 160....	231.00	Plasterers and Cement Masons No. 805	89.00
Paper Makers No. 329	213.70	Retail Clerks No. 1364	1,125.00
Plasterers and Cement Finishers No. 825	232.10	Typographical No. 993	48.00
Steelworkers No. 1440	2,882.70	United Cement Lime and Gypsum Workers No. 427 ...	98.67
Steelworkers No. 4534	81.00		
PLACERVILLE		REDLANDS	
Carpenters and Joiners No. 1992	175.85	Operative Potters No. 214	148.20
Hotel and Restaurant Workers No. 793	218.50	REDONDO BEACH	
PLEASANT HILL		Carpenters and Joiners No. 1478	1,609.35
Communications Workers No. 9402	62.50	Los Angeles County Beach Cities Employees No. 448 ...	30.55
POMONA		REDWOOD CITY	
Chemical Workers No. 58	259.85	Cement Mill Workers No. 760	133.80
Glass Bottle Blowers No. 34....	245.05	Electrical Workers No. 1969....	360.00
Hod Carriers No. 806	726.00	Painters and Decorators No. 1146	346.50
Machinists No. 1586	495.05	State, County and Municipal Employees Council No. 57 ...	24.00
Pacific State Hospital No. 1515	168.60	Teachers No. 1163	168.65
Painters and Decorators No. 979	596.45	United Auto Workers No. 109	253.85
Paper Makers No. 318	70.90	RESEDA	
Plumbers and Steamfitters No. 398	1,005.75	Carpenters and Joiners No. 844	2,151.55
Retail Clerks No. 1428	1,692.00	RICHMOND	
Typographical No. 994	288.00	Barbers No. 508	181.50
PORT CHICAGO		Bartenders and Culinary Workers No. 595	2,642.40
Chemical Workers No. 25	127.40	Beauticians No. 508-A	161.40
PORTERVILLE		Boilermakers No. 317	76.75
Carpenters and Joiners No. 2126	104.05	Boilermakers No. 513	480.00
RED BLUFF		Carpenters and Joiners No. 642	1,377.60
Carpenters and Joiners No. 1254	53.85	Communications Workers No. 9401	130.95
REDDING		Machinists No. 824	1,800.00
Auto and Machinists No. 1397..	312.00	Motion Picture Projectionists No. 560	48.00
Barbers No. 6	106.15	Musicians No. 424	18.00
Building and Construction Trades Council of Northeastern California	24.00	Office Employees No. 243	184.00
Butchers No. 352	510.50	Operative Potters No. 89	195.75
Carpenters and Joiners No. 1599	771.95	Operative Potters No. 302	18.00
Central Labor Council of Five Counties	24.00	Painters and Decorators No. 560	385.75
Culinary Workers, Bartenders, and Hotel Service Employees No. 470	1,254.20	Public Employees of Contra Costa County No. 302	570.00
Electrical Workers No. 442	360.00	Railway Carmen No. 250	111.00
Hod Carriers and Common Laborers No. 961	1,000.00	Retail Clerks No. 1179	1,200.00
Lumber and Sawmill Workers No. 2608	1,161.75	Steelworkers No. 4113	148.65
Motion Picture Projectionists No. 739	48.00	Tankers Officers Association...	102.00
		Typographical No. 738	77.20
		RIDGECREST	
		Electrical Workers No. 729	56.50
		Indian Wells Valley Metal Trades Council	29.00

RIVERA
 Packinghouse Workers No. 67 489.55
 Steelworkers No. 5188 70.00

RIVERSIDE
 American Federation of State
 County and Municipal
 Employees No. 1239 208.70
 Barbers No. 171 191.45
 Building and Construction
 Trades Council 24.00
 Carpenters and Joiners
 No. 235 1,106.45
 Carpenters and Joiners
 No. 1959 120.00
 Central Labor Council 24.00
 District Council of Painters
 No. 48 24.00
 District Council of United
 Cement, Lime and Gypsum
 Workers No. 3 24.00
 Electrical Workers No. 440 398.10
 Hod Carriers and General
 Laborers No. 1184 1,841.50
 Machinists No. 1104 180.00
 Painters and Decorators
 No. 286 321.60
 Retail Clerks No. 1167 600.00
 Riverside County Federation
 of Teachers No. 1414 52.25
 Sheet Metal Workers No. 509 548.25
 United Cement, Lime and
 Gypsum Workers No. 48 352.75

ROSEVILLE
 Carpenters and Joiners
 No. 1147 735.75
 Switchmen No. 263 250.45

SACRAMENTO
 Allied Printing Trades Council 24.00
 Amalgamated Transit No. 256 169.50
 American Federation of State,
 County and Municipal
 Employees No. 258-A 349.05
 Automotive Lodge No. 2182 214.65
 Barbers No. 112 279.70
 Bartenders No. 600 864.25
 Boilermakers No. 94 64.40
 Bookbinders No. 35 193.80
 Building and Construction
 Trades Council 24.00
 Building Service Employees
 No. 22 360.00
 Butchers No. 498 2,441.20
 California Council of State
 Employees No. 56 12.00
 California Department of
 Industrial Relations No. 1031 52.00
 California State Federation of
 Teachers 24.00
 Carpenters and Joiners
 No. 586 2,160.50

Carpet, Linoleum and Tile
 Workers No. 1237 311.80
 Cement Finishers No. 582 480.00
 Central Labor Council 24.00
 Communications Workers
 No. 9421 135.00
 Construction and General
 Laborers No. 185 4,200.00
 Cooks No. 683 890.55
 County Employees No. 146 120.00
 District Council of Carpenters 24.00
 Electrical Workers No. 340 300.00
 Hod Carriers No. 262 197.00
 Iron Workers No. 118 805.00
 Jewelry Workers No. 112 60.00
 Lathers No. 109 120.00
 Machinists No. 33 263.95
 Millmen No. 1618 281.20
 Miscellaneous Employees
 No. 393 1,387.60
 Motion Picture Machine
 Operators No. 252 63.00
 Musicians No. 12 300.00
 Painters and Decorators
 No. 487 672.00
 Plasterers No. 295 112.70
 Plumbers and Steamfitters
 No. 447 360.00
 Printing Pressmen No. 60 150.00
 Printing Specialties and
 Paper Converters No. 460 78.90
 Railway Carmen No. 1344 74.15
 Retail Clerks No. 588 2,400.00
 Roofers No. 47 169.50
 Sacramento Newspaper Guild
 No. 92 295.60
 Sheet Metal Workers No. 162 679.10
 Stage Employees No. 50 48.00
 Steelworkers No. 4383 43.30
 Stereotypers No. 86 44.40
 Teachers No. 31 87.10
 Theater Employees No. B-66 96.70
 Typographical No. 46 566.60
 State Employees No. 411 250.00
 Waiters and Waitresses
 No. 561 1,422.15
 Wholesale Plumbing House
 Employees No. 447-Aux 102.00
 Woodworkers No. 338 101.30
STATE EMPLOYEES
 California Council of State
 Employees No. 56 6.00
 California State Employees
 No. 14 124.60
 Patton State Hospital
 Employees No. 128 155.95
 Napa State Hospital
 Employees No. 174 13.70
 California Men's Colony
 No. 179 3.75

Agnews State Hospital No. 247	13.90	Hod Carriers and Laborers	
Nelles School for Boys No. 479	4.45	No. 783	1,008.00
Stockton State Hospital No. 513	10.55	Lathers No. 252	196.20
Mendocino State Employees		Machinists No. 214	240.00
No. 519	50.35	Machinists No. 1047	198.60
Yountsville Veterans' Home		Motion Picture Machine	
No. 755	3.95	Operators No. 577	48.00
Fairview State Hospital		Musicians No. 167	144.00
No. 887	31.15	Office Employees No. 83	62.50
California Labor		Painters and Decorators	
Commissioners No. 975	18.00	No. 775	380.85
California State Employees		Plasterers and Cement	
No. 1406	26.30	Finishers No. 73	415.25
State, County and Municipal		Plumbers and Steamfitters	
Employees No. 1492	84.85	No. 364	720.00
Pacific State Hospital No. 1515	94.50	Printing Pressmen No. 138	72.00
State Employees No. 1676	25.95	Railway Carmen No. 842	96.00
		Stage Employees No. 614	48.00
SALINAS		Steelworkers No. 4765	275.60
Barbers No. 827	62.65		
Carpenters and Joiners		SAN BRUNO	
No. 925	792.10	Air Transport Employees	
Central Labor Council	12.00	No. 1781	6,100.00
Hod Carriers and Common		Carpenters No. 848	58.75
Laborers No. 272	282.70	Packinghouse Workers	
Hotel and Restaurant		No. 263	48.00
Employees No. 355	311.85	Transport Workers No. 505	250.00
Mechanics and Machinists			
No. 1824	210.00	SAN DIEGO	
Packinghouse Workers		Allied Printing Trades Council	30.00
No. 78-A	1,373.25	Barbers No. 256	236.80
Painters and Decorators		Bindery Workers No. 40	72.00
No. 1104	30.50	Bridgemen No. 229	210.00
Printing Pressmen No. 328	25.35	Building and Construction	
Retail Clerks No. 839	711.60	Trades Council	24.00
Rubber Workers No. 726	384.60	Building Service Employees	
Teachers No. 1020	81.50	No. 102	480.00
		Bus Drivers-Amalgamated	
SAN ANDREAS		Transit No. 1309	429.05
Carpenters and Joiners		Butchers and Meat Cutters	
No. 386	326.65	No. 229	2,160.00
United Cement, Lime and		Cab Drivers No. 101	526.50
Gypsum Workers No. 57	358.55	Carpenters and Joiners	
		No. 1296	1,505.10
SAN BERNARDINO		Carpenters and Joiners	
Barbers No. 253	203.65	No. 1571	908.83
Boilermakers No. 232	39.00	Carpenters and Joiners	
Carpenters and Joiners		No. 2020	991.55
No. 944	1,409.95	Carpet, Linoleum and	
Central Labor Council	24.00	Resilient Tile Workers	
City Schools Maintenance		No. 1711	240.00
Employees No. 1076	48.00	Central Labor Council	24.00
County Employees No. 122	992.50	Clothing Workers No. 288	375.00
Culinary Workers and		Commercial Telegraphers	
Bartenders No. 535	2,828.80	No. 150	85.55
District Council of Carpenters		Communications Workers	
and Joiners of San		No. 9509	1,018.25
Bernardino-Riverside		County and Municipal	
Counties	24.00	Employees No. 127	1,616.25
Electrical Workers No. 477	660.00	Culinary Alliance and Hotel	
Electrical Workers No. 543	240.00	Service Employees No. 402	3,487.75
Electrical Workers No. 848	256.10	District Council of Carpenters,	
		San Diego County	24.00

Electrical Workers No. 465	660.00	Firemen and Enginemen	
Electrical Workers No. 569	1,983.45	No. 58	102.20
Fish Cannery Workers of		Firemen and Enginemen	
the Pacific	2,400.00	No. 239	2.30
Floorlayers No. 2074	12.20	Firemen and Enginemen	
Furniture Workers No. 577	46.00	No. 260	77.80
Government Employees		Firemen and Enginemen	
No. 1085	371.70	No. 312	93.90
Hod Carriers and Construction		Firemen and Enginemen	
Laborers No. 89	3,450.00	No. 314	96.45
Iron Workers No. 627	1,160.70	Firemen and Enginemen	
Machinists Silvergate		No. 327	107.80
District Council	24.00	Firemen and Enginemen	
Machinists No. 1125	574.25	No. 566	47.40
Machinists No. 755	1,712.75	Firemen and Enginemen	
Machinists No. 685	827.25	No. 663	78.55
Machinists No. 389	637.50	Firemen and Enginemen	
Machinists No. 1960	51.00	No. 672	31.45
Machinists No. 2193	126.50	Firemen and Enginemen	
Machinists No. 2215	1,644.50	No. 731	74.65
Machinists No. 2216	695.75	Firemen and Enginemen	
Machinists No. 2218	94.30	No. 756	38.70
Mailers No. 75	66.65	Firemen and Enginemen	
Motion Picture Projectionists		No. 794	27.80
No. 297	146.75	Firemen and Enginemen	
Musicians Association No. 325	420.00	No. 795	44.25
Newspaper Printing Pressmen		Firemen and Enginemen	
No. 48	75.00	No. 808	98.25
Office Employees No. 139	193.05	Firemen and Enginemen	
Painters and Decorators		No. 817	22.85
No. 333	612.50	Firemen and Enginemen	
Plasterers and Cement		No. 820	30.20
Finishers No. 346	907.55	Firemen and Enginemen	
Printing Pressmen No. 140	75.00	No. 946	111.50
Retail Clerks No. 1222	4,286.85	Firemen and Enginemen	
San Diego Newspaper Guild		No. 979	28.10
No. 95	559.55		
San Diego Teachers		SAN FRANCISCO	
Federation No. 1407	69.09	Allied Printing Trades	
Sheet Metal Workers No. 206....	312.50	Council, San Francisco and	
Shinglers No. 553	48.00	San Mateo Counties	24.00
Shipwrights, Boatbuilders		Amalgamated Transit No. 1225	530.00
and Caulkers No. 1300	615.60	American Federation of	
State Employees	20.80	Television and Radio Artists	411.60
Stereotypers No. 82	48.00	Amalgamated Transit Workers	
Teachers No. 1278	343.90	No. 1471	216.45
Theatrical Stage Employees		American Federation of	
No. 122	47.95	Government Employees	
Typographical No. 221	485.50	No. 2164	117.95
United Auto Workers No. 506..	642.55	American Guild of	
Waiters and Bartenders		Variety Artists	240.00
No. 500	1,221.95	American Radio Association...	287.50
LOCOMOTIVE FIREMEN AND		Apartment, Motel, Hotel and	
ENGINEMEN		Elevator Operators No. 14....	600.00
Firemen and Enginemen		Asbestos Workers No. 16	300.00
No. 91	141.50	Asbestos Workers No. 29	50.00
Firemen and Enginemen		Automotive Machinists	
No. 97	276.90	No. 1305	4,126.75
Firemen and Enginemen		Bakers No. 24	1,800.00
No. 139	128.60	Barbers and Beauticians	
Firemen and Enginemen		No. 148	1,404.65
No. 143	148.45	Bartenders No. 41	3,729.35

Bay Cities Metal Trades Council	24.00	Communications Workers No. 9470	120.00
Bay Counties District Council of Carpenters	24.00	Communications Workers Council No. 9	24.00
Bay District Joint Council of Building Service Employees	24.00	Construction and General Laborers No. 261	3,255.00
Bill Posters and Billers No. 44	81.55	Cooks No. 44	3,600.00
Boilermakers No. 6	1,500.00	Coppersmiths No. 438	37.50
Bookbinders and Bindery-women No. 31-125	540.00	Dental Technicians of Northern California No. 99....	90.00
Building and Construction Trades Council	24.00	District Council of Iron Workers of California	24.00
Building Service Employees No. 87	1,500.00	District Council of Painters No. 8	36.00
Bricklayers No. 7	424.80	Dressmakers No. 101	1,200.00
Butchers No. 115	4,200.00	Electrical Workers No. 6	960.00
Butchers No. 508	1,448.40	Elevator Constructors No. 8	180.00
California Allied Printing Trades Conference	24.00	Film Exchange Employees No. B-17	57.00
California Pipe Trades Council	12.00	Film Exchange Employees No. F-17	75.95
California State Council of Carpenters	24.00	Fire Fighters of San Francisco No. 798	1,954.20
California State Council of Lumber and and Sawmill Workers	24.00	Furniture Workers No. 262	1,015.60
California State Legislative Board of Locomotive Firemen and Enginemen	24.00	Garment Cutters No. 45	63.65
California State Council of Retail Clerks No. 2	24.00	Glaziers and Glass Workers No. 718	437.00
California State Theatrical Federation	24.00	Government Employees No. 634	157.95
Candy and Glace Fruit Workers No. 158	600.00	Government Employees No. 922	81.10
Carpenters and Joiners No. 22	2,400.00	Government Employees No. 1466	77.40
Carpenters and Joiners No. 483	1,352.05	Granite Cutters	48.00
Carpet and Linoleum Layers No. 1235	492.20	Hod Carriers No. 36	240.00
Cement Finishers No. 580	325.00	Hospital and Institutional Workers No. 250	720.00
Central California District Council of Lumber and Sawmill Workers	24.00	Hotel and Club Service Workers No. 283	3,811.40
Central Labor Council	24.00	Industrial Carpenters No. 2565	365.00
Chemical Workers No. 466	83.30	Inland Boatmen's Union of The Pacific	384.70
City and County Employees No. 400	1,200.00	Insurance Workers No. 73	75.00
City and County Employees No. 747	115.00	Iron Workers No. 377	240.00
Civil Service Building Maintenance Employees No. 66-A	896.18	Iron Workers No. 790	732.00
Cleaning and Dye House Workers No. 3010	540.00	Jewelry Workers No. 36	172.50
Cloakmakers No. 8	720.00	Joint Board, Amalgamated Clothing Workers	24.00
Clothing Workers No. 42	600.00	Ladies Garment Cutters No. 213	150.00
Commercial Telegraphers No. 34	975.00	Leather and Novelty Workers No. 31	120.00
		Lithographers and Photo Engravers No. 8	360.00
		Local Joint Executive Board of Culinary Workers, Bartenders and Hotel Service Workers	24.00
		Locomotive Firemen and Enginemen Council	24.00
		Macaroni Workers No. 493	24.00

Machinists No. 68	3,365.84	Sailors Union of the Pacific	6,399.60
Machinists Production		San Francisco Municipal Parks	
Workers No. 1327	2,400.00	Employees No. 311	373.45
Mailers No. 18	240.00	Sausage Makers No. 203	777.70
Marine Cooks and Stewards	6,000.00	Scrap Iron, Metal, Salvage and	
Marine Engineers Beneficial		Waste Workers No. 965	194.70
Association of the		Seafarers, Atlantic and Gulf	
Pacific Coast	1,505.00	District	540.00
Marine Firemen	2,300.00	Sheet Metal Workers No. 104	600.00
Marine Staff Officers	240.00	Ship Painters No. 961	7.35
Masters, Mates and Pilots		Sign and Pictorial Painters	
No. 40	141.85	No. 510	264.00
Masters, Mates and Pilots		Sprinkler Fitters No. 483	218.75
No. 89	36.00	State Building and	
Masters, Mates and Pilots		Construction Trades Council	24.00
No. 90	1,440.00	State, County and Municipal	
Millinery Workers No. 40	48.00	Employees No. 1569	70.05
Military Sea Transport	36.00	Steelworkers No. 1069	1,020.00
Miscellaneous Employees		Steelworkers No. 1684	828.30
No. 110	2,557.40	Stereotypers and Electrotypers	
Molders and Foundry Workers		No. 29	348.00
No. 164	390.00	Street Electric Railway and	
Motion Picture Projectionists		Municipal Employees	
No. 162	81.17	No. 1380	220.00
Musicians No. 6	1,800.00	Teachers No. 61	1,225.60
National Broadcast Employees		Teachers No. 1119	109.50
No. 51	163.00	Teachers No. 1352	81.40
Newspaper Guild No. 52	1,893.70	Technical Engineers No. 11	231.00
Northern California District		Theatrical Employees No. B-18	540.00
Council of Laborers	24.00	Theatrical Janitors No. 9	153.90
Office Employees No. 3	720.00	Theatrical Stage Employees	
Operating Engineers No. 3	14,400.00	No. 16	100.80
Operating Engineers No. 39 ..	1,800.00	Theatrical Wardrobe	
Optical Technicians No. 505 ..	90.00	Attendants No. 784	48.00
Paint and Brush Makers		Transport Service Workers	
No. 1071	423.60	No. 905	14.00
Painters and Decorators No. 4	2,285.25	Tri-State Council	
Pattern Makers Association	180.00	California, Arizona, Nevada	24.00
Pharmacists No. 838	480.00	Typographical No. 21	2,112.00
Pile Drivers No. 34	600.00	Union Label Section	24.00
Plasterers No. 66	240.05	United Garment Workers	
Plumbing and Pipe Fitters		No. 131	1,243.45
No. 38	3,000.00	United Industrial Workers of	
Post Office Clerks No. 2	1,462.90	North America	408.70
Printing Pressmen No. 24	649.00	Upholsterers No. 28	240.00
Printing Specialties and Paper		Upholsterers No. 3	265.00
Converters No. 362	902.85	Waiters No. 30	4,320.35
Production Carpenters		Waitresses No. 48	5,294.50
No. 2559	375.00	Watchmakers No. 101	240.00
Professional Embalmers		Web Pressmen No. 4	480.00
No. 90-49	114.05	Welders No. 1330	334.35
Radio and Television		Western Express Messengers	
Technicians No. 202	30.00	No. 2034	46.00
Railway Clerks No. 2176	6.50	Western Conference of	
Repeatermen and Toll		Bookbinders	36.00
Testboardmen No. 1011	600.00	Western Conference of	
Retail Department Store		Specialty Unions	24.00
Employees No. 1100	6,051.20	Western Federation of	
Retail Grocery Clerks No. 648	2,520.00	Butchers	24.00
Retail Shoe and Textile		Window Cleaners No. 44	240.00
Salesmen No. 410	908.25	Wood, Wire and Metal Lathers	
Roofers No. 40	468.00	No. 65	203.05

SAN JOSE			
Allied Printing Trades Council	24.00	Printing Specialties and Paper	
Auto Mechanics No. 1101	1,697.65	Products No. 612	475.00
Barbers No. 252	246.90	Printing Specialties and Paper	
Bartenders No. 577	965.80	Products No. 626	275.00
Bookbinders No. 3	5.90	Printing Specialties and Paper	
Bricklayers No. 10	125.00	Products No. 659	118.75
Building and Construction		Printing Specialties and Paper	
Trades Council	24.00	Products No. 720	30.00
Building Service Employees		Public Employees of Santa	
No. 77	1,167.05	Clara County No. 1409	52.20
Butchers No. 506	2,780.05	Retail Clerks No. 428	3,311.70
California State Association of		Roofers No. 95	189.75
Barbers and Beauticians	24.00	San Jose City Hall Employees	
California State Council		No. 348	2.00
of Lathers	24.00	Santa Clara Sheriff's	
Carpenters and Joiners		Department Employees	
No. 316	2,893.45	No. 537	69.00
Cement Laborers No. 270	3,242.45	Santa Clara County Social	
Cement Masons No. 25	692.45	Workers No. 89	45.00
Central Labor Council	24.00	Santa Clara County Probation	
Chemical Workers No. 294	253.70	Department No. 1587	51.20
City Employees No. 1058	272.95	Sheet Metal Workers No. 309	551.15
Clothing Workers No. 108	60.00	State, County and Municipal	
District Council of Carpenters	24.00	Employees No. 1564	87.05
District Council of Painters	24.00	Steelworkers No. 1835	75.05
Electrical Workers No. 332	240.00	Stereotypers and Electrotypers	
Electrical Workers No. 1201	157.35	No. 120	76.05
Electrical Workers No. 1507	209.90	Street Carmen No. 265	120.00
Electronics No. 547	106.50	Teachers No. 957	67.70
Federation of Teachers—		Theatrical Stage Employees	
San Jose State College		No. 134	48.00
No. 1362	166.35	Typographical No. 231	330.00
Glass Bottle Blowers		Utility Workers No. 259	140.70
Association No. 267	189.70		
Golden Gate District Council		SAN JUAN BAUTISTA	
of Lathers	24.00	United Cement, Lime and	
Hod Carriers No. 234	408.10	Gypsum Workers No. 148	141.75
Hotel, Restaurant and Hotel			
Service Workers No. 180	5,598.30	SAN LEANDRO	
Lathers No. 144	162.25	Chemical Workers No. 733	48.00
Lumber and Sawmill Workers		Glass Bottle Blowers No. 85 ..	235.50
No. 3102	156.90	Electrical Workers No. 853	76.75
Machinists No. 504	2,435.00	Electrical Workers No. 2131 ..	10.00
Machinists No. 562	2,114.95	Musicians No. 510	4.00
Machinists No. 565	1,526.50	Teachers No. 1285	40.50
Millmen No. 262	1,152.65	Teachers No. 1440	48.00
Motion Picture Projectionists		SAN LUIS OBISPO	
No. 431	48.00	Barbers No. 767	57.30
Musicians No. 153	62.50	Carpenters and Joiners	
Newspaper Guild No. 98	428.60	No. 1632	588.60
Painters and Decorators		Central Labor Council	24.00
No. 507	1,057.05	Construction and General	
Plasterers No. 224	252.00	Laborers No. 1464	155.00
Plumbers No. 393	360.00	Electrical Workers No. 639	120.00
Police Department Employees		Motion Picture Machine	
No. 170	162.00	Operators No. 762	48.00
Printing Pressmen No. 146	161.00	Musicians Protective No. 305 ..	207.10
Printing Specialties and Paper		Painters and Decorators	
Products No. 609	40.00	No. 1336	130.55
		Plumbers and Steamfitters	
		No. 403	115.00
		Steelworkers No. 5766	156.00

SAN MATEO

Bartenders and Culinary Workers No. 340	5,893.00
Building and Construction Trades Council	24.00
Building Service Employees No. 81	713.70
Butchers No. 516	1,436.35
Carpenters and Joiners No. 162	1,455.05
Cement Finishers No. 583	60.00
Central Labor Council	24.00
Communications Workers No. 9430	480.00
Construction and General Laborers No. 389	1,379.70
County Employees No. 829	481.15
Electrical Workers No. 617	120.00
Hod Carriers No. 97	125.00
Horseshoers No. 11	48.00
Lathers No. 278	60.50
Laundry Workers No. 143	180.00
Machinists No. 1414	240.00
Paint, Varnish and Lacquer Makers No. 1053	419.80
Painters and Decorators No. 913	588.00
Plasterers No. 381	108.00
Plumbers No. 467	60.00
Retail Clerks No. 775	600.00
Sheet Metal Workers No. 272	48.00
Theatrical Stage Employees No. 409	65.45

SAN PEDRO

Auto Machinists No. 1484	606.50
Barbers No. 881	4.40
Bartenders No. 591	418.25
Carpenters and Joiners No. 1140	990.25
Chemical Workers No. 53	68.90
Hotel, Restaurant, Cafeteria and Motel Workers No. 512	1,787.15
Lathers No. 366	82.85
Lumber and Sawmill Workers No. 1407	600.00
Marine and Shipbuilding Workers No. 9	240.00
Masters, Mates and Pilots No. 18	93.95
Painters and Decorators No. 949	180.00
Pile Drivers No. 2375	1,544.80
Plasterers and Cement Finishers No. 838	390.00
Printing Pressmen No. 272	19.00
Retail Clerks No. 905	3,311.80
Seine and Line Fishermen	360.00
Shipyard Laborers No. 802	2,336.15
Steelworkers No. 5303	137.20
Typographical No. 862	120.00

SAN RAFAEL

Barbers No. 582	165.75
Bartenders and Culinary Workers No. 126	1,495.85
Building and Construction Trades Council	24.00
Carpenters and Joiners No. 35	1,809.65
Central Labor Council	24.00
Communications Workers No. 9404	345.55
Hod Carriers and General Laborers No. 291	1,070.00
Machinists No. 238	720.00
Painters and Decorators No. 83	480.00
Plasterers and Cement Finishers No. 355	120.00
Retail Clerks No. 1119	1,211.75
Teachers No. 1077	72.60
Theatrical Stage and Motion Picture Operators No. 811 ..	48.00

SANTA ANA

Barbers No. 549	88.95
Building and Construction Trades Council	24.00
Carpenters and Joiners No. 1815	3,108.05
Cement Masons No. 52	323.50
Central Labor Council	24.00
Chemical Workers No. 66	409.75
Communications Workers No. 9510	305.00
District Council of Carpenters of Orange County	18.00
Electrical Workers No. 441	1,200.00
Electrical-Electronic Workers No. 2125	240.00
Glass Bottle Blowers No. 81	440.95
Hod Carriers and General Laborers No. 652	2,849.35
Lathers No. 440	340.40
Musicians No. 7	120.00
Painters and Decorators No. 686	897.50
Plasterers and Cement Finishers No. 489	360.00
Plumbers and Steamfitters No. 582	360.00
Printing Pressmen No. 166	50.50
Roofers No. 36-C	127.75
Sugar Workers No. 175	238.05
Theatrical Stage Employees No. 504	88.00
Typographical No. 579	172.50

SANTA BARBARA

Barbers No. 832	88.70
Building and Construction Trades Council	30.00
California State Conference of Painters	24.00

Carpenters and Joiners No. 1062	1,284.40	Construction, General and Oil Field Laborers No. 1222	530.90
Central Labor Council	24.00	Culinary Workers and Bartenders No. 703	1,361.75
Communications Workers No. 9576	448.55	Oil, Chemical and Atomic Workers No. 534	107.70
Construction and General Laborers No. 591	689.85	SANTA MONICA	
Culinary Alliance and Bartenders No. 498	2,515.95	Carpenters and Joiners No. 1400	1,414.30
District Council of Painters	24.00	Communications Workers No. 9574	1,019.25
Electrical Workers No. 413	540.00	Culinary Workers and Bartenders No. 814	5,775.45
Lathers No. 379	55.10	Meat Cutters No. 587	960.00
Meat Cutters No. 556	786.00	Painters and Decorators No. 821	409.20
Musicians Protective Association No. 308	262.25	Plumbers No. 545	450.15
Painters and Decorators No. 715	329.35	Printing Pressmen No. 429	46.00
Plasterers and Cement Finishers No. 341	296.50	Retail Clerks, No. 1442	1,200.00
Plumbers and Steamfitters No. 114	633.15	State, County and Municipal Employees No. 975	23.00
Post Office Clerks No. 264	103.20	Typographical No. 875	48.00
Printing Pressmen No. 426	19.00	SANTA ROSA	
Retail Clerks No. 899	2,793.45	Barbers No. 159	86.35
Sheet Metal Workers No. 273	345.45	Bartenders and Culinary Workers No. 770	1,025.60
Theatrical Stage Employees and Motion Picture Machine Operators No. 442	48.00	Boot and Shoe Workers No. 446	159.55
SANTA CLARA		Building and Construction Trades Council	24.00
California State Council of Roofers	24.00	Butchers No. 364	819.90
Glass Bottle Blowers No. 262	360.00	Carpenters and Joiners No. 751	1,324.80
Jefferson Union School District No. 617	36.00	Central Labor Council	24.00
Santa Clara Municipal Employees No. 107	213.25	Electrical Workers No. 551	240.00
United Cement Lime and Gypsum Workers No. 334	113.25	Hot Carriers and Laborers No. 139	578.00
SANTA CRUZ		Motion Picture Machine Operators No. 420	48.00
Barbers No. 891	48.00	Musicians No. 292	22.50
Carpenters and Joiners No. 829	72.00	Painters and Decorators No. 364	120.00
Construction and General Laborers No. 283	310.65	Printing Pressmen No. 354	48.00
Culinary Workers No. 742	113.25	Retail Clerks No. 1532	1,143.10
Leather Workers No. L-122	117.65	Typographical No. 577	69.30
Painters and Decorators No. 1026	172.55	SAUGUS	
Plasterers and Cement Finishers No. 379	60.50	Glass Bottle Blowers No. 69	356.00
Santa Cruz County Central Labor Council	30.00	SEAL BEACH	
Typographical No. 589	32.00	Chemical Workers No. 225	46.00
SANTA MARIA		SELMA	
Barbers No. 941	48.00	Carpenters and Joiners No. 1004	167.80
Carpenters and Joiners No. 2477	522.25	SHERMAN OAKS	
Central Labor Council	24.00	Hotel, Motel, Restaurant and Bartenders No. 694	4,315.45
Chemical Workers No. 224	89.25	SHINGLE SPRINGS	
Communications Workers No. 9581	154.80	United Cement, Lime and Gypsum Workers No. 417	72.50
		SONOMA	
		California State Employees	123.55

SOUTHGATE	
Communications Workers	
No. 9506	355.00
Electrical Workers No. 1502....	72.60
Pulp, Sulphite and Paper	
Mill Workers No. 253	10.00
Rubber Workers No. 100	1,277.20
United Auto Workers No. 216	3,776.15
Utility Workers No. 283	75.10
SPRECKELS	
Sugar Workers No. 180	592.31
STOCKTON	
Agricultural Workers	
Organizing Committee	6,000.00
Amalgamated Transit No. 276	74.85
Automotive Machinists	
No. 428	520.00
Barbers No. 312	120.90
Bartenders No. 47	563.75
Boilermakers No. 749	125.00
Box Workers No. 3088	552.50
Brick and Clay Workers	
No. 874	96.25
Building and Construction	
Trades Council	24.00
Building Service Employees	
No. 24	120.00
Butchers No. 127	1,301.05
Carpenters and Joiners	
No. 266	480.00
Cement Finishers No. 814	60.00
Central Labor Council	24.00
Communications Workers	
No. 9417	176.00
County Employees No. 183	198.20
Culinary Alliance No. 572	1,784.55
Electrical Workers No. 591	120.00
Hod Carriers and Common	
Laborers No. 73	900.00
Machinists No. 364	909.45
Motion Picture Projectionists	
No. 428	54.00
Municipal Employees No. 102	331.05
Musicians No. 18	230.00
Painters and Decorators	
No. 1115	407.00
Paper Makers No. 320	41.35
Plasterers No. 222	48.20
Plumbers and Steamfitters	
No. 492	198.00
Retail Clerks No. 197	300.00
Sheet Metal Workers No. 283	120.00
State, County and Municipal	
Employees No. 1577	50.85
State Employees No. 513	16.00
Stockton Federation of	
Teachers No. 1287	53.20
Stockton Newspaper Guild	
No. 100	147.55
Theatrical Stage Employees	
No. 90	42.00

Typographical No. 56	130.50
United Auto Workers	
No. 792	252.70
United Brick and Clay	
Workers No. 528	50.00
Utility Workers No. 160	66.58
SUNNYVALE	
Barbers No. 498	78.15
Electrical Workers No. 786	361.70
Missiles and Electronics	
Workers No. 2230	7.45
Theatrical Stage and Motion	
Picture Operators No. 796	48.00
SUN VALLEY	
Rubber Workers No. 621	167.90
SUSANVILLE	
Barbers and Beauticians	
No. 311	48.00
TAFT	
Barbers No. 869	48.00
Communications Workers	
No. 9477	2.60
Oil, Chemical and Atomic	
Workers No. 1-6	376.25
Utility Workers No. 289	48.00
TEHACHAPI	
United Cement, Lime and	
Gypsum Workers No. 52	404.35
United Cement, Lime and	
Gypsum Workers No. 291	36.00
TERMINAL ISLAND	
Cannery Workers	
of the Pacific	4,435.70
TORRANCE	
Boilermakers No. 718	51.75
Chemical Workers No. 138	122.80
Chemical Workers No. 598	108.60
Operative Potters No. 218	259.10
Rubber Workers No. 146	72.25
Steelworkers No. 1414	420.00
Steelworkers No. 2586	57.45
Torrance Municipal	
Employees No. 1117	224.35
Torrance School Employees	
No. 1101	195.75
TRACY	
Glass Bottle Blowers No. 177	47.25
Sugar Workers No. 181	276.95
TRINIDAD	
Loggers No. 3006	517.20
TURLOCK	
Carpenters and Joiners	
No. 1306	15.00
TUSTIN	
Rubber Workers No. 510	265.70
TWAIN	
Woodworkers No. 398	68.15

UKIAH		San Fernando Valley	
California State Employees....	55.85	Employers' Guild No. 54	8.95
Central Labor Council	24.00	United Auto Workers No. 645	1,835.60
Communications Workers		VENTURA	
No. 9420	36.00	Barbers No. 912	108.10
North Coast Counties District		Building and Construction	
Council of Carpenters	24.00	Trades Council	24.00
UNION CITY		Carpenters and Joiners	
Teachers No. 1657	1.10	No. 2463	1,218.70
VALLEJO		Central Labor Council	24.00
American Federation of Grain		District Council of Carpenters	
Millers No. 71	141.85	of Ventura County	24.00
Asbestos Workers No. 70	48.00	Electrical Workers No. 952	300.00
Barbers No. 335	192.80	Hod Carriers and General	
Building and Construction		Laborers No. 585	1,115.00
Trades Council	24.00	Lathers No. 460	108.30
Butchers and Meat Cutters		Oil, Chemical and Atomic	
No. 532	828.00	Workers No. 120	497.60
Carpenters and Joiners		Operating Engineers No. 732....	46.00
No. 180	807.40	Painters and Decorators	
Central Labor Council	30.00	No. 955	607.95
Communications Workers		Plasterers and Cement	
No. 9411	388.65	Finishers No. 741	286.00
Culinary Workers and		Plumbers and Steamfitters	
Bartenders No. 560	926.85	No. 484	36.00
Electrical Workers No. 180	236.00	Ventura Municipal Employees	
Hod Carriers and General		No. 181	53.00
Laborers No. 326	617.75	Ventura Typographical No. 909	78.90
Lathers No. 302	37.00	VERNON	
Machinists No. 1492	192.00	Paper Makers No. 336	10.00
Mare Island Navy Yards		Steelworkers No. 1927	59.65
Metal Trades Council	24.00	VICTORVILLE	
Musicians No. 367	103.75	United Cement, Lime and	
Operating Engineers No. 731....	296.20	Gypsum Workers No. 49	335.45
Painters and Decorators		United Cement, Lime and	
No. 376	222.00	Gypsum Workers No. 365	42.10
Plasterers and Cement		VISALIA	
Finishers No. 631	48.00	Barbers No. 856	48.00
Plumbers No. 343	96.00	Carpenters and Joiners	
Printing Pressmen No. 297	19.00	No. 1484	142.30
Retail Clerks No. 373	1,630.45	Central Labor Council	30.00
Roofers No. 35	52.00	Communications Workers	
Sheet Metal Workers No. 75....	210.00	No. 9406	386.05
Shipwrights, Joiners and		Hod Carriers and General	
Shipbuilders No. 1068	149.19	Laborers No. 1060	168.00
Teachers No. 827	56.20	Lathers No. 449	46.00
Technical Engineers No. 8	48.00	Plasterers and Cement Masons	
Theatrical Stage Employees		No. 895	48.00
No. 241	36.00	Stage Employees and Motion	
Typographical No. 389	121.50	Picture Operators No. 605....	48.00
VALLEY SPRINGS		Typographical No. 519	48.00
Lumber and Sawmill Workers		VISTA	
No. 2847	60.10	Carpenters and Joiners	
VAN NUYS		No. 2078	855.95
Barbers No. 837	227.55	WALNUT	
Carpenters and Joiners		Operative Potters No. 223	173.35
No. 1913	2,481.85	WALNUT CREEK	
Industrial No. 1662	520.00	Steelworkers No. 5450	48.00
Painters and Decorators		WARM SPRINGS	
No. 1595	855.00	Brick and Clay Workers	
Post Office Clerks No. 1159	187.50	No. 663	57.95

WATSONVILLE

Barbers No. 749	48.00
Brick and Clay Workers No. 998	149.40
Building and Construction Trades Council	36.00
Carpenters and Joiners No. 771	339.79
Lathers No. 122	48.00
Machinists No. 1939	36.00
Railway Carmen No. 765	60.85
Theatrical Stage Employees No. 611	80.70
Typographical No. 543	67.10

WEED

Lumber and Sawmill Workers No. 2907	1,216.40
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WEIMAR

Weimar Sanatorium Employees No. 745	216.35
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WESTEND

Chemical Workers No. 398	291.20
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WHITTIER

California Department of

Youth Authority Employees

No. 479	16.30
Steelworkers No. 4511	62.45
Transport Workers No. 518	58.75
Typographical No. 899	72.00

WILMINGTON

Butchers No. 551	4,004.40
Chemical Workers No. 40	405.95
Inland Boatmen of the Pacific	240.00
Pulp, Sulphite and Paper Mill Workers No. 341	169.30
Seafarers, Atlantic and Gulf District	240.00
Ship Carpenters No. 1335	345.00

WOODLAND

Sugar Workers No. 179	311.85
United Sugar Workers Council	24.00

ZEPHYR COVE

Barbers No. 292	38.00
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Total per capita receipts and affiliation fees	<u><u>\$973,553.09</u></u>
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**CALIFORNIA LABOR FEDERATION, AFL-CIO
DETAIL OF DISBURSEMENTS**

For the two-year period ended June 30, 1966

SALARIES—EXECUTIVES:

Pitts, Thos. L., Secretary-Treasurer	\$59,293.89
Gruhn, Albin J., President	39,336.02
Dias, Manuel, General Vice President	34,331.05

\$ 132,960.96

EXPENSES AND ALLOWANCES—EXECUTIVES:

Pitts, Thos. L., Secretary-Treasurer	12,035.48
Gruhn, Albin J., President	12,855.82
Dias, Manuel, General Vice President	5,630.91
Western Airlines	2,869.59
United Air Lines	4,453.58
Golden Gate Avenue Garage	563.74
Richfield Oil Corp.	725.51
Texaco, Inc.	941.98
Hertz Corporation	587.70
The Hilton Inn	399.73
Flamingo Hotel	111.37
American Express Company	198.71
Del Webb's TowneHouse	1,121.96
Hotel Claremont	15.60
Van Ness Oldsmobile	310.25
Hotel El Dorado	149.31
International Hotel	52.09
Fresno Hacienda	74.46
Governor's Conference on California Beauty	25.00
Hollywood Roosevelt Hotel	468.20
Paul Young's Restaurant	20.05
Jack Tar Hotel	41.85
Statler Hilton	191.74
The Ambassador Hotel	204.72
The Benson	49.45
The Mayfair Hotel	153.18
Mansion Inn	17.95
Hotel Senator	399.18
William F. Schnitzler, Secretary-Treasurer, AFL-CIO	25.00
El Cortez Hotel	36.40
Oreste's	93.83
Courtesy Charge Association	12.01
The Cove	20.75
Fairmont Hotel	39.10
Olympian Motor Hotel	87.99
Pacific Southwest Airlines	60.36
Sheraton-West Hotel	28.80
Foulks Motor Company	55.15

45,128.50

Less, refunds from:

Pitts, Thos. L.	\$764.20
Gruhn, Albin J.	700.38

1,464.58

43,663.92

**EXPENSES AND ALLOWANCES—
GEOGRAPHICAL VICE PRESIDENTS:**

Osslo, Max J.	1,148.86
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Callahan, M. R.	565.59
Siddell, William	150.00
Somerset, Pat	538.00
Green, Webb	415.00
Bassett, W. J.	220.00
Christian, J. J.	150.00
Smith, J. L.	833.75
Fillippini, Wilbur	1,470.33
Lackey, H. D.	859.58
Green, C. A.	506.71
Small, Thomas A.	1,641.75
Weisberger, Morris	645.72
Dougherty, Arthur F.	1,453.75
Amadio, Chris	557.40
Dowd, Wm. G.	1,230.89
Ash, Robert S.	1,089.94
Jones, Paul L.	885.00
Reed, Howard	1,117.50
Lathen, Stanley	1,087.15
Finks, Harry	1,239.42
Hansen, Harry	687.49
Allen, Hugh	1,349.48
McCulloch, G. A.	756.80
Mendoza, R. S.	544.50
Bogdanowicz, A. J.	316.35
Seymour, Joseph H.	443.00

21,883.96

**EXPENSES AND ALLOWANCES—
AT-LARGE VICE PRESIDENTS:**

Stone, DeWitt	230.00
Shedlock, Edward T.	435.00
Wilson, Herbert	2,757.00
Posner, Jerome	863.00
King, E. A.	1,175.77
O'Malley, E. P.	2,526.75
Fletcher, Fred D.	502.25
Conway, G. J.	415.00

8,904.77

GENERAL OFFICE SALARIES:

Alverson, Madeline	18,396.60
Bergeron, Margaret	14,118.91
Boring, David	16,900.75
Hamilton, Gordon	12,642.38
Hines, Charles A., Jr.	16,596.68
Keys, Ferne	17,403.74
King, Bert C.	14,164.98
Moran, Myrtle	13,220.14
Otto, Walter	14,496.50
Seiden, Ann-Marie	12,770.39
Spencer, Margaret	13,425.92
Carroll, John S.	29,000.04
Polletta, Dorothy M.	8,760.98
Castillo, Greg R.	8,047.12
Doyle, Rose M.	2,263.90
Felson, Jack R.	1,776.94
Fultano, Kathy T.	800.40
Magliano, Lois E.	575.56
Regan, Dorothy A.	83.23
Stern, Sam	617.70

Finks, Harry	28,558.38
Bartell, Raymond C.	11.60
Duarte, Edward	245.95
Gentry, Lloyd M.	40.60
Greenfield, Ethel T.	578.18
Quinn, Margie E.	123.25
Wenquist, Mary P.	284.27
Remedios, Hugo	31.90
Chin, Sue	57.86
Ergonenc, Shirley B.	385.71
Huss, Mary Ellen	11.76
Knight, Marjorie L.	47.04
Tillman, Kathryn G.	560.60
Peevey, Michael R.	12,211.55
Fish, George D.	100.72
Goforth, Jeanine A.	11.52
Lenihan, Janet	1,456.12
Linn, Carol	249.61
Richard, Vern E.	3,188.40
Giblin, Kathryn	2,257.86
Hoss, Richard	5,040.05
Simcich, Walter	10,524.00
Vial, Donald	3,923.09
Stern, Lydia	10.84
Martin, Frances	34.29
Chinn, Warren	59.62
Peevey, Robert M.	2,623.00
Manpin, Joyce	283.92
Amundson, Marguerite B.	19.52
Baltazar, Diana	19.52
Sullivan, James H.	11.20
Baldwin, Margaret M.	382.49

289,407.28

ORGANIZING EXPENSES:

Hyans, Curtis J.:	
Salary	15,700.00
Expenses and allowances	5,364.52
Richfield Oil Corp.	580.94
Texaco, Inc.	100.74
Bob Sorenson Chevrolet	94.58
Miscellaneous	39.46

21,880.24

ACCOUNTING FEES:

Lybrand, Ross Bros. & Montgomery	10,600.00
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AUTOMOBILE MAINTENANCE:

Golden Gate Avenue Garage	1,092.38
Standard Oil Co.	196.20
Texaco, Inc.	367.53
Richfield Oil Co.	374.26
Cadillac Motor Car Division	44.37
Kohlenberg Cadillac, Inc.	101.06

2,175.80

AUTOMOBILE PURCHASES:

Cadillac Motor Car Division	
(1965 Cadillac)	\$7,844.00
Less, proceeds from trade-in of 1964 Cadillac....	4,700.00

3,144.00

Cadillac Motor Car Division

(1966 Cadillac)	8,316.00
Less, proceeds from trade-in of 1965 Cadillac....	4,700.00

 3,616.00

6,760.00

**CALIFORNIA FLOOD RELIEF CONTRIBUTIONS
RECEIVED:**

American Red Cross 13,218.13

CONFERENCE EXPENSES:

Oreste's	35.03
Palm Springs Riviera Hotel	12.00
Western Airlines	45.26
United Air Lines	3,070.35
Vial, Donald	356.33
Simcich, Walter	1,171.68
Pacific Southwest Airlines.....	146.75
Finks, Harry	9,928.04
Carroll, John S.	9,215.50
Keys, Ferne	715.26
Martin, G.	202.00
Del Webb's TowneHouse	2,318.72
Richfield Oil Corp.	669.17
Hollywood Roosevelt Hotel	115.00
Hertz Corporation	330.86
Schultz, Raymond G.	338.60
Texaco, Inc.	129.15
University of California—Board of Regents	1,038.00
Hilton Inn	260.45
Peevey, Michael R.	2,190.63
Flamingo Hotel	27.37
Lubach's	86.01
Felson, Jack R.	35.80
Townsend, James	75.00
Schurmann, H. Franz	75.00
Wagatsuma, Hiroshi	75.00
DeVos, George A.	75.00
Scheiner, Irwin	75.00
Phillips, Herbert P.	75.00
Enloe, Cynthia	75.00
Rogers, Marvin	75.00
Scalapino, Robert A.	100.00
Hyatt House Hotels	126.43
Fair, Clinton	857.42
Alverson, Madeline	44.89
Johnson, Paul B.	50.00
Botwright, R. W.	50.00
Cornelius Printing Company	192.37
The Ambassador Hotel	103.03
MacMillan, Oliver	50.00
Selvin, David	200.00
Rossmann, Harold	73.80
Sonoma County Central Labor Council	45.00
The Sheraton Palace	59.24
Press Club of San Francisco	121.60
Hotel Congressional	31.54
California Labor Press Association	25.00
Golden Gate Garage	66.00
NDER Conference Finance Committee.....	20.00
The Mayfair Hotel	105.26

Regents of the University of California	4,687.64
International Labor Press Association, AFL-CIO	50.00
World Affairs Council of Northern California	15.00
Harvey Lundschen Testimonial Dinner Committee	37.50
Statler Hilton	42.70
International Hotel	282.65
Weingartner, Hartley	86.31
Garrett Press	353.54
Kallgren, Joyce	75.00
Regents, University of California	15.00
Miscellaneous	46.98

41,051.86

CONTRIBUTIONS:

Agricultural Workers Organizing Committee	6,000.00
Californians Against Proposition 14	37,501.94
Mrs. Mary Kelleher, c/o Committee for the Aging	40.00
U. S. Postmaster	57.60
California Committee to Preserve Railroad Safety	5,000.00
Maritime Trades Department Coordinating Committee	1,500.00
Citizens' Committee Against Proposition 14	500.00
Union Label Section's Orphans Christmas Party Fund	200.00
California State Conference on Vocational Education	200.00
Israel Histadrut Campaign	250.00
National Council on Agricultural Life and Labor	400.00
Neil J. Haggerty Research Fellowship Fund	100.00
California Governor's Committee for Employment of the Handicapped	10.00
Jack Henning Dinner Committee	100.00
California Flood Relief—American Red Cross	5,000.00
California Mental Health Retardation Awards Program	150.00
J. F. Kennedy Memorial Library	100.00
E. Roosevelt Memorial Foundation	200.00
South of Market Boys, Inc.	30.00
Gail Feverlicht	405.50
United Negro College Fund, Inc.	200.00
Association of California Consumers	400.00
Alex Radin	250.00
Histadrut Dinner	250.00
National Institute on Rehabilitation and Health Services	100.00
National Citizens' Committee to Defend Academic Freedom	100.00
Western Shipbuilding Association	100.00
South of Market Street Boys' Club	35.00
Miscellaneous	5.00

59,185.04

Less, refunds from:

Committee on Political Education, AFL-CIO, Washington, D. C.	25,000.00
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34,185.04

CONVENTION EXPENSES:**Salaries:**

Amundson, Marguerite	745.68
Alverson, Madeline	1,181.77
Bergeron, Margaret	241.39
Giblin, Kathryn	256.05
Hamilton, Gordon	69.59
Hines, Charles A., Jr.	138.33
Keys, Ferne	184.83
King, Bert C.	104.12

Moran, Myrtle	250.80
Seiden, Ann-Marie	17.11
Spencer, Margaret E.	63.60
Doyle, Rose M.	144.22
Polletta, Dorothy M.	488.52
Clancy, Marion C.	291.03
Finks, Harry	300.00

Expenses and allowances:

Hyans, Curtis J.	550.00
Vial, Donald	700.00
Simcich, Walter	200.00
Martin, Glenn	200.00
Alverson, Madeline	200.00
Hines, Charles A., Jr.	550.00
Keys, Ferne	200.00
Bergeron, Margaret	200.00
Moran, Myrtle	200.00
Giblin, Kathryn	200.00
Doyle, Rose	200.00
Polletta, Dorothy	200.00
Otto, Walter	200.00
Hoss, Richard	200.00
Pitts, Thos. L.	500.00
Gruhn, Albin J.	500.00
Dias, Manuel	500.00
Spencer, Margaret E.	200.00

Other expenses:

Garrett Press	29,195.31
U. S. Postmaster	164.10
Maloney and Maritzen	200.00
Heinrich Specialty Co.	4,100.68
City and County of San Francisco	1,450.00
E. D. Conklin, Inc.	3,519.00
Western Union Telegraph Company	60.00
A. B. Dick Co.	67.29
Bell Typewriter Co.	152.36
King's Services, Inc.	614.58
Morgan and Barclay Co.	47.21
Del Webb's TowneHouse	5,766.73
Harry McCune Sound Service	818.00
Elinor Davis	198.00
Lynnette Price	152.50
Denise Mallette	45.00
Ron Sutter	65.75
Suzanne Crane	198.00
Sheba Solomon	158.00
Sandra Schmunk	175.46
Harriett Sternsher	75.00
Brian R. Law	60.00
Pacific Telephone and Telegraph Company	80.45
Stuart-Sauter Co.	5,041.09
Edco Exhibit Drayage Co.	31.00
San Diego Civic Facilities Corp.	150.00
Cash—Rules and Procedures Committee	700.00
Cash—Resolution Committee	1,190.00
Cash—Legislative Committee	1,435.00
Cash—Credentials Committee	1,120.00
Cash—Sergeant at Arms Committee	1,785.00
Cash—Constitution Committee	665.00
Less, refunds from:	
Cash advances	\$350.00
Los Angeles Painters District Council No. 36....	143.00
Los Angeles Building and Construction	

Trades Council	286.00
Carpenters Ladies Auxiliary	143.00
Los Angeles Carpenters Council	143.00
Brotherhood of Railroad Trainmen	143.00
California State Council of Culinary Workers..	143.00
Pacific Telephone and Telegraph Company.....	9.00
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	1,360.00

68,297.55

EDUCATIONAL EQUIPMENT EXPENSES:

Coast Visual Education Co.	15.08
Photo and Sound Company	125.73
Thermo-Fax Sales, Inc.	258.96
Peerlite Manufacturing and Supply Co.	44.93
A. V. Electronics, Inc.	165.80
Jensen-Thorsen Corp.	249.96
Michigan State University	21.60
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882.06

EDUCATIONAL PROGRAM EQUIPMENT:

Corwin Hall Distributing Co.	7,505.85
Coast Visual Education Company	137.91
Wresco	47.57
Photo and Sound Films, Inc.	43.99
Miscellaneous	27.50
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7,762.82

FURNITURE AND EQUIPMENT:

Key Lox Manufacturing Co.....	704.62
IBM Corporation	5,303.18
H. Friedman Co.	59.28
Coast Visual Education Co.	494.00
Gaylord Bros., Inc.	375.39
The Hermann Safe Co.	1,986.82
Coffee Equipment Service Co.	398.73
Addressograph-Multigraph Corp.	4,344.18
Frantz Industries	265.12
Frigidaire Sales Corp.	605.02
Simplex Time Recorder Co.	137.28
The General Fireproofing Co.	33,863.58
Stevenson and Son	5,110.25
Victor Comptometer Corp.	463.32
Morgan Barclay Co., Inc.	10.30
Minnesota Mining and Manufacturing Co.	449.74
A. V. Electronics, Inc.	472.61
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55,043.42

INSURANCE:

Office Employees' Insurance Trust Fund	17,452.30
State Compensation Insurance Fund	701.54
Norbert Cronin & Co.	4,985.80
Maloney and Maritzen	736.00
International Union Insurance Services	1,409.18
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25,284.82

LEGAL:

Charles P. Scully:

Retainer	12,000.00
Services rendered and costs advanced	31,189.95

43,189.95

LEGISLATIVE:

Salaries:

Finks, Harry	317.19
DeDomenico, Lucille	4,125.53
DuFrene, R. Charlene	4,176.32

Reimbursed expenses:

Dias, Manuel	3,054.18
Finks, Harry	4,079.88
Fair, Clinton M.	2,725.50
Gruhn, Albin J.	2,905.58

Other:

Del Webb's TowneHouse	116.10
Sacramento Central Labor Council	182.28
Hotel Senator	8,466.90
A. B. Dick Co. of Sacramento	142.53
Pacific Telephone Co.	2,246.84
Department of Employment	24.24
Garrett Press	169.85
Capital Office Equipment.....	258.96
A. W. Herron Co.	1,093.50
Hotel El Dorado	673.80
Martyr & Curry	144.77
Richfield Oil Corp.	83.93
Texaco, Inc.	28.45
United Air Lines	13.50
El Mirador Hotel	141.44
State of California, Office of State Printing	1,214.84
Ward Harris, Inc.	41.60
Western Union	131.87
American Express	98.55
The Firehouse	64.70
Miscellaneous	318.60

37,041.43

LIBRARY:

State of California Printing Division	15.60
Bureau of National Affairs, Inc.	1,326.10
Bonanza Inn Book Store	157.51
Congressional Quarterly	304.50
Commerce Clearing House	564.24
National Planning Association	20.00
Twentieth Century Fund	4.72
University of Michigan	375.00
Wall Street Journal	100.00
West Publishing Co.	442.00
East Bay Labor Journal	2.00
Industrial and Labor Relations Review	12.00
Labor Today	18.00
Bancroft-Whitney	618.28
New York Times	60.00
Almanac of the Canning, Freezing, Preserving Industries	5.00
N. W. Ayer and Son, Inc.	31.20
AFL-CIO News Weekly	10.00
Special Libraries Association	49.55
Sheet Metal Contractors Association of San Francisco	15.00
California Association of Secondary School Administrators..	121.72

The Pennsylvania State University	50.00
National Housing Conference, Inc.	25.00
Congressional Digest	24.00
California Taxpayers' Association	10.00
Economic Statistics Bureau of Washington, D. C.	12.00
Congressional Quarterly, Inc.	17.55
San Francisco Examiner	36.00
Labor History	10.00
Superintendent of Documents, Government Printing Office	203.00
International Labor Press Association, AFL-CIO	50.00
International Labor Review	6.00
World Affairs Council of Northern California	77.56
Wm. F. Schnitzler, Secretary-Treasurer, AFL-CIO	222.12
New York State School of Industrial Relations	6.50
The Atlantic	7.50
Challenge Magazine	9.00
Western Underwriter	24.00
Commonwealth Club of California	50.00
John Herling's Labor Letter, Inc.	60.00
California News Letter	25.00
Sacramento Newsletter	50.00
Western Shipbuilding Association	50.00
San Francisco News Co.	175.48
Sacramento Bee	114.00
Documents Section, State of California.....	19.50
Matthew Bender and Co.	79.56
Card Division, Library of Congress	100.00
R. R. Bowker Co.	36.92
California Labor Press Association	25.00
Gaylord Bros.	50.23
Department of General Services	50.00
Compensation Handbook Publications	10.00
Miscellaneous	470.37

6,408.71
MAINTENANCE:

Addressing Machine Sales Company	557.46
Bell Typewriter Co.	506.19
General Office Equipment	221.94
IBM Corporation	1,374.87
Milo Harding Company	98.53
Victor Comptometer Corporation	139.00
Addressograph-Multigraph Corp.	669.05
Pitney-Bowes, Inc.	841.62
Burroughs Corporation	50.20
Ward-Harris, Inc.	128.00
SCM Corporation	18.56
R. V. Webber	40.75
A. B. Dick Co.	212.56
James H. Barry Co.	35.62
Thermo-Fax Sales, Inc.	33.78
3M Business Products Sales, Inc.	9.00
McKeever Erectors	9.00
Miscellaneous	12.50

4,958.63
MOVING EXPENSE:

George W. Barr	75.00
Oscar Presco and Sons	2,984.61
Sunset Painting and Decorating Co.	1,121.00
Bekins Van and Storage Co.	839.29
Smith Electric Co.	299.54

Pacific Telephone and Telegraph Co.	991.05
Westlake Transfer Co.	67.60
McKeever Erectors	531.00
Santa Fe Trail Transportation Co.	14.98
Louis V. Keller	25.73
General Fireproofing Co.	68.00
A-1 Carpet Service	24.70
Vouquett-Vaughn, Inc.	39.00

7,081.50

NEWSLETTERS:

Garrett Press	43,055.38
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OFFICE RENTS:

Coldwell, Banker & Company—San Francisco	19,200.00
Hollingsworth Corporation—Los Angeles	1,900.00
Bonnie Brae—Olympic Building	1,575.00
Baldwin and Howell	18,720.00

41,395.00

POSTAGE AND MAILING:

Garrett Press	10.68
Postmaster, San Francisco	12,964.65

12,975.33

PRINTING:

Garrett Press	9,280.88
Wm. F. Schnitzler, Secretary-Treasurer, AFL-CIO	1,338.40

10,619.28

RETIREMENT PLAN CONTRIBUTIONS:

Office and Professional Employees' Pension Trust Fund for California	4,528.25
Occidental Life Insurance Company	30,620.00

35,148.25

SCHOLARSHIPS:

Long Beach Business College—Suzanne Crane	500.00
San Francisco State College—E. Davis	500.00
University of Santa Clara—Ron Sutter	500.00
Westmont College—S. Schmunk	500.00
Alameda County State College—L. Price	500.00
Swarthmore College—Robin K. Fener	500.00
Pomona College—Thomas Miller	500.00
University of Southern California—Ellen Haener	500.00
San Jose State College—Pamela Pearson	500.00
Claremont Men's College—Jack A. Abeloe, Jr.	500.00
California Lutheran College—Mary E. Lea	500.00
University of California:	
S. Solomon	500.00
H. Sternsher	500.00
B. Law	500.00
T. High	500.00
J. Radey	500.00
D. Mallette	500.00
R. Nimono	500.00
R. Khoury	500.00
J. Grindlinger	500.00

Less refunds from:

Carpenters Ladies Auxiliary	\$1,000.00
Los Angeles Carpenters Council	500.00
Los Angeles Painters District Council No. 36....	500.00
Los Angeles Building and Construction Trade Council	1,000.00
Brotherhood of Railroad Trainmen	500.00
California State Council of Lathers	500.00
California State Council of Carpenters	500.00
Studio Utility Employees No. 724.....	500.00
California State Culinary Workers	500.00
Regents, University of California	250.00
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	5,750.00

4,250.00

SERVICES:

Dorlene Telephone Answering Service	301.70
Galland Linen Service	319.35
Alhambra Water Co.	238.21
Magnetic Springs Water Company.....	124.00
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983.26

STATIONERY AND SUPPLIES:

Garrett Press	5,022.00
Blake, Moffitt & Towne	2,394.92
Apeco	24.18
Morgan & Barclay Co., Inc.	2,587.87
Kee Lox Manufacturing Co.....	2,063.65
IBM Corporation	697.01
Thermo-Fax Sales Corp.	461.97
Helm Supply Co.	39.36
James H. Barry Co.	4,556.60
Wheeldex-Simpla Los Angeles Co., Inc.	35.20
General Office Equipment	82.94
Colson Equipment and Supply Co.	33.53
General Fireproofing Co.	760.13
Durkee-Hess Co., Inc.	26.05
Camera Center	89.65
Aldine Co.	80.74
Gaylord Bros., Inc.	154.23
Acme Visible Records, Inc.	207.39
Patrick & Co.	26.38
Photo and Sound Company	33.12
Addressograph-Multigraph Corp.	349.64
California Association of Secondary School Administrators..	126.25
3M Business Products Sales, Inc.	19.45
A. B. Dick Co.	10.17
Pitney-Bowes, Inc.	4.99
Milo Harding Co.	131.13
CCH Products Co.	1.15
Kopy King	3.70
Schwabacher-Frey Company	10.40
Haluska-Wisler	408.68
Miscellaneous	59.78
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	20,502.26

Less, refunds from:

CCH Products Company	1.15
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20,501.11

TAXES:

California Department of Employment	4,430.95
Internal Revenue Service	10,092.41
R. L. Wolden, Assessor, San Francisco	971.74
H. J. Ostley, Tax Collector, Los Angeles	38.99

15,534.09
TELEPHONE AND TELEGRAPH:

Pacific Telephone and Telegraph Company.....	30,888.18
Western Union Telegraph Company	3,829.95

34,718.13
GENERAL EXPENSES:

Raymond G. Schultz	457.76
Benedettis Flowers	573.18
Bekins Van and Storage	656.15
King's Services, Inc.	71.85
Orie Damewood	152.88
Pischoff Co.	130.00
Republic Van & Storage	114.60
Sparkies	103.61
Californians for Fair Housing	30.00
Stuart-Sauter Co.	90.00
Charles Hardy Memorial Scholarship Fund.....	25.00
Garrett Press	223.03
Cash—Employees' Christmas Gifts	1,155.00
New Sixth Street Market	164.66
Morning Glory Caterers	130.67
Del Ankers Photographers	83.00
Security Storage Company	1,479.78
Burns the Florist	62.40
West Publishing Company	5.00
Wobber Brothers	23.61
Richard Gilmore	19.00
Oscar Presco and Sons	30.68
Market Street Van and Storage, Inc.	283.88
Paper Seinwel Company	27.18
John Simons	33.00
Barry Silverman	66.00
Mike Rabbit	30.00
Steve Engleman	16.50
Alex Archer	7.50
University of San Francisco	54.00
The Alverado Locksmith	17.90
Mrs. Edith B. Dean	38.25
Dr. Paul Prasow	68.00
Ken Kitcher	50.00
Wm. F. Schnitzler, Secretary-Treasurer, AFL-CIO	26,064.64
United Air Lines.....	320.78
General Office Equipment	36.40
Yawman and Erbe	87.10
Louis V. Keller	56.51
Campbell's Medical Aid Supplies	119.25
Durkee-Hess Co.	43.06
M.J.B. Coffee	156.60
Miss Shelley Meltzer	420.78
California Labor Press Association	10.00
Transport Clearings	6.00
Duchess, Inc.	31.25
Harbor Tours, Inc.	34.10
Larry Kenney Photography	164.32

Legislative Bill Room	42.75	
State Building and Construction Trades Council	274.74	
Robert E. Ogden	40.00	
Michael Peevey	611.23	
Keith Clemens	28.50	
Jeffery Shevitz	96.00	
Leon F. Lee	45.00	
Don Vial	40.00	
Petty cash—miscellaneous purchases and expenses	3,215.78	
		<u>38,418.86</u>
		<u>\$1,140,241.54</u>

ROLL OF DELEGATES

These pages comprise the completed roll of delegates to the 1966 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 or council is located, the name of the union or council represented and its total vote, the names of the delegates and the number of votes each delegate was entitled to cast.

ALHAMBRA

Communication Wkrs. No. 9505
(51)
John W. Walsh, 51

ALTADENA

Railroad Trainmen No. 1003
(77)
D. F. Fugit, 77

ANAHEIM

Carpenters No. 2203 (2862)
Ruben C. Mercado, 409
Jess Saenz, 409
Vincent G. Lupinacci, 409
Gerald Cennamo, 409
Howard G. Myers, 409
Marvin A. Pietrok, 409
Alfred L. Logan

ANDERSON

Woodworkers No. 433 (617)
Dallas D. Inman, 617

ARCADIA

Horseshoers No. 12 (41)
R. J. Thompson, 41

ARCATA

Lumber & Sawmill Wkrs.
No. 2808 (417)
Otha O. Ray, 417

AVATON

Painters No. 1226 (40)
O. T. Satre, 40

BAKERSFIELD

Bldg. & Constr. Trades
Council (2)
H. D. Lackey, 1
Butchers No. 193 (454)
Michael Sabol, 227
Charles Hohlbein, 227
Electrical Wkrs. No. 428 (425)
C. P. Hughes, 425
Fire Fighters No. 844 (77)
Leland L. Hill, 77
Fire Fighters No. 1301 (239)
Herbert G. Bell, 239
Hotel & Restaurant Empls.
No. 550 (1000)
Vincent S. La Vino, 500
Mary Cecchini, 500
Painters No. 814 (230)
Norman Weeks, 115
Ben Fitzsimmons, 115
Retail Clerks No. 137 (700)
Mel Rubin, 700
Typographical No. 439 (122)
Roy L. Hargis, 122
Western States Transportation
Services & Allied Wkrs.
(126)
P. A. Orrison, 126

BALDWIN PARK

Railroad Trainmen No. 385
(541)
K. R. Burns, 541
Railroad Trainmen No. 390
(624)
D. F. Fugit, 624

BARSTOW

Machinists No. 706 (299)
Louis W. Jackson, 150
G. L. Gustafson, 149

BELL

Steelworkers No. 8941 (57)
Gerald J. Conway, 57
Steelworkers No. 2013 (2239)
Wm. F. McCaskell, 448
John A. Despol, 448
Charles Harding, 448
Art Mollett, 448
Charles J. Smith, 447

BURBANK

Firefighters No. 778 (98)
Glyn E. Lister, 98
Railroad Trainmen No. 367
(106)
J. E. Howe, 106

BURNEY

Woodworkers No. 269 (197)
Larry E. Lindler, 99
Larry Sullivan, 98

CANOGA PARK

Railroad Trainmen No. 448
(620)
P. J. Matthews, 620

CHESTER

Lumber & Sawmill Wkrs. No. 3074
(1038)
Albert O. Glines, 1038

CHICO

Retail Clerks No. 17 (100)
Leonard A. Loyd, 100

CITY OF COMMERCE

Glass Bottle Blowers No. 224
(150)
Keith L. Peaster, 75
William C. Gearhart, 75

COMPTON

Carpenters & Joiners No. 1437
(896)
Fred Burlin, 448
E. J. Boardman, 448

CONCORD

Fire Fighters of Contra Costa Co.
No. 1230 (234)
Kenneth D. Larson, 234

COSTA MESA

Fairview State Hospital No. 887
(16)
Joe Spradlin, 8
Barney Scott, 8
Fire Fighters No. 1465 (40)
Robert Renner, 40

CUCAMONGA

Pacific State Hospital Empls.
No. 1515 (223)
Cecil Stamm, 112
Dorsey L. Mount, 111

CULVER CITY

Stove Mounters No. 68 (154)
Al Mendoza, 154

DALY CITY

Municipal Empls. No. 919 (61)
Frank Gillis, 61
No. Pen. School Dist. Empls.
No. 377 (40)
Al Henners, 40

DOWNEY

Communications Wkrs. No. 9595
(744)

John H. Lilledahl, 744

DUNSMUIR

Railroad Trainmen No. 458
(169)

K. R. Burns, 169

EL CAJON

Carpenters & Joiners No. 2398
(536)
Lester Freymiller, 268
Gene D. Neuhaus, 268

EL CENTRO

Central Labor Council (2)
Cameron Hendry, 1
Imperial Co. Federation of
Teachers No. 1549 (20)
Herman Miller, 10
Leonard Kuczewski, 10

EL CERRITO

Teachers No. 866 (204)
Ben Baird, 102
Tom Lundy, 102

EL MONTE

Carpenters & Joiners No. 1507
(2165)
Dean Weddle, 542
William A. Bennett, 541
Arthur F. Dalton, 541
Fred Fischer, 541
Glass Bottle Blowers No. 39
(168)
Carl Legler, 168
Hod Carriers No. 1082 (1343)
Louie Bravo, 336
Jimmy Montgomery, 336
Isidro Rocha, 336
Norman Jackson, 335
Locomotive Firemen & Engine-
men No. 946 (90)
H. A. Bliss, 45
C. D. Springer, 45
Painters No. 264 (677)
Paul Gardner, 289
Arthur L. Arbaugh, 288

EL SEGUNDO

Air Transport Wkrs. No. 502
(400)
Richard L. Smith, 200
George M. Garland, 200
Oil, Chemical & Atomic Wkrs.
No. 547 (1025)
Wilfred Forrester, 1025

EMERYVILLE

Steelworkers No. 1304 (801)
David Arca, 267
Frank White, 267
William F. Stumpf, 267

EUREKA

Bartenders No. 313 (169)
E. T. Weber, 169
Butchers No. 445 (203)
Arthur Meyers, 203
Central Labor Council,
Humboldt Co. (2)
Albin J. Gruhn, 1
George O. Faville, 1
Cooks & Waiters No. 220 (423)
Ruby Van Ornum, 423
Fire Fighters No. 652 (39)
Leland L. Hill, 39
Hod Carriers & Comm.
Laborers No. 181 (620)
Albin J. Gruhn, 620
Hospital & Institutional Wkrs.
No. 327 (63)
George Faville, 63

Lumber & Sawmill Wkrs. No. 3019 (333)
James F. Hershberger, 167
Roy W. Clement, 156
Lumber & Sawmill Wkrs. Redwood Dist. Council (2)
Leonard Cahill, 1
Plywood & Veneer Wkrs. No. 2931 (281)
Noel E. Harris, 281

FONTANA

State, County & Muni. Empls. No. 690 (63)
Betty Lenore, 32
Darryl Smith, 81
Steelworkers No. 2869 (200)
Charles J. Blattau, 100
Tom Consiglio, 100

FREMONT

Auto Wkrs. No. 1364 (3409)
Joseph J. Petruccelli, 1137
Gus Billy, 1136
James McCloskey, 1136

FRESNO

Bldg. Service Empls. No. 110 (337)
L. M. Cordrey, 337
Central Calif. Classified School Empls. No. 1206 (111)
Bill O'Rear, 111
Central Labor Council (2)
Bill O'Rear, 1
Communications Wkrs. No. 9408 (520)
James A. Linton, 520
Fire Fighters No. 753 (246)
H. G. Bell, 123
Leland L. Hill, 123
Fire Fighters, Fresno Co. No. 1180 (38)
Charles E. Inglett, 38
Fire Fighters, State Forestry No. 1333 (33)
Steve Lujan, 33
Hod Carriers & Com. Laborers No. 294 (503)
Jesse Bernard, 252
Chester Mucker, 251
Public Empls., Fresno Co. No. 458 (13)
Dorothy Zemo, 13
Railroad Trainmen No. 871 (149)
P. J. Matthews, 149
Stage Empls. No. 158 (40)
Jay Woody, 40
Typographical No. 144 (200)
Robert M. Perkins, 200

GARDENA

Railroad Trainmen No. 78 (331)
P. J. Matthews, 331

GLENDALE

Brick & Clay Wkrs. No. 820 (313)
James Cruz, 157
Edward J. Morales, 156
Carpenters & Joiners No. 563 (1194)
Wm. F. Miller, 597
Curtis Lundeen, 597
Painters No. 713 (545)
Willard L. Sward, 273
Robert M. Esch, 272
Plumbers No. 761 (1320)
John Loesch, 330
Gerald Windsor, 330
Alva Dyer, Jr., 330
Clyde J. Caron, 330

HAYWARD

Carpenters & Joiners No. 1622 (1801)
Lewis C. Curtis, 451
Kyle Moon, 450
Walter L. Williams, 450
Gustav Toensing, 450

Culinary Wkrs. & Bartenders No. 823 (2839)
Leroy V. Woods, 580
Joseph Medeiros, 580
Robert Otteson, 580
Wesley T. Drake, 580
Dan M. Silva, 579

Glass Bottle Blowers No. 53 (245)
Joseph A. Scalise, 123
Charles R. Work, 123

Painters No. 1173 (601)
Dale S. Ball, 301
Tony Mlaker, 300

HOLLYWOOD

Actor Equity Assoc. (300)
Leland B. Harris, 150
Frank Maxwell, 150

AFL Film Council (2)
H. O'Neil Shanks, 1

American Federation of Television & Radio Artists (300)
Claude L. McCue, 150
Tyler McVey, 150

American Guild of Musical Artists (200)
Francis E. Barnes, 200

Auto Wkrs. No. 179 (1704)
Charles Bickham, 852
Stanley Cook, 852

Broadcast, Television & Recording Engineers No. 45 (417)
Andrew J. Draghi, 417

Bldg. Service Empls. No. 278 (414)
John A. Buchanan, 414

Film Technicians No. 683 (2502)
Donald F. Haggerty, 2502

Machinists No. 1185 (150)
Richard E. Harden, 150

Make-Up Artists No. 706 (345)
Henry E. Vilaro, 345

M. P. Costumers No. 705 (260)
William K. Howard, 130
Claire Davis, 130

M.P. Crafts Service No. 727 (150)
Albert K. Erickson, 150

M. P. Set Painters No. 729 (265)
Ralph W. Peckham, 133
Paul H. Fisher, 133

M. P. Sound Technicians No. 695 (300)
Thomas A. Carman, 300

M. P. Studio Art Craftsmen No. 790 (60)
Albert M. Simpson, 50

M.P. Studio Projectionists No. 165 (294)
Leo S. Moore, 147
C. W. Offer, 147

M. P. Studio Cinetechnicians No. 789 (588)
Paul E. O'Bryant, 294
Percival F. Marston, 294

Nat'l. Broadcast Empls. No. 53 (961)
Allen Farnum, 481
M. K. Moon, 480

Office Employees No. 174 (729)
Max J. Krug, 729

Painters No. 5 (549)
Nelson C. Neall, 275
John Hecker, 274

Publicists Assoc. No. 818 (257)
Lloyd Ritchie, 257

Property Craftsmen No. 44 (2001)
Bruce J. Colville, 667
Allen R. Hill, 667

Kressent Rhoads, 667
Scenic Artists No. 816 (144)
Clayton Thomason, 144

Screen Actors Guild, Inc. (5004)
Charlton Heston, 715
Whit Bissell, 715
George Chandler, 715
John L. Dales, 715
Chester L. Migden, 715
Pat Somerset, 715
E. T. Buck Harris, 714

Screen Extras Guild, Inc. (3002)
Jack R. Clinton, 376
Robert W. Gilbert, 376
Murray Pollack, 375
Tony Regan, 375
H. O'Neil Shanks, 375
Miles Shepard, 375
Norman Stevens, 375
Curtis J. Hyans, 375

Set Designers & Model Makers No. 847 (84)
Zeal Fairbanks, 84

Studio Electricians No. 40 (200)
George A. Mulkey, 100
Vincent J. Murphy, 100

Studio Utility Empls. No. 724 (847)
N. D. Jarrard, 283
Cole B. Butterfield, 282
Frank W. Regula, 282

Studio Grips No. 80 (375)
Scott Miller, 375

HUNTINGTON BEACH

Communications Wkrs. No. 9582 (111)
T. E. Hendrickson, 111

HUNTINGTON PARK

Butchers No. 563 (2781)
J. J. Rodriguez, 557
Arthur Eaton, 556
Frank Verdugo, 556
Glen Weidenhamer, 556
Val Willis, 556
Calif. Federation of Post Office Clerks (2)
Bob Clark, 1

Furniture Wkrs. No. 1010 (605)
Wayne Gumm, 303
Apolinar Espudo, 302

Glass Bottle Blowers No. 137 (1427)
Emil Gonzales, 375
Ruth Smith, 374
Oscar Jordan, 374
Elva Riley, 374

Glass Bottle Blowers No. 114 (183)
James M. Wilder, 92
Deward G. Pitts, 91

Machinists No. 1571 (1231)
Kenneth P. Klein, 616
John C. Strosky, 615

LA JOLLA

Carpenters & Joiners No. 1358 (193)
Fred B. Gough, 97
Thomas A. Timmins, 96

LAWNDALE

Glass Bottle Blowers No. 19 (346)
Hazel Glades, 173
Ralph Yost, 173

LONG BEACH

Auto Wkrs. No. 148 (10,833)
Willie Felder, 2709
Ann LeFebvre, 2708
Harry Landy, 2708
Edmund J. Wiannecki, 2708

Bartenders No. 636 (1051)
M. R. Callahan, 351
James A. Hamilton, 350
Thomas L. Pitts, 350

Bldg. & Constr. Trades Council (2)
C. B. Gariss, 1

Communications Wkrs. No. 9571 (745)
E. J. Cruice, 745

Culinary Alliance No. 681

(5361)
David L. Schultz, 537
James T. Stevens, 536
James H. O'Connor, 536
Marjorie Antrim, 536
Margaret Howard, 536
Ernest Geoffroy, 536
C. R. Van Hooser, 536
Millard Hill, 536
Edgar P. Jarrett, 536
Melvin Mattina, 536

Culinary Wkrs. Jt. Ex. Bd. (2)

M. R. Callahan, 1
James A. Hamilton, 1

Culinary Wkrs. State Council (2)

John F. Quinn, 1
John W. Meritt, 1

Fire Fighters No. 372 (377)

Erwin T. Knorzer, 377

Hod Carriers & Comm.

Laborers No. 507 (2058)
James V. Brimhall, 515
Donald E. Graves, 515
James A. Knight, 514
Ralph C. Conzelman, 514

Oil, Chemical & Atomic Wkrs.

No. 128 (5048)
E. C. Vaughan, 842
Al Chandler, 842
Bill Braughton, 841
Frank Bell, 841
Isaac Pat Howard, 841
Ed Duffy, 841

Painters No. 266 (715)

W. C. Farley, 239
George Yale, 238
Jas. Blackburn, 238

Retail Clerks No. 324 (4208)

Robert Giffin, 2102
Arthur Z. Berland, 2101

Sheet Metal Wkrs. No. 420 (550)

Stanley L. Graydon, 275
Albert J. Reineit, 275

Typographical No. 650 (186)

Hobart M. Hall, 186

LOS ANGELES**Advertising & Public Relations**

Empls. No. 518 (40)
Thelma Thomas Mahoney, 40
Allied Printing Trades Council
So. Calif. Conf. (2)
John P. Yost, 1

Allied Printing Trades Council

(2)
Robert B. White, 1
George E. Smith, 1

Amalgamated Transit No. 1277

(995)
Homer Porcher, 995

American Guild of Variety

Artists (300)
Julian Z. Christensen, 150
Phil Downing, 150

Automotive Painters No. 1798

(400)
John J. Lazzara, 200
Helen H. Carpenter, 200

Auto Wkrs. No. 887 (18,202)

Henry L. Lacayo, 3034
Carter M. Paine, 3034
William C. Leslie, 3034

Harry Evans, 3034
Paul H. Schrade, 3033
Ernest Shelton, 3033

Barbers No. 1000 (1256)

Q. H. Carter, 628
A. L. Holt, 628

Bartenders No. 284 (1837)

Herman Leavitt, 919
Clarence Bailey, 918

Beauticians No. 295-A (40)

Fannie Markley, 20
Esther A. Bills, 20

Bill Posters No. 32 (104)

C. J. Hyans, 104

Bldg. & Constr. Trades

Council (2)
J. A. Cinquemani, 1
Clyde D. Ringwood, 1

Bookbinders & Bindery Women

No. 63 (600)
Gino Petrella, 300
George E. Smith, 300

Bldg. Service Empls. No. 193

(50)
Donald Graham, 25
Herbert Newhouse, 25

Cabinet Makers & Millmen No.

721 (2760)
Anthony J. Bogdanowicz, 690
James E. Bedwell, 690
Sebastian Metzler, 690
Richard D. Garrison, 690

Carpenters No. 929 (851)

T. E. Sanford, 851

Carpenters & Joiners No. 25

(1572)
James L. Keen, 786
Ben Fenwick, 786

Carpenters Dist. Council, L.A.

Co. (2)
Gordon A. McCulloch, 1
Carpenters No. 1497 (1416)
Albert D. Claman, 708
Fred Denning, 708

Carpenters No. 1976 (607)

John Headley, 607

Carpet, Linoleum & Soft Tile

Wkrs. No. 1247 (2856)
Dexter Hemeon, 1428
Raymond J. Maley, 1428

Cleaners, Dyers, Pressers &

Allied Trades No. 268 (400)
Herbert Broussard, 200
Joseph Baron, 200

Cloak Makers No. 58 (500)

Maria del Tiempo, 250
Max Mont, 250

Clothing Wkrs. No. 81 (150)

Leonard Duran, 75
Phil Siegel, 75

Clothing Wkrs. No. 55d (542)

Claude Cox, 271
Leonard Levy, 271

Clothing Wkrs. No. 278 (1301)

Leo Bertuccio, 326
John Shaver, 325
Lillian Morris, 325
Ruth Miller, 325

Clothing Wkrs. No. 408 (525)

Joe T. Saldivar, 263
Ruth L. Massey, 262

Clothing Wkrs. So. Calif. Jt. Bd.

(2)
Harry Bloch, 1
Jerome Posner, 1

Communication Wkrs. Council,

So. Calif. (2)
Kenneth B. Mathes, 1

Cooks No. 468 (2502)

Rene Angelot, 417
Cooper Daniel, 417
August Garcia, 417
Paul E. Greenwood, 417
Joe A. Reiss, 417
F. O. Robertson, 417

Culinary Wkrs. Jt. Exec. Bd.

(2)
Robert Giesick, 1

Dining Car Empls. No. 582 (191)

William E. Pollard, 191

Electrical Wkrs. No. B-18 (600)

George W. Smith, 300
Paul Wilson, 300

Electrical Wkrs. No. 11 (5004)

Charles W. Walker, 501
John Lawson, 501
Joe Dugan, 501
Webb Green, 501
Thomas C. Elden, 500
Albert Lopez, 500
Lou Stremmnd, 500
B. A. Hall, 500
Erwin A. Huss, 500
Robert Shields, 500

Electrical Wkrs. No. 1710 (580)

Mike M. Morales, 290
Leo Morse, 290

Electrical Wkrs. So. Calif. Jt.

Exec. Conf. (2)
Charles W. Walker, 1
Charles P. Hughes, 1

Elevator Constructors, No. 18

(168)
Joseph E. Hendon, 84
David Shaw, 84

Fire Fighters No. 748 (906)

William V. Wheatley, 453
Robert H. Kilpatrick, 452

Fire Fighters No. 1014 (1278)

Earl J. Dunn, 319
Paul L. Major, 318
Carl D. Stanfield, 318
Charles E. Wiest, 318

Fur Workers No. 87-F (202)

George Bradow, 101
Wm. Barash, 101

Garment Wkrs. No. 94 (40)

Betty Feeney, 40

Garment Wkrs. No. 125 (272)

Ethel Fite, 272

Glass Bottle Blowers No. 29 (292)

Darrell L. Cochran, 292

Hod Carriers No. 300 (8965)

Bob Saucedo, 1281
Mike Quevedo, 1281
Felix Espinosa, 1281
Milton Hanks, 1281
Bucky Miccelli, 1281
David Limas, 1280
Pablo Loza, 1280

Hod Carriers & Common

Laborers No. 696 (91)
Emerson Buchanan, 46
A. Cervantez, 45

Iron Wkrs. Shopmen No. 509

(700)
Herbert M. Olson, 700

Laborers So. Calif. Dist.

Council (2)
Ray Waters, 1

Ladies Garment Wkrs. No. 55

(900)
Isidor Stenzor, 450
Charles Nash, 450

Ladies Garment Wkrs. No. 96

(400)
John Ulene, 400

Ladies Garment Wkrs. No. 451

(156)
Sam Schwartz, 156

Ladies Garment Wkrs. No. 482

(400)
Max B. Wolf, 400

Ladies Garment Wkrs. No. 84

(300)
Jack Bass, 300

Ladies Garment Wkrs. No. 97

(200)
Meyer R. Silverstein, 200

Ladies Garment Wkrs. No. 483

(125)
Dorothy Radelet, 125

Ladies Garment Wkrs. No. 497

(500)
Joe Di Francesco, 250
Susan Adams, 250

Ladies Garment Wkrs. No. 512

(100)
Louise Clark, 100

Leather & Luggage Wkrs. No.

213-L (500)
Max Roth, 500

Lithographers No. 262 (777)

Peter J. Rimmel, 777

L. A. Co. Empls. No. 119 (50)

Sam Hunegs, 50

L. A. Co. Empls. No. 187 (20)

Francis B. Tucker, 20

L. A. Co. Empls. No. 434 (1501)

Ellenor Glenn, 1501

L. A. Co. Federation of Labor

(2)
Irvin P. Mazzei, 1
Thelma Thomas Mahoney, 1

L. A. Co. Probation Officers
No. 635 (676)
Ralph Merola, 338
Chris Hostetter, 338

L. A. Municipal Empls. No. 319
(182)
Helen A. Scheetz, 182

L.A. Park & Recreation Dept.
Empls. No. 517 (356)
Sam Hunegs, 356

L. A. Union Label Council (2)
C. B. Hughes, 1
Barbara Nardella, 1

Lumber & Sawmill Wkrs.
No. 2288 (2686)
James Cabage, 895
Andrew A. Shubin, 895
T. H. Preston, Jr., 896

Machinists No. 1186 (2606)
William C. Lopez, 2606

Machinists No. M-311 (8316)
Carl J. Best, 1106
S. B. Goodman, 1105
A. S. Hammond, 1105

Mailers No. 9 (383)
W. J. Bassett, 383

Meat Cutters No. 421 (2637)
Glenn Gilbreath, 1199
Lake Ward, 1198

Metal Trades Council,
So. Calif. (2)
R. G. Shannon, 1

Millwrights No. 1607 (531)
Leland L. Goss, 531

Misc. Restaurant Empls.
No. 440 (2787)
Merlin Woods, 1394
Fernando Felix, 1393

M.P. Projectionists No. 150
(606)
Arthur C. McLaughlin, 606

Musicians No. 47 (2065)
Bob Manners, 1043
Dale Brown, 1042

Newspaper Guild No. 69 (1273)
Joseph H. Matty, 1273

Newspaper Pressmen No. 18
(600)
William J. Nevins, 300
James A. Collins, 300

Office Empls. No. 30 (1509)
Gwen Newton, 302
Cynthia McCaughan, 302
Barbara Nardella, 302
Lavonne McGinty, 302
Dorothy Kessler, 301

Offset Wkrs., Printing Press-
men & Assts. No. 73 (550)
William Perkins, 275
William Burns, 275

Operating Engineers No. 12
(10,458)
J. H. Seymour, 1046
Wm. S. Begley, 1046
Robert Fitzgerald, 1046
James J. Twombly, 1046
James Whisman, 1046
Pat O'Malley, 1046
Bob Christensen, 1046
Alan Leavitt, 1046
Arch Liston, 1045
Frank Todd, 1045

Painters Dist. Council No. 36
(2)
Walt Zagajeski, 1
Julius Bence, 1

Painters No. 1348 (314)
David Fishman, 314

Parl-Mutuel Empls. No. 280
(400)
Nick Daddario, 400

Plumbers No. 78 (2341)
Thomas Simmers, 2341

Postal Clerks No. 82T (40)
Herbert G. Kehr, 40

Printing Specialties & Paper
Products So. Calif. Dist.
Council No. 2 (2)
Don McCaughan, 1
Howard Bowen, 1

Printing Specialties & Paper
Products No. 388 (1000)
Howard Bowen, 1000

Provision House Wkrs. No.
274 (3002)
Robert Cook, 501
Jim P. Zaharis, 501
Robert F. Stevens, 500
Jesus Murillo, 500
Alvin A. Rubin, 500
Donald C. Holeman, 500

Public Empls. So. Calif. Council
No. 20 (2)
Sam Hunegs, 1

Pulp, Sulphite & Paper Mill
Wkrs. No. 307 (684)
Loyal Amadon, 223
B. E. Fulmer, 223
Edna Mendell, 223

Railroad Trainmen No. 912
(421)
D. F. Fugit, 421

Rubber Wkrs. No. 44 (936)
H. H. Wilson, 936

Rubber Wkrs. No. 43 (566)
H. H. Wilson, 566

Rubber Wkrs. No. 131 (1272)
Joseph W. McCubbin, 1272

Sheet Metal Wkrs. No. 108
(4004)
Clyde D. Ringwood, 1001
Charles Artman, 1001
Virgil Fox, 1001
Jess Frederick, 1001

Sign, Scene, Pictorial Painters
No. 831 (100)
Homer H. Poling, 50
Lester Cleer, 50

Sportswear & Cotton Garment
Wkrs. No. 266 (800)
Samuel Otto, 800

Stage Empls. No. 33 (275)
Harry Finks, 275

Stat'y Operating Engineers
No. 501 (359)
Evan F. Dillon, 287
Robert H. Fox, Jr., 286
Fred L. Wendt, 286

Stereotypers No. 58 (331)
Robert B. White, 166
Shirley M. Harris, 165

Tile Layers No. 18 (500)
John N. Cody, 250
James J. Feruzzi, 250

Typographical No. 174 (1454)
C. R. Powers, 364
Henry Clemens, 364
Daniel Cohen, 363
Scott Counter, 363

Typographical So. Calif.
Conf. (2)
Hobart M. Hall, 1
Ray Butler, 1

Utility Wkrs. No. 182 (1711)
Edward Hall, 1711

Walters No. 17 (3002)
Andrew Allan, 501
Edmund Anthony, 501
Clarence P. Cecil, 500
Antonio Serafin, 500
Sid Shulte, 500
Ernest Vallero, 500

Waitresses No. 639 (4612)
Ruth Campagnon, 923
Loralee Gabel, 923
Anne Buckley, 922
Ida Thompson, 922
Margaret Huss, 922

MADERA
Fire Fighters No. 1466 (37)
Charles E. Inglett, 37

MARTINEZ
Bldg. & Const. Trades Council
Contra Costa Co. (2)
Howard Reed, 1
Salvatore J. Minerva, 1

Central Labor Council,
Contra Costa Co. (2)
Tony Cannata, 1
Hugh Caudel, 1

Construction Laborers No. 324
(2574)
John A. Cespuglio, 515
Sal Minerva, 515
Cleophas T. Brown, 515
Mance Thomas, 515
Lofton L. Fowler, 514

Contra Costa Co. Empls. No. 1675
(983)
Henry L. Clarke, 328
Rodney Larson, 328
Vern Forry, 327

Electrical Wkrs. No. 302 (760)
Donald Chapman, 264
Wallace B. Dyer, 253
Arthur G. Mainini, 253

Oil, Chemical & Atomic Wkrs.
No. 5 (1903)
K. E. Roush, 952
Geo. D. Kelly, 951

MAYWOOD

Auto Workers No. 509 (5546)
Spencer Wiley, 5546

MENLO PARK

Utility Wkrs. No. 160-C (85)
E. T. Shedlock, 85

MODESTO

Bldg. & Const. Trades
Council (2)
Frank Russo, 1
Bert F. New, 1

Central Labor Council,
Stanislaus Co. (2)
Frank Russo, 1
David McCain, 1

Glass Bottle Blowers No. 17
(193)
Pearl Guthrie, 97
Paul McCoy, 96

Hod Carriers, Bldg. & Constr.
Laborers No. 1130 (715)
Frank Russo, 238
Bert New, 238
James Milford, 239

Plasterers & Cement Masons
No. 429 (157)
C. Al Green, 79
David C. McCain, 78

MONTEREY

Bldg. & Const. Trades Council
(2)
Russel S. Hansen, 1

Carpenters & Joiners No. 1323
(582)
Francis I. Geary, 291
Russel S. Hansen, 291

Central Labor Council of
Monterey County (2)
Carl N. Carr, 1
Wayne Pierce, 1

Hod Carriers & Comm.
Laborers No. 690 (394)
George E. Jenkins, 197
Kenneth B. Holt, 197

MONTEREY PARK

Locomotive Firemen &
Enginemen No. 97 (234)
Lynn Fruit, 234

Steelworkers No. 1502 (723)
Raul C. Flores, 241
Ralph Hacker, 241
Ray G. Davis, 241

MOUNTAIN VIEW

Carpenters & Joiners No. 1280
(1396)
L. E. Bee, 349
Jerry Hoopes, 349
Tom Crawford, 349
Cal Boice, 349

NAPA

Bartenders & Culinary Wkrs.
No. 753 (524)
Ernest E. Collicutt, 524

Central Labor Council (2)
Jessie O. Payne, (1)

Hod Carriers & General Laborers No. 371 (357)
Jees Payne, 179
James H. Huntsman, 178

NILES

Steelworkers No. 3367 (526)
Herbert Finley, 526

OAKLAND

Alameda Co. School Empls. No. 257 (304)
Marty Martinez, 152
Harold Benner, 152

Automotive Machinists No. 1546 (5327)
Nick Antone, 888
M. F. Damas, 888
Harry Lear, 888
C. L. McMonagle, 888
W. P. Sweno, 888
DeWayne Williams, 887

Auto, Marine & Specialty Painters No. 1176 (379)
Leslie K. Moore, 190
William Fernandez, 189

Auto Workers No. 76 (1098)
Manuel Dias, 1098

Automotive Machinists No. Calif. Council (2)
DeWayne Williams, 1

Barbers No. 134 (500)
Jack Reed, 500

Bartenders No. 52 (1247)
Steven J. Revilak, 312
James F. Murphy, 312
John F. Quinn, 312
Joseph J. Canale, 311

Bldg. & Constr. Trades Council (2)
J. L. Childers, 1
Paul L. Jones, 1

Boilermakers No. 10 (400)
William G. Cummings, 200
C. W. Huddleston, 200

Butchers No. 120 (2251)
S. E. Thornton, 376
John W. Reid, 375
Allen Coe, 375
Don Finnie, 375
Everett Davis, 375
James A. Sandberg, 375

Calif. Legis. & Co-Ord. Council (2)

Charles F. Correa, 1
Carpenters & Joiners No. 36 (1838)

Alfred Thoman, 459
Oscar N. Anderson, 459
Lem. B. Flanigan, 460
Robert Griebel, 460

Cement Masons No. 594 (400)
Robert T. Beam, 400

Central Labor Council (2)
Robert S. Ash, 1
Richard K. Groulx, 1

Chemical Wkrs. Dist. Council No. 2 (2)
John Gernak, 1

Cleaning & Dye House Wkrs. No. 3009 (1152)
Russell R. Crowell, 288
Freddie Martin, 288
Joyce McNutt, 288
Mike Fernandez, 288

Communications Wkrs. Bay Area Council (2)
Robert B. Soderstrom, 1

Communications Wkrs. No. 9415 (410)
John J. Santen, Jr., 410

Communications Wkrs. No. 9490 (1227)
Donald L. James, 307
Don T. Thrall, 307
Richard W. Hackler, 307
Robert W. Rivers, 306

Construction & General Laborers No. 304 (3035)
Paul L. Jones, 506
Jay R. Johnson, 506
Howard Bostwick, 506
Lester A. Smith, 506
C. C. Clark, 506
Anthony C. Schiano, 505

Cooks No. 228 (1726)
H. J. Badger, 346
Jack Faber, 345
Pat Sander, 345
Lou Borges, 345
Harry Goodrich, 345

Culinary Wkrs. No. 31 (3466)
Fran Childers, 578
Edrie E. Wright, 578
Betty Borikas, 578
Jody Kerrigan, 578
Elmo Rua, 577
George Osmer, 577

Dining Car Cooks & Waiters No. 456 (260)
T. W. Anderson, 126
B. P. Hicks, 126

Electrical Wkrs. No. 1245 (9007)
R. T. Weakley, 901
Leland Thomas, Jr. 901
M. A. Walters, 901
A. G. Callahan, 901
James M. Lydon, 901
J. H. Fountain, 901
A. Boker, 901
M. C. Brooks, 900
A. A. Clayton, 900
D. J. McPeak, 900

Electrical Wkrs. No. 595 (1240)
Thomas J. Sweeney, 310
Fred E. Hammer, 310
Chester A. Baker, 310
Albert Real, 310

Fire Fighters No. 55 (741)
R. Michael Anthony, 371
John T. Kennedy, 370

Gardners, Florists & Nurserymen No. 1206 (85)
Wm. H. Norman, 43
Anthony Scallo, 42

Glass Bottle Blowers No. 141 (600)

Gratales Reese, 300
Margaret Jungclaus, 300
Glass Bottle Blowers No. 155 (264)

Jorn D. Rooks, 264
Hod Carriers No. 166 (437)
Abel Silva, 219
Cornell Gaines, 218

Lathers No. 83 (170)
Robert H. Worthy, 170

Laundry Wkrs. No. 2 (1110)
Robert Luster, 278
Millie Castelluccio, 278
Iva Butler, 277
James Wargo, 277

Machinists No. 284 (2097)
Kenneth J. Gibbons, 1049
Laurence B. Taylor, 1048

M. P. Operators No. 169 (123)
Lee E. Smith, 123

Office Employees No. 29 (2326)
John Kinnick, 2326

Paint Makers No. 1101 (529)
Edward L. Morgan, 265
Peter J. Ceromello, 264

Painters No. 127 (234)
L. J. Kessell, 117
Robert York, 117

Plumbers & Gas Fitters No. 444 (900)

Linaus Welch, 300
James Butt, 300
Jack Tuttle, 300

Printing Pressmen No. 125 (374)
Fred Brooks, 187

Jack McCormick, 187
Printing Specialties & Paper Products No. 882 (1205)

John Ferro, 302
Richard Faubion, 301
Pete Perrigo, 301
Fredrick T. Sullivan, 301

Retail Clerks No. 370 (1200)
Robert S. Ash, 600
Charles F. Jones, 600

Roofers No. 81 (250)
C. Silveria, 250
Scrap Iron Wkrs. No. 1088 (266)
C. W. Russell, 133
C. D. Parker, 133

Sheet Metal Wkrs. No. 216 (521)
T. R. Treadway, 521

Shipyard & Marine Shop Laborers No. 896 (527)
Harold T. Lumsden, 264
Russell W. Ryvers, 263

Sleeping Car Porters (212)
C. L. Dellums, 212

Steamfitters No. 342 (1276)
Richard Dole, 426
Glen Ele, 426

Laird McMillen, 426
Street Carmen No. 192 (1000)
L. V. Bailey, 1000

Teachers No. 771 (256)

Marshall Axelrod, 256
Theatrical Janitors No. 121 (80)
Frank Louis Figone, 80
Theatrical Stage Empls. No. 107 (45)

Edward C. Powell, 43
Typographical No. 36 (645)

Arthur Triggs, 323
T. F. Trautner, 322
Typographical No. Calif. Conf. (2)

Arthur Triggs, 1
University of Calif. Empla. No. 371 (140)
K. J. Turne, 140

OCEANSIDE

Teachers No. 1344 (26)
Hal Larsen, 13
Ken Meyer, 13

OROVILLE

Butchers & Meat Cutters No. 460 (50)
George Rivard (50)

OXNARD

Communications Wkrs. No. 9675 (284)
Doris L. Muckler, 284

PALM CITY

Carpenters & Joiners No. 1490 (83)
Arthur Gautier, 42
Keith Stone House, 41

PALO ALTO

Communications Wkrs. No. 9409 (137)
Ellis M. Crandell, 137

PANORAMA

Communications Wkrs. No. 9608 (750)
James L. Childs, 750

PASADENA

Fire Fighters No. 809 (165)
Kenneth D. Larson, 165
Hotel-Restaurant Empl. No. 531 (2532)
Hilton Porter, 2532
Meat Cutters No. 439 (1876)
Walter A. Karas, 626
T. Lloyd Berry, 625
Richard C. Haas, 625

Painters No. 32 (348)
Richard Overmier, 348
Typographical No. 533 (180)
W. E. Gates, 130

PICO RIVERA

Auto Wkrs. No. 923 (2128)
Julio R. Mendez, 426
James J. Carbo, 426
Thomas J. Stephens, 426
James M. Brooks, 426
Fred Lackey, 426

PITTSBURG

Culinary Wkrs. & Bartenders
No. 822 (816)
Vincent Licari, 816
Steelworkers No. 1440 (2812)
Anthony Cannata, 1156
Joseph Angelo, 1156

POMONA

Painters & Decorators No. 979
(502)
Herbert C. Evetts, 502
Retail Clerks, No. 1428 (1469)
John M. Sperry, 490
Lucille Orr, 490
Gwen Wallace, 489

REDDING

Butchers No. 852 (423)
George V. Rivard, 423
Culinary Wkrs. No. 470 (1044)
Clarice Rabe, 1044
Five Counties Central Labor
Council (2)
H. L. Weingartner, 1
Lumber & Sawmill Wkrs. No.
2808 (916)
Hugh Allen, 806
Henry Anderson, 806
Keith Dragoo, 806
Lumber & Sawmill Wkrs. No.
Calif. Dist. Council (2)
Marvin I. Adair, 1
Retail Clerks No. 1864 (883)
H. L. Weingartner, 482
Robert E. Koenig, 481

REDONDO BEACH

Carpenters No. 1478 (1847)
Abraham T. Avolian, 674
Clifford G. Bone, 673
L.A. County Beach Cities Empls.
No. 448 (26)
Ralph Merola, 25
Railroad Trainmen No. 406
(610)
J. E. Howe, 610

REDWOOD CITY

Electrical Wkrs. No. 1969 (800)
Merritt G. Snyder, 800
State, Co. & Municipal Empls.
Council No. 57 (2)
Frank Gillis, 1

RESEDA

Carpenters & Joiners No. 844
(1806)
Robert Freeman, 452
Joe Whiteside, 451
Floyd McDaniel, 451
Barnett Nathan, 451

RIALTO

Railroad Trainmen No. 278
(168)
G. W. Ballard, 168

RICHMOND

Bartenders & Culinary Wkrs.
No. 595 (2208)
Lou Lucas, 551
James E. Calvarese, 551
Katherine S. Ginsburg, 551
Jean Jensen, 550
Beauticians No. 508-A (130)
Frances Duncan, 130
Boilermakers No. 518 (400)
Ernest M. King, 400
Machinists No. 824 (1501)
Gordon Reynolds, 751
Walter T. Koop, 750
M. P. Projectionists No. 560
(40)
Hugh Candel, 40
Retail Clerks No. 1179 (1000)
William C. Roddick, 500
Jack Luther, 500

RIVERSIDE

Bldg. & Constr. Trades Council,
San Bernardino & Riverside
Cos. (2)
Charles E. Mautz, 1

Central Labor Council (2)
B. W. Phillips, 1
Hod Carriers & Com. Laborers
No. 1184 (1545)
James L. Smith, 1545
Painters Dist. Council No. 48
(2)
William W. Seaquist, 1
Retail Clerks No. 1167 (500)
G. Ray Butler, 500

SACRAMENTO

Allied Printing Trades Council
(2)
Joseph J. Seleniski, 1
Bartenders No. 600 (693)
Thomas Peterson, 347
Ray McCarthy, 346
Bldg. Constr. Trades Council (2)
George W. Peterson, 1
Bookbinders No. 35 (161)
Joseph J. Seleniski, 161
Butchers No. 498 (2032)
Carl Foote, 2032
Calif. Dept. of Indust. Relations
Empl. No. 1031 (43)
Don L. Meyers, 43
Calif. Federation of Teachers (2)
Marshall Axelrod, 1
Carpenters & Joiners No. 586
(1806)
Charles A. Gaines, 903
Jimmy W. Lansdon, 902
Carpenters Dist. Council (2)
L. N. Leslie, 1
Carpet, Linoleum & Soft Tile
Wkrs. 1237 (259)
W. Wesley Percy, 259
Cement Masons No. 582 (400)
F. B. Wood, 400
Central Labor Council (2)
John H. Axtell, 1
James F. Alexander, 1
Communications Wkrs. No. 9421
(75)
Leland K. Tiner, 38
Cecil C. Hector, 37
Construction & General
Laborers No. 185 (8502)
Donald E. Hill, 1751
Thomas S. Clarke, 1751
Cooks No. 688 (740)
Barney Jackson, 740
Electrical Wkrs. No. 340 (250)
Paul R. Tooker, 250
Fire Fighters No. 523 (390)
Kenneth D. Severit, 196
George A. Nugent, 196
Hod Carriers No. 262 (180)
George W. Peterson, 180
M.P. Machine Operators No.
252 (52)
Harry Finks, 52
Musicians No. 12 (250)
Thomas P. Kenny, 250
Painters No. 487 (560)
Harry J. Buckman, 560
Plumbers & Steamfitters No. 447
(300)
Patrick V. Harvey, 300
Retail Clerks, No. 588 (2001)
Jas. F. Alexander, 667
Wynn C. Plank, 667
Jerry M. Turner, 667
Stage Empls. No. 50 (40)
Edward Gallagher, 40
State Empls. No. 411 (191)
Frank Lynch, 96
Eric Collins, 96
State Employees Council No. 56
(2)
James H. Curry, 1
Theatre Empl. No. B-66 (80)
Harry Finks, 80
Typographical No. 46 (472)
Edgar O. True, 472

Waiters & Waitresses No. 561
(1235)
Lilas Jones, 618
Clement Smith, 617

SALINAS

Carpenters & Joiners No. 925
(650)
Wayne Pierce, 325
Russ Jeska, 325
Retail Clerks No. 839 (593)
Carl N. Carr, 297
Chris A. Christensen, 296
Teachers No. 1020 (67)
Donald O. Thompson, 67

SAN BERNARDINO

Carpenters & Joiners Dist.
Council, San Bernardino-
Riverside Cos. (2)
Vern C. Rippetoe, 1
George Learned, 1
Carpenters & Joiners No. 944
(1177)
Rosviell Brown, 589
Joe W. Lunsford, 588
Central Labor Council (2)
Earl Wilson, 1
County Employees No. 122 (855)
Ruby F. Wicker, 428
John W. Mutschler, 427
Electrical Wkrs. No. 477 (550)
Jack Carney, 550
Electrical Workers No. 543 (200)
L. E. Townsend, 100
W. L. Vinson, 100
Fire Fighters No. 891 (137)
Kenneth Larson, 137
Hod Carriers & Laborers
No. 783 (840)
Elmer J. Doran, 840
Machinists No. 1047 (173)
Howard L. Parsons, 173
M.P. Projectionists No. 577 (60)
R. G. W. Bennett, 30
C. R. Douglas, 30
Plumbers & Steamfitters No.
384 (600)
Charles E. Mautz, 600
Theatrical Stage Empls. No.
614 (40)
N. Earl Wilson, 40

SAN BRUNO

Air Transport Empls. No. 1781
(5212)
Frank Williams, 1303
Collin Faubel, 1303
John G. Thomas, 1303
John D. Donaldson, 1303
Transport Wkrs. No. 505 (200)
Warren Boves, 100
Gerald Ponsi, 100

SAN DIEGO

Allied Printing Trades Council
(2)
William Morse, 1
Bldg. & Constr. Trades
Council (2)
W. J. DeBrunner, 1
Bldg. Service Empls. No. 102
(400)
James A. Hawes, 200
R. W. Joe Carpenter, 200
Bookbinders No. 40 (60)
Ludwig Harder, 60
Bus Drivers No. 1309 (380)
David H. Moore, 380
Butchers No. 229 (1801)
Max J. Osslo, 601
Arthur Meyer, 600
Vincent Salazar, 600
Cab Drivers No. 101 (435)
Edward H. Allensworth, 218
Walter R. Jameson, 217
Calif. Labor Commissioners No.
975 (34)
James H. Curry, 34
Calif. State Empls. No. 1676
(42)
Ruth Grover, 42

- Cannery Wkrs. & Fishermen (2001)
Lester Balingier, 401
George Ledesma, 400
Jack Tarantino, 400
Joseph Silva, 400
Antoinette Garcia, 400
- Carpenters Dist. Council (2)
Leslie Parker, 1
Wm. A. Rae, 1
- Carpenters No. 1296 (1265)
George W. Benton, 317
Chris Lindebekke, 316
Lawrence McDaniel, 316
King Taylor, 316
- Carpenters No. 1571 (759)
William Bryson, 759
- Carpenters No. 2020 (826)
Donald K. Overheiser, 413
Marion N. Long, 413
- Carpet, Linoleum & Resilient Tile Wkrs. No. 1711 (200)
John S. Brewer, 200
- Central Labor Council (2)
R. R. Richardson, 1
Armon L. Henderson, 1
- Clothing Wkrs. No. 238 (300)
Cecilia James, 150
Mario Rosini, 150
- Communications Wkrs. No. 9509 (850)
Don Chaney, 425
Jerry Wescott, 425
- County & Municipal Empls. No. 127 (1341)
Otto W. Hahn, 336
James Grogan, 335
F. D. Green, 335
Edward Boryla, 335
- Culinary Alliance & Hotel Service Empls. No. 402 (2909)
Dudley Wright, 416
Esther Ryan, 416
M. C. Bray, 416
Eddie Clouette, 416
Joseph LiMandri, 415
Loretta Proctor, 415
Joseph Tinch, 415
- Electrical Wkrs. No. 465 (550)
George P. Duffy, 275
Robert D. Parsons, 275
- Electrical Wkrs. No. 569 (1654)
Howard J. Volz, 827
Chas. R. Wright, 827
- Federated Fire Fighters of Calif. (2)
Kenneth D. Larson, 1
Charles E. Wiest, 1
- Fire Fighters No. 145 (438)
Sam Salazar, 219
A. D. Isom, 219
- Hod Carriers No. 89 (3127)
John P. Felix, 522
E. Dene Armstrong, 521
Gus Lopez, 521
Jerome Nierengarten, 521
David Gonzales, 521
Valentine O. Macedo, 521
- Iron Wkrs. No. 627 (914)
J. C. Massaro, 305
C. A. Rocchio, 306
K. E. Mallett, 304
- Machinists Dist. Council No. 50 (2)
Al J. Baffone, 1
A. A. Denton, 1
- Machinists No. 755 (1428)
Ray W. Bryant, 714
Thomas T. Cooke, 714
- Machinists, No. 889 (531)
R. N. Fleming, 531
- Machinists No. 1125 (478)
Ned Peralta, 239
John F. McIntyre, 239
- Machinists No. 2193 (105)
Leo A. Morin, 53
Roy A. Schultz, 52
- Machinists No. 2218 (82)
James Blatt, 82
- Mallers No. 75 (55)
Reedus P. Sides, 55
- M.P. Projectionists No. 297 (122)
George L. Abrams, 61
Ernest J. Miller, 61
- Musicians No. 325 (350)
Bert R. Ryan, 175
Marvin Howard, 175
- Newspaper Guild No. 95 (466)
Omer M. Sumpter, 466
- Newspaper Printing Pressmen No. 48 (62)
Walter I. Hardy, 31
Raymond Spencer, 31
- Office Empls. No. 139 (147)
Zita Kalis, 147
- Painters No. 333 (516)
J. A. (Jimmie) Lee, 258
B. M. (Bruce) Mayfield, 258
- Plasterers & Cement Masons No. 346 (765)
John Adams, 255
Robert McCabe, 255
Paul Robertson, 255
- Printing Pressmen No. 140 (62)
Oscar E. Rocha, 62
- Retail Clerks No. 1223 (3381)
Marvin W. Brown, 423
Theola Gierke, 423
David J. Jacobs, 423
Herbert C. Langfeldt, 423
Phyllis L. Rasor, 423
Phil J. Scott, 422
Walter R. Stringham, 422
Bill Wall, 422
- Shipwrights, Boatbuilders No. 1300 (508)
Ralph H. Howards, 254
Fred Tiffany, 254
- Sheet Metal Wkrs. No. 206 (260)
Lester A. Dowell, 130
Donald Pella, 130
- Stereotypers No. 82 (40)
John P. Yost, 40
- Teachers No. 1278 (283)
William E. Westin, 142
Stuart L. Rubine, 141
- Typographical No. 221 (405)
Harold T. Cadell, Jr., 203
Robert M. Rhodes, 202
- Walters & Bartenders No. 500 (1021)
Gus Mureo, 1021
- SAN FRANCISCO**
- Allied Printing Trades State Conf. (2)
K. D. Jones, 1
- American Guild of Variety Artists (200)
Phil Downing, 200
- Apartment, Motel, Hotel & Elevator Operators No. 14 (500)
Philip J. Deredi, 500
- Automotive Machinists No. 1305 (3466)
Fred L. Martin, 694
Walter K. Keller, 693
Ken G. Murray, 693
Jos. M. Doody, Jr., 693
J. B. Martin, 693
- Bakers No. 24 (1524)
Herman Pelz, 508
Perry Rose, 508
Thomas Wake, 508
- Barbers & Beauticians No. 148 (1114)
James A. Cramp, 1114
- Bartenders No. 41 (3115)
Joseph Buckley, 520
William McCabe, 519
Joseph Garcia, 519
George Corey, 519
Arthur Dougherty, 519
Primo Ferrari, 519
- Boilermakers No. 6 (1000)
E. P. Rainbow, 334
A. E. Montoya, 333
G. P. Campbell, 333
- Bldg. Constr. Trades State Council (2)
Bryan P. Deavers, 1
James S. Lee, 1
- Butchers No. 115 (3502)
George Mesure, 438
Richard Brugge, 438
Ernest Cerelli, 438
Clifford Dietrich, 438
Ernest Couly, 438
Dino Polizziani, 438
Thomas Anderson, 437
Anselmo Agosti, 437
- Butchers No. 508 (1211)
B. McCaffrey, 606
Ed LaBoure, 605
- Calif. State Theatrical Federation (2)
George J. Flaherty, 1
William P. Sutherland, 1
- Carpenters No. 483 (1128)
Neale Storm, 564
Albert Mion, 564
- Carpenters Bay Counties Dist. Council (2)
C. E. Bartolini, 1
A. A. Figne, 1
- Carpenters State Council (2)
Anthony L. Ramos, 1
- Central Labor Council (2)
George W. Johns, 1
John F. Crowley, 1
- Cleaning & Dye House Wkrs. No. 3010 (469)
Henry M. Romigulere, 235
Esther Findley, 234
- Cloakmakers No. 8 (600)
Cornelius Wall, 300
Mary Clemente, 300
- Clothing Wkrs. No. 42 (500)
Sam Krips, 250
Anne Draper, 250
- Clothing Wkrs. Jt. Board (2)
Sam Krips, 1
- Communications Wkrs. Dist. No. 9 (2)
Marie A. Bruce, 1
E. J. Cruice, 1
- Const. & Gen. Laborers No. 261 (2677)
C. R. Johnson, 447
Jerry Sullivan, 446
George Ellis, 446
Mike Howard, 446
Ignacio Rodriguez, 446
Terence J. O'Sullivan, 446
- Cooks No. 44 (3002)
C. T. McDonough, 1501
Joseph Belardi, 1501
- Culinary Wkrs., Bartenders Jt. Exec. Bd. (2)
Joseph Belardi, 1
- Dental Technicians of No. Calif. No. 99 (75)
Wray R. Jacobs, 38
James H. Trimble, 37
- Dressmakers No. 101 (1000)
Myrtle M. Banks, 500
Bernice Scott, 500
- Electrical Wkrs. No. 6 (800)
Wm. M. Reedy, 267
Gerald Pickle, 267
Ralph M. Bell, 266
- Fire Fighters No. 798 (1630)
Robert F. Callahan, 326
John Slattery, 326
Jerry Mahoney, 326
Frank Minahan, 326
Gail Follett, 326
- Furniture Wkrs. No. 262 (851)
Fred Stefan, 426
Anthony Scardaci, 426
- Garment Wkrs. No. 131 (997)
Maria McFadden, 997
- Hotel & Club Service Wkrs. No. 283 (3171)
Bertha Metro, 798
Mae Brandes, 793
Lawrence Allport, 793
Robert Wigton, 792

- Inlandboatmen's Union of the Pacific (321)
Clifford J. Seecombe, 321
- Iron Wkrs. Dist. Council (2)
Juel D. Drake, 1
- Laborers No. Calif. Dist. Council (2)
Jay Johnson, 1
Chas. Robinson, 1
- Ladies Garment Cutters No. 213 (125)
James Kendall, 125
- Locomotive Firemen & Enginemen Legis. Bd. (2)
J. L. Evans, 1
- Locomotive Firemen & Enginemen No. 314 (79)
James L. Evans, 79
- Lumber & Sawmill Wkrs. State Council (2)
N. G. Cordil, 1
- Machinists No. 68 (2658)
Stanley Jensen, 1329
Merrill Cooper, 1329
- Machinists No. 1327 (2001)
Chris Amadio, 2001
- Mailers No. 18 (200)
K. D. Jones, 200
- Marine Cooks & Stewards (5004)
Ed Turner, 501
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