

Proceedings

Eighth Convention

San Francisco

August 31 – September 3, 1970

CALIFORNIA LABOR FEDERATION, AFL-CIO

John F. Henning, Secretary-Treasurer

995 MARKET STREET, SAN FRANCISCO



151



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

PRESIDENT

ALBIN J. GRUHN

SECRETARY-TREASURER

JOHN F. HENNING

GENERAL VICE PRESIDENT

MANUEL DIAS

GEOGRAPHICAL VICE PRESIDENTS

MAX J. OSSLO

M. R. CALLAHAN

RAY S. MENDOZA

ANTHONY J. BOGDANOWICZ

JOHN L. DALES

JOHN A. CINQUEMANI

KENNETH D. LARSON

JOSEPH H. SEYMOUR

RAY M. WILSON

G. A. McCULLOCH

WILBUR FILLIPPINI

H. D. LACKEY

C. A. GREEN

THOMAS A. SMALL

MORRIS WEISBERGER

JOSEPH R. GARCIA

CHRIS AMADIO

WILLIAM G. DOWD

RICHARD K. GROULX

PAUL L. JONES

HOWARD REED

STANLEY LATHEN

HARRY FINKS

LEONARD CAHILL

LLOYD J. LEA

AT LARGE VICE PRESIDENTS

JOSEPH ANGELO

RICHARD W. HACKLER

EDWARD T. SHEDLOCK

SIGMUND ARYWITZ

JEROME POSNER

JOSEPH P. MAZZOLA

STEVE EDNEY

FRED D. FLETCHER

G. J. CONWAY

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

Proceedings

Eighth Convention

San Francisco

August 31 – September 3, 1970

CALIFORNIA LABOR FEDERATION, AFL-CIO

John F. Henning, Secretary-Treasurer

995 MARKET STREET, SAN FRANCISCO

151



TABLE OF CONTENTS

Proceedings of the Convention, 1970	5-105
First Day	5-35
Second Day	36-64
Third Day	65-90
Fourth Day	91-105
Statements of Policy	106-132
Digests	106-109
Full Statements	110-132
Ballot Propositions	133-136
Resolutions	137-202
Reports of Officers	203-338
Report of Executive Council	203-219
Report of Secretary-Treasurer	220-268
Federation Membership Statistics	269-305
Auditors' Report	306-338
Roll of Delegates to the Convention	339-347
Tabulation of Votes	348-365
Index	366-382

PROCEEDINGS

of the Eighth Convention

FIRST DAY

Monday, August 31, 1970

MORNING SESSION

OPENING CEREMONIES

The delegates were entertained while awaiting the call to order with a fine musical program by the Golden Gate Park Band, under the direction of Ralph Murray and by the courtesy of Local 6, American Federation of Musicians.

Escort Committee Announced

President Gruhn then announced the Escort Committee for George Meany, President of the AFL-CIO as follows:

Vice President Max J. Osslo, chairman; General Vice President Manuel Dias; and the following vice presidents: Morris Weisberger; C. A. Green; T. A. Small; Harry Finks; Steve Edney; Howard Reed; and Ray S. Mendoza.

President Meany was then led to the platform.

The Eighth Convention of the California Labor Federation; AFL-CIO, was called to order at 10:10 a.m. in the Civic Auditorium by Joseph Belardi, President of the San Francisco Labor Council and Chairman of the Convention Committee. Chairman Belardi then announced that the Color Guard, scheduled to present the Flag, was detained in traffic and would not be able to arrive at the convention on time.

This was followed by the singing of the "Star Spangled Banner" by soloist Paul Walti who was accompanied by the Golden Gate Park Band.

The Pledge of Allegiance to the Flag was led by Eagle Scout Darius Frierson, Explorer Post 329, Boy Scouts of America.

INVOCATION

Bishop Norman McFarland

Catholic Archdiocese of San Francisco

Chairman Belardi then presented Bishop Norman McFarland of the Catholic Archdiocese of San Francisco, representing Archbishop McGucken. Bishop McFarland presented the following invocation:

"Almighty God, bless this assembly of

representatives of the California Labor Federation gathered here for their annual convention. Give unto all, the President, officers and members, light and guidance during their important deliberations. Grant that during these days of discussions they may advance the aims and objectives of their important organization, which is so intimately linked with the welfare, development and happiness of human beings, the product of Your creation. Because in a real sense they cooperate with You, the Creator, their work may rightly be described as a sacred activity.

"Endow them with the wisdom to understand that since all progress in human relations comes initially from You, so it should be back to You. That while they seek to advance their noble purpose so that it may better contribute to the service of their fellow man and enrich the quality of human life, they may also realize that all search for and discovery of new insights and techniques is at the same time a search for and discovery of Your Divine wisdom and harmony.

"Grant that in their work they may promote respect for others and that they may appreciate the depth of goodness and the splendid idealism of so many of our young people today.

"Let them be healers in bringing the much-needed understanding and trust amongst our sadly divided citizenry in this critical hour of our history. Enable all of us so to live as to deserve Your continued friendship on which our national grandeur rests.

"Bless our President and all those upon whom rests the heavy burden of leading our country in these difficult days. While we welcome the increased production and widespread ease from the burdens of labor consequent upon scientific advancement as well as the resulting rest and recreation, we pray that the leisure thereby gained may be properly utilized for the cultural and spiritual development of the human person and for strengthening the bonds of family love and unity. May it contribute in these

troublesome days to our national security and by it spread to those parts of the world that have so far been deprived of its benefit to international stability.

"In view of the forthcoming Feast of the Patron of Labor Day we fervently ask St. Joseph, the Worker, pray for us.

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

JOSEPH L. ALIOTO

Mayor, City of San Francisco

Introduction

In these words, Chairman Belardi presented Joseph L. Alioto, Mayor of San Francisco:

"We are honored this morning to have with us the Mayor of San Francisco. He is one of the most able attorneys we have in San Francisco, perhaps even in the nation and the world. And he has practiced highly successfully internationally. He has done much for organized labor in the City of San Francisco. He has acted as a negotiator, a mediator and, yes, in some instances even as an arbitrator both in and out of city government. He has appointed more labor persons to be city commissioners than any other mayor before him.

"To my knowledge, he was the only mayor of any city in California of any size that supported the grape boycott, which was highly successful.

"I am sure, had he chosen to be a candidate for Governor, he would have made a good Governor.

"It gives me a great deal of pleasure, and it is an honor to present to you the Mayor of San Francisco, the Honorable Joseph Alioto."

OFFICIAL WELCOME

Mayor Alioto spoke as follows:

"Mr. Chairman, President Meany, President Gruhn, Ladies and Gentlemen, before I welcome you I have got to give you the latest count.

"When San Francisco took the position that it was going to endorse the AFL-CIO position on farm labor, we got a call from the agricultural associations—who claim they don't believe in boycotts—and we were told, cold turkey, that we either rescind that ordinance and I take back my signature on it, or they were going to boycott us on conventions. And they immediately canceled twelve thousand delegates who were coming to San Francisco.

"I told them at the time that our social conscience was not for sale for twelve thousand delegates or twelve million delegates.

"But then I asked the labor unions to make up the difference.

"I want to give you the count. You still owe me fifteen hundred!

"You have done great. In the last six months you have done great. And just fifteen hundred more, and we will have them licked!

"And that includes the people for next year, too.

"I do want to welcome you. I can assure you on the best scientific evidence I have that none of you are likely to suffer from a sunstroke today!

"But you will be able to breathe some good fresh air. And it will be good for your deliberations.

"You are, of course, deliberating in a city that is very hospitable to the aspirations of labor, both historically and at the present time. And one of the things that is emerging in California today could well be cured if the rest of the state would model itself upon what we have done here in San Francisco.

"They told us it was unconstitutional; but we passed an ordinance anyway which says that we don't want any professional strikebreakers in San Francisco and we were going to keep them out.

"And we are enforcing that ordinance. As a matter of fact, we go a little bit beyond the ordinance. When they get out of San Francisco, like down at the Airport they were threatening six months ago with a group of strikebreakers who were going to come in to upset some of the negotiations that were going on. And we took the position that, as the proprietor of the Airport, we were going to keep the strikebreakers out of there, too. And we did. And as you know, we settled that little matter down there without any further difficulty.

"We have taken the view in San Francisco that you cannot solve labor disputes by injunctions.

"If that is old-fashioned, and where everybody else has been running to court, we have insisted that all we have to do is get people around the bargaining table, start collective bargaining in good faith and keep them there until they settle the thing.

"As you know, we have had industrial stability in San Francisco at a time when

there has been a great deal of problems, a lot of problems throughout the United States. And we are proud of that fact.

"We haven't joined anybody in San Francisco. Here in San Francisco we haven't joined that parade of people who believe that you fight inflation by deliberately creating unemployment. We haven't joined that parade. We have done just the opposite.

"When the President cut back seventy-five percent on federal construction and the Governor cut back seventy-five percent on state construction and we were exhorted to do the same thing, we did just the opposite. We spurred construction in San Francisco. And a lot of it took place, much of it city-oriented, on the basis of the philosophy that we were not going to contribute to that kind of philosophy which says that you fight inflation by deliberately creating unemployment.

"There are lots of other things where we have taken the viewpoint not necessarily of organized labor, but of all reasonable people.

"We have also taken the view that we are going to have meetings in San Francisco free from any wild demonstrations and free from violence. We have told everybody: 'If you would like to demonstrate, that's fine. If you want to express an idea which happens to be unpopular at the moment, that is all right with us.' Because remember, almost all of our great constitutional decisions on free speech came out of the labor cases. The right to picket on the streets, the right to express an opinion on the streets.

"And so we told them very frankly: 'If you want to do that stuff, that is fine with us.' We will help them on that. But then we will go further and tell them all—and we mean it—that if any of you go beyond that, if you indulge in violence, if you try to destroy the rights of others to speak, then we are going to use whatever police power is necessary to put down the violence, to protect everybody's rights.

"This is the philosophy we have used in this town.

"And I am happy to tell you that our campuses are stabilized in this town. Our demonstrations are kept under pretty effective control, although we sometimes have to take a personal beating on that. We don't mind.

"When we told the Black Panthers, 'You can do all the talking you want, but if you start training young people for violence, then we are going to put a stop to it.'

"All the way from Algiers, Eldridge Cleaver, with whom I had a somewhat painless television debate, called me a 'Pig'.

"I didn't mind that. I didn't think that was personal.

"Then he called me a 'Fascist Pig.'

"I still didn't think that was personal.

"However, when he called me a 'Dago Fascist Pig,' I thought that was personal! And I objected to that one!

"Nevertheless, I am happy to say that this is one of the few, if not the only, major cities in the United States which has actually cut its crime rate on hard-core crime by twelve percent. And this was when the nation was going up fifteen percent. And the great work of our great police chief, Al Nelder, was completely responsible for that fact. And that was because of this philosophy that I talked to you about a moment ago.

"So welcome to San Francisco. What you are doing here is very very important to us. And I will extend my usual invitation. If you are not having a good time in San Francisco, you call the Mayor's office and we will try to arrange it personally.

"We are particularly pleased that your great President George Meany is here with us. I had the privilege of picking him up at the Airport, and we are going to drive back to the Airport today too. And we have something appropriate for him.

"As you know, George Meany was a great plumber in New York. Just last week we appointed a great plumber in San Francisco, Joe Mazzola, to the Airport Commission.

"And we did that to round out the wide representation that organized labor has in city government.

"So welcome to San Francisco. We are delighted you are here!"

GEORGE JOHNS

Secretary, San Francisco Labor Council

Introduction

Chairman Belardi then presented George Johns, Secretary of the San Francisco Labor Council.

"The next speaker for a welcoming address is the Secretary of the San Francisco Labor Council. He has held that position for many years. He has done a fine job. He is my good friend.

"At this time I would like to present George W. Johns."

WELCOME TO DELEGATES AND VISITORS

Secretary Johns spoke as follows:

"Brother Chairman, Bishop McFarland, our good friend Mayor Alioto, President Meany, Al Gruhn, Jack Henning, officers and delegates to this convention and distinguished guests.

"Our Labor Council feels happy and proud to welcome this convention of the California Labor Federation to San Francisco and to also welcome President Meany to San Francisco. Since the days when this Federation was conceived and originated in this city, we have jointly participated in many landmark events which were part of the history of labor.

"Starting with Franklin Roosevelt and until Richard Nixon, we have played our part in four decades. We have substantially moved toward security, improved our standard of living and raised the level of the social insurances.

"The first of these decades was the organizing Thirties. Organizations were started, strengthened or improved by the dedication and militancy of our movement. It was a great beginning.

"The decade of the Forties was one of hard work; many confrontations; great gains in conditions, security and job protections; together with wide broadening of the field of collective bargaining.

"The decade of the Fifties was one of promise. We started planning for health, welfare and pensions. The national labor movement merged and for a short time promised a unified labor movement. It also promised dedication in terms of economic and social justice in which people could live in peace and freedom together.

"The United Nations met and was created in this same city, and a short time later organic unity was achieved in our State Federation.

"Then came the challenge of reaction, of Knowland, and of Right-to-Work. Under the leadership of Secretary-Treasurer Cornelius Haggerty, the California labor movement made one of the greatest and most successful efforts in labor's entire political history. Within the framework of our California traditions we demonstrated know-how, willingness to work, and ability to join up with friends with comparable, liberal goals and ambitions.

"Then came the unhappy decade of the Sixties with its limited achievements. Great splits and disunity appeared in our movement. Despite unparalleled prosperity, we had little reason to be proud

of our legislative and political efforts. Former friends and allies turned from us and many politicians demonstrated their disrespect.

"A conservative trend appeared among workers who were fed up with violence and threats of violence. Our members viewed with apprehension the attitude and conduct of a younger generation with its disrespect and disaffection; its new standards and morality. And reactionary politicians capitalized on these divisions among our people.

"This is the background against which we enter the decade of the Seventies. We think there are hopeful signs if only we ourselves can provide the dedication.

"Liberal and labor principles both retain the force of truth. We find growing opposition to the weaknesses inherent in serving the self-serving and blindly accepting all sorts of dicta, ideologies and philosophies. Increasing numbers of former dissidents among our youth and minorities are turning from revolutionary to constructive ways of achieving their aspirations. And many new and younger leaders of labor from all backgrounds are appearing with new vitality and militancy and with acceptance of labor's fundamental principles. These are indications that point to faith in the future.

"It is our feeling in San Francisco that this new path into a richer and more rewarding future in the decade of the Seventies will be enhanced by our new Secretary, Jack Henning.

"He has the rare qualities of self-expression, commitment to principles, understanding of people, and revulsion to reaction.

"With support from our national leadership; with commitment and dedication from our state labor movement; with recognition by our youth and our minorities that only unions make us strong; and perhaps with a renewal of the unity of liberal forces in some new relationship, we hope Jack can make it and lead us into the most promising decade of them all.

"Welcome!"

ALBIN J. GRUHN

President, California Labor Federation,
AFL-CIO

Introduction

Chairman Belardi then presented Albin J. Gruhn, President of the California Labor Federation, AFL-CIO, to preside over the convention activities.

"At this time it gives me a great deal of pleasure to introduce the person who will be presiding over this convention through the next few days. At the age of twenty-one he was already secretary of Laborers Union Local 181 of Eureka. At twenty-two he was elected secretary of the Eureka Labor Council. And in 1940 at the age of twenty-five he was elected district Vice-President for the State Federation of Labor. In 1960 he was elected President of the California Labor Federation, which, by the way, is one of the largest in the United States.

"But before I turn this gavel over, permit me to extend my personal welcome and I hope your stay in San Francisco with us will be an enjoyable one.

"I also wish to thank all of those who took part in the opening ceremonies of this convention.

"And with this I give Al Gruhn this gavel so that he may preside over any important business that may come before him."

GEORGE MEANY

President

American Federation of Labor and
Congress of Industrial Organizations

Introduction

Chairman Gruhn then introduced President George Meany with these words:

"At this time it is a deep pleasure for me to have the honor and the privilege to present to you one of the greatest labor leaders that the United States has ever had; in fact, one of the greatest labor leaders this world has ever had. He is a man who is a true and great American; a man who has the guts to fight back against tyranny and oppression; one who has fought for justice and for freedom for all the people and equality for all. He has fought tyranny and dictatorship wherever it has raised its ugly face.

"This is a man of whom we can be proud in our country; one who leads our great American Federation of Labor and the Congress of Industrial Organizations.

"At this time I present to you for an address to this convention, President George Meany."

KEYNOTE ADDRESS

President Meany addressed the convention as follows:

"President Gruhn, Bishop McFarland, Mayor Alioto, my good friend Jack Henning, and delegates to the annual convention of the California Labor Federa-

tion, AFL-CIO.

"I am delighted this morning to bring to this great organization the greetings of the AFL-CIO. I have had many memories of this great City, which has in all of my lifetime been one of the outstanding trade-union cities in this nation. In fact, fifty years ago or more this city elected a mayor from the ranks of the trade unions. A few years back in the person of Jack Shelley, it elected another trade-union member mayor of the city. And now again I find a trade-union mayor in the city of San Francisco. I don't know to what union he belongs, but I am sure that he is a trade-union man.

"I am very happy to be in California again. I understand when the final census figures come out California will be number one in population—after New York.

"I could discuss with you this morning many specific problems that we in labor face and that face the American people as a whole. The trade-union movement in this country has always been concerned with matters that affect all of the people, not just our membership. We have been interested and concerned, for instance, for many years in the field of education and from the start of our movement we have been interested in protection for the consumer and in any measure that would advance the welfare of millions of our citizens, including the welfare of those who are members of organized labor and all the other citizens who make up this great nation.

"Surely we must realize that in advocating additional coverage under the minimum-wage laws and pushing the standards to ever, ever higher figures we are in this effort advancing the welfare of millions of American workers who are not part of the trade-union movement. And today we find that by bringing these millions into the economic lifestream of the nation as consumers we are helping them, but we are also helping ourselves and the nation as a whole.

"Despite criticism (and we are used to criticism, for we get it pretty regularly) from those who oppose the idea of trade unions, the record is crystal-clear over the years that while we strive to carry out our prime purpose of serving our membership we do work for the good of the nation as a whole.

"Now I would like to talk to you this morning about the over-all picture which we see today and the part that labor should and I am sure will play in the difficult days and months ahead.

"We are, of course, keenly aware that we are engaged in a war in Indo-China; and I am quite sure that while there are divisions among American people as to the way to bring that war to an end, there is complete agreement from President Nixon all the way down that we should bring it to an end and get our boys home as soon as we can get them home with honor and decency from the standpoint of our nation's record.

"On the economic picture, we find unemployment at this time going up and up and the cost of living going up. We find the highest interest rates in more than one hundred years—interest rates which are squeezing the small business man, which have brought the housing industry to a standstill, at a time when we need not thousands of homes but tens and hundreds of thousands of homes.

"Of course we are told that the Administration, by the Administration press releases every week or so, that the Administration's fiscal and monetary policy is working and that it is going to work and everything is going to be OK. Spiro even said the other day that 'This idea of recession is just a myth; it doesn't exist.'

"Well, he should meet some of the people I meet. But I am quite sure that he has in mind that there is no recession with the big corporations or the banks of America. The banks, in hiring out their money, are getting the greatest return that they have ever gotten in history. And insofar as credit restrictions are concerned they don't affect the big corporations whatsoever. They can afford to pay the price on the profits they make, but the small businessman finds himself stifled by this so-called monetary and fiscal policy.

"And we have consumer problems of many, many different types. Consumer-protection laws (and we have quite a few) have not really scratched the surface. The public is still fair game from those who practice extortion through high credit rates and who cheat in many, many ways the consumer in practically every field of endeavor in this country.

"Then we have the question of civil rights. Yes, we have come a long way, but we still have a long, long way to go. Discrimination seems to die very hard in this country, especially in the South and of course in the North, too.

"Then we have the over-all threat to our environment, to our very existence. The pollution of our air and our water, the most important life-giving elements provided by nature, are being sacrificed

on the altar of corporate greed and individual disregard by some of the welfare of others.

"And then there is, of course, the revolt—if you want to call it that—of America's young people as evidenced mainly by what is referred to as 'campus violence.'

"We are told that the young people are unhappy with the kind of world that has been presented to them by their elders. We see our students blocking the highways, taking over university facilities, 'playfully' throwing rocks at police and in many other ways making it clear that they are dissatisfied with things as they are.

"Well, we in the trade union movement understand the meaning of dissatisfaction. Because down through the years, and if you will look at the record you will find out, we have always been dissatisfied. We always want change. We also want to improve.

"Yes. We believe in the right to dissent. We have been dissenters in one way or another from the very inception of our movement in this country. And of course, we have always had definite suggestions, however, as to the changes that we desired to make.

"But we also believe that the right to dissent is not a license to burn, loot and destroy.

"We believe there must be a better way. And I would feel that some of these young people might take a look at their own activities, get themselves some kind of constructive leadership, find out just what it is that they want and then make their demands on the basis of reason, logic and justice and not try to upset existing institutions by tearing them down.

"All of these matters, and many others, are the concern of the trade union movement in this country. And they are all on the AFL-CIO program for consideration and action in the months and years ahead.

"We are going to continue by traditional trade union actions to play our part in bringing a better life to all of the people in this great country.

"Yes. We are going to withhold our services, we are going to strike whenever that is necessary, we are going to use the boycott when that is called for in getting action from our neighbors and friends to help us in decisions. And we are going to use the political rights that we have as American citizens throughout the political action instrumentality. And quite

simply, the basis for that is what it was back in the days of Samuel Gompers. We are going to support our friends and try to defeat our enemies.

"And all of you here in the State of California are going to have an opportunity this year to give effect to that policy by supporting COPE and the COPE-endorsed candidates to the very limit.

"I told you a few minutes ago that the trade unions have always been in the forefront for those who need assistance, whether or not they were part of the trade union movement. This is, of course, one of the reasons that we organize unorganized workers—so that they can get the benefits of association with those from the movement and get the benefits that come from cooperative and joint action by individuals through the medium of the trade unions.

Grape Boycott Ends

"And we have a case in point: Five years of effort on behalf of the California farm workers in the so-called 'table grape area.' This is an example of organized workers through the AFL-CIO giving of their strength and of their material resources to help people who are unable because of adverse economic conditions to help themselves.

"This effort culminated in a boycott a short few years ago.

"And I can say to you here today that that boycott was a success because of the support of the national unions, because of the support of this State AFL-CIO Federation, the support of central labor bodies all over the country, local unions and public officials at the state and local level, support from enlightened religious and private groups throughout the country.

"While we are still going to need some of our forces to keep a close watch on the marketing of these union table grapes, we moved along to the point where we can see the real end of this road. And as of tomorrow, September 1, the AFL-CIO boycott of table grapes is officially declared to be off.

"As I said a moment ago, in meeting these problems we are going to use traditional trade union methods that are available to us under our democratic system.

"We have without question here in the United States a system that gives the ordinary citizen the opportunity by joining with others such as we do in trade unions or other organizations to work for the benefit of all as a group.

"I can tell you: The labor movement today is in a good position to meet the challenges of tomorrow and carry on the work that has been carried on for so many, many years under that movement. And we were never stronger, never more ready to play our part in these problems.

"Yes. We know that life is not perfect here in the United States. We make our share of mistakes. But of course, I don't see perfection anywhere this side of heaven.

"But speaking as an individual person, it is my contention that with all of our shortcomings and all of our mistakes we have at least in my lifetime made more progress for human good for more people here in the United States than has ever been made by any other nation at any time in recorded history.

"We here in America as a nation have had the courage to face up to our racial problem.

"Oh no. We haven't solved it. But at least we have had the courage to face it. And this applies to many segments of American society, and it applies in particular to the trade union movement.

"We have desegregated some of our schools, despite the cries of pain and anguish that come from the South. We are not finished with that job. But I can tell you: We are on our way.

"We have gotten to the point where the entire nation and the federal government for the first time has recognized poverty for the evil that it is. And we are moving forward in that area.

Trade Union Cooperation

"The AFL-CIO in the last year has indicated the efficacy of concerted and cooperative action between labor groups and those, in some cases, outside the labor movement.

"Last winter when the General Electric Company refused to bargain, refused to be bound by the letter and the spirit of the Labor Relations Act, we had a strike. And then we had a boycott. And I can report to you that that boycott was successful. Like the grape boycott, it was supported by the central labor unions, state organizations all over the country. And as a result General Electric did bargain. And the unions involved, ten of them, under this cooperative venture got a better contract than what was offered to them prior to the strike.

"Then we had the case of two nominees to the United States Supreme Court,

Clement Haynsworth and G. Harrold Carswell, both of whom were unacceptable to the Civil Rights group and unacceptable to the AFL-CIO. And both were defeated.

"And I can say to you that this is a vindication of the philosophy of Philip Randolph, for many many years an outstanding Black trade union leader, who said when he formed his union 35 or so years ago that the future of the Black people in America in their fight for economic and social justice was closely entwined with the future of the American trade union movement and that the way for the Blacks to a better day was by cooperation with the organized labor movement.

"And this is what brought about the result in the Haynsworth and Carswell cases.

"I would like to repeat to you here this morning something I said to one of our groups just a few days ago. We in the AFL-CIO are going to continue to work for a better America and, yes, for a better world without abandoning the principles, the basic principles of human decency and justice under which this nation was founded. We are not going to listen to these cries of the extremist on the right or on the left. Because, despite all those who are downgrading our nation during these difficult days, we in the labor movement refuse to sell America short. We refuse to sell the American trade union movement short. So we are going ahead under those age-old basic principles of our movement in search of a better and ever better day.

"And I am sure that we are going to have the wholehearted cooperation of President Gruhn, Secretary Henning and the members of the California Labor Federation.

"Thank you."

President Gruhn thanked President Meany for his fine address and President Meany was then escorted from the platform by his Escort Committee.

President Gruhn then called upon Chairman Belardi to introduce honored guests of the convention.

Guests of the Convention

Chairman Belardi next presented the following honored guests who briefly greeted the delegates: Alfred J. Nelder, San Francisco Chief of Police, and John J. Bardelli, Assistant Chief of the San Francisco Fire Department, who spoke in the absence of William Murray, Chief of the

Fire Department, who was unable to attend due to the press of business.

MILTON MARKS

State Senator

Introduction

Chairman Belardi next presented State Senator Milton Marks to the delegates, with these words:

" . . . I would like to now call on Senator Milton Marks, a Republican, a man who has done a good job since he has been there. And I would like him to come up and say a few words."

ADDRESS

Senator Marks spoke as follows:

"Ladies and Gentlemen, delegates to the California Labor Federation Convention. I am very pleased to be here to welcome you to San Francisco. As one of San Francisco's two Senators I am pleased to represent a very great labor city in the State Legislature.

"I had the privilege and the pleasure of carrying the workmen's compensation package for the California Labor Federation. We were not as successful as I wanted to be, but I have told Jack Henning that on the opening day of the session it is my intention to reintroduce these bills again so that the workmen's compensation benefits which are long overdue will pass in the next session.

"Let me say that I am very glad to have you here. If Mayor Alioto or the Chief cannot help you in having a good time in San Francisco, please call upon me. My number is in the telephone book.

"Thank you very much."

JACK SCHRADE

Speaker Pro Tem
California State Senate

Introduction

Chairman Belardi next presented Senator Jack Schrade.

"Our next speaker will be Jack Schrade, Speaker Pro Tem of the California State Senate, from San Diego.

"I am proud to say that as Speaker he appointed Senator George Moscone of San Francisco, Democratic Minority Leader, to the Senate Labor Committee. Which, by the way, is the first time that organized labor has had the majority of that committee and which committee stopped all anti-labor legislation.

"With this I give you Senator Jack Schrade."

ADDRESS

Senator Schrade spoke as follows:

"Thank you very much, Joe. And to the President here and the Secretary, my very close and dear friends from San Francisco, it is an honor for me to be here today along with my colleague of the Senate, Milton Marks, who is doing a terrific job for the State of California and for the City and County that he represents in San Francisco.

"I know that you have many things to do at this convention. All I want to say is that I wish you God speed in your deliberations and may God be with you and bless you."

ALBIN J. GRUHN

President, California Labor Federation,
AFL-CIO

The introduction of guests to the convention now concluded, Chairman Belardi then turned the Chair over to President Albin J. Gruhn.

FORMAL OPENING OF THE CONVENTION

President Gruhn then opened the convention formally with these words:

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

"Your Excellency Bishop McFarland; Honorable Joseph Alioto, Mayor of San Francisco; George Meany, President of AFL-CIO; Chief of Police Al Nelder; State Senator Milton Marks; President Pro Tem of the California State Senate, Jack Schrade; Secretary of the San Francisco Labor Council, George Johns; and President of the San Francisco Labor Council, Joe Belardi, I extend to you the greetings of the officers and delegates of this convention.

"Our special thanks go to the Chairman, Joe Belardi, and the members of the Convention Committee of the San Francisco Labor Council who have given of their time in assisting us in preparing for this Convention in this great and traditional union city, the birth place of this Federation.

"As we embark upon our deliberations and actions at this our first convention in the decade of the 1970's, I know that we do so without fear or trepidation about the future of our free trade-union movement in our beloved country.

"During equally tumultuous and chal-

lenging days a great friends of ours, the late beloved president, Franklin D. Roosevelt, said: 'We have nothing to fear but fear itself.'

"The working men and women of this country heard his message loud and clear. They have built a strong and free trade-union movement. This labor movement has toiled long and hard in the vineyards of economic and political action in our never-ending struggle for a better life for all Americans, with freedom and justice and equal opportunity for all.

"Great progress has been made. Much yet remains to be done. The labor movement will not be sidetracked in this struggle by the phony and divisive propaganda and actions of the two-bit extremists to the right and the left. We trade unionists have a deep and abiding faith in our country, in its democratic institutions.

Policy Statements and Resolutions

"The subject matters in the policy statements and resolutions to be considered by this convention are indicative of this Federation's deep interest and concern about the general welfare of the citizens of our communities, of our state and of our nation and, indeed, of the world. In our policy statements alone we cover such subjects as full employment and the economy, unemployment insurance, unemployment disability insurance, workmen's compensation, taxation, labor legislation, agricultural labor, civil rights, housing, social welfare, foreign policy, natural resources, consumer protection, environment and the ecology.

"I ask you: What organization other than the labor movement has the broad concerns and interests on behalf of the people? The labor movement is indeed the advocate of the people and, as President Meany has often expressed it, 'the people's lobby.'

Our Responsibility is Great

"Our responsibility therefore to the people and particularly to the little people in our society is a great one. If we are to effectively meet this responsibility we must have not only the economic muscle, but the political muscle to 'Elect our friends and defeat our enemies' irrespective of their party affiliation.

"That is why the California Labor Federation, AFL-CIO, and the National AFL-CIO, through their political arms of COPE are expanding their voter registration, their voter education, and their 'get-out-the-vote' programs.

"With your help on these programs we

will win a great election victory for the people on November 3 by electing Jess Unruh as our next Governor, John Tunney as our next junior United States Senator and Wilson Riles as our new Superintendent of Public Instruction. And to the other COPE-endorsed candidates for congressional and State Assembly and Senate offices, I say again and again that we will win on November 3.

"The curtain will not rise for an Act No. 2 performance by the present Governor and the senior United States Senator, assisted by their prop man Max Rafferty. Their dismal records are showing and the people will not be fooled again.

J.K.F. Showed the Way

"Let us in 1970 pick up the torch lit by our late and beloved President, John F. Kennedy. I again repeat a quotation from the speech he was to have delivered on November 22, 1963 — a quotation which is so appropriate at this time:

" 'This country is moving and it must not stop. It cannot stop. For this is the time for courage and a time for challenge. Neither conformity, nor complacency will do. Neither the fanatics, nor the faint hearted are needed. So let us not be petty when our cause is so great. Let us not quarrel among ourselves when our nation's future is at stake. Let us stand together with renewed confidence in our cause, united in our heritage of the past and our hopes for the future and determine that this land that we love shall lead all mankind to the new frontiers of peace and abundance.'

"At this time I wish to call your attention to the reports of the Executive Council and the Secretary-Treasurer that you received at the credentials desk of this convention. If you have not already done so, I urge you to read them at your earliest opportunity.

"In reporting on the administration of my office I refer to you these aforementioned reports which cover many of my activities on behalf of this Federation during the past two years.

Thos. L. Pitts and John F. Henning

"I would be remiss if I did not express my deep appreciation and yours for the unselfish and dedicated service due the Federation by our former Secretary-Treasurer Tommy Pitts. The Secretary-Treasurer's report speaks for itself and fully covers Tom's activities up to the time of his disability retirement.

"God bless you, Tom! We are proud

to have you as our Federation's Secretary-Treasurer Emeritus!

"I am equally proud to be able to present to this convention our new Secretary-Treasurer, John F. Henning. He is an old and dear friend of mine and yours. Jack has taken on a tremendous responsibility as executive officer of this great Federation. He was a great Research Director for this Federation under Neil Haggerty, he was a great Director of the Department of Industrial Relations of the State of California, he was a great Under-Secretary of Labor, he was a great United States Ambassador to New Zealand, and he will be a great Secretary-Treasurer of this Federation.

"He will need the help of all of us in making this an even greater Federation in the years ahead. He will have my help and I am sure that he will have yours.

"Thank you very much."

JOHN F. HENNING

Executive Secretary-Treasurer, California Labor Federation, AFL-CIO

Remarks

"Al, I thank you for your expressions of fraternity. And I would say to all of the delegates that I will always cherish the trust placed in me by the Executive Council in succeeding my dear friend Tommy Pitts. I trust that I will be worthy of the service that Tommy and Neil Haggerty gave this Federation through the years. And I trust that I will be worthy of the liberal principles and the progressive traditions of the State Federation of Labor and the trade-union movement.

"Thank you."

WILLIAM SIDELL

**General First Vice President
United Brotherhood of Carpenters
and Joiners of America**

Introduction

Chairman Gruhn next called on Federation Vice President G. A. McCulloch to introduce William Sidell, First Vice President of the United Brotherhood of Carpenters and Joiners of America.

Vice President McCulloch then presented First Vice President Sidell with these words:

"Mr. Chairman and delegates. As your Chairman pointed out, the man that I am about to introduce served as a Vice-President for a number of years of this Federation; and the National and the members of the United Brotherhood recognized

his talents and he is now serving in Washington.

"Without further ado it gives me a great deal of pride and pleasure to introduce First Vice-President Bill Sidell of the United Brotherhood of Carpenters and Joiners.

"Bill!"

ADDRESS

First Vice President Sidell addressed the delegates as follows:

"Thank you, my friends.

"Delegates to this convention, officers and guests. It is really great being home again. I have been away from California for seven years and it seems like an eternity. When you have to deal with all of the problems of the nation, not only in regards to our own organization but all organizations, you all of a sudden realize what a fine trade-union movement we have in the State of California. And I am sure with the leadership of this great convention and this great Federation, the Federation and the labor movement in California can do nothing but surge ahead.

"We just finished our convention with twenty-five hundred delegates strong in this hall last Friday. And every delegate from all over this nation could not help but comment on the fine hospitality and the fine trade-union movement that we have in this great state. And at that convention we were extremely honored to be able to continue our support for the farm workers by a contribution of \$10,000 in their new fight.

"I know and you know the problems that face this nation. You know the problems that face this state. George Meany related to you some of those problems. We have two tired, worn-out actors that we must remove from the political field. These people have neglected the mass of working people of this country and of this state and of this nation. And I know the labor movement in California. I know what they did in 1958 when the labor movement in this state was at stake, when they tried to put over the 'Right-to-Work' bill in this state. I know of the unity that was developed by every segment of the labor movement in this state. This unity was a massive move to set the gears in motion for a massive type of activity by all of the trade unionists (not just one, not just a few, but by all of the trade unionists) who geared themselves and pledged themselves to go out in a completely unified effort, disregarding (and I say this very strongly) localitis, disregarding internal prejudice and internal strife.

They decided that the only way that they could defeat that 'Right-to-Work' bill was to work together. Regardless of whether they believed in COPE or if they had their own programs locally, they cast everything aside and put everything together. And they did a job. And they can do it again!

"The driving force that came from these particular types of activities went to the families, they went to their friends, and they went to the doors and homes of every working man in this state. And when election day came I never saw in my life such a concentration of people working on the polls and on the telephones that did the job that defeated that 'Right-to-Work' bill.

"It must be done. You have to protect in this nation and you have to preserve the dignity of the working people. And you have got to bring back and protect that social justice that we are entitled to.

"The people that are representing this state government as the Governor and representing your state as a Senator in Washington are not interested in the working people. And it stands to reason that the only way that we can accomplish our ends of ridding our government and the national government of this type of people is in a unified, positive effort with everybody working on the same team going down the same line.

"I know you can do it. I am depending on you and all of the mass of working people in this country and this state are depending on you.

"Thank you for the opportunity to be here."

PARTIAL REPORT OF CREDENTIALS COMMITTEE

James H. Blackburn, Chairman

The Chair then called upon the Chairman of the Committee on Credentials, for a report.

Chairman Blackburn then moved that the delegates listed in the Preliminary Roll of Delegates be seated.

The motion was seconded and carried.

Chairman Blackburn then proceeded to describe a problem with which the Credentials Committee had been confronted.

"We noted that there has been a very slow pick-up of credentials and that some people came in saying that they are going to represent certain unions that we have no record of.

"We cannot accept verbal confirmation.

We must have written authorization from the proper officials from the local unions that the Sister or Brother making the request to replace persons whose names were previously submitted to the Credentials Committee are cleared by their officers or somebody else responsible.

"I am just saying that as a note so that you can take it along with you."

Chairman Blackburn then proceeded to read the list of additions to and deletions from the Preliminary Roll of Delegates. (See completed Roll of Delegates.)

Chairman Blackburn then moved that the committee's report be adopted.

The motion was seconded and carried.

Chairman Blackburn announced that the Credentials Committee would be open upon adjournment in the Alameda Room of the Del Webb TowneHouse.

THOS. L. PITTS

Secretary-Treasurer Emeritus
California Labor Federation, AFL-CIO

Introduction

At this time, Chairman Gruhn introduced Thomas L. Pitts, Secretary-Treasurer Emeritus of the California Labor Federation, AFL-CIO, to address the delegation.

"I would like at this time to call upon a very dear friend of mine, the Secretary-Treasurer's and yours, who is on the platform, still acting as a delegate to this convention. Our Secretary-Treasurer Emeritus, Tommy Pitts.

"Tom."

ADDRESS

Secretary - Treasurer Emeritus Pitts spoke as follows:

"Thank you, Al, Jack, all the distinguished people here and there, all of you. I am just pleased no end to be able to be here today to join in the opening of this convention of this great Federation in California. There is none like it anywhere else in the nation. We have it here.

"I am not going to make a long speech, because you have listened to long speeches this morning. You have listened to long speeches of mine for 33 years. So it is not timely any more for Tom Pitts to make a long speech, but just to come and express my gratitude to all of the members of the Executive Council, to all of you who make up this great Federation for being so kind and gentle to my wife and myself in view of all the circumstances.

"We are indeed grateful from the bottoms of our hearts.

"I wish, of course, as you know, that this will be the greatest convention that has ever been held of the labor movement in the State of California. And each year as we go along and each convention as we go along, they become greater and greater.

"So good luck to all of you. I hope you enjoy every minute of it and that you measure up fully to the responsibilities that we have had of cutting out the programs for the working men and women in this state and this nation so that social justice is ultimately achieved.

"God bless you."

APPOINTMENT OF CONVENTION COMMITTEES

Chairman Gruhn then called upon Secretary-Treasurer John F. Henning to read the names of the members of the committees for the convention, appointed by the President, as follows:

Credentials Committee

James W. Blackburn, Chairman (Building & Construction Trades Council, Long Beach)

G. J. Conway (United Steelworkers No. 3941, Bell)

James Cross (United Telegraphers No. 34, San Francisco)

Virginia Davis (M. P. Projectionists No. 501, Chico)

Robert Giesick (Joint Executive Board, Culinary Workers, Los Angeles)

Russel S. Hansen (Carpenters No. 1323, Monterey)

Elizabeth R. Kelley (Waitresses No. 48, San Francisco)

Ernest King (Boilermakers No. 513, Richmond)

Edwin Michelsen (Butchers No. 516, Burlingame)

Phyllis Mitchell (Office Employees No. 3, San Francisco)

Paul E. O'Bryant (M. P. Cinetechnicians No. 789, Hollywood)

Ysidro Ruvalcava (Hod Carriers No. 652, Santa Ana)

Pat Sander (Cooks No. 228, Oakland)

Anthony Scardaci (United Furniture Workers No. 262, San Francisco)

Ed Wilson (Sailors Union of the Pacific, San Francisco).

Rules and Order of Business Committee

Howard Reed, Chairman (Contra Costa

Building & Construction Trades Council, Martinez)

Donald Abrams (Northern California Typographical Conference, Oakland)

Albert Arnold (Musicians No. 6, San Francisco)

Harry Bloch (Southern California Joint Board Amalgamated Clothing Workers, Los Angeles)

Russell Crowell (Cleaning & Dye House Workers No. 3009, Oakland)

Steve Edney (United Cannery Workers and Industrial Workers of the Pacific, Terminal Island)

Felix Espinosa (Southern California District Council of Laborers, Los Angeles)

Alvin L. Holt (Barbers No. 1000, Los Angeles)

Richard Lautermilch (Western Federation of Butchers, San Francisco)

Irvin P. Mazzei (Los Angeles County Federation of Labor, Los Angeles)

C. T. McDonough (Cooks No. 44, San Francisco)

E. P. O'Malley (Operating Engineers No. 12, Los Angeles)

James T. Stevens (Culinary Alliance No. 681, Long Beach)

DeWayne Williams (Automotive Machinists No. 1546, Oakland)

Walt Zagajeski (District Council of Painters No. 36, Los Angeles).

Resolutions Committee

T. A. Small, Chairman (Barenders & Culinary Workers No. 340, San Mateo)

Joseph Angelo (Steelworkers No. 5261, Davis)

C. L. Dellums (Sleeping Car Porters, Oakland)

George Flaherty (California State Theatrical Federation, Hollywood)

C. A. Green (Plasterers & Cement Masons No. 429, Modesto)

Richard K. Groulx (Alameda Central Labor Council, Oakland)

Richard Hackler (CWA District 9, Sacramento)

Armon L. Henderson (Building & Construction Trades Council, San Diego)

George Johns (San Francisco Labor Council, San Francisco)

Jay Johnson (Construction & General Laborers No. 304, Oakland)

Everett A. Matzen (Butchers No. 346, Santa Rosa)

Gordon McCulloch (District Council of Carpenters, Los Angeles)

Mary Olson Moran (Hotel, Restaurant, Cafeteria & Motel Employees No. 512, San Pedro)

R. R. Richardson (San Diego County Labor Council, San Diego)

John T. Schiavenza (California Conference of Machinists, Oakland)

Sam Schwartz (Ladies Garment Workers No. 96, Los Angeles)

Edward T. Shedlock (Utility Workers No. 160-C, Menlo Park)

Morris Weisberger (Sailors Union of the Pacific, San Francisco)

Charles Wiest (Federated Fire Fighters of California, Los Angeles)

Legislation Committee

W. L. Fillippini, Chairman (Building & Construction Trades Council, Santa Barbara)

Sigmund Arywitz (Los Angeles County Federation of Labor, Los Angeles)

Anthony J. Bogdanowicz (Cabinet & Millmen No. 721, Los Angeles)

Ruth Compagnon (Waitresses 639, Los Angeles)

Manuel Dias (Boilermakers No. 513, Richmond)

Al Figone (Bay Counties District Council of Carpenters, San Francisco)

Harry Finks, (Theatre Employees B-66, Sacramento)

J. E. Howe (United Transportation Union R. R. Trainmen No. 1422, Southgate)

Kenneth M. Hower (California State Conference of Painters, San Mateo)

John B. Kulstad (Communications Workers No. 9510, Santa Ana)

H. D. Lackey (Building & Construction Trades Council, Bakersfield)

Kenneth Larson (Federated Fire Fighters of California, Los Angeles)

James Lee (State Building & Construction Trades Council, Sacramento)

Fred L. Martin (Automotive Machinists No. 1305, San Francisco)

Sal Minerva (Northern California District Council of Laborers, San Francisco)

W. T. O'Rear (Fresno Central Labor Council, Fresno)

Raoul Teilhet (California Federation of Teachers, Sacramento)

J. W. Twombly (State Conference of Operating Engineers, San Francisco)

Larry Vail (State Council of Retail Clerks, San Francisco)

Ronald T. Weakley (Electrical Workers No. 1245, Walnut Creek).

Constitution Committee

Max J. Osslo, Chairman (Butchers No. 229, San Diego)

Chris Amadio (Machinists No. 1327, San Francisco)

Leonard Cahill (Redwood District Council of Lumber and Sawmill Workers, Eureka)

M. R. Callahan (Bartenders No. 686, Long Beach)

Robert F. Callahan (Fire Fighters No. 798, San Francisco)

John A. Cinquemani (Los Angeles Building & Construction Trades Council, Los Angeles)

William G. Dowd (State Conference of Operating Engineers, San Francisco)

William Farley (Painters No. 256, Long Beach)

Donald Haggerty (Film Technicians No. 683, Hollywood)

Earl W. Honerlah (Carpenters & Joiners, No. 162, San Mateo)

Paul Jones (Building & Construction Trades Council, Oakland)

Stanley Lathen (Retail Clerks No. 373, Vallejo)

Roy Mack (Butchers No. 498, Sacramento)

Loretta Riley (State Council of Culinary Workers, Santa Monica)

Ed Turner (Marine Cooks and Stewards, San Francisco)

Ray H. Wilson (Hod Carriers & Laborers No. 783, San Bernardino)

Merlin "Jack" Woods (Miscellaneous Restaurant Employees No. 440, Los Angeles).

On motion of Secretary Henning, duly seconded, the convention adopted the committee appointments.

MESSAGES AND GREETINGS TO THE CONVENTION

President Gruhn next called upon Secretary Henning to read messages which had been sent to the convention.

RONALD REAGAN

Governor of California

"Mr. Chairman and Delegates, on July the 31st the Governor of California was invited to attend and address our convention. This invitation was extended to

him properly. He is the first citizen of our state.

"Last week he wrote and asked that I read this message to the delegates saying, first, that he would be unable to attend because of a prior commitment."

Secretary Henning then read the Governor's message:

"I am pleased to extend greetings and good wishes to the members of the California Labor Federation, AFL-CIO, as you meet for your Eighth Convention. As many of you know, I have been a card-carrying union member for many years.

"From my own experience in the labor movement I know of the contributions made by labor to our society in its efforts to strengthen the nation and provide a better way of life for all citizens.

"You have my best wishes for a memorable and an enjoyable convention.

" /s/ Ronald Reagan,
Governor of California "

"This morning a telegram was received from the Governor addressed to me as Secretary; and it is proper to read this to the delegates from the Governor:

"My greetings and best wishes for a successful meeting of the California Labor Federation are combined with my sincere hopes that we can work together to bring more jobs to California for the working men and women of our state. Although California's average unemployment rate during the past four years is considerably below that of the previous eight years, I am greatly disturbed as I know you are over the recent increase to 6.2%. The fact that even this figure is smaller than the high levels of 1961 does not lessen the need for all-out efforts by organized labor and your state administration to put more Californians on jobs. The state administration is working hard to obtain the release of Federal funds that will help greatly to reduce today's unemployment level in this state. I urge all California Labor Federation members to join in this fight by asking their representatives in Congress to do everything possible to obtain the release of millions of dollars of impounded interstate highway funds that should be immediately converted into construction jobs in California. Your congressmen also should be urged to make every effort to direct the vast amount of available shipbuilding and ship repair work to California yards. Your individual efforts will be welcome support for the committee of labor, business and community leaders I have ap-

pointed to a committee with this specific goal. I am confident that by working together we can increase the number of our people on California's payrolls and reduce the number of those on the unemployment rolls. I regret that it is impossible for me to be with you in San Francisco.

"Ronald Reagan, Governor"

JOHN F. SHELLEY

Former President of the California Labor Federation

"We have a message here also from John F. Shelley, former President of the California Labor Federation. He was invited to attend this convention. He expresses his regrets, noting that he will be on vacation this week."

ROY P. SALONTAI

Department Commander, California Department of the American Legion

"It is with deep regret that I must advise you that I will not be able to accept your gracious invitation to address the California Labor Federation's Eighth Convention in San Francisco on August 31st, 1970. Unfortunately, at that time the Department officers and I will be in at-

tendance at our national convention at Portland, Oregon. But I do hope that you may find it convenient to express to the delegates assembled at your convention greetings, best wishes and continued success to the members of organized labor.'"

Secretary Henning next made note of the fact that a letter of regret from U.S. Secretary of Labor James Hodgson was received saying that he would be unable to attend the convention.

Next, Secretary Henning announced that there would be an assembly to mobilize the women power of the trade union movement for the 1970 campaign. The meeting would take place at 8 p.m., Tuesday, in the Del Webb TownHouse.

Additionally, Secretary Henning pointed out that due to a quick recovery from his recent hunger strike in the Salinas Valley, Cesar Chavez would indeed be able to attend the convention to deliver an address at 10:30 a.m. Tuesday morning.

Recess

At this point, Secretary-Treasurer Henning moved that the convention be recessed until 2:00 p.m.

The motion was seconded and carried.

AFTERNOON SESSION

The convention was called to order at 2:22 p.m. by President Gruhn.

REPORT OF RULES AND ORDER OF BUSINESS COMMITTEE

Howard Reed, Chairman

The Chair called upon the Chairman of the Committee on Rules and Order of Business, Chairman Howard Reed, for a report.

Chairman Reed stated: "Mr. Chairman and delegates, the Committee on Rules and Order of Business submits 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 by the Constitution or specified in these rules.

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

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

4. **Convening the Convention.** The convention shall convene at 9:30 a.m. each day after the opening session which shall convene at 10:00 a.m. It shall recess from 12:00 to 2:00 p.m. each day and shall recess at 5:00 p.m. each afternoon, unless the delegates agree to extend the sessions or to call special night sessions by a two-thirds vote.

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

6. **Committee Reports.** All committees shall report on all resolutions submitted to them. Whenever there is a majority and minority division on any committee, both the majority and minority shall be entitled to report to the convention. The

discussion and vote of concurrence or non-concurrence shall be first on the minority report.

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

8. Passage of Resolutions and Committee Reports by Convention.

(a) A majority of the delegates present and voting shall be required to act on a committee report on 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 table shall be put without debate.

15. Recognition and Decorum of Delegates.

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

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

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

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

(e) Any delegate who is called to order while speaking shall, at the request of the Chair, be seated while the point of order is decided, after which, if in order, the delegate shall be permitted to proceed. The same shall apply while an appeal from the Chair is being decided.

(f) No delegate shall speak more than once on the same subject until all who desire to speak shall have had an opportunity to do so; nor more than twice on the same subject without permission by a majority vote of the delegates present and voting; nor longer than five minutes at a time without permission by a majority vote of the delegates present and voting.

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

Chairman Reed's motion to adopt the

committee's report was seconded and carried.

Chairman Reed then personally thanked the committee members.

On Chairman Reed's motion, duly seconded, the committee was dismissed with thanks.

CHAS. F. HANNA

Chief, Division of
Apprenticeship Standards

Introduction

With these words, Chairman Gruhn next presented Chas. F. Hanna, Chief of the Division of Apprenticeship Standards of the Department of Industrial Relations:

"The Chair now calls upon a State official with whom many of us have had an opportunity to work over a number of years in one of the most vital areas of concern to our trade-union movement: a voluntary effort upon the part of management and labor in cooperation with the state to bring about adequate training for future craftsmen in our state—the training program which is one of the most successful in the nation in the areas of its productivity of master craftsmen in the respective trades and also in the great gains that it has made in the area of bringing about greater opportunity for those in the minority groups who have not been in the apprenticeship program.

"So it is a pleasure indeed for me to present to you for an address at this time, the Chief of the Division of Apprenticeship Standards of the Department of Industrial Relations of the State of California. And incidentally, he is a member of the Brotherhood of Carpenters & Joiners. He is a good friend, Charles F. Hanna."

CERTIFICATE OF MERITORIOUS AWARD

Albin J. Gruhn, President
Gunnar Benonys
Clyde Ringwood

"Thank you very much, Chairman Gruhn, Secretary-Treasurer Jack Henning, officers and fellow trade unionists.

"Before I address my remarks to you, it is my pleasure to present an award to one or more of your members and delegates for many years of meritorious service in the apprenticeship system.

"The first award goes to your Chairman, Albin Gruhn, Certificate of Meritorious Service issued by the California Apprenticeship Council.

"It does have the Union Label, sir."

Chairman Gruhn accepted the award with these words:

"Thank you very much, Chuck, for this Certificate of Meritorious Service. And I just assure you that I shall continue my efforts to assist your program, the program of our unions and management—one of the greatest in the world—to continue its success in training our younger people in the trades and crafts of this state.

"Thank you very much."

Chief Hanna continued:

"This is a Certificate of Meritorious Service to Brother Gunnar Benonys.

"I know he is around somewhere. So if he will come up, I will have this for him.

"And also if Clyde Ringwood is here.

"These are your three members on the California Council Staff.

ADDRESS

"Now it is my opportunity (and I sincerely appreciate it) and privilege to address this great convention. It provides an opportunity to express the sincere appreciation of the California Apprenticeship Council, Division of Apprenticeship Standards, and apprenticeship people in general for the staunch and effective support given to California's apprenticeship system by this Federation. I especially offer thanks to Al Gruhn, Jack Henning, Jim Lee, Dick Mansfield and others who give such effective attention to budget and legislative matters affecting apprenticeship systems in California. These activities secured the budget adjustment for the Division of Apprenticeship Standards so that it will be able to maintain a staff somewhat commensurate with the increasing workload and responsibilities assigned to it.

"You will no doubt hear during this convention, discussion regarding certain new proposals about apprenticeship, and you will hear about the effect of proposed apprenticeship regulation on the trade union movement. I will not attempt during these few short moments to discuss with you in great detail matters which are critical in apprenticeship and training but will highlight those items that I believe demand your serious consideration and attention.

Number of Apprentices Increase

"During the 1969 calendar year, more new apprentices started training than in any other year in the history of apprenticeship in California. Over 15,000 apprentices started their training and the total

active climbed from approximately 22,000 to 28,000.

"During this time, not only did the total number of apprentices increase, the number of minority persons amongst them increased substantially and the input percentage rate also increased. May I direct your attention to the Department of Industrial Relations exhibit where you may pick up specific information and tables giving these statistical data which have such critical importance to you at this time.

"That report, I might add, is this one and it gives tables of ethnic data by trade and by county of residence.

"I apologize because it does not have the Union Label. It's mimeographed.

Negative Approaches Threaten

"Amazingly during this peak year, we also 'enjoyed' the most difficult year from the viewpoint of the multitude and variety of negative approaches which could cripple or destroy apprenticeship systems. Some of these attacks come from what we might define as lack of knowledge on the part of 'Johnny come late-lies' on the scene not the least of which are many government officials. Other attacks seem well planned efforts to destroy apprenticeship systems.

"These variety of proposals include such things as parallel trainee systems as a substitute for bona fide registered apprenticeship on federal public works. All of this is done under the guise that it would somehow provide more opportunity for minority people to become skilled craftsmen. To enable these substitute programs, the Solicitor of Labor has granted a variety of variances from the basic purposes of the Davis-Bacon Act so that persons, loosely defined as trainees, may be employed at the work of a trade on these public works. Others designated as journeymen, up-graders, etc., may also be employed under these variances. I wish to remind all that it was the Davis-Bacon Act primarily that provided the necessary springboard to get apprenticeship systems going once again during the latter years of the depression. I firmly believe that destruction of bona fide registered apprenticeship systems on all public works would not in any way benefit minority people and would, if continued in their present form, result in less opportunities for minority people to serve bona fide apprenticeship.

Title 29

"Now come proposed revisions to Title 29, Part 30, which are the Department of Labor's regulations governing 'Nondis-

crimination' in apprenticeship. Every state in this union has adopted regulations consistent with the old Title 29. In California, these existing regulations together with many other important actions are, in fact, beginning to produce the kind of results intended. I know that your officers, executive boards, and most of you delegates, particularly those who are members of joint apprenticeship committees, are thoroughly familiar with the proposed revisions and the negative effect they would have towards achieving increased opportunity for minority people. Some of the major defects in the proposed new revisions to Title 29 include a referral system to be imposed on all joint apprenticeship committees which would require them to place the names of all applicants in a pool and determine the order of referral by drawing names out of a hat. The first drawn, the first out, etc. The new regulations would require statistical studies and research to validate any tests that might be used in lieu of such a lottery system which would at least create a field day for various organizations who promote the sales of tests and who would for a fee be glad to conduct research and studies to validate the tests according to federal regulations published governing validation. These validation regulations, by the way, have now been published by the Department of Labor and another set has been published by the U. S. Equal Opportunity Commission.

"The new regulations would require studies by joint apprenticeship committees to determine the relationship of ethnic minorities to total population within their jurisdiction and then set goals and objectives which would be precisely reflected in the membership of their apprenticeship group. In other words, if data showed that ten percent of the community were Black, then ten percent of the apprentices would have to be Black, etc.

"Right now, we have in many instances exceeded this relationship. The proposed revisions would require 'affirmative action programs' and, while no one quarrels or argues with affirmative action programs which the government has funded and which it administers, there are objections certainly by joint apprenticeship committees, many of whom have no visible means of support.

"Then there have been challenges as to whether the state could require by law apprenticeship systems to do these things and further question as to whether the federal government has authority under

the Fitzgerald Act which plainly says that the Department of Labor will cooperate with the state agencies.

More Jobs Needed

"It should be obvious that the answer to many problems in the apprenticeship system is more jobs for more apprentices. It is equally obvious that with high numbers of journeymen unemployed, it is difficult, if not impossible, to increase and expand apprenticeship systems to what they should be during these periods of serious unemployment.

"We certainly have serious unemployment at this time, and it is also causing a lesser number of apprentice starts.

"The 1969 peak records clearly illustrate that in the period when so many apprentices are finding employment, so do minority persons among them on an accelerating percentage rate.

"We find—and this is found by many psychometrists who develop tests of various sorts—that unfortunately, the Black person is usually found within the lower thirty percent of any form of a test whether it is for apprenticeship or for other purposes. And this is not disparaging, and merely reflects on the deprivation of that particular minority in educational pursuits.

"Illustrative of this, even though there were only 880 new apprentices who went to work in July of this year, twenty-five percent of them are from minority groups—eight percent of whom were Black men, ten percent Mexican-American and other Spanish-speaking, and the balance made up of a substantial number of Chinese, American Indians, Japanese and other minorities.

"Very shortly there will be a publication by the Division of Labor Statistics and Research on this very critical statistical data.

Efforts by Organized Labor

"Progress in this field of equal opportunity did not happen by accident, nor did it happen overnight. Your Chairman, Albin Gruhn as much as ten years ago sat down with members of the other labor organizations and management and developed the California Plan for Equal Opportunity. And he has worked hard at bringing about the various facets.

"There is and continues to be a monumental effort on the part of organized labor and some management groups that have begun to do the many things necessary to increase the input of minority people into the skilled trades through apprenticeship systems. All of the things we have done in California, many of them

sponsored by the California Labor Federation, when added together are beginning to show a substantial result. This shows up in these statistical data that I continually referred to and which, by the way, are unique, as California is the only state that has such factual and actual information.

"Amongst all of these I would list enactment of good legislation in apprenticeship and adoption of very progressive apprenticeship regulations by the members of the California Apprenticeship Council, six of whom are members of your Federation. I think several of the Commissioners are present here.

"In addition, one of the contributing factors has been the federally funded Outreach programs, as well as the continuing effort by the Division of Apprenticeship Standards in all areas and close cooperation and support of many minority organizations such as NAACP, Urban League, Mexican-American Opportunity Foundation, and many others all working together to solve this problem.

"But to continue the progress, there must be more apprenticeship jobs. How can this be accomplished in the face of the serious decline in employment in skilled crafts, particularly in the building trades? It seems ridiculous that I would stand before you here and urge more apprentice jobs when many of you are worried about the number of journeymen without work.

Apprenticeship in Public Employment

"Even in bad times, however, we see that many apprentices do find employment. The effort to develop apprenticeship jobs, I think, must be substantially increased not only by labor organizations and management groups, but by the state and federal government.

"One thing along these lines that came down the line—and it was controversial, to say the least—was an innovative piece of legislation which was enacted in 1968. And this, in large part, was responsible for the big increase in the number of apprentices during 1969. This was AB 805 by Assemblyman Bill Greene, which requires one apprentice to each five journeymen on all public works within state jurisdiction. There are some exemptions for unemployment, etc. This is one way to increase the number of apprentices, although I am still not ready to accept that the only answer is mandatory apprenticeship. I still believe and am convinced that a voluntary apprenticeship system is the one that will ultimately solve these problems.

"Another possible area for apprentice-

ship is in the civil service. There are thousands of journeymen at work in civil service jurisdictions, but very few, if any apprentices. Recently we just concluded development of an apprenticeship program with the State Department of Water Resources.

"A couple of years ago we developed one with the State Division of Highways for heavy-duty maintenance repairmen. And the Operating Engineers participated in that one.

"This came as a result of the Administration urging all state agencies that could, to make their contribution to training and opportunities for young people.

"The federal government, mainly the U. S. Department of Labor, has recently developed some rather startling ideas about all of this, primarily and in theory directed towards equal opportunity in apprenticeship.

"There have been proposed by the Secretary of Labor these Title 29 regulations that I mentioned previously.

"The California Apprenticeship Council recently held a meeting on the subject where careful analysis was made by knowledgeable apprenticeship people not only in California, but nationwide. And all have come up with a firm conclusion that these ill-conceived revisions reflecting concepts foreign to apprenticeship would do little, if anything, to enhance apprenticeship systems and, more importantly, increase the opportunity of minority persons in getting into these systems.

"I hope what I have to say on this subject doesn't come out similar to what Hutchinson had to say, because it came out in the paper that he was opposed to equal opportunities.

"Certainly the record shows that I am not.

"But I do want the kind of resolutions which will enhance our opportunity to increase these numbers. Not only in Title 29, but in other matters affecting apprenticeship, we see more and more unilateral decisions made by the Secretary of Labor in the direction of taking over and regulating apprenticeship within the states.

"In California we have long worked towards improving relationships with the United States Department of Labor. And I must compliment their branch in California, the Bureau of Apprenticeship and Training, where we do have a fine working relationship. The regional director and I work closely together to serve the people, as it is intended. There is hardly a day goes by that we don't hear of some

new startling plan which makes headlines, but which generally is ill-conceived and which is certainly poorly implemented, if at all.

"In this general category we have the Philadelphia Plan. And now there is a rash of what are known as 'hometown plans.' All of these that I have seen thus far conflict and contradict the Department of Labor's own rules and regulations governing apprenticeship. We are not critical of those persons of labor and management who in desperation join in on such ill-conceived plans. We do hope that the variety of federal government agencies coming into apprenticeship from different directions would pause a moment, get their heads together, sit down with knowledgeable state apprenticeship people and work out something that would at least be coordinated and would be designed with some reasonable assurance that there might be success.

"I am not going to recite the variety of federal agencies that are working in this field. But there are many. And many of them have conflicting resolutions and not very good coordination.

Outreach Program Most Successful

"All of this represents expenditure of a lot of federal money. And as I have earlier mentioned, the only program that is doing much good really is the Outreach Program which is financed to the tune of about eight or nine hundred thousand dollars for this year. The Outreach Programs recognize that there is a gap between the door of apprenticeship and the minority communities that must be bridged.

"However, rather than increasing its effort to promote and develop more and new apprenticeship systems, it seems that the federal government is going in many other directions and diverting more and more of the Bureau of Apprenticeship manpower to other programs. For example, a federally funded training program recently discussed by C. J. Haggerty in the Carpenter's magazine where trainees are paid \$2.00 an hour to erect houses pre-fabricated at a plant far distant and where such trainees, upon completion of training, will receive \$2.50 an hour for this home building work.

"There are many special groups who want a piece of the apprenticeship action. These, of course, include minority communities and all of those working with them, such as Outreach, to secure their share of the action. But that is not all. There is the Bureau of Indian Affairs, the various correctional institutions, vari-

ous welfare agencies, vocational schools and others, all of whom rightly want a piece of the apprenticeship action. However, not very many of these make much of a contribution to developing more apprenticeship jobs. And we submit that this is something that is desperately needed if all of these people who deserve a chance, particularly our youth, are to get that chance.

"There are many employers and many industries in this great state who do not make any contribution to training, apprenticeship or other kinds of training.

"Enough of the negative. I would like to give you a few thoughts on the affirmative side.

Developing Better Apprenticeship Systems

"I would like to submit that there are just as many ways of developing new and better apprenticeship systems than those we have already discovered. There is certainly a greater need on the part of our youth for such opportunities and, in particular, on the part of minority youth. We have offered many such ideas. Very few of them, however, have found any takers. One such idea, however, was finally accepted. And this was the enactment of AB 805, which I mentioned earlier. And it has done certainly far more good than harm. It is credited with creating a lot more apprentice jobs than there would have been without it and, secondly, in accelerating, especially in cases where there was a critical need, the input of minority persons. One such instance, which is clear-cut and in which there can be little argument, is the gain made in the Operating Engineers apprenticeship system and the various substantial percentage gain of the number of Black persons where, prior to the enactment of the law, the percentage of apprentices who were Black was about one percent. And this jumped to more than five percent in just one year. It turns out that only the Southern California group embraced and used the new public works bill; whereas, the Northern group did not.

"Now I am not critical of the Northern group, because they had a very serious unemployment problem in which they reported from twenty to forty percent unemployed journeymen. And they were thereby exempt.

"I merely recite this to show that application of this can help you accomplish two things: to increase the number of apprentices, and certainly to provide more opportunities for minority people.

Some Areas of Great Potential

"As I have said, there are just as many opportunities for more and better apprenticeship and increasing places for minority use as there have been to date. We need only to review the tremendous potential of the civil service systems, especially city civil service systems, systems that employ thousands of journeymen but very few of whom train any apprentices at all.

"The school systems with their vast facilities and their need for many maintenance crafts, also have a great many journeymen.

"There are certain industries that, while some form of training is carried on, certainly do not have the quality of an apprenticeship system. I would urge those unions present to proceed vigorously to bargain with these companies for a full participation of organized labor in apprenticeship programs with these companies.

"I could give you a considerable 'laundry list,' which I will not do, as to our schedule for future action. I will not submit here that we are bogged down and will not proceed to develop these opportunities; but we certainly need a big push from organizations such as the California Labor Federation to get on with the job and not permit thirty more years to go by before we come with twice as many apprentices as we now have.

In Summation

"In summary, I would offer this for your consideration. First of all, there must be more apprenticeship jobs. Second, we need less of the blessings of the federal government in attacking apprenticeship systems and attempting to impose ridiculous and unworkable regulations upon them. We need more work, especially construction work, to enable those unemployed journeymen, and many minority persons among them, to make a decent living.

"I suppose that most of all we need to tell the story of apprenticeship and the fine progress we have made and about some areas where such progress is needed.

"Once again, it has been a pleasure to have the privilege of addressing this California Labor Federation.

"Thank you."

Chairman Gruhn then thanked Chief Hanna for his address.

"I wish to take this opportunity to express our appreciation to Chief Hanna for presenting that very thoughtful and

detailed address on the progress of our apprenticeship program in the State of California.

"It is a very vital program. And with our help and the help of the trade union movement throughout this state and the enlightened employers who are cooperating with this program, we can move ahead and also prevent those who would try to use the program for their own devious purposes to try to stir up problems in the training of our young people.

"It is a good program. It has been moving ahead. And it needs our full support and cooperation in every city, town and hamlet of this state."

Late Resolutions

Secretary Henning then reported late resolutions to the convention.

"Mr. Chairman, in accord with the Constitution, Article XV-D, I report late resolutions. There are two. One is from the Southern California Conference of Allied Printing Trades Council, Riverside, a resolution on professional strike-breakers.

"The second one was submitted by ILGWU Locals 55, 58, 84, 97, 452, 483, 497 and 512—one resolution on unemployment insurance."

In regard to these resolutions, Chairman Gruhn added the following:

"These resolutions were submitted late. They have not been accepted by the convention. Accordingly, they will not be presented to the convention.

"The Chair now calls upon the Chairman of the Committee on Resolutions, Chairman Small, for a report."

PARTIAL REPORT OF RESOLUTIONS COMMITTEE

T. A. Small, Chairman

Chairman Small reported:

"The Resolutions Committee requests the sponsors of Resolutions Nos. 61 and 63 to appear before the committee tomorrow afternoon at 1:00 p.m. in Room 106, which is to my left or your right, out this entrance. At 1:00 p.m.

"Resolution No. 61 covers the nationalization of railroads, and is presented by the Los Angeles County Federation of Labor, AFL-CIO.

"And Resolution No. 63, the subject being the removal of passenger train service to California and the U. S., and is presented by the Los Angeles County Federation of Labor, AFL-CIO.

"The committee is interested that any of the affiliates who are concerned with transportation, and particularly train transportation, should also appear so that the resolutions can be discussed with the committee.

"The meeting will be held at 1:00 p.m. in Room 106, out to my left."

POLICY STATEMENT I Full Employment and the Economy

"The nation at large has been hit by the worst unemployment rise in 10 years, the severest inflation in 20 years and the highest interest rates in 100 years. Parallel with rising unemployment are declines in earnings, purchasing power and production.

"In California the unemployment rate has jumped 44 percent in the past year and is running 24 percent above the national average.

"We urge policies that will expand the economy by achieving full employment. An increasing supply of money at lower interest rates is essential. Lower interest rates will facilitate the necessary full funding of federal programs for housing, health and school construction and public employment programs for the hard core jobless.

"We will cooperate with government in overall stabilization programs only if restraints are equitably placed on all prices, profit-dividends, rents and executive compensation as well as employees' wages and salaries.

"We urge a massive state public works program to relieve California's unemployment crisis.

"Your committee recommends adoption of this report, and I move its adoption."

The motion was seconded.

At this point Delegate Joseph Leone (Postal Wkrs. No. 2, San Francisco) rose to submit an amendment to the policy statement.

Chairman Gruhn ruled that the amendment was not germane to the subject matter then before the convention. He then put the motion on the committee's report and the committee's recommendation was adopted.

RESOLUTION NO. 77 — Rally Labor Against Unemployment and Political Repression

The committee report:

"The subject matter of this resolution

in the opinion of your committee is more adequately covered in the Statement of Policy, Full Employment and the Economy just adopted, and the committee therefore recommends Resolution No. 77 be filed.

"I move the adoption of the committee's report."

The committee's recommendation was adopted.

POLICY STATEMENT II

Unemployment Insurance

"With joblessness in California now at 558,000, the highest level in at least 30 years and 41 percent above the level in July of 1969, the need for a number of major improvements in the state's unemployment insurance program is painfully evident. Therefore, we call on the California legislature to act promptly to increase jobless benefit payments; extend the duration of benefit payments to 39 weeks; limit the trade dispute qualification provisions to a five-week maximum; extend coverage to farm workers, household domestics and public employees; boost the taxable wage base to \$15,000; increase the amount of wages a worker may earn without a reduction in weekly benefits from \$12 to \$25; and make tips subject wages in the computation of both unemployment and disability insurance benefits.

"The committee recommends concurrence. And I move the adoption."

The motion was seconded.

Delegate H. H. Harr (Painters No. 741, Martinez) rose to discuss the "5-week maximum" of withholding benefits.

Chairman Small stated this was not germane to the policy statement then before the convention.

President Gruhn then put the question and the motion carried.

RESOLUTION NO. 7—Unemployment Insurance

RESOLUTION NO. 13—Restore Weekly U.I. Payments

The committee report:

"The subject matter of these resolutions is concerned with the weekly payment of unemployment-insurance benefits. In the opinion of your committee this has already been—adequately covered in the policy statement just adopted; and your committee accordingly recommends Resolutions 7 and 13 be filed."

The Chairman also noted the subject

matter was covered in the Executive Council report.

"I move the adoption of the committee's report."

The committee's recommendation was adopted.

POLICY STATEMENT III

Unemployment Disability Insurance

"California's worker-financed disability insurance program must be improved by increasing maximum weekly benefits, providing coverage for hospital confinements due to pregnancy, and increasing the taxable wage base from \$7,400 to assure adequate financing of the program."

The committee recommended concurrence.

The committee's recommendation was adopted.

POLICY STATEMENT IV

Workmen's Compensation

"California's workmen's compensation program is in serious need of modernization. Specifically, we call on the Legislature to: increase maximum temporary weekly benefits from \$87.50 to \$150; increase maximum weekly benefits for permanent disability from \$52.50 to \$100; assure benefit payments for life to persons receiving 70 percent or more disability; assure workers free choice of doctors; provide a death benefit to a spouse until death or remarriage and payments for dependents during their dependency; create a mandatory rehabilitation program; extend coverage to all household domestics; include the cost of replacement or repair of hearing aids as a part of compensable benefits; and assure reimbursement for expenses incurred by an individual required by an insurance carrier or employer to give a deposition."

The committee recommended concurrence.

The committee's recommendation was adopted.

POLICY STATEMENT V (a)

Taxation

"(a) The federal government must close such tax loopholes as untaxed capital gains on stock or other property, untaxed interest on state and municipal bonds, family and charitable foundations and unnecessary depletion allowances on minerals."

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 74—Congressional Action on Oil Industry's Tax Loopholes

The committee report:

"Your committee recommends that the first line of the resolved be changed by striking 'AFL-CIO'. As amended, your committee recommends concurrence and I move its adoption."

The committee's recommendation was adopted.

RESOLUTION NO. 75—Tax Justice Now

The committee report:

"Your committee has construed the second resolve of the resolution as applying to National AFL-CIO rather than this Federation; and with this understanding, your committee recommends concurrence and I move its adoption."

The committee's recommendation was adopted.

POLICY STATEMENT V (b)

Taxation

"(b) In California we urge greater reliance on the personal income tax and closure of loopholes that destroy the 'ability to pay' principle. We oppose continued reliance on the regressive sales tax. We urge adoption of a tax withholding system to reduce tax evasion."

The committee recommended concurrence.

The committee's recommendation was adopted.

POLICY STATEMENT VI (a)

Labor Legislation

"(a) California needs substantial improvements in labor legislation. Among these are enactments of comprehensive legislation to guarantee all workers the right to organize and bargain collectively, the outlawing of professional strike-breakers, and establishment of a state minimum wage and hour law consistent with our state's advanced economy and sophisticated technology."

The committee recommended concurrence.

The committee's recommendation was adopted.

POLICY STATEMENT VI (b)

Labor Legislation

"(b) Forces intent on the crippling

and ultimate destruction of the trade union movement are rampant throughout the nation. Free collective bargaining is under constant assault by those using the weaknesses of the National Labor Relations Act to further the purposes of their own special interests. These attacks must be firmly repulsed and positive legislation strengthening the free collective bargaining process must be enacted. This includes repeal of Section 14(b), an increase in the federal minimum wage, and enactment of situs picketing legislation."

The committee report:

"However, the committee wished to emphasize the importance of the repeal of Section 14(b) and to point out to any delegates who are not familiar with the scope of the operation of such section that it permits the imposition of right-to-work conditions in any of the various states.

"Your committee recommends concurrence and I move its adoption."

The motion was seconded.

Chairman Small then moved to amend the policy statement to the effect that "we fight for the union shop for the postal workers."

The motion was seconded and carried.

The Chair then put the motion to adopt the committee's report as amended.

The motion was seconded and carried.

RESOLUTION NO. 11—Oppose Collective Bargaining Restrictions

The committee recommended concurrence.

The committee's recommendation was adopted.

POLICY STATEMENT VII

Agricultural Labor

"We rejoice with and congratulate the United Farm Workers Organizing Committee, AFL-CIO, on the splendid victory achieved during this summer with the signing of contracts covering 90 percent of the table grape industry in California. In the long, arduous struggle many sacrifices were made to achieve a result in the finest traditions of American organized labor.

"We are committed to the continuing progress and success of the United Farm Workers Organizing Committee. We salute the UFWOC, its Director Cesar Chavez, the labor movement of the nation

and our friends on the success of the international table grape boycott.

"We oppose all attempts to perpetuate discriminatory treatment of agricultural workers in social, immigration or labor legislation, and we support their inclusion in general protections as a step toward the attainment of full civil and social rights."

The committee recommended concurrence.

The committee's recommendation was adopted.

POLICY STATEMENT VIII

Civil Rights

"Labor, business and government must continue to increase their efforts to assure equality of job opportunity for all peoples. We favor massive government programs to alleviate minority disadvantages in the areas of housing, health, education, welfare and judicial justice.

"We favor comprehensive legislation to provide a mechanism for meaningful job creation programs, including the public service sector. We join in the effort to secure enactment of job creation legislation consistent with the AFL-CIO legislative program in Washington.

"We condemn the political expediency of the National Administration designed to drive a wedge between trade unionists and minorities by offering false hopes of future employment through such programs as the "Philadelphia Plan." We strongly support meaningful minority apprenticeship recruiting programs like 'Outreach.' The Federation is proud of labor's participation in California's 'Equal Opportunity' apprenticeship program and urges continued assistance in the development of this affirmative effort.

"In the struggle to provide jobs for minority peoples, it must be appreciated that a full employment economy is essential for the right to a job is no right unless jobs are available for those who need them."

The committee report:

"The committee, however, suggests a typographical correction in the last paragraph by inserting a comma after the word 'essential'.

"So amended, the committee recommends concurrence."

The committee's recommendation was adopted.

POLICY STATEMENT IX

Housing

"America is actually moving backward in home building despite considerable public emphasis on the need and the limited achievements in this sector. Organized labor insists on massive public and publicly subsidized housing programs to provide adequate shelter for low and middle income Americans in both urban and rural areas.

"Economists advise the price of land has been rising 10 to 20 percent yearly. Site costs for single family residences have risen 264 percent in a 17 year period. Home construction financing over the past 20 years has more than doubled in cost. During the same period, on site labor costs dropped from 33 to 18 percent of the total cost of home construction.

"The urgent need for a vast increase in residential construction is clear, since our free enterprise economy must provide full freedom of residence for all Americans, whatever their color or ethnic identity."

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 9—Promotion of Moderate Income Housing

The committee report:

"Your committee notes that the subject matter of this resolution mandates joint action between the Federation and the State Building Trades with respect to matters which, in the opinion of your committee, should more properly be initiated and led by the State Building and Construction Trades Council of California, although it agrees that where appropriate the Federation should assist them on request.

"With respect to the over-all problem of low- and modest-income housing, your committee believes it is more adequately covered in the Statement of Policy just adopted. Accordingly, the committee recommends this resolution be filed and I move its adoption."

The committee's recommendation was adopted.

POLICY STATEMENT X

Education

"Public education of high quality must be available to all in keeping with labor's teaching that public schools are essential to democracy.

"We favor increased financial support for the University of California, the State and Community Colleges, and the secondary and elementary schools.

"We will continue to oppose the imposition of tuition at State Colleges and University levels and we condemn the denial of pay increases for college and university faculty members.

"We call for greatly increased federal financial aid to all levels of public education.

"We call for enactment of legislation extending collective bargaining rights to teachers and giving them a greater share in educational decisions.

"We defend the traditional right of dissent and academic freedom.

"We deplore the violence of the microscopic minority of students who, by terrorism and vandalism, have defiled democratic processes."

The committee recommended concurrence.

The committee's recommendation was adopted.

POLICY STATEMENT XI

Social Security

"Quality medical care for all Americans is the goal. A national health insurance system, as proposed by the national AFL-CIO, is needed to assure that all citizens have adequate health care services available.

"To meet the needs of the elderly and disabled, minimum Social Security benefits should be substantially increased and the national program should assure the aging a share in the growth of the economy rather than a mere meeting of rising costs. The taxable wage base should be increased to \$15,000 to provide more adequate benefits, as proposed by the national AFL-CIO. General revenues should supplement payroll taxes to allow for early retirement after age 60 for those unable to compete successfully for employment."

The committee recommended concurrence.

The committee's recommendation was adopted.

POLICY STATEMENT XII

Social Welfare

"For the wealthiest nation on earth to countenance the perpetuation of poverty among 25 million of its citizens—12.5 percent of this nation's population— is

both a disgrace and an indictment of our present system. We therefore reaffirm our support of programs to alleviate poverty and human misery by bringing welfare services up to a level that will assure 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. Among other things, we urge expansion of the food stamp program, simplification of the determination of eligibility for public assistance and the provision of day care centers to enable women with children to work."

The committee recommended concurrence.

The committee's recommendation was adopted.

POLICY STATEMENT XIII

Foreign Policy

"We support the National Administration's efforts to withdraw U.S. troops from South Vietnam and we urge stepped up efforts to win a swift and honorable settlement of this tragic conflict.

"In the Middle East we urge our National Administration to continue to support the State of Israel to maintain a balance of power in that area and applaud U.S.-led efforts to obtain a cease fire.

"We reaffirm our support of the United Nations as the only effective instrument for winning lasting international peace and pledge our strong support to efforts to reduce world armament.

"We also call for action along our Southern borders to halt the exportation of U.S. jobs and curb the use of Mexican Nationals as strikebreakers in our fields and factories."

The committee report:

"Your committee recommends concurrence and I move adoption."

The motion was seconded.

Delegate John Knezevich (Elec. Wkrs. No. 1969, Redwood City) spoke in opposition to the policy statement.

Delegate David A. Creque (Teachers No. 771, Oakland) moved to amend the policy statement.

He then orally presented his amendment; it was seconded and after some discussion the Chair requested that a written draft of the amendment be submitted.

The question was deferred until the amendment could be prepared in writing.

POLICY STATEMENT XIV

Natural Resources

"Special interest groups are in full assault upon the nation's natural resources, seeking exploitation for private profit at the expense of public well being and the wealth of future generations. All efforts to subvert the federal reclamation act, and its limitations on vested corporate interests must be resisted, both in Washington and in Sacramento. Organized labor is in full support of vigorous and forthright efforts, administrative and legislative, to combat the threatening encroachments of environmental pollution upon the health, safety and resources of the American people at all levels of government."

The committee recommended concurrence.

The committee's recommendation was adopted.

POLICY STATEMENT XV

Consumer Protection

"Strong government action is required to protect the consuming public in such areas as labeling, lending, health inspection and registration of repair. The voice of the consumer must be heard at all levels of government."

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 91 — Reduce Interest Rates

The committee report:

"The subject matter of this resolution, Reduction of Interest Rates, in the opinion of your committee is more adequately covered in the Statement of Policy "Consumer Protection" just adopted. Accordingly, your committee recommends Resolution No. 91 be filed.

"I move adoption."

The committee's recommendation was adopted.

POLICY STATEMENT XVI

Environment and Ecology

"The environment that sustains life itself is clearly in jeopardy. Organized labor pledges its fullest support to an overall policy on environment and ecology directed toward the creation of constructive projects, and policies including those calling for a ban on the use of hard pesticides; careful consideration of any further development of the SST at least

until adequate studies prove conclusively that it will not irrevocably pollute the upper levels of our atmosphere; a reassessment of the ecological impact of the state water plan; and full enforcement of federal reclamation law."

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 115—Rebuild a Quality Environment

The committee recommended concurrence.

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 1

"Digest: 'Clean Water Bond Law of 1970.'"

Recommendation: Vote YES

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 2

"Digest: Vests in Supreme Court Determination of Vacancy in Elective State Offices."

Recommendation: Vote YES

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 3

"Digest: Accelerates Process for Submission and Passage of State Budget."

Recommendation: Vote YES

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 4

"Digest: To Expedite Legislative Consideration of Public School Financing."

Recommendation: Vote YES

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 5

"Digest: Makes Meetings of the Regents of the University of California Open to the Public."

Recommendation: Vote YES

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 6

"Digest: Expands Scope of Investments by State Teachers' Retirement Fund."

Recommendation: No recommendation

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 7

"Digest: Adds Speaker of the Assembly to State College Board of Trustees."

Recommendation: No recommendation.

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 8

"Digest: Permits an Additional 'exempt' Deputy State Superintendent of Public Instruction."

Recommendation: No recommendation

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 9

"Digest: Provides for Appointment Instead of Election of County Superintendents of Schools."

Recommendation: Vote NO

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 10

"Digest: Removes Limits on Interest Rates on Certain Large Loans."

Recommendation: Vote NO

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 11

"Digest: Deals with Licensing and Practice of Chiropractic in California."

Recommendation: No recommendation

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 12

"Digest: Permits County Supervisors to Set Own Salaries."

Recommendation: No recommendation

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 13

"Digest: Increases Tax Exemption for Service Disabled War Veterans."

Recommendation: Vote YES

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 14

"Digest: Exempts Employees of the Lieutenant Governor from State Civil Service."

Recommendation: No recommendation

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 15

"Digest: Revises and Repeals Various Sections of Article XX, California Constitution."

Recommendation: Vote YES

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 16

"Digest: Allows Legislature to Withdraw Proposed Constitutional Amendment Before Election."

Recommendation: No recommendation

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 17

"Digest: Removes Superfluous Verbiage from the State Constitution."

Recommendation: Vote YES

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 18

"Digest: Permits Use of Highway Revenues to Facilitate Public Transportation, Including Mass Transit Systems."

Recommendation: No recommendation

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 19

"Digest: Revises Usury Law of 1918."

Recommendation: Vote NO

The committee's recommendation was adopted.

BALLOT PROPOSITION NO. 20

"Digest: Recreation, Fish and Wildlife Bond Act."

Recommendation: Vote YES

The committee's recommendation was adopted.

At this point, Chairman Small referred to Statement of Policy XIII, Foreign Policy, which had been considered earlier in the proceedings.

POLICY STATEMENT XIII

Foreign Policy

Chairman Small then referred to Policy Statement XIII on Foreign Policy, which had earlier been set aside so that Delegate David A. Creque could prepare and submit his proposed amendment to this policy statement in writing. Chairman Small then read the "resolve" of the policy statement as originally submitted by the Executive Council.

"We support the National Administra-

tion's efforts to withdraw U.S. troops from South Vietnam and we urge stepped up efforts to win a swift and honorable settlement of this tragic conflict.

"In the Middle East we urge our National Administration to continue to support the State of Israel to maintain a balance of power in that area and applaud U.S.-led efforts to obtain a cease fire.

"We reaffirm our support of the United Nations as the only effective instrument for winning lasting international peace and pledge our strong support to efforts to reduce world armament.

"We also call for action along our Southern borders to halt the exportation of U.S. jobs and curb the use of Mexican Nationals as strikebreakers in our fields and factories.

"Your committee recommends concurrence, and I again move its adoption."

The motion was again seconded.

At this point, Delegate David A. Creque (Teachers No. 771, Oakland) requested that the Chair read his amendment to Policy Statement XIII.

Chairman Gruhn stated: "The following amendment has been moved."

Chairman Gruhn then explained Delegate Creque's amendment as follows: "The amendment is to delete the lead paragraph. That is, delete 'We support the National Administration's efforts to withdraw U.S. troops from South Vietnam and we urge stepped up efforts to win a swift and honorable settlement of this tragic conflict.'

"The following would be substituted in place of the first paragraph:

'We support the withdrawal of all U.S. troops from the land mass of Southeast Asia and condemn the Nixon policy of prolonging U.S. involvement which is calculated to reelect the Republican Administration at the cost of the lives of the sons of American working men and women, and the devastation of the American economy.'

"Then delete the eighth paragraph 'In line with this aim, the California Labor Federation supports the national administration's efforts to withdraw U. S. troops from South Vietnam.'

"The third deletion is the ninth paragraph, 'As U. S. citizens and as trade unionists, we are aware that we must honor our commitments in foreign affairs. Our record in South Vietnam

demonstrates we have done this and more.'

"The next deletion would be the paragraph reading 'We also affirm our support of the foreign policy positions of the National AFL-CIO.' This would be deleted.

"This is the amendment submitted, as I understand it."

Delegate Creque confirmed the Chair's explanation of his amendment.

The amendment was seconded, and the Chair called for the question on the amendment.

Speaking in favor of the amendment were: David A. Creque (Teachers No. 771, Oakland); John Knezevich (Electrical Wkrs. No. 1969, Redwood City); and Harry Bloch (Cleaners, Dyers and Pressers No. 268, Los Angeles).

Speaking in opposition to the amendment were the following delegates: Max J. Osslo (Butchers No. 229, San Diego); H. H. Harr (Painters No. 741, Martinez); John W. Meritt (Culinary Wkrs. State Council, Santa Monica); and Ward Kelley (Operating Engineers No. 12, Los Angeles).

Secretary-Treasurer Henning then summed up the argument for those in opposition to the amendment:

REMARKS

John F. Henning

**Executive Secretary-Treasurer
California Labor Federation, AFL-CIO**

"Mr. Chairman and delegates. Speaking against the proposed amendment and for the policy statement.

"First, with respect to the Nixon association. We can never be accused of being apologists for the Nixon Administration. We have been among the first to declare that he has polarized our people, that he separated the Black and the Brown community, dissenters and the youth of the nation from the government of the United States. We oppose his policies regularly and consistently when we believe those policies to be wrong. But it is a specious argument to note that because we might agree with him on a particular situation, we are perhaps reversing ourselves and betraying our best interests.

"The President can be right occasionally. He has reduced the number of troops in Vietnam by 100,000. We call for a continuance of his policy of withdrawal. But we don't rest there. If you will read the language of the first paragraph, we call for increased efforts for a speedy and honorable peace in Vietnam. The first para-

graph does not mean, then, that we are satisfied with the schedule of withdrawal. We call for its acceleration.

"Next, with regard to the National AFL-CIO. That policy has been confirmed time and again in national convention by an overwhelming majority. We might look at the merits of that policy. It is nothing new. It was a policy that was inaugurated at the time when facism was moving across the world before September 1, 1939. It was the policy that continued to support Harry Truman in the Cold War Doctrines espoused by his administration—doctrines which were violently opposed by Soviet Russia and the satellite states of the Soviet Union in 1948, 1949, and all through the Truman years. That policy is antitotalitarian. It is antifascist and it is anticommunist. And to the great credit of the National AFL-CIO, it has never compromised whatever the appeal from the right or whatever the appeal from the left. It is a consistent antitotalitarian policy in Southeast Asia and in the Middle East. We are often asked to affirm an uncompromising position in the Middle East in order to defend Israel and freedom in that part of the world. And we agree. But it is illogical to argue that we should be virile and vigorous and militant in the Middle East, but that we should take a craven position in Southeast Asia. The challenges from totalitarianism are alike in all parts of the world.

"It can be argued that we do not have an ideal democracy in South Vietnam. Now let's face it. There are very few nations in the world in which the democratic system resembles that that we knew centuries ago in the hills of Athens. There are imperfections in every democratic society on the face of the earth. But we would ask those who submit that argument to give one example of a free election ever held by North Vietnam, by the Soviet Union or by Peking. The Soviet Union and Peking are the sustenance for the aggressive position in Vietnam; 90 percent of the surface-to-air missiles and the other sophisticated weaponry in the command of North Vietnam come from the Soviet Union and 10 percent from China. If we look, then, to the threat to peace, to the threat to disarmament, let's look to the sources of aggression that have never stopped in their passion to dominate and control continent after continent.

"We haven't the best of all worlds, but it is madness to retreat from those advances which the free world has been able to make whether it be in Southeast Asia or the Middle East, where we are asked to defend the State of Israel at the cost of

American lives.

"The same principles apply in South Vietnam as apply in the Middle East. We can't take a position of defending democracy in the Middle East and retreat from democracy in Southeast Asia.

"Whatever doubts you might have (and I speak to the Brothers and Sisters who have doubts), remember this: that none of you can speak with certainty as to what will happen following a unilateral withdrawal of American forces from South Vietnam.

"We doubt Nixon, yes. Do we have child-like faith in Chairman Mao or Moscow?

We have to hold the line of freedom that has been drawn in the tormented and disturbed world of our time. And we have to give credit to the National AFL-CIO for never once allowing itself to be purchased or bought either by the flattery or by the dollars of the totalitarian communities of the world."

At this point, Delegate Richard K. Groulx (Central Labor Council, Alameda Co., Oakland) moved the previous question, which terminated the debate.

The motion was seconded and was carried by the necessary two-thirds vote.

Chairman Gruhn then put the motion on the amendment to the committee's report.

The motion and the amendment were lost.

Chairman Gruhn then put the motion on the committee's report.

The motion carried.

Delegate Donald H. Abrams (Typographical No. 21, San Francisco) then rose to request that the debate and the Secretary's remarks be printed verbatim in the Proceedings.

Chairman Gruhn referred to the Constitution of the California Labor Federation.

"I refer you to Page 22 of the Constitution. Article VII states as follows:

"The duties of the Secretary-Treasurer shall be:

(u) To print proceedings of Federation Conventions as deemed necessary.'"

Chairman Small continued:

RESOLUTION NO. 113—War in Southeast Asia

The committee report:

"The subject matter of this resolution is concerned with the immediate cease-fire and withdrawal of United States troops from Vietnam and surrounding countries. The request of the resolution is in direct conflict with the policy es-

established by the National AFL-CIO and is inconsistent with the Statement of Policy on foreign policy adopted by the convention.

"Your committee, accordingly, recommends that Resolution No. 113 be filed and I move its adoption."

The committee's recommendation was adopted.

RESOLUTION NO. 12—Imports

The committee recommended concurrence.

Delegate Ruth Miller (Clothing Wkrs. No. 288, San Diego) rose to ask the support of the delegates and the Federation for the textile workers who are adversely affected by the "flood of imports into the country."

The committee's recommendation was adopted.

RESOLUTION NO. 76 — Stop Export of American Workers' Jobs!

The committee report:

"Your committee recommends concurrence in this resolution, and I move its adoption."

The motion was seconded.

Delegate Josef Bernay (Property Craftsmen No. 44, Hollywood) rose to amend this resolution and submitted it to the chairman in writing as follows:

"Add to Resolution 76, 'Stop Export of American Workers' Jobs!':

"As #9—Motion pictures and television productions of all kinds.

"As #10—All industries that are affected now or which may be in the future.

"And renumber 9 through 14 as 11 through 16."

The motion on the amendment was seconded.

Delegate Bernay then spoke in support of his amendment.

Chairman Small then indicated that several committee members had no objection to this amendment.

The motion on the amendment carried.

Chairman Gruhn then put the motion on the committee's report as amended.

The motion was carried.

RESOLUTION NO. 123—Halt Foreign Motion Picture and TV Film Imports

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 120—Protect American Jobs

The committee report:

"Your committee recommends that the last 'Resolved' be stricken, since we do not believe the Federation is in a position to comply with the directive and would in fact be an invasion of the autonomy and jurisdiction of the various affiliates of the Federation.

"As so amended, however, your committee recommends concurrence in Resolution No. 120 and I move the adoption."

The committee's recommendation was adopted.

This completed the partial report of the Resolutions Committee.

Chairman Gruhn then called upon Wilbur Fillippini, Chairman of the Legislation Committee for an announcement.

Chairman Fillippini spoke as follows:

"The Committee on Legislation would appreciate it if the sponsors of Resolution No. 85, presented by the California State Council of Lumber and Sawmill Workers, San Francisco, dealing with workmen's compensation payments, appear before the committee at its meeting which will be held tomorrow afternoon at 2:00 o'clock in Room 106—the same room that was described to you earlier, over on this side of the auditorium.

"Would the delegates representing that organization please take note.

"Thank you."

Chairman Small then made an announcement: "I want to remind the sponsors of Resolutions No. 61 and 63 that the Resolutions Committee will meet in Room 106 over here at 1:00 p.m. tomorrow.

"And would the sponsors of those two resolutions, 61 and 63, please make an appearance at the committee.

"Thank you."

Delegate Claude L. Fernandez (Retail Store Empls. No. 428, San Jose) rose to a point of information regarding Policy Statement I. However, Chairman Gruhn ruled Delegate Fernandez out of order.

Here followed miscellaneous announcements.

Recess

Chairman Gruhn next called upon Secretary Henning.

Secretary Henning moved that the convention recess until the hour of 9:30 a.m., Tuesday.

The motion was seconded and carried, and the convention recessed at 4:54 p.m., to reconvene Tuesday at 9:30 a.m.

PROCEEDINGS SECOND DAY

Tuesday, September 1, 1970

MORNING SESSION

The convention was called to order by President Gruhn at 9:52 a.m.

INVOCATION

Reverend Frank Plaisted

Vicar, St. Barnabus Episcopal Church
Asst. Rector, St. Francis Episcopal Church

The Chairman then presented for the purpose of the invocation the Reverend Frank Plaisted, Vicar, St. Barnabus Episcopal Church and Assistant Rector, St. Francis Episcopal Church.

"Let us pray.

"Almighty God, we ask Thy blessing this day on this coming together of Brothers. May the words spoken be heard and heeded. May the actions taken be in accordance with Your teachings.

"Grant us wisdom in our deliberations for the future of all men. Remind us this day and constantly of the covenants we have made with You in our churches, our unions, our organizations through our aims and purposes, lofty promises made and so often forgotten as we fill our own needs.

"We ask Thee to never cease troubling our hearts as long as there are fifty million poor in our abundant society, as long as there are fears, hatreds and divisions among us, as long as we are preoccupied with war and death, unless these unnecessary evils are ended by our actions and dignity comes to all men.

"We ask for strength for the tasks ahead and for the joy You give us in accomplishing them. Amen."

Corrections in First Day's Proceedings

At this time Secretary Henning announced some corrections to the First Day's Proceedings. (These corrections have been made in the final Proceedings.)

FURTHER REPORT OF CREDENTIALS COMMITTEE

James H. Blackburn, Chairman

Chairman Blackburn then presented a further report of the Credentials Committee. (See completed Roll of Delegates.)

On motion of Chairman Blackburn, duly seconded, these additions and deletions were accepted as submitted.

JAMES LEE

President, California State
Building and Construction Trades Council
Introduction

Chairman Gruhn, in these words, introduced James Lee, President of the California State Building and Construction Trades Council to the convention.

"The Chair at this time deems it a real pleasure and an honor to have the opportunity to present to you for an address, the leader of one of the great organizations of the state—one which carries on the construction work which is so vital to all of us in connection with our daily living, the place in which we work, and an organization which has been faced with some real challenges in connection with cutbacks and other problems.

"His organization just recently had a convention in which they indicated to us, the full cooperation of his great organization with the Federation and the whole trade-union movement. This cooperation he has been giving through his leadership. And this is the kind of thing that is necessary to put this trade-union movement in the forefront and to keep it moving ahead.

"So it is with real pleasure that I present to you James Lee, President of the California State Building and Construction Trades Council."

ADDRESS

"President Gruhn, Secretary - Treasurer Henning, distinguished members of the Executive Council, distinguished guests, Brother and Sister delegates.

"In view of one of the largest budgets the State of California has ever had, I bring to you a message from the Governor of the State of California. You, and the people whom you represent, are about to get the financial shaft again.

"When the Reagan Administration took over, the corporate structure took over. They supported his campaign and they are being paid off very handsomely at the very moment.

"When Ronald Reagan became the Governor of the State of California, so did the special interests who paid for that victory. One by one the State Boards and Commission charged with regulating businesses

were taken over by representatives of those businesses.

"California families today pay \$24 a year more now on their utility bills, substantially higher rates for insurance on the homes which they buy and maintain and the cars that they buy, because State Commissions charged with the responsibility for protecting the public interest have steadily become the tools of the corporate interests. And as the Governor enriches the coffers of these business interests, they get hungrier and hungrier.

"Recently Reagan appointees to the Public Utilities Commission granted a rate increase to the Pacific Gas & Electric Company. Pending before this same Commission is a petition submitted by the Pacific Telephone Company. They are seeking a rate increase of a hundred and ninety-five million dollars a year. You know who is going to pay it. You and I, together with all the working people in the State of California.

"The Telephone Company attempts to justify the rate increase because they say they need it in order to serve the subscriber through better service. All in all, the Pacific Telephone spokesmen say that an extra \$195 million a year is what is needed to allow a fair and reasonable profit—for the stockholders.

"Under the Reagan Administration, in view of the fact that he is supporting the Nixon policy to curb so-called inflation, to curb the inflationary spiral that is going on in this country, they have planned unemployment—not only in the nation but in the State of California. We have more unemployed workers in California than we have had at any time in thirty years. By the statistics of the state government there are more than 558,000 jobless workers in California—people who want jobs but can't get them because of the fiscal policy of not only the national government but of the state government.

"The unemployment rate here in California is 28 percent above the national average. The unemployment figures today represent an increase of 44 percent in 1970 over 1969. And when you talk about unemployment, we in the building and construction industry know precisely what we mean. Because throughout the State of California we have an unemployment rate of approximately 32 percent. Once our people are out of a job they have but one alternative. No, they have two. First of all, they utilize their unemployment insurance; and when that is expended, then they have to get on the welfare rolls, which they do not want to do. But because of the fact

that they have families to feed they have no other choice.

"We have runaway inflation in this state more than in the nation itself. We have scheduled and planned unemployment in this state because of the policy of the national and state governments to curb inflation. And by doing so they think that they are destroying the purchasing power of the working people. But the reality is that between 1960 and 1969 corporate profits increased by 94 percent after taxes, but the weekly take-home pay of the working man increased by a mere 35 percent.

"I was appointed on the Legislative Committee by President Gruhn. We met in session, we analyzed all of the resolutions that came before this Convention for consideration to be adopted and introduced as legislation before the next California Legislature. There were many bills dealing with the social-insurance field — unemployment insurance, disability insurance and workmen's compensation.

"I sat there. I said to myself, 'In view of the time, money and the efforts that are required in order to reconvert these resolutions, have bills drafted and presented before the California Legislature, unless we change that corporate structure in Sacramento it will be absolutely useless to even bother to introduce them.'

"I am very discouraged and disappointed (I have been here for a few days, the same as you people have) to hear the remarks that 'Jess Unruh can't make it.' I wholeheartedly disagree with you. Jess Unruh can make it and Jess Unruh is going to make it!

"How can those who feel this way, who have assumed this pessimistic attitude, who represent their membership, go back to their own local unions and convince them when they themselves do not believe that he can?

"In 1958, as it was stated here yesterday by the First General Vice President of the Carpenters International Union, Bill Sidell, in 1958 we expended a tremendous amount of time, money and effort to defeat the 'Right-to-Work' issue. In 1958 we did a tremendous job. We pooled all of our resources. We spent a lot of money and a lot of time, but we did the job. The labor movement must do it again in November. We can do it! We must do it! We will do it!

"In November organized labor, recognizing the potential it possesses in the very palms of its hands, exercising it in November at the polls, should and will do Ronald Reagan one favor. Let's give

him his old job back as a driver of the 20-Mule Team in Death Valley!

"Thank you very much."

The Chair thanked James Lee for his address and then called on W. L. Fillippini, Chairman of the Legislation Committee, for a report.

PARTIAL REPORT OF LEGISLATION COMMITTEE

W. L. Fillippini, Chairman

Chairman Fillippini then presented his committee's report:

"First I would like to repeat an announcement made yesterday. The Committee on Legislation would appreciate it if the sponsors of Resolution No. 85, presented by the California State Council of Lumber and Sawmill Workers, San Francisco, dealing with workmen's compensation payment would appear before the committee's meeting scheduled this afternoon in Room 106 at 2:00 o'clock.

"You will find Room 106 to my left of the Auditorium."

RESOLUTION NO. 70—Protect Barber Apprentices

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 8—Rebate From Public Utilities

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 49—Fraudulent Sales Schemes

The committee recommended concurrence.

The committee's recommendation was adopted.

Escort Committee for Cesar Chavez

The Chair then asked the Escort Committee, headed by Vice-President Ray Mendoza, to bring Cesar Chavez, Director of the United Farm Workers Organizing Committee, AFL-CIO, to the platform.

CESAR CHAVEZ

Director, United Farm Workers Organizing Committee, AFL-CIO

Introduction

With these words, Chairman Gruhn then presented the next speaker, Cesar Chavez, Director of the United Farm Workers'

Organizing Committee, AFL-CIO.

"Delegates, it is a deep pleasure and an honor for me to have the opportunity to present to you at this convention a very humble man, a man who took up the torch for one of the most underprivileged groups of our citizens, ones who were exploited for many years in this country and who in many areas of our country are still in a state of exploitation by those who have nothing in their hearts as far as their workers are concerned except what they can get out of them from their toil.

"Many of us in this trade union movement can recall when this same situation existed for the rest of us. And that wasn't too many years ago.

"Many people thought that what has been accomplished, the great victories in the grape boycott, the contracts that have been signed, would never occur.

"But through his efforts and through the loyal efforts of his fellow workers and members of the United Farm Workers Organizing Committee, with the help of this Federation, with the help of its affiliated unions, with the help of the National AFL-CIO and other national organizations in this country and with the help of the religious, with the help of other liberal-minded public officials—and I am not talking about George Murphy or Ronald Reagan, either, when I mention 'help of other public officials' because they did everything they could to block the efforts of Cesar Chavez and his United Farm Workers Organizing Committee to achieve the objectives that they have accomplished up to now—I am sure that with his continued leadership and dedication, eventually every farm worker in California will be organized and protected by a collective bargaining agreement as are the rest of us.

"And the legislation which we enjoy such as unemployment insurance and other things which the farm workers haven't enjoyed, they will get also.

"From California, Cesar Chavez and his organization, along with all the rest of us, will go out and organize all the rest of the farm workers in the United States and then go on to help many of underprivileged agricultural workers in the other parts of the world and organize them also.

"This great victory here in California and the movements going on in the United States have been within the democratic institutions of our country. So they can work if we all work at it.

"Cesar Chavez and his group have

given the dedication necessary to show that with dedication it can be done within the free institutions of our country and within the free institutions of the world.

"So at this time I present to you this great man, this very humble man, Cesar Chavez, Director of the United Farm Workers Organizing Committee."

ADDRESS

Cesar Chavez spoke as follows:

"Thank you very much. Thank you very much.

"President Gruhn, Executive Secretary Henning, officers, delegates, friends, members of this convention, I bring you from the farm workers, now in a most difficult struggle in the Salinas and Santa Maria Valleys, greetings to you and thanks for your help.

"I also bring thanks to you from a very happy group of workers in Delano and Fresno and other places. These are the grape workers, who want me to tell you that they are having a heck of a good time with their new contract. They are getting more money, and they are extremely happy. And they want you to know that.

"Yesterday morning, before President Meany spoke to you, I talked to him and gave him an up-to-date report on the grape situation.

"We have only a few growers in the Lodi area who have not signed yet, but who are finding it extremely difficult to get rid of their grapes. And we know it is just a matter of days until they will sign.

"President Meany announced to you officially the end of the grape boycott, which lasted almost five years.

"And I am sure there are going to be many many battles to organize farm workers. But I think it is going to be difficult to equal the excitement and the success of the grape boycott.

"All through the five years of the Delano struggle many workers, farm workers, have been approaching us from throughout the state and throughout other states seeking help to organize themselves.

"We have developed what we call a 'self-organization program' that we are justly proud of. We have now self-organizations going in every major farm worker concentration in this country, being done by the workers, by the members themselves.

The Struggle in Salinas

"Salinas is one such example. You see, the Salinas vegetable and lettuce workers in Santa Maria and in Imperial County have been waiting patiently for their turn to organize.

"I was in Salinas in early 1966. I had to take a flying trip to Salinas on more than five occasions to ask the workers not to strike, but to give us a chance to conclude the grape boycott. And they would be second.

"We had hoped that at the end of the grape boycott and strike, at the successful conclusion of this struggle, this would give us the springboard to organize workers and to permit us to have our own programs at our own speed as to where they were going to be organized. But no sooner than we were on the threshold of that victory, we found that another labor organization had signed an agreement with the employers where they did not represent even two percent of the farm workers employed, an agreement with the employers where their farm workers were represented by our union, were members of our union, had been members since 1962 and who had patiently waited to have a contract and have their chance at organizing.

"In 1967 UFWOC signed a contract in the Salinas Valley for about four hundred workers—the first farm labor contract in the Valley—in Soledad.

"This then gave the organization of farm workers a lot of impetus. And it was from 1967 to the present that we have been organizing all up and down the Coast counties where the vegetables are grown and harvested. And it was because of this reason then, that on July 10th, when we met with the Guimarra growers and the other Delano growers, and we had enough of an indication that in time we would sign a contract, I called the committees from Salinas, Watsonville, Castroville, Gilroy, Hollister, Soledad, Gonzales, Greenfield, Santa Maria, Nipomo, Oxnard, Calexico, El Centro, Blythe, Yuma, Phoenix to Delano and told them that we were ready to begin the job of organizing them.

"And on July 16th we sent a wire to all of the growers telling them that we represented the workers and we wanted them to recognize us; that we were willing and in fact most anxious to give them a representational procedure—meaning secret ballot elections—and that when we would have those elections, we wanted them to begin collective bargaining with our union.

"The employers did not answer the wire.

"On July the 25th I called for assistance. I called Bill Kircher in Washington and asked him for help. I asked him to personally come out to California and be with me at a massive rally in Santa Maria, at which point the workers were going to be taking a vote on whether to strike or not to make the demands on the employers.

"And on July 26th, at a rally attended by about ninety percent of all the workers in the Valley, these workers voted to strike the employers if the employers did not recognize them.

"About thirty minutes after this rally we heard on a newscast that the employers had signed a contract with the Teamsters.

"I am sure that the workers and their union did not choose this fight. And we do not choose to continue this fight. But we have no alternative, because the choice is between not fighting and losing the union or fighting and gaining our own union.

"We would hope that every union leader in this state would see the trade union morality involved here. We would hope that every leader will recognize that the problems faced by us and the problems that can develop from this kind of struggle in Salinas can be extremely dangerous to the whole labor movement in California.

"You know that the forces who are opposed to the labor movement are at work. Just last week the National Right-to-Work Committee sued us and the employers in Delano, the grape growers in Delano, for signing a union shop contract. And they are taking advantage of such fights to raise the money and the spirits of those who hate labor and try to do a job not only on the farm workers and Teamsters, but on every labor union in the state.

"It seems that the Salinas struggle gives these forces a perfect excuse to go to work.

"We know that Governor Reagan doesn't have any love for us. In fact, we know that Governor Reagan very much hates us.

"In 1966, when we started on the pilgrimage from Delano to Sacramento, he said that it was a '300-mile Easter egg roll.'

"When we signed the contract with the Delano growers last month, he said that it was 'a tragedy.'

"I am sure that the hate that the Governor has for our movement doesn't mean that he loves you. And I am sure that the goals that you have set for your unions, for our union in this convention, cannot be realized without the unity that is so important and so necessary to carry the work forward and through. And I am sure that the programs that have been formulated at this convention will be very difficult to realize in Sacramento in the face of this disunity that we see now with the Salinas problem.

Unity is Needed

"We know that every union leader in California is anxious that there be maximum unity for the coming struggle in November for the elections and, of course, for the legislative session next year.

"We also want to be a part of those struggles. We have much at stake in these struggles. Much has been done in terms of legislation for farm workers and, I am sure, for other workers in the state. We want to be there doing at least our share, if not more.

"But we can ill afford to be there when we have to be defending ourselves every time we go out and organize a worker to have the grower reaction be to use another union to try to stop the legitimate aspirations of our members in our union, to organize them and bargain for them collectively.

"I hope that the leadership of the Teamsters Union will come to realize that the workers do not want that union.

"The workers, almost to the last man, have made a commitment that they want their own union. They want the United Farm Workers Union. They want to be a part of the AFL-CIO. They want to be free, they want to make their own determination as to which union is going to represent them.

"And I hope that the other union will realize that we are not seeking any fights with them; but that we have enough, more than enough with the employers.

"We need the encouragement and the advice from all of you to do something to end this type of fighting in the fields in California. Because I think that nothing good can come from it. And all of us have much to lose by it.

"I brought a committee of workers with me, who are sitting back here, who have been on strike now for seven days.

"The spirit of the strikers in Salinas, Watsonville and all the rest of the Valley

and the other valleys is great. There are now a little over five thousand workers striking in the Salinas Valley and a little over two thousand in the Santa Maria Valley.

A Breakthrough

"Last Sunday evening we had our first major breakthrough, or so it seemed. UFWOC signed a contract with Inter-Harvest, which is a subsidiary of United Fruit Company.

"In my estimation it is probably the best first contract we have ever gotten for workers anywhere.

"We got a thirty-five percent increase on piece rates and a twenty-eight percent increase on hourly wages, a health and welfare plan, an economic development plan and all of the essentials to have a good contract.

"The strike now is in its seventh day. There is much grower opposition, much litigation. Our contract is being challenged now in the courts.

"The production at Inter-Harvest was interrupted yesterday by a picket line. And so our workers, even though we have a contract, are not working today.

"But amidst all these struggles I see that there is going to be success. There is going to be success simply because we are refusing as a union and as a people and as workers to get ourselves involved in any fights with other unions. And as a people and as workers and as a union, we know where we must fight. And we know that the fight and the struggle are not with other unions, but with the employers. And that is where we are going to keep the fight.

"And we know also that there are some politicians in this state that must hear from us. They must hear about our fight.

"To end, I know that I don't have to make an appeal for help. Because I know that you know that we need help. Whatever you can give us, we need your help. We are in need of food. We need food right away. Whatever you can, whatever it is as long as we can eat it. Bring it to Salinas. And I am sure it is going to be used.

"We are running now four strike kitchens. We are opening a clinic today. We moved the attorneys from Delano, and most of the staff that helped win the fight in the grapes is now in Salinas and in the valleys.

"I want to thank President Gruhn and Executive Secretary Henning for having me here and all of you for giving me

your time.

"Thank you very much."

Convention Photograph

At this point a photograph of the convention was taken.

LARRY ITLIONG

Assistant Director, United Farm Workers Organizing Committee, AFL-CIO

Introduction

Chairman Gruhn next presented Larry Itliong, Asst. Director of the United Farm Workers Organizing Committee, AFL-CIO, to address the convention.

"Delegates, it is indeed a pleasure for me to have the opportunity at this time to introduce to you for some remarks, part of the team that put this thing together and fought the hard fight for the United Farm Workers Organizing Committee. And this is the kind of stuff it takes to build a trade-union movement.

"So it is again a deep pleasure to present to you Larry Itliong, the Assistant Director of the United Farm Workers Organizing Committee, AFL-CIO."

ADDRESS

Assistant Director Itliong spoke as follows:

"Mr. Chairman, Delegates to the convention, Brothers and Sisters. Brother Chavez has reported to you the ending of the grape boycott and the new struggle that we have in the Salinas and Santa Maria Valleys. Let me tell you the result of the strike and grape boycott that started five years ago.

"The grape boycott has brought about 15,000 new members in the union, in the family of the National AFL-CIO. The grape strike has also brought about for the first time in the history of common labor a health and welfare program on behalf of the farm worker and his family. And this year, since 1967, will bring about one million dollars in the fund for the health and welfare for the farm workers.

"We also have an Economic Development Fund where the growers are going to contribute money to help train and develop farm workers. And this will bring to the organization about \$150,000 this year.

"The lettuce strike is a new thing. Many of us here feel that because we have won the grape strike, the farm workers don't need your help any more; that they could help themselves. But let me tell you, Brother and Sister Dele-

gates here, that the kind of money that the farm workers have been making for many, many years has never been enough to help feed their families. It is true that the wage increase brought by the union contract runs to about \$3 million to these people. Sure it helps the economy, it helps the farm workers, and it helps Reagan's problem about welfare. But we have many, many farm workers to organize. And this is a challenge not only to the leadership of the labor movement here in California especially, if not the entire nation.

"We have a problem, all of us together. It is not enough that the farm workers have to sacrifice for everything that they try to do on behalf of the farm workers. You too have to sacrifice because it affects all of you. You have just as much responsibility to get the farm workers organized. So I am going to ask you here, all of you, to understand that we need a lot of help.

"I know I have only been given a few minutes, so I am going to list the help we need.

"Brother Chavez says we need food and money. But I am going to be more concrete in the kind of help that we need; and I am going to challenge this convention to come through, if they are interested in helping the farm workers to get organized.

"We have about four thousand paid union officials in this State of California; and I am going to make a proposal to you here today to see if we have the kind of leadership that we think we have in the labor movement. And this is why I think that I should propose this:

"The struggle within the farm workers and the attempts of this union have brought the kind of weakness that we have. Many of the grape growers have told us that because they were not certain of the support of the labor movement in the grape strike here in California, it took us this long to win this struggle to achieve recognition by and contracts with the growers. And they are right.

"Fortunately, many people saw the need for the help that we required and they have given us this help. But if the growers throughout the State of California were to know for a fact that there was going to be the kind of action that I am proposing here, I am sure that they will think twice before they resist the challenge of the farm workers and the challenge of you here today.

A Proposal

"We have, as I said, 4,000 paid union officials here in the State of California. So I am proposing that these Brothers of ours (and I am sure that there are many who do understand the problems of the farm workers) and I am proposing that every paid union official donate \$5.00 a month for the next ten years. I am also proposing that every member that we have in this State of California (and we have, I understand, 1,500,000 members in California), this membership is going to build a strike fund on behalf of the farm workers in the amount of \$15 million for the next ten years. That is only a dollar a year for every member.

"I know I sound like I am a dreamer—and maybe I am. But I pose this as a challenge to you Brothers and Sisters because the struggle of the farm workers, as I said, is your responsibility. We did not choose to be where we are today and we did not choose to be where we don't have any protection under the law. We did not choose to be poor people or we did not choose to be Mexicans or to be Filipinos or to be Blacks.

"We talk about trying to bring change to our country, trying to bring change where everybody should have equal opportunity for employment, equal right to live decently and equal justice under the law.

"Brothers and Sisters, this is your opportunity to show not only the employers, but to show to the Teamsters Union just as well, that you are behind the struggle of the farm workers to get organized, that you are behind us to get the kind of justice and the kind of dignity to which we are entitled in this world.

"I know that many of you do not understand the way the farm workers operate in many instances. I know that a lot of you suspect how we spent our money given to us. I know that a lot of you do not agree in the kind of political positions that we take on candidates and on issues. But let me tell you why we do things such as we do in the Farm Workers Union.

"If we are not going to take the kind of political position that we take in our organization, the change that we look forward to is never going to come about. That's why when we take a position on a certain candidate we have to be sure that that certain candidate understands the problems of the farm workers, understands the kind of aspirations that they have, and understands the kind of legislation that is necessary to bring about the

kind of equal justice the farm workers are looking for.

"I know that there are many things that we do that you don't understand. Even myself am only beginning to understand the many things that are undertaken on behalf of the farm workers.

"And Brothers and Sisters, if in the future you have any questions, please feel free to ask them of us and we will gladly give you the kind of answers that we can give you.

"And to all of you, thank you very much."

The Chair then called upon Secretary Henning for his remarks.

JOHN F. HENNING

Secretary-Treasurer

California Labor Federation, AFL-CIO

Remarks

The Secretary spoke as follows:

"Mr. Chairman and delegates, I know I speak for all here and for the trade-union membership of this state when I declare that the AFL-CIO membership of California, more than one million, three hundred thousand strong, stands 100 percent united behind Cesar Chavez and the United Farm Workers.

"The great defense through the years given by the growers for the inhuman conditions that these millionaires impose upon poor working men and women is that that kind of exploitation was necessary for their profit.

"This is the most candid defense ever given of a system based upon the human exploitation of working people.

"We have left that day, and we have left it thanks to Cesar Chavez, Larry Itliong, George Meany and the national leadership of the AFL-CIO; and Walter Reuther, who gave great moral leadership. Thousands of others throughout the state, thousands of others throughout the nation, on the university campus and in the liberal community, and indeed workers across the world, recognized the morality and the economic necessity of bringing the growers down to a position where they had to bargain with the farm workers.

"We can remember years ago when Nixon debated with Khrushchev. Nixon made a great point of explaining how all the conveniences of life were available to the American consumer public. But he knew very well that the farm workers of this state were living in degradation and he knew very well that the farm work-

ers of this state were living in rat-infested shacks so that the grape growers who put Nixon into the White House could make the profit they desire!

"Nixon never once lifted his voice or his hand or his influence in behalf of the exploited working people of his own State of California.

"We protested for years. This organization in the past, in the administration of Tommy Pitts, was successful in getting unemployment-disability insurance extended to the farm workers. It was successful in getting workmen's compensation extended to the farm workers. It was successful in getting a minimum wage for women and minors extended to the farm workers. But the great struggle for the organization of farm workers into unions rested with the workers themselves. And from out of the ranks of the workers there came the great Cesar Chavez. And we are honored to have him with us today and we are honored to make the pledge that whatever the difficulties the future may bring, we will never compromise, we will remain constant and loyal to Chavez and the working people in the valleys of the richest state in the nation, in the richest agricultural country of the world.

"Cesar Chavez, we are with you!"

At this point, Delegate Art Carter (Central Labor Council, Contra Costa County, Martinez) rose to comment on the struggle of the farm workers in Salinas. He then moved that the California Labor Federation donate \$10,000 to the UFWOC.

Chairman Gruhn ruled the motion out of order explaining that it is improper procedure to speak on the subject before making the motion.

Delegate Anne Draper (Amalgamated Clothing Workers of America, No. Calif. Jt. Bd., San Francisco) moved that the convention adopt the proposals as outlined by Larry Itliong to "donate \$10,000 to start the \$15 million organizing fund to organize farm workers; and urge all paid officers of the AFL-CIO to contribute \$5.00 per month as long as necessary."

The motion was seconded.

Delegate Draper and Delegate Frank Drozak (Seafarers, Atlantic and Gulf Dist., San Francisco) spoke in support of the motion.

President Gruhn then asked for a clarification of the motion.

"The Chair would like to get a clarification on the motion.

"As I understand your motion, it was that the Federation contribute \$10,000

to the United Farm Workers Organizing Committee's strike fund and then also, as I recollect, it would adopt the Itliong suggestion of a five-dollar-per-month contribution from every trade-union official for the next ten years in the building of a \$15 million fund."

Delegate Draper then explained that her motion was not intended to include a five-dollar-per-month contribution from every trade union official for ten years, but for "as long as necessary."

Delegate Art Carter then moved the previous question.

The motion was seconded and carried.

The Chair then put the original motion.

The motion carried.

WILLIAM KIRCHER

Director of Organization, AFL-CIO

Introduction

Chairman Gruhn next introduced William Kircher with these words:

"The Chair now has the privilege to call upon a representative from our national office of the AFL-CIO: The Director of Organization of the National AFL-CIO—one who has given a great amount of his time and effort in assisting the United Farm Workers Organizing Committee under the direction of President George Meany, not only working in the area of the farm workers but in the overall activities of organization of workers wherever they need to be organized throughout the nation.

"It is a privilege for me to present to you the Director of Organization of the National AFL-CIO: Bill Kircher."

ADDRESS

Director Kircher spoke as follows:

"Executive Secretary Hennig; my good, old friends that I struggled together with in the beginnings of all this a few years ago; Tommy Pitts, whom I am very, very happy to see here; officers, delegates and friends.

"Four years ago I stood before this same convention in San Diego, a matter of days before the first critical election that this union faced: the DiGiorgio Corporation at its vast Delano Ranch. And some of you may recall at that time all of the news media of the country had decided that the farm workers were going to take a tremendous shellacking from the Teamsters and from the DiGiorgio Corporation in those elections. And I hope that some of you will recall that I told you at that time that it just wasn't going to be so.

"It's a pleasure to come back at this point in the history of this union and to be able to say 'I told you so.' I told you at that time that nothing was ever going to knock this union off the track. And four years later I say it to you with more emphasis even now than then.

"I am happy to see and hear the expressions of support. Let me tell you a little expression of support that I used to watch come into Delano from Salinas, where we are now.

"The lettuce workers used to take lettuce that the grower didn't want and put it in their lunch pails and other places, and take it out of the fields with them a head or two at a time as they completed work at the end of the day. And do you know where they took it? They took it to the Union Hall, where it was gathered together and where the head or two per lunchbox made a pretty substantial amount of lettuce. And this is how they collected food to send to their Brothers and Sisters in Delano who were on strike at that time.

"So when I hear expressions of support from these kind of comfortable atmospheres, I am anxious for you to know that that same kind of attitude of support is translated into effectiveness where poor workers are involved who are waiting for their day in the sun of collective-bargaining processes, who are farm workers today.

"If you have forgotten, let me remind you that in the midst of the General Electric strike last year the farm workers of California collected over this state from their various meetings almost \$1,000 to send to the General Electric workers.

"I want you to know that the spirit of trade unionism, the determination to progress through the machinery of collective bargaining came through workers who need that progress as deep, as sincere, as determined, as energetic in the case of these farm workers as it has ever been with any group of workers with whom I have worked in 30 years of organizing.

"I am glad they are both here so that I can say to you that if I were to be asked what I think was the greatest single element contributing to the success of this effort, where for 75 years efforts to organize farm workers have failed, I would be forced to say that it was the courage in the beginning of a Chavez on the one and an Itliong on the other to bring their forces together to withstand all of the elements and efforts to divide them and to put at an end once and for

all the traditional device of overcoming farm workers and their efforts to organize by dividing them along the ethnic and color lines of their respective groups.

"I wanted to see it for a long time. I don't think enough credit can be given to what these two guys did five years ago in the very beginning of this movement to prove to the farm workers that the answer to their problem was, first, the solidarity of workers that crossed all ethnic and color lines and put aside for all time the effective device that the growers had used over the many years in this state particularly to frustrate and overcome the efforts of farm workers to unionize.

Different Ways of Doing Things

"Finally, let me just say this: There have been some great things happen, and there have been some rather strange and hard-to-understand things that have happened. Many times I get telephone calls from trade union leaders asking me 'Why in the hell did they do this' and 'Why in hell did they do that.'

"And all I can say to you is to try to look back at your beginnings and remember how nutty some of the things that you might have done twenty-five or thirty years ago to organize your union sounded in the traditional elements of the labor movement of that day.

"I happened to come out of the Auto Workers, as many of you know. And let me tell you that the traditional labor movement in the Thirties thought that sit-ins and sit-downs were about as ridiculous as any kind of an organizational device they had ever heard of.

"Yet today they are one of the great hallowed traditions of this union.

"I told a vice-president of a corporation in this industry in this state who was giving this union trouble and who came to Washington to see me and who was in my office: 'This is kind of a great day for me. Do you know that twenty-five or thirty years ago by this time I'd have turned your fanny out that seventh-story window?'

"And he was surprised. And he said: 'What is this all about?'

"And I said: 'Simply that twenty-five or thirty years ago I thought that anybody who represented management at any level could be nothing more than an unmitigated bastard. And I wouldn't be caught in his company alone!'

"Then I said: 'I have twenty-five or thirty years of experience. I have grown up, I have matured. I have found out

that it is not necessarily dishonorable to be found in your company talking to you about things that we can honestly recognize as mutual areas of concern. And you have grown up also.'

"He said: 'I understand this. What is the purpose of telling me this?'

"I said: 'Simply that in all of that time you have kept the farm workers out of the arena of collective bargaining. And today you are insisting that they have the same kind of sophistication and maturity that you have come by through twenty-five or thirty years of experience.'

"He batted his eyes and said he had never quite looked at it that way.

"And strangely enough, within two months we had not only been in meetings with this corporation, we had found an accommodation and had worked out a basis for a recognition agreement.

"And I would say today that that company's contract and experience with this union is one of the best there is.

Have Faith in Collective Bargaining

"So what I would say in essence to an employer at that time I would say to trade unions today. Have faith in the flexibility of the machinery of collective bargaining. Start to understand what it actually is. Recognize that workers given an opportunity to honestly use it will devise ways and means to make it most effective for their purposes.

"Now they may not do it the way you did it; but you didn't do it the way your predecessors did it. And the very beauty of the collective bargaining machinery is that it brings into play the intelligence and energy of workers who have common problems and who recognize this device as the means of moving forward. And if you have got that kind of confidence in collective bargaining, if you have got that kind of confidence in the machinery of trade unionism, you cannot help day in and day out but to implement the kinds of things you have talked about here in terms of support of the farm workers. And you will be a part of the great victory that is going to come at that day when they sit here in this convention in as great numbers as any union represented here.

"Thank you very much."

MONSIGNOR GEORGE HIGGINS

**Representative, Catholic Bishops
Committee**

Introduction

The Chair then introduced the next

speaker, Monsignor George Higgins, Representative, Catholic Bishops Committee.

"Earlier in my remarks of introduction of Cesar Chavez I mentioned the religious, who played a great part in helping the cause of the United Farm Workers Organizing Committee in the organization of the workers. And it is a privilege for me at this time to present to you Monsignor George Higgins, representative of the Catholic Bishops Committee, who did so much work in helping to assist the farm workers in bringing about some of the conclusions they did in respect to their agreements and so forth.

"So at this time I am going to introduce Monsignor George Higgins and ask him to come up and make a few remarks."

REMARKS

Monsignor Higgins then spoke as follows:

"Thank you, President Gruhn, Ambassador Henning—Your Excellency! Cesar and Larry and Ladies and Gentlemen, my mentor and monitor sitting behind me, Big Matt Connolly, has instructed me to take no more than two or three minutes. He is getting impatient in his old age!

"But since I am at his mercy during my brief stay in San Francisco, I will follow his advice!

"First of all, Mr. Chairman, let me say that the contribution that the Bishops Committee on farm labor has made to the cause in Delano and is attempting to make now in Salinas is a very very minor contribution. I think it would be a mistake on the part of the labor movement, the general labor movement, and it would be an even more serious mistake on the part of church groups to take very much credit, if any, for what these brave and courageous and self-sacrificing men have done on their own with very very little support from the rest of the community. They are the most dedicated men and women that I have ever been privileged to meet in my entire life. And I think it will be a proud proud day for the California Labor Federation when, as Bill Kircher predicted, they will—and let us hope it will be soon—come into this convention in the same numbers that the rest of your unions are represented.

"They have something to bring to the labor movement. They have something to bring to American society in terms of dedication, idealism, self-sacrifice which we all badly need.

"I am not going to get involved in

the details of the Salinas controversy. I have been down there for almost three weeks. It involves a very unfortunate jurisdictional dispute. I am sure that neither you nor Cesar would want me in my position to take public sides on that dispute. All the more so because the Bishops Committee has been written into the disputes procedure in the so-called 'Teamster-UFWOC Pact.'

A United Approach is Needed

"I would like to say, however, seconding Cesar's introductory remarks, that this is not a fight and let us hope that it will not become a fight between two unions. This has to be a united approach.

"The Teamsters have to be with UFWOC in helping them to organize. And I would only express the hope that the spirits which prevailed in the ten-hour, all-night session over which I presided, the session at which the pact was finally drafted, will immediately begin to prevail.

"That was not a non-aggression pact, it was not merely a jurisdiction pact; it was—or at least this was my understanding in the middle of the night when they were getting close to the signing—a mutual-assistance pact with the Teamsters promising to do everything they possibly could to help the farm workers organize the workers in the fields.

"And I would hope, without my taking sides in the current misunderstanding over the pact, that the spirit that prevailed in that meeting will soon prevail in action so that all of the trade unions in this state, all those represented in your Federation and the Teamsters, who are temporarily outside the Federation, all of you together will do everything you possibly can to assist the farm workers to get on with this job. It is the most important thing that the labor movement has in front of it. If the labor movement fails to organize the farm workers, I can tell you that I as a long-time friend of the movement will hold the labor movement responsible, and so will most of your friends throughout the country.

The Country is Watching

"This is one you can't afford to shirk, one you can't afford to lose. The entire country is watching to see whether the American labor movement is really now going to live up to its own stated principles, to its own history and get behind this movement one thousand percent with financial help, with all the moral support you can give them, with the technical

assistance that you can give in terms of personnel and in every other way that you can help.

"This and our general attitudes, yours and mine and the rest of the community, our attitudes toward this struggle and our attitudes toward the racial problem in the United States — in my judgment these are the two issues on which the entire labor movement is going to be judged by history. And I hope you have enough confidence in the labor movement to be able to hope with great confidence that the labor movement will come out of this struggle holding its head very high.

"One final word. I said that very few people outside the ranks of the farm workers have any right to take much credit for what has been done. That goes for the Church, it goes for the labor movement.

"I would make only one exception, and I would hope that Cesar and Larry will forgive me for saying this. But next to Cesar and Larry and Dolores Huerta and the other members of the Board and their rank-and-file dedicated members, in my judgment there is no single individual in the United States who has done as much for the farm workers through five long, hard years as Bill Kircher. This I know from personal experience.

"If the farm workers ever had a friend outside their own ranks who could be counted on at any time of the day or night to do everything within his power, it was Bill Kircher. And I salute him here. I think you ought to be proud of him as one of your fellow trade unionists, one of your fellow leaders in the movement.

"I make an appeal then to the labor movement, to Church groups and to my friends in the Teamsters, not in any partisan way, to get behind this movement, to forget about jurisdictional disputes, forget about the way things used to be done, but look at what is needed to be done today and let's get on with the job, a tremendously important job.

"This is a movement led by some of the finest people this country has ever seen. Cesar and Larry and Dolores and their confreres are among the finest, most wonderful people that the trade union movement has ever seen or that this country has ever seen. And they deserve every last ounce of support we can give them.

"Thank you very much."

PRESENTATION TO UNITED FARM WORKERS ORGANIZING COMMITTEE

Chairman Gruhn then presented Dele-

gate Ruth Compagnon (Waitresses No. 539, Los Angeles) to announce the contribution to the UFWOC by the delegates.

Delegate Ruth Compagnon spoke as follows:

"Brother and Sister Delegates, we started to take this small collection just from the Culinary group; but everyone was very anxious to participate in this very generous contribution that all of the delegates have made here. We don't know the exact amount; but you have been more than generous, many of you.

"We would like this to go to the four kitchens in Salinas with the food at this particular time.

"So I would like to make this presentation on behalf of all of you delegates to Cesar Chavez, my very, very dear friend. And I hope that he will stay in good health and not be fighting too much. We always worry about him in Los Angeles!

Cesar Chavez Expresses Thanks

Cesar Chavez thanked the delegation in these words:

"It is very difficult at times like this to get the right words to thank you.

"For the past five years we have had our hope in the labor movement. We have had a hope that really, when all the cards are laid down, when it comes to the nitty-gritty, when it comes to really putting out the money to keep us going, you are the best hope we have. And you are doing it again. And we thank you very much. God bless all of you."

At this point, Cesar Chavez was escorted from the platform with a standing ovation from the assembled delegates.

The Chair then called on the chairman of the Legislation Committee for a further report by that committee.

FURTHER REPORT OF LEGISLATION COMMITTEE

W. L. Fillippini, Chairman

"Mr. Chairman, first we find in Resolutions, Part II, Resolution No. 129, Page 38, titled 'Statewide Community Services Committee.' That has been in error submitted to the Legislative Committee. It should have been before the Resolutions Committee.

"Therefore, I would move that it be referred to that committee, Mr. Chairman."

The motion was seconded and carried.

RESOLUTION NO. 51—Consumer Problems.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 84—Full Pay During Disability.

The committee report:

"The subject matter of this resolution is concerned with the requirement of an employer paying an amount in addition to disability benefits to an employee off on sickness or illness which, when added to the benefit, will equal the employee's regular weekly wage.

"In the opinion of your committee, this suggestion is totally impractical and would not receive favorable legislative consideration.

"Your committee, accordingly, Mr. Chairman, recommends non-concurrence in this resolution, and I so move."

The committee's recommendation was adopted.

RESOLUTION NO. 24 — Eliminate Sec. 2677 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 25 — Amend Sec. 2627(b) of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 65—State and Local School Support.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 101—Public Education.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 107—Labor Courses in the State Colleges.

The committee report:

"Your committee recommends the resolution be amended by inserting in Line 4 after the word 'require' the words 'high schools, community colleges and.'

"As so amended your committee recommends concurrence, Mr. Chairman, and I so move."

The committee's recommendation was adopted.

RESOLUTION NO. 103—Extend Guarantees to Farm Workers.

The committee recommended concurrence.

The committee's recommendation was adopted.

Farm Workers' Collection

At this point the Chair interrupted the committee's report to make an announcement:

"The collection taken up and presented here to Cesar Chavez by Ruth Compagnon and the Waitresses No. 639 of Los Angeles resulted in the total amount of \$1,106.60."

W. L. Fillippini, chairman of the Committee on Legislation continued his report:

RESOLUTION NO. 69—Health and Medical Care.

The committee report:

"Your committee recommends that the typographical error in Line 6 of subdivision a. be corrected from 'ar' to 'as'; and as so corrected, your committee recommends concurrence and I so move."

The committee's recommendation was adopted.

Announcements

Chairman Fillipini then made note of a Legislative Committee meeting.

"I want to remind all members of the Legislative Committee, Mr. Chairman, and those who have been advised on Resolution No. 85 of the Sawmill Workers that the Committee will be meeting in Room 106 at 2:00 o'clock this afternoon.

"Thank you.

"That concludes the partial report, Mr. Chairman."

Chairman Gruhn next called upon T. A. Small, Chairman of the Resolutions Committee who made the following announcement:

"I just wanted to remind the delegates that the Resolutions Committee will meet in Room 106 over to my left at 1:00 o'clock. And we are asking that the sponsors of Resolutions Nos. 61 and 63 to please be present as we have some questions that we would like to ask.

"I would also remind the members of the committee to be in full attendance, if possible."

Next, the Chair called upon Chairman

Blackburn of the Credentials Committee for an announcement.

"The Credentials Committee will meet immediately upon recess tonight at approximately 5:00 o'clock."

Chairman Gruhn next called on Secretary Henning who made the following announcement:

"Mr. Chairman, there will be a meeting of all Graphic Arts delegates in the rear of the Hall on the left side upon recess at 12:00 noon."

RECESS

Secretary Henning then moved that the convention recess until 2:00 p.m.

The motion was seconded and carried.

Thereupon, at 11:53 a.m. the convention recessed until 2:00 p.m. of the same day.

AFTERNOON SESSION

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

INTRODUCTION OF GUESTS

Chairman Gruhn then announced the arrival of two unexpected guests to the convention.

"Delegates, we have an unexpected pleasure this afternoon. One of our good friends, who held a very high office in this state, happened to drop by with his son. And I know all of you will be very happy and pleased to see them here. And I am going to ask them to come up to the rostrum.

"First I would like to present to you our former Governor. And I wish he had that title and full authority at the present time.

"I am going to ask Governor Brown and his son, candidate for Secretary of State, Edmund G. Brown, Jr., to also come to the rostrum."

REMARKS

EDMUND G. (PAT) BROWN Former Governor, State of California

Governor Brown then spoke to the convention.

"President Al and my distinguished labor advisor, the former Ambassador to the Great Republic of New Zealand and all of you that supported me in so many political campaigns, as I came to the rostrum today I couldn't think of what to say; but I remembered going back to 1950 when you endorsed me for Attorney General and then re-endorsed me again in '54 and in the campaign for Governor

in '58 and then in '62, when we had the tough fight against a man by the name of Nixon and then when we lost four years ago.

"Maybe this is a little bit fat-headed; but I think the State of California is a better state because of the things that organized labor and Governor Brown's Administration did together.

"I want to thank you very very much for all the support that you gave me in every campaign, in victory and defeat. I'm sorry that for the first time since 1946 I am not in here battling with you. But believe me, I'm with you in your endorsements, every single solitary one of them.

"And now I have a son coming along, too. And he is not a bad lad. His mother thinks he's a great guy!

"Thank you very very much."

Chairman Gruhn next introduced to the delegates the next speaker, Edmund G. Brown, Jr., the labor-endorsed candidate for the office of Secretary of State.

EDMUND G. BROWN, JR.

Candidate for Office of Secretary of State

REMARKS

Edmund G. Brown, Jr. spoke as follows:

"I am always afraid to appear on the same platform with my father because he usually speaks twice as long as I do. So in this instance I am going to have to be very brief.

"I am running for this office that for sixty years has really languished in obscurity, but I think of something that all of us know who have been trying to register people. What the office of Secretary of State has really neglected is a most important responsibility, and that is in the election area. They have done a wonderful job stamping out the great seal in all the documents that they hand out, but they have done a miserable job in registering people to vote in California.

"We all know that there are four million people who are not registered to vote. And my primary goal if I am elected is to change the archaic laws that make it easier to purchase a gun in California than to register to vote. In fact, it is easier to secure a marriage license in California than it is to register to vote. And I certainly want to change that.

"I am going to change the law that has a cutoff registration date of September 10 and to place in lieu thereof the shortest possible date. In Idaho you cut off

the registration on the Friday before the day of election; and I think what they can do in Idaho we ought to be able to do in California.

"I think that the Secretary of State ought to do something about a process that disenfranchises four million of our citizens. I think that he ought to do something about campaigning where only the wealthy can afford to be candidates for office. In fact, if you are not the son of a former Governor or if you do not have the same name as an incumbent when you run for office, you can't even attain office today.

"Those are the things that I am going to try to do something about. And I hope that we can all work together in achieving those goals.

"Thank you very much."

President Gruhn thanked Candidate Brown with these comments:

"Jerry, I have all the confidence in the world, as I am sure your friends at this convention have, that you will be the next Secretary of State of California.

"If you, along with Jess Unruh, the next Governor, Al Alquist, the next Lieutenant-Governor and a new United States Senator, John Tunney, as well as the rest of the Labor-endorsed candidates will all work with us, we will go on to victory. And I know that you will be fighting in this campaign to accomplish the same objectives.

SIGMUND ARYWITZ

Executive Secretary, Los Angeles County Federation of Labor

Introduction

President Gruhn next presented Sigmund Arywitz, Vice President of the California Labor Federation, to inform the delegates of the latest developments in the Los Angeles Herald-Examiner strike.

"The Chair now calls upon Vice-President Sig Arywitz, who also happens to be the Executive Secretary of the Los Angeles County Federation of Labor, AFL-CIO, who is deeply involved in the fight going on down in Los Angeles against the Los Angeles Herald-Examiner and the strike that has been going on for over two years. It is a tough fight and I know that Sig has a very important message to give to all of us. It is a fight for all of us. And the message that he will give you, I know, is an important one in the interest of the trade-union movement of this state and the nation."

LOS ANGELES HERALD-EXAMINER STRIKE

Sigmund Arywitz

"Mr. Chairman and delegates. Listening to Pat Brown and seeing him here reminds me again that nobody in this room is sorer than I am that he is no longer the Governor of California.

"I want to talk to you for a few minutes about the Herald-Examiner strike and point out to you that on September 11 it will mark the one thousandth day of that historic strike-lockout.

"The striking and locked-out unions have really hit that paper with hammer blows. It has cut the circulation way back. It has reduced the advertising to virtually nothing. And it can truly be said that if there were any publisher other than that multi-billion dollar Hearst Corporation owning that paper, they would have had to have capitulated or gone under a long, long time ago. But because of the size and the vast resources of the Hearst empire and because George Hearst, the publisher of the Herald-Examiner, is determined that he will fight labor to the very last dollar of that tremendous treasury, he has managed to keep the paper going despite all of our efforts and all of the support that we have had.

"And I have got to tell you that the support has been considerable. Within the community there have been all kinds of committees calling upon Hearst, asking that there be arbitration; calling upon some settlement. The Los Angeles City Council formally adopted a resolution providing that this be resolved.

"Even the Mayor of Los Angeles (and I have to say 'even the Mayor of Los Angeles') got together a panel to see if he could get the people talking again. And George Hearst refused to go into the same room with this panel called together by the Mayor of Los Angeles for the purpose of bringing about some kind of a resolution.

"I think you know that Hearst was able to publish the Herald-Examiner through the use of professional strikebreakers. He brought them in. The sky was the limit on what they were to be paid. He kept them there and he still has them there except for some that they sent up to San Rafael to give Northern California a little taste of the Los Angeles way of fighting printing-trades unions.

"But our unions are not going to stop. They have put in an awful lot of money themselves. They have gotten help from

all over the country. As an example, the seven local unions involved in the strike have already, through the assessment of their membership in calling upon their local treasuries, put in \$737,945; and then we have received from other sources \$103,371; and then through a special fund through donations and campaigns they have another 'over a million dollars.' So we have already put in well over a million dollars in that campaign. And we are going to have to continue to put in money.

"We're going to have a march on September 11th starting at the strike-lockout headquarters. And for you people in Los Angeles, I want you to remember to take down the place. We start at the strike-lockout headquarters on 11th and Olive and go over to Broadway and then down Broadway past a number of the big advertisers that are keeping that place alive, down to the City Hall, where we will have a rally. And that is at 2:00 o'clock on September 11.

"One of the big things that has been going on down there that the strike-lockout council has been sponsoring is the back-of-the-bus placards. And that has been a very effective mobile billboard.

"One of the things that you are up against when a strike goes this long is that people forget about it and even your strongest supporters kind of put it in the back of their minds while other things come to the forefront. And a lot of people get the idea: 'Oh, that Herald-Examiner thing. That must have been settled long ago.'

"And so we have to keep on bringing to the public's attention the fact that that Herald-Examiner strike is still going on; the fact that it is a scab, rat sheet, and that we have to continue to support the strike and continue to keep that circulation going downhill; that we have to do our best to see that the advertisers don't go anywhere near that rag. And the way to do that is to advertise that the strike is still on. And we found the most effective way is through the back-of-the-bus advertising.

"Each one of those ads costs \$25 a month. And we have got to keep the money rolling in.

"And so we are asking that the unions continue to give the splendid support they have been giving. And this isn't just a Los Angeles fight, though the Los Angeles labor movement takes it very seriously. We have given all kinds of support to the strike and we will continue to do so. But we know that the Herald-Examiner has

already exported the professional strike-breakers up North. We know that if the Herald-Examiner can beat our people, every other newspaper is going to be more difficult to deal with. We know that other scab employers take heart when they see that George Hearst fights and he continues to fight.

"So we have got to continue this battle until it is won. And to do that we need the help of unions all over the state. So I am asking you, first of all, to take note of a booth in the back of the hall. And they have a very clever gimmick where for one dollar they will give you your Social-Security card in metal. And I am not just asking you to buy it for yourself, but to arrange for members of your locals to get that—so that this is a fund-raising activity.

"I am going to ask that you continue to make contributions. And if you decide that this is an old strike and you want to turn somewhere else, this is one of the most important labor activities in the state.

"Don't turn away from it, please! Keep on giving it support and, if it is possible, increase your support. Because the fight that those seven unions are carrying on down in Los Angeles against the Herald-Examiner is everybody's fight. When we beat Hearst we are beating one of the worst anti-union employers in the state and it will make it easier for everyone else.

"And finally, I want to thank the delegates, I want to thank all of the affiliated unions for the support that they have given up to now. I want to thank Jack Henning, Al Gruhn, the Executive Council of this State Federation of Labor for the backing that they have given. Without the whole labor movement together on this, it wouldn't be possible to carry on the fight.

"So let's keep together! Let's help these unions win their fight! And let's stand behind them with our dollars to do it!

"Thank you very much."

CONTRIBUTIONS TO STRIKERS

The Chair next recognized Secretary-Treasurer Henning.

JOHN F. HENNING

**Executive Secretary-Treasurer
California Labor Federation, AFL-CIO**

Secretary Henning then moved that the California Labor Federation make a financial contribution to the Los Angeles Herald-Examiner strikers, the amount to

be determined by the Executive Council of the Federation.

The motion was seconded and carried.

MAX J. OSSLO

Butchers No. 229, San Diego

The Chair next recognized Delegate Max J. Osslo (Butchers No. 229, San Diego), who spoke on the Herald-Examiner Strike situation:

"Mr. Chairman and delegates of this convention. It is really tough to think that this Los Angeles Herald-Examiner fight has been a fight of such long duration and great suffering on the part of these unions that are involved in this fight.

"As we know about the situation, we know that it will continue and will, because of necessity, have to be continued until this fight can be honestly resolved in the interest of the membership of those respective local unions.

"I appreciate, in dealing with our various councils and so forth, that it is necessary to have official action; but let's take it upon ourselves.

"At the meeting of our Western Federation of Butchers we will make a \$1,000 contribution. We will be meeting officially to confirm this. And it might be an amount greater than that. I hope it is.

"I think it would be well for us to come forward and make pledges to this really fine group of trade unionists who have been waging such an uphill fight. I, therefore, make that pledge here today, Mr. Chairman."

ROBERT RIVERS

**Communications Wkrs. No. 9505
Alhambra**

The Chairman next called on Delegate Robert Rivers (Communications Workers No. 9505, Alhambra) for his comments.

"I would like to be the first in a long line of local union organizations to advise the convention that the Southern California CWA Council will adopt the back of one of the buses in Southern California from now on, on a continuing basis.

"Thank you."

G. J. CONWAY

Steelworkers No. 3941, Bell

Next, Delegate G.J. Conway (Steelworkers No. 3941, Bell) rose to speak on the subject.

"I too rise to support the previous

speakers in this vitally important campaign that the Herald-Examiner is now going through, where our Brothers are trying to win what is truthfully their right.

"You people that live in Los Angeles know the plight that these Brothers and Sisters are in and what they are going through. I am sure that if all of the local unions in this state would for once get behind somebody and stand behind them 100 percent and go right down the line with these people, it would be no time at all until we would have a hundred percent union backing of the people involved in the Herald-Examiner situation. And I am just hoping that you all go back to your local unions and support this campaign 100 percent.

"Thank you."

FRED FELIX

**Misc. Restaurant Empls.
No. 440, Los Angeles**

Delegate Fred Felix (Miscellaneous Restaurant Employees No. 440, Los Angeles) also rose to speak on the Herald-Examiner strike situation.

"I also would like to second the previous speakers that spoke with respect to the Herald-Examiner strike.

"I represent approximately 2800 Miscellaneous Culinary Workers. And while we are actually on the bottom of the totem pole with respect to wages; on the other hand, we are fully aware of the strike and the terrific import that lies therein.

"This morning we were happy and pleased at the commendable action and support this convention gave to the farm workers.

"I submit that the strike at the Herald-Examiner is of equal import to everyone in this room and all working men and women in this state. And I would hope that if we would at least halfway match the support that we gave the farm workers—and well they deserve it—I am sure it would prove beneficial in settling the strike at the Herald-Examiner.

"It is a matter of fact that we need a friendly newspaper. We need a union-oriented newspaper in Los Angeles. We have no way of communicating. And we believe that it is of terrific importance that we support the strike and the locked-out employees of the Herald-Examiner. And I urge your complete support in this respect.

"Thank you."

ALFRED E. ALQUIST

State Senator

Introduction

"The Chair now has another very pleasant introduction to make.

"I would like to present to you a man who has been a real true friend to the trade union movement in the Legislature of the State of California and who now is serving in the State Senate, and who also happens to be labor's endorsed candidate for the office of Lieutenant Governor.

"Again, as I said, it is a real pleasure to be able to present to you Al Alquist, labor's endorsed candidate for Lieutenant Governor.

"He is also a former official of the United Transportation Union. So he is one of the Brothers!"

ADDRESS

Senator Alquist spoke as follows:

"And I am still a paying member!

"Well thank you, Al Gruhn, Jack Henning and friends in the labor movement.

"I hadn't really planned to be making a speech here today, interrupting your convention to talk. So I think I might say the same thing that Mark Anthony said when he knocked at Cleopatra's tent: 'I didn't come here to talk!'

"I came here to greet my friends in the labor movement and remind you of the important job that we have ahead of us here in these next two months.

"I don't need to tell you in the trade union movement what is happening here in California.

"You saw the figures that came out last week from the Department of Labor where unemployment had reached a new high. We have reached a new high. And I am sad to say that my own hometown of San Jose has made the list of the first ten in increasing unemployment.

"Certainly I think that if the economic policies of the Nixon Administration are continued where we have tight money, high interest rates, continually rising prices and, at the same time, an increase in unemployment, I don't think that there is any doubt that we can get this message home to the people of California. And they are going to become painfully aware of this. And California is going to turn for new leadership here, in November.

"It is a real pleasure to be here with you. I wish you well in your deliberations. And I am counting on all of you

for your help and support this November 3rd."

LEON OLSON,

President, Typographical No. 21
San Francisco

Introduction

President Gruhn called upon Leon Olson, President of Typographical No. 21, San Francisco, to report on the strike at the San Rafael Independent-Journal.

"The Chair now calls upon the President of an organization which is involved in a tough fight in this Bay Area over in San Rafael. And, as we indicated previously by Sig Arywitz, the problem of the professional strikebreakers has come to the Bay Area. It has been a long, tough fight, one that has been going on since January and is being fought under very difficult circumstances.

"I wish at this time to present to you for a report on the strike against the San Rafael Independent-Journal—which has also been placed on the 'We Don't Patronize' list of the Federation by our Executive Council—Leon Olson, President of Typographical Union No. 21."

SAN RAFAEL INDEPENDENT-JOURNAL STRIKE

LEON OLSON

President Olson presented his report as follows:

"Mr. Chairman and delegates, I'd like to thank you for the privilege of addressing you today on the San Rafael Independent-Journal strike, a matter which should be of deepest concern to everyone here.

"Before I go any further, I'd like to extend my appreciation especially to Executive Secretary-Treasurer Henning, and to President Gruhn and others on the Federation staff for the splendid assistance and cooperation they have rendered us in recent months in prosecuting our difficult strike across the Golden Gate Bridge in Marin County. They have truly taken initiative and furnished leadership for the entire labor movement in combating this anti-labor, scab-herding employer.

"Two years ago, at the last convention of the the Federation, Bob Rupert reported on the Herald-Examiner strike which was then ten months old. He said: 'We feel that we are being tested. Our unions are being tested. Our labor movement is being tested.'

"So far the labor movement has failed that test, and now we see the cancer spreading.

"The pattern has spread from the open-shop atmosphere of Southern California to the Bay Area—which is supposed to be a bastion of trade unionism.

"In San Rafael we have the classic anti-labor monopoly employer. The only daily newspaper in Marin County, with a controlling interest in the only radio station in the county, the arrogant Independent-Journal controls the news, information and economic, political and social life of the county.

"Its anti-labor bias is traditional. Before we went on strike, they viciously attacked the building trades unions editorially for their hiring practices regarding minorities. This from an employer who hadn't hired a Black person before our union pressured them into hiring a Black apprentice from our minority training program.

"This then is the employer who two years ago decided to embark on a union-busting program. Every other daily newspaper in the Bay Area had agreed to an area-wide contract settlement in 1968.

"But the Independent-Journal at its first meeting with representatives of newspaper unions said: 'We don't know if we'll ever reach an contract settlement with the Typographical Union. If we do, it will only be if they agree to give up a number of provisions which are now in their contract.'

"Since that time they have insisted on our giving up the job security and union security provisions of the contract.

"Our union worked fourteen months beyond the expiration of its contract, despite provocations, in an effort to avoid a strike.

"Management's intentions were clear. They boarded up windows, hired so-called security guards, began to train non-union workers on weekends to do our work and that of the pressmen, stereotypers and other unions.

"Before striking, we offered to continue to work under the terms of the old contract. The employer refused.

"We offered to submit all unresolved issues to binding arbitration. The Independent-Journal refused.

"There was no choice but to undertake a fight for our survival in Marin County.

"The battle has been a tough one. As is customary in our industry, the Independent-Journal imported professional strikebreakers and has continued to publish. Their plant is an armed fortress, with hired thugs, dogs, closed-circuit TV, etc.

"Since the strike started, they have raised new issues in negotiating.

"They now insist on a \$51 a week CUT in pay.

"They want to do away with apprenticeship training and many seniority protections.

"To the pleas of the Marin County Board of Supervisors, the City Council and clergymen, that both sides agree to mediation or arbitration, the Independent-Journal has consistently turned a deaf ear.

"We have conducted campaigns to remove the advertising from the Independent-Journal and subscription cancellations. There has been limited success in these efforts. Unfortunately, because of their monopoly control, and the fact that advertisers have no alternate choice, these campaigns have not been as effective as in the case of the Los Angeles Herald-Examiner.

"This despite their arrogance, and their contempt of the community in refusing mediation or arbitration.

"Because of the threat it poses to all unions, we have enjoyed the greatest possible support of all labor.

"The Marin County Labor Council through its Secretary, Charles Weers, has extended every possible assistance.

"We have had a Labor Support Committee which has had the participation of the secretaries of the labor councils in Sonoma, San Francisco, Alameda, Contra Costa, San Mateo and Santa Clara Counties and many other AFL-CIO leaders.

"In addition, it has had the active full cooperation of the Teamsters Unions and the ILWU in the Bay Area.

"On Valentine's Day, February 14, labor leaders called a large rally in front of the Independent-Journal building. As a result, the Independent-Journal did not distribute that day, despite a confrontation with massed police forces from every city in the county, the Sheriff's Department and the Highway Patrol. A score of trade unionists were arrested that day. They still await trial.

"On July 25, the Labor Support Committee sponsored a labor parade and rally which was probably the largest in Marin County history. It was led by Secretary Henning and President Gruhn and featured Cesar Chavez, who was on the threshold of his marvelous victory in the epic grape strike. Chavez gave recognition to the fact that Local 21 had donated more money to the farm work-

ers in the past five years than any single local union in the country.

"Chavez dramatized the effectiveness of the boycott weapon, and prodded the clergy into taking a more active role on behalf of settling the strike.

"Within the past week we received the heartening news that the NLRB in Washington has ordered the local Board to proceed with the unfair labor practice charge which we filed nine months ago against the Independent-Journal for failure to bargain in good faith in unilaterally changing existing practices and procedures following expiration of the contract.

"Naturally this will help us to continue to prosecute the strike in the coming period of time.

"I should like to express a few thoughts as to what you can do to help to end this strike, and the threat it poses to all of labor in the area.

"First and foremost is the necessity to get our story to your membership.

"Labor CAN do a job when it really decides to mobilize its energies. The grape boycott and the GE strike are examples of what can be done when we get the message to the rank-and-file that it is their fight.

"As an independent paper, the Independent-Journal is not like a Hearst paper. They don't have \$500 million to indefinitely withstand effective economic pressure.

"If all of labor cooperates in the boycott of not only the Independent-Journal, but their *major* advertisers, it could force them to settle. But this means a continuing and effective educational job on the membership.

"I am confident that the Labor Support Committee will, in the weeks ahead, be planning other new activities to put even greater pressure on the Independent-Journal and Marin County. I would hope that we can get even greater participation from all unions than we have in the past.

"The need for funds, especially for the legal defense of union members arrested at the picket line and at the labor rallies, is great. We have a booth near the front door where tickets are being sold, and we would appreciate your buying some and taking them to your membership.

"There is one other thing which, from my observation, must concern us all for its long-range implication to the labor movement.

"I think of my union's membership,

which has an average age of close to 50 years. Then I see the many young people, in their 20's who have been recruited as scabs to break our unions and conditions.

"We must fight for a program for jobs for young people—and find a way of getting to these youths to let them know their interests are with labor and to convince them of the relevancy of unions to their future.

"With the spread of Nixon's unemployment, the threat of strikebreakers becomes an ever more ominous one. As recently as last week one of the largest unions in San Francisco had a pitched fight to try to keep scabs out of a plant just four blocks from here.

"The cancer *IS* spreading. It must be stopped *NOW!*

"In closing, I want to thank you for the courtesy of appearing here today, and for the assistance we have received. I am sure that with your continued support we shall win."

CONTRIBUTION TO INDEPENDENT-JOURNAL STRIKERS

The Chair next recognized Secretary-Treasurer Henning who made the following motion:

"Mr. Chairman, I move that the California Labor Federation make a financial contribution to the Independent-Journal strikers in San Rafael, the amount to be determined by the Executive Council."

The motion was seconded and carried.

Arrival of Jess Unruh

Democratic Candidate for Governor State of California

At this time, the Chair announced that Jess Unruh, labor endorsed candidate for Governor of the State of California had just arrived at the Auditorium.

President Gruhn asked that Assemblyman Unruh be escorted to the platform.

JESS UNRUH Candidate for Governor State of California

Introduction

With these words, Chairman Gruhn introduced Assemblyman Unruh.

"It is a pleasure to have the opportunity to present to you the man that we and the people of California who voted in the primary election, elected to be the candidate in opposition to the incumbent Governor, the man who is going to carry this fight to make a change in the executive branch of government in Sacra-

mento, a change badly needed.

"I know that with the help of all of you delegates who are officers of your respective unions and the rank-and-file members of your respective unions, if all of us give him the help he needs—and I know we will—in the days ahead between now and November 3rd, if you will contact your friends outside of the labor movement, that with all of the liberal forces in this state working together, we can make him the next Governor of California.

"I present to you the Honorable Jess Unruh, Assemblyman."

ADDRESS

Assemblyman Unruh then addressed the convention.

"Thank you very much, Al, Jack Henning, all of my other friends I have worked with so long and once in awhile so successfully. I am glad to be with you here today for several reasons, principally because I may never get a chance to talk to all of you together again during the course of this campaign. Because I intend to run a campaign where I am around this state and in as many places where the problems and the people are as I can possibly do. My wife has been very good. In addition to that, she has been campaigning at one end of the state while I campaign at the other end of the state. But maybe I will never see you during the course of the campaign again. I do look forward to seeing you for every year after that time for the next four years, however.

"I assure you, just like I have been to many of your other conferences and conventions, that I shall not wait until two months before an election before inviting myself to a labor picnic like the incumbent Governor has done in Orange County. I intend to answer John Henning's letters when he writes and invites me, even if sometimes I might say no. I do not intend to wait until simply an election comes along before I find out that there is a labor movement and before I start appointing working men and women to commissions that are of great value and importance to working Californians.

This Election Can Be Won

"I come here today also to tell you that what happens on November 3rd pretty much depends upon you. I see this campaign as the same kind of a campaign that Harry Truman started out on in 1948, where all of the polls or all of the pollsters and all of the pundits and

all of the big money and The Chicago Tribune, and probably The Los Angeles Herald-Examiner, said that there was no way that he could win. Some of them even printed that headline the next morning. Remember?

"Well, an awful lot of you are still around who remember that time. A lot of you have come into labor since that time. But the situation is essentially the same now as it was then. The smart money, the big money, the big interests, say that we can't win this election.

"Well, I say they're wrong. But whether I am right or not depends upon you. It's all there in your hands. If you can convince the people of California of what the facts are, that this Administration in Sacramento has hoodwinked and then physically horsewhipped middle-class Californians, there is no doubt that we will have a new Administration next year.

"I come here today not without many mixed feelings in my heart. I come here with some fear, some shame and a helluva lot of anger. I come here afraid because I know what has happened to politics in the last few years in this country. And I have seen it happen time after time after time when good candidates who were concerned with the people could not carry their message to the people because they could not raise the millions of dollars necessary to run the kind of a campaign that makes them visible and makes the issues visible to nineteen and a half million Americans.

We Need to Hear All the Facts

"I come here today somewhat under the fear that through all of this campaign you will hear from Ronald Reagan that he fired Angela Davis. That will be the issue. Not once will you hear that it was also under his Administration that Angela Davis was hired. You will hear about campus unrest and I suspect that you will hear the inference that somehow or other Jess Unruh is soft on that.

"I don't think once you will hear, through the millions of dollars of paid commercial advertising that Spencer-Roberts now has in the mill to run between September 7th and November 3rd (two or three million dollars worth—God knows how much!), that back in 1964 when Pat Brown had a thousand strikers arrested at Berkeley, I supported that motion, that I was talking tough and voting tough and doing things and carrying the first anti-riot bill that passed the Assembly when Ronald Reagan was still selling for General Electric and Barry Goldwater.

"I don't suspect that you will hear that very often. I don't suspect that you will hear that I caused the resignation of the San Francisco State College President a year before the big outbreak took place at San Francisco State College. No, you won't hear that. All you'll hear is that Ronald Reagan is tough on dissenters.

"Well, he may be tough-talking, but he hasn't done one damn thing to settle the issue!

Beware of 'Divide and Conquer' Tactics

"I come here a little bit afraid today that we will allow ourselves to fall victim to the policy of divide and conquer that has worked so well with the reactionary forces in this country for so long. I don't think any man in this state or in this nation can lay claim to a prouder record of minority employment and opportunity than I can. I say that here for all of you, not that you don't already know it. And I will continue those efforts and those practices because I believe every American ought to have a decent job. That is, if there is any one thing that is basic to the American way of life, it is the right to have a decent job.

"But I want to tell you now two things of which I am terribly afraid. Mr. Meany talked about one of them yesterday, I understand. And that is, at a time of decreasing employment we again fall victim to the philosophy of divide and conquer and let our people be set one against another; that somehow or another when trained, motivated people who want to work are out pounding the streets trying to find work; that you tell those people that somehow or other they can't have a job because you have to bring other people in ahead of them.

"That is the kind of philosophy calculated to get the kind of division and almost calculated to start or perpetuate a racial war in this country. That is the reason that I am opposed to the institution of a Philadelphia Plan while there is a scarce economy. There is only one time and one way that you can get jobs for people who do not have jobs, and that is when the economy is expanding so that jobs are available to everybody.

"Now, you have got another little ploy going on here with the Reagan Administration. And I wish some of you out here who may be wooed finally after three and a half years of the Reagan Administration would tell the Reagan Administration this: that it is calculated to do the same damn thing. And Jack

Henning talked to you about this.

"I carried the legislation that established the Human Resources Department in this State. And I did because I thought that we ought to have a lot more emphasis on hard-core unemployment than we have now.

"But what kind of reaction do you think there is going to be among unemployed, trained people, when a state agency or a federal agency goes out and offers two or three or four times as much to get a job for someone who has never had a job while people who are out there trained and ready to work are trying to find a job?

"That again is an invitation to division; that is an invitation to White Americans to say again, 'We're getting the short end of the stick while they are trying to take care of the minorities.' And that is again the kind of divide-and-conquer philosophy that must not be allowed to happen in California or in the United States.

"And I come here damn angry today that we have allowed ourselves to be so conned by this Administration that we cannot see many of the issues that confront us. I come here angry that an Administration could after four years of promising property-tax relief somehow or other find another scapegoat to blame their failure on when they lose a bill by one vote—and that one vote is a Republican.

"I didn't come here today to convince you that I am a nice guy. I came here today because I think that you know that Governor Jess Unruh would not have lost what he said was his most important bill by one vote!

The Welfare Issue

"And I come here angry that we could be overlooking the fact, while we get all of the messages on welfare and all of the people on welfare, that the welfare rolls have grown almost 60 percent under this Administration—and this Administration has not one plan in the works, not one idea, not one concept, of how to deal with that welfare except to holler about it. And I say again it is just like the tax issue: this Governor would rather have that welfare load there because he knows that it makes a better issue if it is there with oppressed property taxpayers, as they are.

"And I come here a bit ashamed that we haven't been able to figure out a way to do this better than the present way. I come here today to make one pledge

to you in addition to the pledges that I have made at other places and at other times. And that is that there has to be a better way of running politics than today, because there is no way under God's sun that you can go out and take five million dollars from the special interests—the oil companies and the insurance companies and the horse-racing interests—and remain free and clear. I know. I have been there. I make no claim not having been through that mess. I have walked through it. I don't like it. And I'll tell you one thing: if I am Governor, I am going to change that system so that a candidate, once he is elected does not go to Sacramento beholden to Standard Oil and to the big banks!

These Are the Things at Stake

"And I come here last of all to tell you what the difference is in the candidates and a little bit about Jess Unruh and why I am as concerned as I am about this state and what I hope you will say to your members.

"I care about Los Angeles public beaches because that's where I still go for my recreation. I worry about the oil washing on those beaches because I still go there. I worry about the quality of the public schools because I still have kids in those public schools. I worry about the drug problem because that has hit me personally and I have not been able to hide it like a lot of public officials and other people. And I hope to God that it doesn't hit you.

"I worry about higher education because I got mine for free from the federal government under the G.I. Bill of Rights. And I don't think that I would have gotten through college otherwise. And I worry about the farm workers because I saw my sister take her kid to the cotton fields to pick cotton when they were getting 35 cents a hundred. And that kid walked from one end of the field to the other under a wagon and in the hot sun and damn near burned to death! That's the reason I know farm workers, from bitter experience, are entitled to decent working conditions and unemployment insurance and all the other things that you people have gotten the hard way.

"I hope that that is what you will say about Jess Unruh.

A Threat to Labor

"I have told you many times before what the stake in this thing is as far as labor is concerned. I don't believe that I have to tell you again. And if I do, I say

that Al Gruhn, Jack Henning, Harry Finks, John Cinquemani and Charley Scully haven't done their job. And I know that they have done their job.

"I don't have to tell you that a union-busting provision once upon a time called 'Right-to-Work' is just as clearly on the ballot this time, though spelled a little differently. But it is there. It is the top line of the ballot and it is spelled 'R-o-n-a-l-d R-e-a-g-a-n.' Regardless of what it works out to, whether or not it is 'Right-to-Work,' it means 'Bust-The-Unions.' And that's what is going to happen! And if you don't believe it, go out and ask your representatives in Sacramento whether there was one iota of help coming out of that office except to protect the oil interests and giving money away to the horse-racing tracks and various other special friends of the Governor.

"He may come to one of your picnics, I understand, on Labor Day. Isn't that nice of him??? Golly! Gee! That is beautiful of the Governor to come to a labor picnic! But he ain't coming to you because he is your kind. He's coming to you because he is a lot more scared than he pretends in this election!

"He didn't appoint Michael Elorduy and George Smith (and that's about all I can think of right now), and he ain't wooing (and I won't name them, but I know) the eight or ten of you that have been in his office, because he loves you or because he is for your cause or because after November 3rd he ain't going to stick it to you the same way he has! He's wooing you because he is a helluva lot more worried about your muscle and Jess Unruh's 'ruthlessness' than he lets on!

"Well, I ought to get some advantage out of that. I have gotten every damn disadvantage out of it.

"That is the reason he is there. That is the reason that he is making those appointments. If he makes any more, I advise you to make sure that he doesn't make you sign a yellow-dog contract to take them.

"Some of you younger fellows have had it pretty good in this labor movement. You don't even know what that is, do you?

Let's Do Our Job Now

"Well, let me tell you. This ball game has 64 days to run! It's a lot more time than Hubert Humphrey had when he came out of the '68 Convention. It is a lot more time than Harry Truman had when he started the 1948 campaign. It is almost as

much time as we had in 1958. It's enough time if we want to do this job. And this job is important. Not just for Jess Unruh. That's almost incidental. But it is important for every Californian and every American.

"I want this job and I want it badly. I want it because I know there remain things to be done in this state. I want it because I know how the machinery in government operates. I want it because I know that things can be done better. I don't want it because I just simply want to play the role and go to the pretty dinners. I don't want it because there might accidentally be some way that I can be President in 1972. I promise four full years of being Governor of a state that needs to be brought back to reality and progressivism. And I ask your help in doing that!

"Thanks a lot!"

Having thanked Assemblyman Unruh for his inspiring address, Chairman Gruhn next called on W. L. Fillippini, chairman of the Committee on Legislation for a further report.

FURTHER REPORT OF LEGISLATION COMMITTEE

W. L. Fillippini, Chairman

Chairman Fillippini began the report.

RESOLUTION NO. 96—Housing for All.

The committee report:

"Your committee recommends that the typographical error in Item (2) on Line 3 changing 'law' to 'low' be made and as so corrected your committee recommends concurrence. And I so move, Mr. Chairman."

The committee's recommendation was adopted.

RESOLUTION NO. 80—State Fair Labor Standards Act.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 106 — Union Wage Rates in Public Printing.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 47—Collective Bargaining for Teachers.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 6—Manhole Safety.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 87—Safety Inspections by the Division of Industrial Safety.

RESOLUTION NO. 52—Industrial Safety and Health.

The committee report:

"The subject matter of these resolutions is similar: namely, safety.

"Your committee recommends that Resolution No. 87 be amended by adding an additional resolve reading as follows:

"It is further resolved that the same program be initiated at the federal level."

"As so amended, your committee recommends concurrence in Resolution No. 87, and further recommends that Resolution No. 52 be filed.

The committee's recommendation was adopted.

RESOLUTION NO. 90—Prohibit Hiring of Professional Srikebreakers.

RESOLUTION NO. 105—Ban Professional Strikebreakers.

The committee report:

"The subject matter of each resolution is similar—namely, the prohibition of professional strikebreakers.

"Your committee recommends concurrence in Resolution No. 105 and further recommends Resolution No. 90 be filed.

The committee's recommendation was adopted.

RESOLUTION NO. 48—Tax Relief.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 57—Transportation and Ecology.

The committee report:

"Mr. Chairman, your committee recommends that in the second 'Resolved' on Line 6, the last word 'cars' be changed to 'motor vehicles'.

"As so amended, your committee recommends concurrence. And I so move."

The committee's recommendation was adopted.

At this point Chairman Gruhn request-

ed that General Vice President Dias preside over the convention.

Chairman Fillippini continued his report.

RESOLUTION NO. 62—The Handicapped and Mass Rapid Transit.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 64—Safety of Bus Passengers and Equipment—Freeway Operations.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 73 — Transportation Jobs and Community Benefit.

The committee report:

"Your committee recommends that the last 'Resolved' be amended by striking subdivision (1) and renumbering (2) and (3) to (1) and (2), respectively.

"The reason for this amendment is that the subject matter is presently contained in Proposition 18, which will be voted upon at the coming election and, accordingly, the necessity of legislation may be determined to be unnecessary, dependent upon the outcome of the election.

"Your committee further recommends that the second 'Resolved' be amended by striking the first six lines and inserting the following:

'Resolved, That the action of this Convention be conveyed to appropriate Senators and Congressmen and State Legislators as determined desirable in the judgment of our Executive Council for the purpose of sponsoring.'

"Mr. Chairman, as amended your committee recommends concurrence. And I so move."

The committee's recommendation was adopted.

Statement of Committee on Legislation with Respect to Unemployment Insurance

W. L. Fillippini

Chairman, Committee on Legislation

"Delegates, a statement by your Committee on Legislation with respect to unemployment insurance.

"Your committee is about to report on resolutions introduced on the subject matter of Unemployment Insurance. A substantial number of these resolutions are

to correct the devastating effect of recent bad decisions by the Reagan-dominated employer representatives who are now sitting on the Appeals Board and who have issued a series of decisions highly detrimental to the interest of the working man and completely contrary to the intent and spirit of the Act. There have been dissents to most of these decisions. The employer majority of the Reagan-controlled Board have prevailed and legislative action is necessary to correct the harmful effect of these decisions unless obviously as a result of political action it might be possible to return the Board to the impartial tribunal that it was prior to the advent of the Reagan Administration.

"I think this is in direct line with the speech we just heard from our next Governor, Jess Unruh."

RESOLUTION NO. 17—Add Dependency Benefits to Unemployment Insurance Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 26—Legal Detention Not a Disqualifying Factor.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 31—Amend Art. 3 of U. I. Code "Calif. U. I. Appeals Board."

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 32 — Discharge for Garnishment Not Disqualifying.

The committee recommended concurrence.

The committee's recommendation was adopted.

MARGARET THORNBURGH
Western Area Activity Director
Women's Activities Department
National AFL-CIO COPE

Introduction

At this time, Chairman Gruhn presented to the delegation Margaret Thornburgh, Western Activity Director of W.A.D., AFL-CIO COPE.

"The Chair is going to interrupt the committee for the present for an introduction and a few remarks by a gal that

has been carrying on an effort throughout this country for several years in mobilizing the votes to bring about the election of labor's endorsed candidates.

"She is going to be participating in the special meeting being held at the Del Webb TowneHouse tonight on Women Power in connection with the 1970 elections.

"So it is a pleasure for me at this time to introduce to you—and I know many of you know her—a great gal and a great fighter in this area of political action in the trade union movement, Margaret Thornburgh, Western Area Activity Director of the Women's Activities Department of the National AFL-CIO COPE."

ADDRESS

Margaret Thornburgh then spoke as follows:

"President Gruhn, Secretary Henning, officers, delegates and guests, I am delighted to have the opportunity of appearing here before you today to promote our meeting tonight.

"I think this is women's day in California. I think tonight's meeting is going to be one of our most important meetings. We will discuss the problems that confront us and what we as women in the trade union movement can do about it.

"The issues are important, the program is important.

"I implore you to try and see that our meeting is a success. Because in this meeting we will discuss in depth the program for women and what they can do to help bring the election of 1970 in the State of California into reality.

"May I say to you: Registration is important; but far more than registration is the importance of education.

"You have heard many many speeches in this convention. I sat and listened to the opening speech by President Meany. I think he went into depth as to the problems confronting not only the labor movement in California, but the problems that exist throughout the nation.

"Just a few moments ago I heard your candidate for Governor, Unruh, say that the future of his ambitions lies in the hands of the trade union movement.

"Add all of these features together, and it says just one thing: The labor movement has to deliver to be successful this year. And for the labor movement to be successful we have to bring women into the program.

"You have a Secretary-Treasurer that I take my hat off to and I bow to. He

recognizes the importance of women.

"Your President recognizes the importance of women and your Executive Board recognizes the importance of women, along with the staff and the people that make this great organization function.

"The least that we can do as trade unionists, members, wives and families of trade unionists, the least we can do is to join them and do the things that we must do if we are to be successful.

"And I am depending upon you. I know that you will deliver.

"I will look forward to seeing all of the women who are interested in being workers, not just lip-service people, but workers, tonight at 8:00 o'clock.

"Thank you very much."

Chairman Gruhn then requested that Chairman Fillippini continue the report of the Legislation Committee.

FURTHER REPORT OF LEGISLATION COMMITTEE

Chairman Fillippini continued his report:

RESOLUTION NO. 37—Protection of Individual Rights.

The committee report:

"The subject matter of this resolution involves the principle: Once unemployment benefits have been determined to be payable, an appeal by an employer cannot stop the continued payment until a hearing has been held and a determination made.

"That is a recent decision by the Federal District Court in San Francisco which granted such relief to a petitioning unemployed claimant.

"This resolution requests that the provision be made a requirement of the statutory law.

"Mr. Chairman, your committee recommends concurrence, and I so move."

The motion was seconded.

Delegate Joseph J. Canale, (Bartenders No. 52, Oakland) spoke in support of the motion.

The committee's recommendation was adopted.

RESOLUTION NO. 38—Good Cause to Refuse Job Offer.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 39—Meaning of Supplemental Benefits.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 40 — Termination of Employment Through Resignation.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 41 — Travel Time to Place of Employment.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 42—Quit Because of Employer Violation.

The committee report:

"Your committee recommends concurrence in this resolution.

"I move its adoption."

The motion was seconded.

Delegate Joe J. Canale (Bartenders No. 52, Oakland), spoke on the question, backing the committee's recommendation.

The committee's recommendation was adopted.

RESOLUTION NO. 43—Self-Employment as Bona Fide Employment.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 45—Change Appellate Process and Appeals.

The committee report:

"The subject matter of this resolution is concerned with a change in the manner in which judicial appeals will govern a review of a decision of the Unemployment Insurance Appeals Board.

"At the present time a claimant under the Unemployment Insurance Code has an appeal as a matter of right by Writ of Mandamus in the Superior Court. The suggestion is to change this to a petition for a hearing in the District Court of Appeals, the same as under the Workmen's Compensation Program. This is not an appeal as a matter of right, and your committee does not believe the change is desirable.

"Your committee, accordingly, recom-

mends nonconcurrence. I so move."

The committee's recommendation was adopted.

RESOLUTION NO. 88—No Delay of U.I. Benefits.

The committee report:

"This resolution would, in effect, provide for the payment of unemployment insurance benefits regardless of the cause of unemployment and would, in effect, repeal all disqualifications including those for fraudulent actions.

"Your committee is convinced that there would be no possibility of enacting a law as suggested by the resolution, and your committee accordingly recommends nonconcurrence.

"I so move, Mr. Chairman."

The committee's recommendation was adopted.

RESOLUTION NO. 89—Vacation Pay Not a Penalty.

The committee report:

"The subject matter of this resolution is concerned with the question of receiving unemployment insurance where there are vacation programs but seasonal workers are disqualified from unemployment insurance benefits because the payments are applied to the first weeks of unemployment insurance.

"Under the Unemployment Insurance Law, if the vacations are not specifically designated as additional compensation for work performed, it will be allocated toward the first weeks of unemployment. Although this matter can be corrected by appropriate planned provisions, your committee recommends concurrence. And I so move."

The committee's recommendation was adopted.

RESOLUTION NO. 118 — Unemployment Insurance for All Workers.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 121 — Provide Transportation Pay.

The committee report:

"The subject matter of this resolution suggests that there be provided under the unemployment insurance program transportation pay plus two weeks' subsistence where an individual must travel to obtain employment. While the objective might be desirable, in the opinion of this

committee to attempt to obtain legislation at this time for this purpose is totally impractical.

"The committee, accordingly, recommends nonconcurrence, and I so move."

The committee's recommendation was adopted.

RESOLUTION NO. 27—Amend Articles 3 and 4 of U.I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 33—Amend Sec. 1030.5 of U.I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 28—Amend Sec. 1032 of U.I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 15—Amend Sec. 1252 of U.I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 20 — Amend Sections 1253 C and 1257 B of Unemployment Insurance Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 30—Amend Sec. 1253 (d) of U.I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 22—Add Sec. 1253.3 of U.I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 21—Amend Sec. 1256 of U.I. Code.

The committee report:

"Your committee recommends concurrence in this resolution. I move the adoption."

The motion was seconded.

Delegate Joseph J. Canale (Bartenders No. 52, Oakland) rose to speak in support of the committee's recommendation.

The committee's recommendation was adopted.

RESOLUTION NO. 44—Show Present Injury as Cause for Discharge.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 23 — Amend and/or Cancel Sec. 1260 of U.I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 16—Amend Sec. 1262 of U.I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 29—Delete Sec. 1262 of U.I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 34—Revise Sec. 1262 of U.I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 36—Add to Sec. 1264 of U. I. Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 19—Amend Sec. 1279 of the Unemployment Insurance Code.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 46 — Amend Sections 3503, 3504, 3552, and 3652 of U.I. Code.

The committee report:

"The subject matter, Mr. Chairman, of

this resolution is concerned with triggering extended benefit programs under the Unemployment Insurance Code on an area and not merely on a statewide unemployment ratio.

"There has recently been adopted a federal statute providing for the extension of benefits under a minimum federal standards and a bill has been passed by the Legislature providing for the application of this program; and if signed by the Governor, will most likely trigger the program into effect in December of this year.

"This resolution proposes specific statutory language to accomplish its objective, but in view of the change in the statute, the specific language may not be appropriate if the bill is signed by the Governor.

"Your committee accordingly concurs in principle with the objective of the resolution, but deletes all reference to the specific language contained in it insofar as the resolve refers to specific statutory language.

"I move the adoption of the committee's report, Mr. Chairman."

The committee's recommendation was adopted.

"Mr. Chairman, that completes the partial report of the Legislative Committee."

ANNOUNCEMENTS

The Chair then called upon the Chairman of the Constitution Committee for an announcement.

Chairman Osslo then spoke:

"Mr. Chairman and delegates, the members of the Constitution Committee will meet tomorrow morning at 10:00 o'clock at the Del Webb TowneHouse. All members of the committee be advised accordingly to be present and anyone wishing to make an appearance before the committee can do so at that time.

"Thank you.

"The room, by the way, will be listed on the bulletin board at the Del Webb TowneHouse."

Next, Secretary-Treasurer Henning made an announcement relative to the Union Label display and activities near the Auditorium entrance.

Secretary Henning then continued:

"We have an announcement from Sig Arywitz, Los Angeles County Federation of Labor, that on this approaching Saturday night, September 5th, at the Hollywood Palladium there will be a 'Salute to Labor Dance,' with the funds benefiting the Herald-Examiner's strikers."

RECESS

Secretary Henning then stated:

"Mr. Chairman, I move the convention recess until the hour of 9:30 tomorrow morning."

The motion was seconded and carried.

Whereupon, at 4:42 p.m. the convention was recessed to 9:30 a.m., Wednesday, September 2, 1970.

THIRD DAY

Wednesday, September 2, 1970

MORNING SESSION

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

INVOCATION

Rabbi Saul E. White

Congregation Beth Sholom

President Gruhn presented for the purpose of the invocation Rabbi Saul E. White, Congregation Beth Sholom, who spoke as follows:

"Our God and Father, Thou has revealed Thyself to the children of man as a God of justice, mercy and compassion. We are grateful to Thee that Thou has sustained us, kept us in life and permitted us to see this day.

"We ask Thy blessing upon this assembly, its officers, speakers, all gathered in order to perfect the American way of life, to plan for the greater economic security, health and well being of the working people of our country.

"We ask that Thou bless our country, that it may be strong, united and dedicated to the pursuit of righteousness and peace. May the day not be distant when the world of the prophet of old be fulfilled, that man shall do no evil or deal corruptly one with another, for the earth shall be full of the knowledge of the Lord as the waters cover the sea.

"Bless us now and in the days to come. Amen."

**FURTHER REPORT OF
COMMITTEE ON RESOLUTIONS**

T. A. Small, Chairman

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

RESOLUTION NO. 10—Division of Apprenticeship Standards.

The committee report:

"Your committee recommends that the second 'Whereas' be stricken and the following be inserted:

"'Whereas, The Shelley-Maloney Act has given rise to the most outstanding apprenticeship program in the entire country and should be fostered and protected; and'

"Furthermore, your committee recommends that the 'Resolved' be amended by

inserting in Line 9 after the word 'industry' the words 'and labor.'

"As so amended, your committee recommends concurrence and I move the adoption."

The committee's recommendation was adopted.

RESOLUTION NO. 114—Racism.

The committee report:

"Your committee believes that the resolution contains numerous inaccuracies and misstatements with respect to the items in question, and is convinced that labor has been a prominent factor in the forefront to eliminate discrimination of all types, including racism.

"In this regard, we direct the attention of the delegates to the Statement of Policy Civil Rights VIII, Page 16.

"Your committee recommends, accordingly, nonconcurrence in Resolution No. 114 and I move its adoption."

The committee's recommendation was adopted.

RESOLUTION NO. 3—Alcatraz as Indian Cultural Center.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 4 — Support United Crusade.

RESOLUTION NO. 68—Support Community Chest and other Federated Fund-Raising Drives.

The committee report:

"The subject matter of these resolutions is similar: namely, support of United Crusade.

"Your committee recommends concurrence in Resolution No. 68 and recommends that Resolution No. 4 be filed. The committee wishes to emphasize, however, that in any united-fund program no working person should be told what amount to give or how to give his contribution.

"I move adoption of the committee's report."

The committee's recommendation was adopted.

RESOLUTION NO. 130—Support Professor Eldred E. Rutherford.

The committee report:

"The subject matter of this resolution is in support of Professor Eldred Rutherford by the establishment and promotion of a statewide defense fund to which all of the affiliates are urged to give financial support.

"Representatives of the Retail Clerks and the Teachers organizations appeared before the committee and indicated that the individual as a result of his appeal had been restored to employment, but that tenure had not been restored by the court in its Order and it appears that this might be outside the jurisdiction of the court.

"It was the feeling of your committee that protection of teachers who had engaged in strike activity insofar as tenure was concerned was primarily a legislative rather than a judicial problem; and accordingly recommends that the subject matter of this resolution be referred to the incoming Executive Council and that the resolution be filed.

"I move the adoption of the committee's report."

The committee's recommendation was adopted.

RESOLUTION NO. 56—AID-United Givers.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 55—Endorse California Council for Health Plan Alternatives.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 78 — Histadrut's 50th Anniversary.**RESOLUTION NO. 95 — Commend Histadrut for Its Achievements.**

The committee report:

"Your committee recommends concurrence on Resolution No. 95 and recommends that Resolution No. 78 be filed. They both involve Histadrut.

"I move the adoption of the committee's report."

The committee's recommendation was adopted.

RESOLUTION NO. 93—Community Service Organization.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 94—Freedom for Black Africa.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 97—Jewish Labor Committee.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 98 — Mexican-Americans in California.

The committee report:

"The committee recommends that the 'Resolved' be amended by striking in Line 8 the following words: 'to establish Spanish as a language for every-day use and for formal transactions.'

"As so amended, your committee recommends concurrence, and I move its adoption."

The committee's recommendation was adopted.

RESOLUTION NO. 99—The Middle East.

The committee report:

"Your committee recommends that the typographical error in Line 7 of the second 'Resolved' of the word 'historic' be corrected.

"And 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. 100—N.A.A.C.P.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 108—Support Independent-Journal Strikers.

The committee report:

"Your committee recommends that the first 'Resolved' be amended by striking the words 'and resources to San Francisco Typographical Union No. 21' and inserting 'to the Marin County Central Labor Council.'

"As so amended, the committee recommends concurrence, and I move its adoption."

The committee's recommendation was adopted.

RESOLUTION NO. 122—Support Only Labor's Friends.

The committee report:

"Your committee recommends that the resolve be amended by striking the words 'that organized labor support only those who are proven to be its friends' and insert the words 'as one voice labor must speak, reward its friends and punish its enemies.'

"The reason we changed it is because those are the direct words of Sam Gompers.

"And as so amended the committee recommends concurrence and I move its adoption."

The committee's recommendation was adopted.

Escort Committee for Bayard Rustin

The partial report of the Resolutions Committee now concluded, the Chair requested that the Escort Committee, which included Vice Presidents Steve Edney, Pat O'Malley, Harry Finks and International President of the Sleeping Car Porters, C. L. Dellums, lead Mr. Bayard Rustin to the platform.

BAYARD RUSTIN

**Executive Director,
A. Philip Randolph Institute**

Introduction

Chairman Gruhn then introduced to the delegates Bayard Rustin, Executive Director of the A. Philip Randolph Institute.

"Delegates, at this time it is a real pleasure for me to have the opportunity to present to you for an address a very great man, referred to as the 'Socrates of the civil rights movement' of this country.

"He is one of the chief strategists in the Negro struggle for equality in the United States since 1941.

"As Field Secretary and Race Relations Secretary of the Fellowship of Reconciliation in the 1940's, he helped develop the Congress of Racial Equality.

"In the 1950's he was special advisor to Dr. Martin Luther King, Jr. and the chief architect of the Southern Christian Leadership Conference.

"In 1964 he became Executive Director of the A. Philip Randolph Institute, a post in which he devotes himself to working, in cooperation with progressive groups in and outside the civil rights movement, toward economic and social reforms he

believes will benefit all Americans, Black and White.

"High school honor student, Glee Club, Debating Society, Tennis Team, Championship Track, Football Team—a participant of all.

"His background consistently argues the efficacy of non-violence over physical force.

"During the Harlem riots in the summer of 1964 Rustin walked the exploding streets in the face of great personal danger and taunts on all sides, using his prestige to cool things. A typical comment of our speaker came out of this occasion when he said: 'I'm prepared to be a Tom if it's the only way I can save women and children from being shot in the streets.'

"The A. Philip Randolph Institute, with trade-union auspices, was established to act as a service center and clearing house for civil rights groups and to crystallize the non-communist left. Bayard Rustin is the Executive Director of the Institute—a champion of liberal and positive solutions to America's problems within the framework of the American dream.

"Bayard Rustin speaks for an America united, not divided; for cooperation in mutual respect, not violence in mutual hatred. Bayard Rustin's voice is one to be heeded in our land today.

"And at this time I give to you Bayard Rustin, Executive Director of the A. Philip Randolph Institute!"

ADDRESS

Mr. Rustin spoke as follows:

"Mr. Chairman, Brothers and Sisters. The people and the government of the United States are in graver dangers than we have been since the Civil War. This nation is in trouble because we are plagued with poverty, racism, alienation of the youth, economic distress and war. And the tragedy is not poverty or racism or alienation or economic distress or war. The gravest tragedy is that we are being sold phony answers as to how to deal with these problems.

"If you want to deal with any problem that we have, it is not going to be through the phony answers which people are giving—either phony answers from the Nixon Administration or from the liberals or from the extremists, Black or White. If you want to deal with the problem of poverty, it can only be dealt with at the ballot box. Racism cannot be dealt with by psychoanalyzing White people. Alienation of the youth, war and economic distress can only be met in one of two places. Social action can only take place in two

places in the United States. Not in the ghetto. And anybody who thinks that you can deal with the problems of the ghetto, in the ghetto, is a fool. They are not going to be dealt with through women's liberation or women taking off their bras. They are not going to be dealt with by Black people wearing their hair long and pretending that they have dignity in the ghetto, where you cannot have dignity.

"The only two places where there can be social progress made in this nation are in the ballot box or on the picket line! And if you try to make it anywhere else, you are a fool.

"In fact, second only to the Nixon Administration as a dangerous element in this society is the thinking of the so-called radicals for dealing with our problems. Show me a radical and I will show you a brother of the conservatives. There never has been a period in our history where there was a greater coalition between the conservatives and the so-called radicals.

"Now, what happens is that we are living in a period of extreme irrationality, unreason and extremism where the right and the left become one. And they do this by three methods:

Slogans and Labels

"No. 1. The substitution of slogans and labels for analysis.

"If you are Black and propose something in the Black community, nobody listens to it. If they are in favor of it they call you a 'militant' and if they are against it they call you an 'Uncle Tom'. Nobody thinks.

"The same is true in the White communities. The Blacks use such words as 'Uncle Tom' and Whites, instead of thinking, use such terms as 'hard hat'.

"The newspaper people constantly use the term 'hard hat.' What does 'hard hat' mean? It means that newspaper people are lazy and don't want to think, and therefore use a slogan instead of analyzing what they mean.

"Everybody uses the word 'revolution.' What the hell does 'revolution' mean in the United States? The most affluent nation where no revolution could possibly take place—and everybody uses the word 'revolution!'

"Everybody who is a liberal talks about 'the dying American society.' That society which has the highest economic development of any nation on earth is 'dead', they say.

"This is an indication that people don't want to think.

"Agnewism. What does that mean? Nothing, except for lazy people's inability to think. But if you want to analyze Mr. Agnew, then it has meaning.

"Mr. Agnew is not the buffoon and the idiot that people make him. He is designed intelligently and creatively for a very bad purpose. And that is to try to do those things and to play on three fundamental notions for the purpose of pulling confused and frightened blue-collar workers out of the Democratic Party into the Republican Party through fear. And he plays on those fears of race, the fear of Blacks, unhappiness with college-student demonstrations and crime. And he is attempting to route the blue-collar worker's fears into making him a Republican.

"That is not to be laughed at. And the trade-union movement has got to fight that and not refer to Agnewism as if it is some kind of a thing that is amusing. It is not.

The Press and Life Styles

"The second thing that people do in addition to substituting slogans for analysis is to substitute a life style for politics. Here again nothing is more vicious than the American press and that medium. For they have so little in their big-headed minds that they spend their whole time playing up that which is new, that which is sensational, and therefore they are irresponsible. And they play up the life style as an antedote to their inability to deal with political problems. This is not true of the press overseas and particularly in Europe.

"Instead of talking about the ballot box, the picket line and education, the press will spend hours dealing with any little life style thing that comes along. One moment it will be 'The Blacks are wearing their hair long' and articles on 'soul food'. Then the press gets sick of that and then they pick up ecology; and for six months they will tell you all about how the air is poisoned—about which they do not give a damn! And then six months after that they pick up a new Black life style garb.

"I am here to tell you that 1970, mark my word, is to be 'The Year of Huey.' The press for the next year will feed you much more about Huey Newton than they did four years ago about Rap Brown and Stokely Carmichael. Where are Rap and Stokely now, and where will Huey be four years from now when the press will make this 'The Year of Huey'? Mark my word.

"The press will also revert us from the realities and next year will be 'The Year of the Non-Bra vs. Women's Rights.' And

the press will turn that upside down and inside out. The next year it will be another fad—anything to divert the people's attention to life style instead of politics.

Facing Our Problems

"The third thing that they do and the third problem that keeps us in trouble is the substitution of emotional satisfaction for programmatic ways of getting out of the problems that we are in. Now let me give you a few ideas.

"It is much easier to get young Black students to discuss whether they are 'Black' or 'Negro', to get them to discuss 'soul food' and 'pig's feet', to get them to discuss dignity, than it is to get them to register and to vote. It is much easier to get White people to talk about what satisfies them emotionally than to get them to talk seriously about the problems we face.

"You cannot get people seriously to discuss health and schools and jobs in the White community. They delight in discussing what makes them feel good: whether there isn't more crime in the streets than there used to be; how frightened they are to go out nights.

"No fundament of discussion of economic problems does the Nixon Administration face for us.

"Now I play up these three dangers because the trade union movement touches more millions of people than any other organized group in this country. And we have a responsibility to turn people's attention away from slogans, away from what emotionally satisfies them. Because what they are dealing with is a form of masturbation. And while masturbation may make you feel good, it will not produce anything!

Black Rage and White Fear

"Now these three things create two problems for us. One problem is Black rage. Everybody knows about Black rage. The newspapers here again delight to talk about it. What the newspapers refuse to discuss is the twin evil of Black rage.

Certainly Blacks are enraged after two hundred fifty years of being kicked around. Who would not be enraged? Any healthy man would be enraged.

"You kick a dog long enough, and it will be enraged.

"What the papers refuse to discuss is the more vicious evil. And that is White fear. Now White fear is just as justified as Black rage. It comes from a different source, but it can only be cured by the same thing that will cure Black rage.

"Now I am not going to say anything about Black rage except one sentence.

"Since 1954, when Blacks were led to believe that the Supreme Court decision was going to free Black people, unemployment for Black people has doubled. Since 1954 there are twenty percent more Black youngsters in segregated schools than before 1954. The housing problem has gotten infinitely worse, as a quarter of a million people come into the ghettos each year and no new houses are being built.

"The medical situation in the Black community is increasingly worse.

"For example, as tuberculosis is almost disappearing amongst the White population, each year there are five percent more Blacks with tuberculosis in the last five years than there were the year before.

"Now that explains Black rage.

"Let me now try to explain White fear, because I want to be as sympathetic to understanding White fear as I am Black rage.

"When you are in the ghetto and look at the blue-collared White workers, you get an idea that they are well off. But if you are in where they live, you understand why they are fearful.

"Just a few illustrations. If you are poor—and a Mexican-American or Black or White—the likelihood is that you can get a scholarship for your child to go to school, to college. If you are rich, you can go to the bank to get money for your kid to go to college.

"The people who really have to work hard and struggle hard to educate their kids are the blue-collar workers. They are amongst the few who have to work hard to send their kids to school.

"Most people talk about education in the ghetto as a problem. But very few people stop to think that the largest number of dropouts of high school youngsters are not Black youngsters, but white-collar workers' youngsters drop out of high school ten percent greater than Blacks in the ghettos.

"The blue-collar worker looks as if he has a car and a telephone and a television—which he has. But not one of them is paid for. He is fearful that if he becomes sick, everything he has got will disappear. And in his frustration he turns to college students, Blacks and the like and makes them the enemy instead of the Nixon Administration, which says that you deal with the problems of unemployment through inflation. That means your kids don't go to college, your

car doesn't get paid for. You deal with inflation through unemployment.

"And thus the fear that eats at our society and the rage which eats at Blacks has poisoned this society and created a political atmosphere which meant that Richard Nixon could be elected.

"And Richard Nixon does not deal with White rage and fear nor Black fear and rage, and consequently Blacks become more enraged and Whites become more economically fearful.

Trade Union Movement is Our Hope

"That is where you come in. Because there is not a university group, there is not a civil rights movement, there is not a Catholic nor Protestant nor Jewish religious group which has a program for dealing both with White fear and Black rage. Not Roy Wilkins, not Whitney Young, not any college professor. No Panther. Nobody.

"The only group in this country which has a program for dealing simultaneously with White fear and Black rage is the trade union movement of this nation.

"Because it is only the trade union movement which fights for full employment.

"When we have full employment, Blacks need not be enraged because they do not have work and Whites need not fear that a Black will take their job.

'Now take the next struggle: Housing.

"Blacks are enraged because they do not have houses. And all the argument about busing children to school has nothing to do with busing children to school. It is basically that Whites are afraid when there is a housing shortage that a Black person is going to get their house.

"If a Black moves in and prices go down and they have to sell cheap, that is what the problem is about.

"Now take Mr. Nixon. Has he built a house for anybody except himself?!

"The Nixon housing program has been two additional White Houses, one in Florida and one in California!

"When there is adequate housing—and my friends, I want to pause here to say to Black and White: If we continue with that Kerner Report foolishness that the problem is racism, we will never solve the problem.

Problem is not Racism

"The problem is not and never has been racism. Every Black in this coun-

try who is screaming that the problem is racism needs to stop and think.

"It doesn't cost a penny for a White man to get rid of his racism. And if we are to get rid of racism, then the government ought to set up and put behind every one of the White people in this country a psychiatrist, if it is racism.

"They pull that racism foolishness, and we fall for it because it doesn't cost anything to get rid of it.

"Give me two hundred million racists who will vote that there should be full employment, then I don't care about racism.

"The problem is that the economic situation causes scrambling. And it is the same kind of scrambling which takes place in Nigeria, where everybody is Black but where the Biafrans holding all the rich land didn't want the rest of the Blacks to have it.

"If the problem is racism, then all you need to do is go to your priest and get it out of your system.

"What you need to do is to vote right, for full employment, guaranteed income for those who don't have it, free education for everybody, free medical care, higher minimum wage, increased Social Security, redistribution of the wealth. That is labor's program.

"Black people will be enslaved for a hundred years more, the more the priests and the rabbis deal with racism, unless we fight for labor's program for the uplift of the poor and the Blacks and the Mexican-Americans and others.

"What I am trying to say, my friends, is that although there are problems in the trade union movement that you know about and I know about, despite those problems which we must together work at until they disappear, the greatest uplift that we have for the poor in this nation is the trade union movement. Because the trade union movement is dedicated to a redistribution of the wealth.

"Every president in the trade union movement is my friend, even if there is a bit of discrimination in his union. Because I can talk with him and help him get rid of that. But he is fundamentally my friend for this reason: That of the two million Black people in the trade union movement, they are making a third to a half more money each year than the Black people who are not organized in the trade union movement.

"And therefore, Blacks who jump on the trade union movement because of

the building trades are foolish. Because we are working with the building trades to upgrade Blacks into them.

"If I want to jump on the trade union movement, I will tell you why I will jump on it. And that is for a very fundamental reason. There are four million Blacks, another million Mexican-Americans and many, many millions of other poor people out there that you have not gotten off your behinds to organize!

"That's the problem!

Uplift Depends on Labor Movement

"But as I say, the Black community's uplift depends on the trade union movement.

"Let me give you an idea of what I mean. A year ago everybody was calling my friend, Al Shanker, in New York a 'Racist' because some Negroes didn't understand that any president of a union is not a good man if he does not protect his workers from arbitrary behavior on the part of bosses. So some Negroes in New York thought they could just fire teachers.

"And Al Shanker wouldn't stand for it. And I backed Shanker.

"Now of all the War on Poverty money spent in New York, if you look around you can't see any evidence of it.

"Al Shanker has now organized in New York fourteen thousand para professionals, Negro women, who help in the school system. They are assistant teachers.

"By those fourteen thousand women being organized in the Teachers Union in New York, it will bring into the coffers of Black families more money in three years than the whole War on Poverty in New York has brought into the Black community.

"I am convinced, my friends, that further progress for Blacks and Puerto Ricans and Mexican-Americans in large part must now depend upon whether trade unions are willing to write this economic uplift into their contracts.

"Black children and Puerto Rican and Mexican-American children are not going to be educated properly because Blacks and Puerto Ricans and liberals argue that they should, but because the Teachers Union will write into their contracts that they will not teach more than 20 children, that they will not teach more than a given number of hours, that they will insist upon certain conditions existing in the schools which make teaching children possible.

"That is what is happening in New York.

"Now my friends, what I am really trying to say is that social progress for Blacks and Mexican-Americans cannot be built on arguments that we are going to help Blacks and Mexican-Americans. All that is going to lead to is warfare between minorities.

"We have to propose labor's economic program for all the poor. Anything which is done for Mexican-Americans won't work. Anything which is done for Blacks won't work.

"Politically, you have got to have broader programs which are for everybody in order to get the political strength to get it through the legislatures.

The 1970 Elections

"That brings me, therefore, to the 1970 elections.

"Mr. Nixon has control of the White House. He now has control of the Supreme Court. That is to say that conservatives, and untrustworthy conservatives, have control of two parts of our government.

"We are in for decades of distress unless the liberal forces of this nation can control Congress. For Nixon holds a veto over social progress in this country unless we have a Congress which can override his veto.

"At the very moment, my friends, when your children can scarcely get an education, at the moment when going to college in five years will cost over \$14,000, that idiot in the White House dares to cut the money for education in this country!

"The only reason we are going to get it is because we had a Congress which told him to 'Go to hell!' and that they would vote it.

"The trade union movement and COPE is the only strong and basically organized group in this country for getting out the vote, except for the women who are organized. Those are the two groups. COPE is much broader.

"You must support COPE to save this nation from a disaster in November. Because if we do not hold the line against the Nixon Administration, nothing we have called for is important.

"Now I want to say something to the Black Brothers who are at this meeting. And I want to say some nasty things to them first, so when I say some nasty things to my White Brothers you will know I am being fair!

"You Black people in this room have a great responsibility. And you White people ought to know that any Black Brother here who goes amongst the young and defends the trade union movement has a hard time in the Black community. He is going to be called a 'George Meany,' 'Stupe,' a 'Building Trade Flunky,' a 'Hard-hat Mother!'"

"I am not joking.

"But I say to my Black Brothers: You have got to go out and stand up and look these people in the face and point out to them that we would not have a single Civil Rights bill, not a single voter rights bill or anything else were it not for the trade union movement.

"We have got these things in a situation where Blacks had only one lobbyist in Washington, Clarence Mitchell, of the NAACP. And the trade union movement turned out 50 lobbyists to back him up.

The second thing: Black trade unionists have got, because you know better, to fight the irrationality in the Black community.

"Now I am all for Black people wearing their hair long and eating pig's feet and soul food. But we have got to make clear that we tell young Black people that 'You do not get a house from wearing your hair long' and 'You do not get a job from eating soul food' and that 'To substitute this life style for real politics is foolish.'

"I say firmly to my Black Brothers: We must as Black men with dignity fight every vestige of discrimination in the trade union movement and fight it vigorously. But we fight it as allies of the movement. We fight it within the movement. Because you cannot solve it by standing outside griping. And nobody else can.

"Now a few words for my 'Honky' friends!

"My friends, if you were to give Black people, if you were to give every Black person in America the finest house, the biggest car, the greatest medical plan, the best job, he still wouldn't be happy. Because more than all these things, he wants to have dignity.

What Dignity Means

"Now let me not use another slogan.

"What does 'dignity' mean?

"You know, when you talk about workers having dignity, it doesn't mean whether the boss smiles at them or whether he treats them nicely.

"For a worker, dignity means: Has he

got a dental plan, has he got a medical plan, has he got seniority, is he secure?

"For the Black, who have had few of those things, dignity means that he is consulted, that he is a part of the decision-making process.

"And therefore, I say to you White trade unionists that if you really want to help make progress it is not because you lose your racism, but because you upgrade Black people in your unions to positions where they can be a part of the decision-making at the top.

"No. 2: Because you say to these Black members, 'You have a responsibility to your community and you exercise it.'

"And don't be frightened when Black people get together to do their thing.

"When I started the A. Philip Randolph Institute and started getting Black trade unionists organized to register and vote, all kinds of trade unionists got so scared. They see four Negroes standing together some place, and it's a plot!

"But I made it very simple. I said: 'Would you send me into George Wallace's territory to get Whites not to vote for him?'

"No.

"Well, that's the same damn reason I can't send you into the ghettos to get Negroes to vote!"

"They scratched their heads and understood it.

An Alliance Essential to Democracy

"What I am saying, my friends, is this: We have got to fight against what discrimination we have left in the trade union movement. We have got to upgrade Negroes and we have got to help Negroes in the trade union movement have a responsibility to their community. Not because they are Black or good or we like them, but because this alliance which we have is essential to the continuation of democracy in the United States.

"Every single thing that has been done that has been important since the time of Franklin Delano Roosevelt has happened because the trade unions and the minority groups have stood together.

"And when they have not stood together, we have had disaster.

"Now I don't want Blacks or Whites in the trade movement to stick together because they are in love. That is not necessary. What is necessary is to understand that we have a mutual need for each other.

"The trade union movement is a mi-

nority. And when in every state there has been a 'right-to-work' law proposed it has been defeated because the trade unions depended on the minority communities to vote against them.

"You need us, we need you.

"In fact, my friends, when George Meany was asked about Carswell's labor record, George Meany scratched his head and said: 'I don't know enough about Carswell. Nobody knows enough about Carswell to know anything about his labor record.'

"And the press said: 'Well then, Mr. Meany, why are you against him?'

"And George Meany said what is symbolic of this coalition. He said: 'You know, I don't know anything about Carswell's labor record. But I know about his Civil Rights record.' And he said: 'My many years of experience indicates to me that if you put your finger on a guy who is anti-Negro, he is also anti-labor. And that is enough for me.'

"So friends, let us be of good cheer. And remember, if I have said anything you don't like, try to forgive me. I am just a simple little boy who went to a ghetto school.

"And if sometimes you look around and you see Black people rioting or somebody calls you a 'blue-eyed devil' or you are getting on the subway and somebody pushes you off—he has been pushed for 200 years—try to be a little sympathetic. And think on this. You know, when you come down to it, my great-grandfather, his father, my father, for 250 years we have had to put up with all kinds of foolishness. For the last hundred years we have put up with the Ku Klux Klan. And I think you ought to think about that.

"And the next time you hear a Negro call somebody a 'blue-eyed devil' or you hear that there is some crime committed by Negroes, or something else, you just say: 'Now, Rustin told me that if he could put up with the Ku Klux Klan for a hundred years, I ought to be able to put up with Rap Brown or Stokely Carmichael for fifteen minutes.'

"Thank you."

Visitors Announced

At this time, Chairman Gruhn noted the presence of enrollees in the Minority Union Leadership Training Program of the University of California.

"At this time I should like to call your attention to the presence of a group of

trade unionists who are visiting the convention today. They are in the balcony. They are 20 active and dedicated trade unionists who are currently enrolled in a full-time, six-months' leadership training program at the University of California Center for Labor Research and Education at Berkeley.

"This is a pioneering program, the first of its kind to be undertaken by a major university, with the full cooperation and support of the labor movement. The program's purpose is to help these outstanding union members develop the skills and knowledge they need to assume more active leadership roles in their respective unions. And all of the students are on leave of absence from their work so that they may pursue their studies on a full-time basis.

"This program is supported by a grant from the Ford Foundation. Peter Guidry is here with the students along with Don Vial, Chairman of U.C.'s Labor Center."

Escort Committees

At this point, Congressman John V. Tunney was accompanied to the platform by his Escort Committee.

Following this, Fidel Martinez, Senior Vice Commander of the Veterans of Foreign Wars, Department of California, was escorted to the platform by his Escort Committee, which included Vice Presidents "Mushy" Callahan, "Chick" Reed and Pat O'Malley.

JOHN V. TUNNEY

CONGRESSMAN

Candidate for United States Senator

Introduction

With these words, Chairman Gruhn introduced Congressman Tunney:

"Delegates, this is an unexpected pleasure that we have a great friend of labor, with an outstanding record in the Congress in support of the program of the AFL-CIO, and one who, I believe, will be the next United States Senator from the State of California replacing the now Senior Senator, George Murphy—a much needed change for California!

"And therefore at this time I present to you one of the younger members of the California delegation in the Congress and one who will give the vigor and the effort necessary to keep this country and this state moving ahead.

"Congressman John Tunney!"

ADDRESS

Congressman Tunney spoke as follows:

"Thank you. Thank you very much, delegates.

"It is a great pleasure for me to have the opportunity to address your convention briefly. I would like to tell you a little story about my campaign, which I hope is indicative of the way things are going to go in the Fall.

"When I was first running for Congress down in Riverside and Imperial Counties, I was at that time six years younger than I am now. And unfortunately I had an Eastern accent and some people thought that because I had grown up in the East and had only been in California at that point about four and a half years, maybe I would not be able to get the necessary votes. Particularly, you see, in my District we have got a lot of people who have emigrated from Texas, Arkansas and Oklahoma.

"And so I was down in the Coachella Valley and I was talking to one 'tall drink of water.' He was a Texan who had run for the Assembly and lost several years earlier; and I was asking him for support. And he pointed out: 'How can a guy who was born and grew up in the East win down here in the desert?'

"I said: 'Well, let me tell you something. First of all, my grandfather emigrated from Ireland and was a stevedore on the docks of New York.'

"And this fellow said: 'Well, that's pretty good.'

"And I said: 'And secondly, my father was a heavyweight boxing champion of the world.'

"And this guy says: 'Well, that's even better!'

"And then I said: 'Thirdly (and most importantly for the purposes of this election), 'John' uncle was a cop on the New York Police Force.'

"And this fellow looked back and said, 'John, that's great! We ought to run you for Sheriff!'

"Well, I'm here today because I think it's about time that we turned the seat that George Murphy occupies in the Senate of the United States back to the people of California!

"You know, when I came in here a few minutes ago I had someone come up to me and say: 'John, what is that button that you are wearing in your lapel?'

"And I said: 'It's the American Flag.'

"Then he said: 'What are you doing wearing that?'

"And I said: 'Because this Flag belongs

to me as much as it does to anybody. And I'm not going to let the right-wingers take it away from me or anyone else!'

"And I'll tell you something. Any man who in the Senate of the United States would vote against Medicare when we have over 50 percent of the senior citizens living in poverty; any man who would vote against the real-property taxpayers by voting against federal aid to education; any man who would vote against those people who of middle and lower income are disproportionately paying a higher federal income tax while men with billion-dollar-a-year incomes are paying nothing; any man who would vote against tax reform in my mind doesn't deserve to be in the Senate of the United States!

"When George Murphy was asked where he stood on minimum wage, he said: 'NO!'

"When George Murphy was asked where he stood on having Senators report every year their association with outside business interests, he said: 'NO!'

"He said 'No,' by the way, before there was a chance to discover exactly what those interests of his were. We can understand why he said 'No.'

"When George Murphy was asked where he stood on the basic problems affecting the farm workers in this state, he said: 'NO!'

"He wanted to prevent (and introduced legislation to do so) farm workers from having the opportunity to strike during the harvest season. In other words, to tie their hands behind their backs and then say: 'Get into the ring and have a fair fight!'

"Well, I will tell you something. The people of this state are wise to George Murphy. They are wise to the kind of ineffective leadership that he is giving. What we need in my opinion in this state and in the Senate is representation that says that we have got to do something for the housing industry except complain about it. We have got to pump some money into the housing industry. We need representation that says we have got to reform the tax structure in a meaningful way and do something for the real-property taxpayer and do something about reforming the welfare systems and do something meaningful about inflation for the housewife—and not just talk about it.

"You know the Administration's much-proclaimed budget surplus is a deficit—

and it's going to be more of a deficit next year. And all they do is cry and moan and try to blame the average working man for being responsible for it.

"Well, they may be convincing some people, but I tell you one thing: They are not convincing the average working man that he is responsible for inflation; and they are as sure as the devil not convincing his wife, who sees her budget dollar stretched to the breaking point!

"Those are some of the reasons that we are going to be able, up and down this state, to carry our message. And I don't care how many times Vice President Spiro Agnew comes into this state trying to divide people.

"You know, there was a time that the Republicans used to send around 'truth squads.' Well, in the case of George Murphy, it's the 'rescue squad.' But unfortunately, the rescue squad just doesn't have enough muscle. Because you can't cover up five and a half years of ineffective representation by making a man a special messenger to Israel or sending him over to see the Pope for five minutes! It doesn't pay off.

"Some of us have been very concerned about Israel's problems for the last six years that we have represented this state. And some of us have been very deeply concerned about social injustice, whether they are Catholics, Protestants or Jews. We don't have to go to Rome at the very last moment to pick up a little political support.

"And finally let me say this. It's a funny thing about the Tunney family. We have had our long counts. I have had two of them in my political career. But there's nothing that we like more than a good fight!

"And I can remember my father telling me when I was really very young (and some of you have heard me say it before), as I was going into a debate in school and I was very, very nervous: 'You know, John, when the bells sounds, the time for talking is over.'

"Well, the bell has sounded for George Murphy and I'm coming out swinging! And we're going to beat him!"

COMPTON FERNANDO SINGH

Deputy Chief Labor Officer, Ministry of Labor and Social Security, Guyana

Introduction

The Chair then presented to the convention, Chief Labor Officer Singh with these words:

"Delegates, just for a brief introduction

we have a visitor with us this morning from Georgetown, Guyana. He is a guest of this country under the auspices of the Bureau of International Labor Affairs of the United States Department of Labor, specifically as it relates to Guyana and its worker education and social projects and labor management relations.

"Our distinguished guest is Compton Fernando Singh, Deputy Chief Labor Officer, Ministry of Labor and Social Security."

"Mr. Singh!"

REMARKS

"Brothers and Sisters. I can call you that very easily because I myself am a member of a trade union.

"I bring you greetings from Guyana and I wish to show you that I can understand and I am indeed sympathetic to the aspirations of labor. I have spent 13 years in the Ministry of Labor and Social Security.

"My Government is labor-oriented and my Ministry of Labor happens to be the President of the Transport Workers Union on leave from his union. So you can see with a Minister like that, we can't help but be labor-oriented.

"My purpose here in the United States is to learn labor relations and industrial relations, to see what I can do to take back to my country whatever will assist the labor movement to grow strong and perhaps to realize to the fullest extent your aspirations in my country.

"Thank you for permitting me to be here and for giving me the pleasure of addressing you for a few minutes."

FIDEL MARTINEZ

Senior Vice Commander of the Veterans of Foreign Wars, Department of California

Introduction

President Gruhn introduced the next speaker, Fidel Martinez in these words:

"It is a pleasure for me to present to you for an address the Senior Vice Commander of the Veterans of Foreign Wars, Department of California—an organization that is very close to the labor movement. A great number of our members are members of the Veterans of Foreign Wars—those who gave so much to help to protect our country.

"At this time it is indeed a pleasure to present to you Fidel Martinez, Senior Vice Commander, Veterans of Foreign Wars, Department of California."

ADDRESS

Senior Vice Commander Martinez then

addressed the convention.

"Mr. Chairman, fellow union members and Americans all. I was very happy to hear that Mr. Tunney is very proud of that American Flag. And I am sure that all of us here feel the same way.

"I stand before you very humble and proud to have this opportunity to be able to address your delegation. However, I am sorry to say that the Department Commander, Joe Ferallo, was unable to be here due to a previous commitment. Therefore, you are stuck with me.

"Gentlemen, either we stand for something or we will fall for anything.

"I would like to direct my remarks at this time to the collective sacrifices of many generations of Americans who love their nation beyond life itself.

"Do we remember to discharge our obligations to them? It is long past time for us to meet our personal responsibilities to them and to the nation under law and God.

"Why is it in a few short years a nation that enjoyed freedom and material wealth unparalleled in history of the world has entered the realm of lawlessness and violence? What do we really stand for?

"It is not enough to simply oppose evil. It is necessary to stand up and be counted, to be personally involved.

"There is a shameful license abroad in the land for the violation of law and for the destruction of public order by those who have espoused some cause, be that cause real or the figment of somebody's imagination. Our judges have gone too far in protecting the privileges of those who oppose the honest will of lawful society. Our opinion-makers have gone too far in promoting such doctrine when a law is broken.

"Such things may not be the things that you came here to hear today, but if we are to keep faith with those who have given their all they must be said. They must be said in every corner of the land for which they lived and died.

"We must face the truth. A nation torn by internal strife and lawlessness at home cannot meet the challenges of leadership abroad. To heal the wounds that have torn this great nation asunder, to reestablish respect for law and the principles that have been the source of our natural growth and greatness in the past will require the unceasing example and efforts of leadership of every walk of American life. But more important than ever, it will require the wisdom, the patience and the personal commitment of every American alive today and for generations to come.

"I urge you and every American everywhere to rededicate yourselves to the strength of courage, of ideals and principles and the will to defend this nation both at home and abroad.

"Thank you so much."

At this time, Chairman Gruhn then introduced to the delegates, William Hern, Director of the California Department of Industrial Relations.

WILLIAM HERN,

Director, California Department of Industrial Relations

ADDRESS

Director Hern addressed the delegates:

"Mr. Chairman and delegates.

"Thank you for the opportunity to be here this morning and give you a current report on the activities of the Department of Industrial Relations of the State of California.

"I believe that it is particularly important that I do this since in the past several years some reports have been carried in the press which were somewhat less than accurate. So permit me to take a few minutes to set the record straight and then go on to suggest a positive program of cooperative effort between the Department and the representatives of organized labor and perhaps even including representatives of management.

"In setting the accurate record before you, I will first indicate what the rumor was and give you the facts. Such facts that I give you are from the official records of the Department and open to your inspection at any time.

Division of Labor Law Enforcement

"First, the allegation that the Division of Labor Law Enforcement quit collecting unpaid wages for workers beginning in 1967:

"The record shows that in 1963 the Division collected \$3,617,112. In 1964 the Division collected \$4,089,962. In 1965 the Division collected \$4,528,825. And in 1966 the Division collected \$5,002,485.

"Now, in 1967 the Division collected \$5,205,333—the most ever collected by the Division of Labor Law Enforcement. In 1968 the Division collected \$4,439,720—the fifth highest collection by the Division. In 1969 the Division collected \$4,870,632—the third highest collection. And based upon what we have collected so far in 1970 it appears that we will collect in excess of \$5,300,000. Which will be the highest collection the Division has ever had.

"Second, the allegation that the Division of Labor Law Enforcement would not accept claims for wages from union members:

"The facts are that in 1969 we registered 3,002 cases of wage claims under a collective bargaining agreement. Five hundred of those, or 16 percent, were settled by correspondence and the wage claimant was paid in full. Five hundred and two were dismissed because the claimant did not come back to see us. One thousand, six hundred and fifteen of these were docketed and handled through the normal procedures of the Division of Labor Law Enforcement. And only 385, or about 13 percent, went back to the grievance procedure.

"In 1970 to date, 1,683 claims were registered; 191 have been settled by the use of letters, with the claimant paid in full; 434 were dismissed because the claimant did not come back to see us; and 909 have been docketed and are in the process of being handled; and only 149, or less than 8 percent, have gone back to the grievance procedure.

"Now, this so-called policy of discriminating against union members has been the subject of two Writs of Mandate filed by labor organizations, the first of which was dismissed by the Court at the request of the plaintiff after 14 months from the filing—during which very little effort was made by the plaintiff's attorney to bring the case to trial despite the willingness of the Division's attorney to expedite the trial of the case. This happened in 1968. In 1969, the second suit was filed in June. The Division's attorney has pursued every avenue available to secure any early trial and disposition of the matter. Now in September 1970, the matter still remains at a very early procedural stage due to the seeming unwillingness of the plaintiff's attorney to proceed. We haven't even heard from him for five months and so far as we know, neither has the court.

Division of Industrial Safety

"Third, the allegation that the Division of Industrial Safety has turned completely soft on employers and is doing virtually nothing to insure the safety of the worker:

"Much has been said that in 1966, 19 matters were taken to prosecution by the Division. Little has been said as to what the results of those 19 prosecutions were.

"Well, let me tell you that six of them were dismissed or the employer was found to be not guilty by the courts. Two were found guilty, with the fine suspended. Three were found guilty, with a fine of

\$29. Two were found guilty with a fine of \$100 and two with a fine of \$250; one with a fine of \$300; one with a fine of \$500; one with a fine of \$550; and one was placed on one-year probation. That's what happened to those cases.

"We have not taken as many to the courts since 1967, but we have taken a total of 18. In each case the employer was found guilty and in each case the fine was higher than that imposed in 1966 or the terms of probation were longer.

"Much has been made of the allegation that the injury rate has been going up since 1967.

"Let me tell you what has happened to the injury rate per thousand workers. In 1965 it was 31.2; in 1966 it was 31.6; in 1967 it was 30.8, the all-time low; in 1968, 30.9; and in 1969, 31.7.

"It doesn't sound to me like we are doing the kind of a job we could; but we are holding our own, at least.

"Again, much has been made of the death rate going up for workers in California.

"Let me tell you what the statistics are. The death rate per thousand workers in 1965 was 1.22; 1966, 1.18; 1967, 1.06, the all-time low; 1968, 1.10; and 1969, 1.10. Both of them lower than in 1965 and 1966.

"Some have said that we don't do anything with industrial safety orders. That is not accurate either.

"In 1965 three of them were looked at, revised or modified; in 1966, six; 1967, four; 1968, three; 1969, five; and 1970, five so far this year.

"And nobody tells you, or at least the press doesn't, that in 1969 through our activities in the Division we corrected 296,000 unsafe conditions. All all-time high.

Division of Apprenticeship Standards

"Finally, fourth, the allegation that the Division of Apprenticeship Standards is being put out of business and that there is nothing being done to help minorities get into this program.

"Such is not true.

"I know that most of you heard Mr. Hanna on Monday. But let me repeat. In 1967 the number of registered apprentices was 20,595. And of that, 13.4 percent were from minority groups.

"In 1968, 22,164 were registered apprentices, 15.4 percent of them were from minority groups.

"In 1969 there were 27,067 registered

apprentices, 16.8 percent from minority groups.

"I am of the opinion that much of the difficulties which have ensued between your group and the Department of Industrial Relations are that we were perhaps too busy making speeches and did not spend nearly enough time talking to each other.

"I met a number of you at the budget hearings this Spring, and in private conversations urged that small meetings be held between representatives of organized labor and representatives of the Department to discuss our problems and their possible solutions.

"Fortunately, some of you believed this to be a good idea. And a number of such meetings were held, with the beginnings of solutions showing up.

"I have participated in several of these meetings, the last of which was in mid-August, with representatives of the building trades councils to talk about—not make speeches at, but to talk about—how a better job could be done in construction safety.

"We didn't arrive at any solutions at those meetings, but we do have an appreciation and an understanding of the efforts made by organized labor during the last budget hearings to maintain and improve established programs and functions in our Department.

"When and if we disagreed, these were not disagreements as to purpose; rather, they were disagreements on achieving effectiveness within the limits that the taxpayers of the state, including you ladies and gentlemen and the people you represent, impose upon us.

"So now at least we have a better comprehension of the problems. And we have another meeting in mind for mid-September, to which we intend to invite representatives of management's side of the construction industry so as to insure their aid in the solution of our problems.

"It is certainly clear that safety is not the sole responsibility of the state and that better safety can only be accomplished through the combined efforts of labor, management and the government.

"Now fortunately in some areas the communication between the Department and organized labor has not diminished. And this is particularly true in the apprenticeship area.

"I have already mentioned the record there. And a very great percentage of the credit must go to the California Ap-

prenticeship Council and the local JAC's, both of which are composed of labor-management representatives who are assisted in their work by Departmental representatives.

"This good working relationship, at least in part, had something to do with the California plan now under consideration structuring a voluntary program by labor and management in the construction industry to train and hire minority people.

"As you know, the Governor has instructed all affected state agencies, especially the Fair Employment Practices Commission, to provide whatever technical assistance is necessary to implement this plan.

Enforcement of the Labor Code

"If you accept the belief that state government cannot provide enough people to fully enforce all of the sections of the Labor Code—and I am sure that all prior directors of the Department have come to this belief as I have—it is then incumbent upon state government to develop programs that will accomplish the mandates given us by the legislature as fully as possible. And so we must then look to the responsible elements of the private sector, especially organized labor, who have the same desire and dedication to foster, promote and develop the welfare of the wage-earners in California as we have, to assist us in implementing the programs which will carry out the legislative mandate.

"I think that I have indicated excellent examples where this is being done. And I am pleased that recent meetings with your representatives have revealed other areas where it can and will be done. But now I wish to call upon the rest of you who have not yet been involved to consider active participation in joint efforts to solve some of our pressing problems. Certainly our experience in apprenticeship reveals that local people working on local problems can develop ways of doing things that secure magnificent results.

"I believe that we are all proud of the high level and outstanding quality of labor relations in California, and that they have been attained with a minimum amount of mandatory legislation controlling the conduct of each side.

"It is very easy in a moment of frustration to call loudly for new laws or harsher enforcement. When we do this, we often overlook and perhaps even demean the great accomplishments of the labor movement in California over the past thirty years.

"In these times of inflation and economic adjustments it is all too easy to forget the facts of history that have brought California workers the best standard of living in the world. And in so doing we run the risk of disregarding the historical processes that have made the labor movement in California great, one of the most important economic and sociological forces for the benefit of our people of this state.

"We do not want to be in the dictator's role. And I suggest that the unwillingness of state government under this administration to become heavily involved in the collective bargaining process, save for the aid given by the State Conciliation Service, is proof of this posture. Nor do we feel that federal intervention in our problem areas necessarily provides answers responsive to local conditions.

"So I urge that all of you reconsider your beliefs that we in the Department are not interested in the welfare of the worker. And upon reconsideration, stop making speeches about what we have or have not done and start talking to us about how we can do better with your help.

Labor's Representatives in the D. I. R.

"One last thought. Much has been made that the Department no longer has any representatives of organized labor in its policy-making echelons.

"Such again is not so.

"As you know, Al Boardman, Operating Engineers, was reappointed to the Workmen's Compensation Appeals Board; C. L. Dellums of the Sleeping Car Porters was reappointed to the FEPC; Mike Elorduy from the Teamsters was appointed just last week to the Industrial Welfare Commission; and six representatives of organized labor are on the Apprenticeship Council: Fred Adams, Coordinator of the National Conference of Resilient Floor and Decorative Covering Workers; John Lozano, Financial Secretary-Treasurer and business manager of Cement Masons, Local 52; Bernard S. Miles, Business Representative, Lodge 68, International Association of Machinists; Howard Volz, Business Manager and Financial Secretary IBEW, Local 569; and Robert H. Worthy, California State Council of Lathers and Business Manager of the Wood, Wire & Metal Lathers, Local 109. And in addition, Bill Stumpf of the Steelworkers is Chairman of this Council.

"Virgil Collins from the UAW serves with me on the Industrial Board; Mike Callahan from the Culinary Trades is on

the Board of the State Compensation Insurance Fund; Chuck Hanna, who still brags about being a carpenter after all these years at the state trough, is Chief of the Division of Apprenticeship Standards, a Reagan appointee.

"Now let's mention the appointments that I have made from labor. George Smith, IBEW, is Deputy Director of the Department; John Stein, who before coming with the state represented the Lathers' Union, is now Assistant to the Chief, the third highest job in labor law and the highest civil service job in the Division. I appointed him. And most recently Jim Curry, who until May was 2nd Vice-President of AFSCME, and who I believe is still President of its largest local in California, was appointed by me as an area supervisor just last month.

"So I believe that the names of organized labor representatives that I have read to you do show that your voice is still a very important one in the conversations that go on at the policy-making level, in the Department of Industrial Relations.

"Should you elect to accept my invitation, which is virtually a plea, to establish two-way communication between us, it can and will be an even more important voice in deciding the programs entrusted to our Department.

"Thank you."

Upon completion of Director Hern's address, the Chair called upon the Secretary for his remarks.

JOHN F. HENNING

Secretary-Treasurer, California Labor Federation AFL-CIO

REMARKS

The Secretary then addressed the delegates.

"Mr. Chairman and delegates, we appreciate the presence of Bill Hern here today. We invited him to come and address you. We respect his position as Director of the Department of Industrial Relations just as we respected his prior position as Labor Commissioner for the State of California.

"However, since he entered the area of labor responsibility with respect to the policies of his Department, I would make two points.

"First, the Santa Clara Central Labor Council and the Salinas Central Labor Council have asked me, Bill, to request that you investigate at once the charge that child labor violations are being perpetrated in the Salinas and Santa Maria

areas at this moment so that the growers might have the labor of children as strike-breakers in the current agricultural dispute in that area.

"And I am sure that you will appoint investigators at once to get to the truth of this charge.

"Secondly, with regard to rhetoric or oratory as perhaps representing the labor position rather than a submission of fact: It was our organization through political action, and not oratory, that in the recent session of the State Legislature was able to defeat the proposals of Governor Reagan to reduce the number of industrial safety engineers, to reduce the number of State labor commissioners, to reduce the agents of the Division of Industrial Welfare.

"And since Bill Hern has raised the issue, I think we must here record that when I testified before the Senate Finance Subcommittee protesting as vigorously as possible the reduction and the elimination of jobs that are needed to protect working men, save their lives and save them from injury, Mr. Hern spoke in favor of the reductions of those personnel. By his presence he supported the budget of Governor Reagan.

"Now we accept his institutional position. If he didn't do it, he wouldn't be Director. He wouldn't have been Labor Commissioner.

"And it was not our intent to raise this question here today.

"But we do speak in defense of the record and the facts. And those facts are clear and beyond dispute.

"We will continue to fight for increased services in the Division of Industrial Safety and in the Apprenticeship Division.

"And incidentally, it was our campaign that saved the Division of Apprenticeship from emasculation by budget cuts.

"We will continue to fight, to make those programs meaningful whether the Administration be Democratic, Republican or whatever. We have no partisan position on this matter.

"There is just one final word. We will be happy to work with Bill Hern as a representative of the California Labor Federation.

"And I might humbly suggest that the way in which he can establish a dialogue with the trade union movement of this

state is to begin the dialogue with the California Labor Federation, the official State AFL-CIO organization.

"Thank you."

At this point, Delegate Joseph Leone (Postal Clerks No. 2, San Francisco) rose on a point of personal privilege in order to thank T. A. Small, Chairman of the Resolutions Committee, for his assistance on the amendment which was adopted to help achieve the union shop for postal workers.

Delegate Henry Cano (Steelworkers No. 1440, Pittsburg) rose on personal privilege in order to make an announcement.

The Chair ruled Delegate Cano out of order, recognizing that all announcements must go through the Secretary to the convention assembly.

Next, Delegate Tony Cannata (Central Labor Council, Contra Costa County, Martinez) rose on a point of order to explain that he had brought the announcement to the Secretary earlier in the day.

The Chair called on the Secretary, who replied:

"Mr. Chairman, delegates, the request was that the physical facilities of this auditorium be given to candidates for political office within the Federation, for Vice-Presidential candidacies.

"This has never been done for incumbents nor for those challenging incumbents.

"It was on that basis that, when the facts were made clear, that the two candidates wished to meet and hold a political caucus in our committee rooms, I felt obliged to honor the past tradition—which I believe is wise and prudent.

"This is an open convention. They can meet wherever they wish in the hotel. But the convention facilities are the property and the responsibility of all of us and should not be loaned for a political purpose."

The Secretary then announced the schedule for the Credentials Committee and the registering of delegates.

Recess

Secretary-Treasurer Henning then moved that the convention recess until 2 p.m.

The motion was seconded and carried.

Whereupon, at 12:00 noon the convention recessed until 2 p.m. of the same day.

AFTERNOON SESSION

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

CHARLOTTE ROE

National Executive Director
Frontlash 1970

Introduction

President Gruhn then introduced Miss Roe.

"The Chair has the pleasure of calling upon a young lady, for an address to the convention, who is involved in a very important function in cooperation with the labor movement and the youth of the country. You have heard about it in California.

"At this time it is a pleasure for me to present to you Charlotte Roe, National Executive Director of Frontlash-1970."

ADDRESS

Charlotte Roe then delivered the following address:

"It is a great honor for me to be able to address this convention of the California Labor Federation, AFL-CIO. I was asked to speak about Frontlash, but I won't dwell too much on the organizational details.

"For those of you who are not familiar with Frontlash, it is a program to mobilize students and young people to work for voter registration, voter education, and get-out-the-vote drives in minority and low-income communities.

"We are concentrating these projects in some eight states throughout the country and here in California we have organized projects in about fourteen cities and counties. The latest count is that Frontlash registrars enrolled about 50,000 new voters. And we hope to increase this by the time of the deadline on September 10th. We hope, too, that this effort will make an important contribution toward the chances of a liberal victory in November.

"But besides those numbers I would like to say that something really beautiful is happening in California. Because throughout the state, because the California Labor Federation has not only endorsed this program but is actively encouraging it, we are seeing young activists and trade unionists cooperate and come together in a way that has not been seen since the rise of industrial unionism in the 1930's.

"Our most immediate concern in this election is that liberalism really has its back up against the wall. We have lost the White House and we have lost at least the majority control on the Supreme Court, or will under Nixon. And we have only the Congress and the fight to defend or retain power in the state legislatures. And if we lose this fight, I am afraid we will see a new dark age of conservative power and social stagnation that are going to be horrible for all of us to undergo.

"Now, it won't be easy. I worked recently in the campaign in Texas where Senator Yarborough, in spite of a gallant effort by the labor movement, went down to defeat. And he was defeated not so much because of what happened in that state, but because of what was happening in other places thousands of miles away that was exploited by the conservatives. Lloyd Bentsen, who ran against him and defeated him, blanketed the State of Texas with TV ads linking Yarborough's support of the moratorium to the student disruptions, to Yippie riots in Chicago, showing the bank burnings in Santa Barbara. And the voter who formed the base of Yarborough's popular support in that state looked at these things. He might have been remote from these kinds of disturbances, but he looked at these things and, failing to hear an effective counterresponse, he went out and voted his fears on election day. I think you know the dangers of that same thing happening here.

"But beyond the challenge of the 1970 elections I wanted to talk a little bit about the kinds of values and philosophies that motivate our work in Frontlash.

Trade Union - Youth Alliance

"Firstly, we see the need for building an alliance of young people and trade unions for democratic change.

"Now you might ask: An alliance with which young people? And I understand that in California you do have more than your share of flamboyant kooks and bombers and other reckless types in the youth and student communities.

"I don't mean these. And we all know that these people do not represent the majority of students any more than that small group of man-hating liberationists represent the majority of women who want fair employment and equality.

"But there is an awakening interest

on the part of many students to seek ties with the labor movement. Many of those involved in politics are beginning to realize that the middle-class American, that silent majority that has been neglected for so many years by the movements for social change, can't just be signed over to Nixon and Agnew.

"And along with this rediscovery of the common man there is a rediscovery of the trade union movement.

"But more is required, we feel, than simply a practical cooperation with the labor movement, although contact between students and labor can go a long way to show trade unionists on the one hand that students are not all SDS types and to show students on the other hand that the trade unions aren't dead, aren't made up of fuddy-duddy types.

"Students, we feel, have a responsibility to speak out, and speak out strongly, in moral and political terms against the undemocratic violent trends that exist on the campus. And this means they have to confront the elitism that we feel is at the root of those tendencies.

"Now by that I mean: In the late Sixties, especially in the student movement that was working for social change and for changing our foreign policy, there did arise a kind of oblique pessimism about the American people. Really, a scorn for the American people and their capacity to understand the society around them. It was felt that the ordinary citizen wallowing in affluence could not be persuaded to support social change, was incapable of seeing the political truth.

"Now once you have set that premise, you have a justification for a minority using extreme tactics to impose its will upon the majority, to shock or goad or force it into change. And that is what has been happening on the part of many students and so-called 'militants.'

"Our disagreement with this wing of the student movement is not simply a tactic but, as I am trying to explain, it is a question of philosophy too. And we think that students have to face the fact that they become isolated from their own generation.

"The majority of young people are not students. Students make up only one-fourth of the young people age eighteen to twenty in this country. The majority of young people have to work for a living. They are factory workers, or they work in department stores, or they are housewives. And they do not have the kind of economic security that many stu-

dents feel. They are not part of the counter-culture or the revolutionary youth culture. And this group is the group among whom Wallace found his greatest support. Wallace got by far his hugest voting block from the group that was age twenty-one to thirty in this country. And this is the group to whom we have to look to see who is really alienated in this country.

Economics the Key

"Students also we feel have to learn to relate to the aspirations and grievances of working men and women of all ages in this country. Primarily this means that of all the issues that will move the electorate in this election the question of economics, the question which has been most ignored perhaps by the academic community, has to be seen as the key to rebuilding the coalition for social progress. That means we have to recognize that the middle-class American who is facing economic difficulties and dislocations faces problems that are in their own way as nerve-racking as the poor in this country.

"Richard Scanlan has an article in this issue of the American Federationist where he speaks about this problem and points out that, for example, if a young canvasser in an election were to go to a Machinist's wife in Dayton, Ohio and say to her 'Now you are not really afraid of being mugged, lady. You are just reacting like a white racist bigot'. He would get absolutely nowhere. That is as bad, Scanlan says, as going into an Irish ward in Boston and yelling 'Down with the Pope!' or calling for total U.S. victory in Southeast Asia in Manhattan.

"But students can sympathize with the things that are hurting the average citizen. By that I mean the anxiety about job cutbacks, the costs, the rising costs of sending kids to college, of getting medical help, the difficulties of financing a home with high interest rates, soaring prices and the unfair tax burden. And if they can be sensitive to these problems they can have a dialogue.

"These problems are the unifying issues that link the self-interests of low- or moderate-income Whites to the needs of minority groups and the underclass. And we feel that students should take these issues as their central concern. Because it really is the issue of the 1970's—the question of who is going to share in the great wealth of this country and to what purpose is that wealth to be put.

"So through projects like Frontlash, we

are trying to build this kind of bridge. And we see it as a first step to creating a body of thought and activity in the student community that can be an alternative to mindless, destructive radicalism and to the threatening new conservatism of the Nixon period.

Greater Political Participation Needed

"Secondly, we see a need for greater political participation and voting participation in low-income communities.

"And here we just have enormous obstacles to overcome.

"The U. S. is committed to the principle of one man, one vote. But we are a long way from getting that in practice.

"To vote, an American must be registered. And to register he is subject to all kinds of restrictions, inconveniences and inequities in this country.

"In Texas, for example, everybody must register every year. And you have to do it by January 31st, or you can't vote in November.

"In Tennessee, where I also worked recently, you can only register at the courthouse. The courthouse is not open past 4:00 o'clock except two days during the year. And that means most working people can't make it.

"Residency requirements don't make sense in most parts of the country. And even in California, where the registration procedures are relatively liberal, you have a bewildering array of practices that are pretty much because of the whims of county government. And these obstacles hurt the poor, they hurt the young people, they hurt Blacks and Mexican-Americans and other minorities and they hurt workers the most. Which is why the participation is lowest in these communities. These people are demoralized by the empty promises they have heard from politicians for years, and they are often alienated from the political process.

"The result of all this is that the non-voter in U. S. elections so many times ends up determining the outcome. And it is an outcome that is against us.

"In 1968 there were forty-seven million potential voters who did not go to the polls, either because they were not registered or they just did not use their vote.

"That is seventeen million more voters than Nixon got in that election and it is many, many, many, many, many more times than the margin of difference.

"This situation is even worse in off-year elections. In California there are a whopping four million unregistered potential voters, or there were at the start of this

summer, and those are in the majority, Democratic workers.

"So we have a giant task before us to conduct the voter-registration drive, to enroll people and convince them that they can't afford to let their political destiny be decided by others any more. Young people can play a huge role in this undertaking because they have leisure and they often have the energy and commitment to do the job. But it can't be done by young people alone, and that is why we are cooperating with COPE, with organizations like the Senior Citizens and the A. Philip Randolph Institute to get the job done. But in the end I think that we have to recognize that there won't be a solution to this problem unless we have far-reaching reforms in the voter-registration system itself. In Canada, in almost all European democracies, in the State of Idaho voter registration is the responsibility of the government; it is not left up to the individual. And the result is that voter registration in those countries is eighty to ninety percent, whereas in the United States it is fifty to sixty percent. And I think that that is what we have to get to in this country: to pass legislation which will pace the burden of keeping the registration rolls up to date and getting everybody enrolled on the government, and passing uniform voter-qualification standards so that we can get rid of these barriers and contradictions that obstruct the principle of one-man, one-vote.

Democracy is Under Attack

"And finally as a related concern we want to extend and strengthen the democratic process in all its phases.

"Now, democracy is under attack from a lot of quarters today. It is not just the New Left and the New Right that are attacking it and wishing to dispense with democracy. The latest issue of *The New Republic*, which is a prominent liberal magazine, had a lead article in its issue. The title is 'Disfranchise the Old.'

"Now, the article called for taking away the vote from people over seventy or people who retire, whichever was at a younger age, because, they say, Reagan's support lies mainly with the group that has migrated to California in its later years and wants to live out its twilight years in this state—and this is the reason for the strength of Reaganism.

"Of course this is just a lot of malarkey. Because, first of all, if you are going to start with the people over seventy, why stop there? Aren't the people who are fifty or older a 'little unpure'? Or should we go to the forty and older or maybe the thirty and older?

"But the real point of this is that this was put forward as a serious proposal by a prominent establishment, liberal publication. And I think it is one more evidence that a lot of people want to take shortcuts and they want to explain away their own failure to persuade a majority to support the liberal cause.

"Those of us who are close to the trade-union movement know that democracy is not a luxury. Democracy is too precious to be tinkered with. We can't disfranchise a little group here and a little group there. It won't work. Because in the contest between the wealthy, conservative elite in this county and the majority of people who have needs who are not wealthy, the conservatives have a lot of weapons that we do not have. They can buy off legislators, they can spend millions of dollars on TV and on election campaigns, and the rules and procedures in the Congress and in the congressional committees are already stacked against us. And the trouble in this county has not been a failure of the democratic process itself, but we haven't had enough democracy.

"The only strength, I feel, of the liberal and left-of-center coalition is in numbers and organization and in political education. And to win in the long run, I think we have to start thinking and acting about politics not just at election time but as a year-round thing.

"If the Democratic Party is not attractive enough to the working man and woman of this country, as Mr. Meany said the other day, then why not have the trade unions assert a greater voice and power within that party to make it a party of the working man, a party that best represents his needs?

"I think we have to build a political movement that can take the profound economic frustrations that the ordinary American feels, frustrations that are often distorted into backlash sentiment by the conservative, and turn these needs and frustrations into a campaign to start attacking the corporations and the rich; a campaign for national health insurance, for free higher education and for the kind of planning and social investment we need to clean up the environment and to rebuild the cities.

"And I see hope for such a movement prevailing—if not in this election, at least in the years to come. And if it succeeds, it will come about because, like the farm workers did in California, we will persevere. And as we started to do this year, we can join forces and stick together.

"Thank you."

FRONTLASH 1970

JOHN F. HENNING

**Executive Secretary-Treasurer
California Labor Federation, AFL-CIO**

Secretary-Treasurer Henning then made the following remarks regarding Frontlash 1970:

"Mr. Chairman, delegates. Our California Labor Federation is proud that Miss Roe was with us today. I think that it might be well to remind that not only have we endorsed Frontlash, but we have, on a permanent basis in our state headquarters office here in San Francisco, the Director of the Frontlash effort in the State of California. Also, our organization has contributed \$7,100 to the Frontlash activities in California.

"The purpose of having the Frontlash representatives at our state headquarters is that we can have coordination between the various Frontlash representatives throughout the state. We do have Frontlash representatives in a number of central labor councils working with the councils and the local COPEs.

"Their primary duty at the moment is the registering of the unregistered; and on November 3rd, of course, they will concentrate on getting out the vote.

"They represent our approach to the campus. Frontlash goes to the campus and gets volunteers for the work of registration. Miss Roe suggested that our relationship should be something more than organizational. It is philosophical as well. And I am sure that the Frontlash people throughout the country, the young university students who believe in rational and democratic dissent, will agree that this organization is concerned not only with wages, hours and conditions of work, which remain the fundamentals of union existence, but this organization is concerned also, as our policy statements reveal, with the questions of peace and war, with ecology, with health, with education, with all of the social dimensions of man.

"Miss Roe, we are honored by your presence and we look to a continued period of relationship with the university students of this country who believe in the democratic process."

FINAL REPORT OF CREDENTIALS COMMITTEE

James H. Blackburn, Chairman

Chairman Gruhn next called on James H. Blackburn, Chairman of the Committee on Credentials for a final report. (See completed Roll of Delegates)

The motion to adopt the final report was seconded and carried.

Following the final report of the Committee on Credentials, Delegate Dan McLeod (Communications Workers No. 9430, San Mateo) rose to request that the proceedings begin regularly at 2:00 p.m.

Chairman Gruhn agreed and reassured Delegate McLeod that this would be done.

FAREWELL

James Blackburn, Chairman Committee on Credentials

Chairman Blackburn, having been called upon by the Chair, wished the delegates farewell:

"We of the Credentials Committee would like to thank the delegates, the committee members and the office staff of this fine organization. As I said at the last convention, this is the finest committee since 1937. Apparently Al Gruhn agreed with me because he appointed practically the very same committee for this year.

"This is my swan song to this wonderful convention as a committeeman. At seventy-eight I feel that I have served my time and there are no doubt more efficient young people who should and can do the job better than I.

"I would also like to express our appreciation for the cooperation shown by the Del Webb staff.

"Thank you very much and God bless you!"

Thanks From The Chair

President Gruhn then thanked Chairman Blackburn and the Credentials Committee.

"I wish to express the thanks of the Chair and, I am sure, of the delegates and the officers of this Federation, this convention, for the splendid services rendered to us by Chairman Blackburn and the members of the Credentials Committee.

"It is a big job to get all of the delegates registered in the proper manner. And we appreciate your work very much and dismiss you with a vote of thanks."

The Chair then announced that at 3:15 p.m. the convention would begin the nominations of officers of the California Labor Federation.

Chairman Gruhn then called on T. A. Small, Chairman of the Resolutions Committee for a further report.

FURTHER REPORT OF RESOLUTIONS COMMITTEE

T. A. Small, Chairman

Chairman Small began the report:

RESOLUTION NO. 66—State Cultural Activities Committee.

The committee report:

"While your committee commends the activities of the Los Angeles County Federation of Labor, AFL-CIO, through its cultural activities in the community, your committee does not believe that it is feasible for a statewide committee to operate within the framework of the Federation but rather that this should be implemented at the local level through the respective local central bodies.

"In addition, the resources of the Federation in the opinion of your committee must be directed toward more compelling problems with a higher priority, and accordingly the Federation would be without funds and a staff to operate a statewide program.

"Your committee accordingly recommends nonconcurrence in Resolution No. 66, and I move the adoption of the committee's report."

The committee's recommendation was adopted.

RESOLUTION NO. 129—Statewide Community Services Committee.

The committee report:

"The subject matter of this resolution is the same as Resolution No. 66, concerning which your committee has recommended nonconcurrence.

"For the same reasons stated with respect to Resolution No. 66, your committee recommends Resolution No. 129 be non-concurred in, and I move the adoption of the committee's report."

The motion was seconded.

Delegate Claude L. Fernandez (Retail Store Employees No. 428, San Jose) spoke in opposition to the motion.

Chairman Small further explained the committee's basis for its recommendation.

The motion on the committee's report was carried and the committee's recommendation was adopted.

RESOLUTION NO. 132—Affiliate with California Farmer-Consumer Information Committee.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 92—Maximum Interest Rates for Consumer Credit

The committee report:

"The subject matter of this resolution is concerned with the establishing and financing of a statewide campaign to place an amendment on the ballot to reduce interest rates on consumer credit charge accounts to 12 percent per annum.

"This, of course, would require the expenditure of a substantial amount of money in order to qualify the proposal.

"Your committee noted Resolution No. 127 had been introduced by the Executive Council of the Federation calling for the introduction of a proposed Constitutional amendment to accomplish the purpose of this resolution and more through a bill introduced in the legislature which did not require the expenditure of the substantial amounts.

"Your committee prefers the approach in Resolution No. 127, and although that is the property of the Legislative Committee, your committee recommends that this resolution be filed."

The committee's recommendation was adopted.

RESOLUTION NO. 58—Increase Benefits for Railroad Employees Through Railroad Retirement Act

The committee report:

"Your committee concurs with the intent of the resolution, which calls for the increasing of benefits under the Railroad Retirement Act.

"Your committee is informed, however, that legislation has been recently adopted accomplishing the purpose of this resolution. If the information is inaccurate, however, your committee believes that the resolution should be implemented.

"Your committee accordingly recommends the resolution be filed but action taken by the Executive Secretary, if necessary."

The committee's recommendation was adopted.

RESOLUTION NO. 104—Amend N.L.R.A.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 110—A Comprehensive Maritime Program.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 1—Delegates to Legislative Conferences.

The committee report:

"Your committee believes that the subjects contained in this resolution would directly interfere with the autonomy of the affiliates of the Federation and are matters which should be determined in the discretion of each affiliate as they thought proper.

"Your committee, therefore, recommends nonconcurrence, and I move the adoption."

The committee's recommendation was adopted.

RESOLUTION NO. 67 — Union Retiree Clubs.

The committee report:

"The subject matter of this resolution is concerned with the Federation initiating a statewide program aimed at affiliates to establish Union Retiree Clubs. Your committee believes that this would be a direct interference on a matter which is up to the discretion of the respective affiliates and accordingly recommends nonconcurrence."

The committee's recommendation was adopted.

RESOLUTION NO. 139 — Television Re-Runs.

The committee report:

"Your committee noticed a typographical error in Lines 11 and 12, and corrects the word 'episides' to 'episodes'.

"And as so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

RESOLUTION NO. 140—Bar Foreign Film and TV Imports.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 117—Organizing White Collar Workers.

The committee report:

"This resolution calls upon the Federation to step up its white collar organizing drive. It is to be noted that the Federation has not engaged in any organizing drive, and it would appear that any such activity would be in violation of the

rules applicable to state and local central bodies established by the National AFL-CIO and would involve incursion into the jurisdiction of various affiliates of the Federation.

"Your committee accordingly recommends non-concurrence in Resolution No. 117."

The committee's recommendation was adopted.

RESOLUTION NO. 128 — Bank Organizational Campaign.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 60 — Improved Safety on the Railroads.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 61—Nationalization of Railroads.

The committee report:

"Your committee recommends that the title of the resolution be changed from 'Nationalization of Railroads' to 'Rebuilding of the Nation's Passenger Trains.'

"And as so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

This concluded the committee's partial report and Chairman Small thanked Delegate Evan Dillon (Operating Engineers No. 501, Los Angeles) for his help in connection with committee reports.

Announcements

At this juncture, the Chair called upon Secretary Henning who made several announcements.

NOMINATION OF OFFICERS

The President then called on General Vice President Dias to preside. 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 John F. Henning (Office and Professional Employees No. 3, San Francisco).

The nomination was seconded by Jay Johnson (Northern Calif. Dist. Council of Laborers, San Francisco) and Leonard Cahill (Redwood Dist. Council, Lumber

and Sawmill Workers, Eureka).

Delegate Gunnar Benonys (Carpenters and Joiners No. 36, Oakland) moved that the Secretary be instructed to cast a unanimous white ballot for the election of President Gruhn, who was unopposed.

The motion was seconded, carried and the Secretary cast the ballot.

The Chair declared Albin Gruhn duly elected President by the convention.

Secretary-Treasurer

John F. Henning (Office and Professional Employees, No. 3, San Francisco) was nominated by Albin J. Gruhn (Hod Carriers and Common Laborers No. 181, Eureka).

The nomination was seconded by Max J. Osslo (Butchers No. 229, San Diego), Loretta Riley (Bartenders and Culinary Workers No. 770, Santa Rosa) and C. L. Dellums (Sleeping Car Porters, Oakland).

Delegate Robert F. Bost (Air Transport Employees No. 1781, San Bruno and the San Mateo Central Labor Council) moved that the Secretary be instructed to cast a white ballot for John F. Henning who was unopposed for the office of Secretary-Treasurer. The motion was seconded, carried and the Secretary cast the ballot. The Chair declared John F. Henning duly elected Secretary-Treasurer by the convention.

President Gruhn resumed the Chair at this point.

General Vice President

Manuel Dias (Boilermakers No. 513, Richmond) was nominated by Ernest M. King (Boilermakers No. 513, Richmond).

The nomination was seconded by Joseph Angelo (Steelworkers No. 5261, Davis) and Richard K. Groulx (Central Labor Council, Alameda County, Oakland).

Art Carter (Central Labor Council, Contra Costa County, Martinez) was nominated by Tony Cannata (Central Labor Council, Contra Costa County, Martinez).

The nomination was seconded by John T. Squire (Transport Workers No. 250-A, San Francisco), Henry Cano (Steelworkers No. 1440, Pittsburg), Joe Nedham (Office and Professional Employees No. 29, Oakland) and James Green (National Association of Broadcast Employees and Technicians No. 51, San Francisco).

Geographical Vice Presidents

Delegate Sigmund Arywitz (Los Ang-

es County Federation of Labor) then nominated the incumbent Geographical Vice Presidents as follows:

District No. 1

Max J. Osslo (Butchers No. 229, San Diego).

District No. 2A

M. R. Callahan (Bartenders No. 686, Long Beach.)

District No. 2B

Ray S. Mendoza (Const. & Gen. Laborers No. 302, Bishop).

District No. 3A

Anthony J. Bogdanowicz (Cabinet Makers and Millmen No. 721, Los Angeles).

District No. 3B

John L. Dales (Screen Actors Guild, Hollywood).

District No. 3C

John A. Cinquemani (Bldg. and Construction Trades Council, Los Angeles).

District No. 3D

Kenneth D. Larson (Federated Fire Fighters of California, Los Angeles).

District No. 3E

Joseph H. Seymour (Operating Engineers No. 12, Los Angeles).

District No. 3F

Ray M. Wilson (Hod Carriers No. 783, San Bernardino).

District No. 4

G. A. McCulloch (Los Angeles Co. Dist. Council of Carpenters, Los Angeles).

District No. 5

Wilbur Fillippini (Sheet Metal Wkrs. No. 273, Santa Barbara).

District No. 6

H. D. Lackey (Bldg. & Constr. Trades Council, Bakersfield).

District No. 7

C. A. Green (Plasterers & Cement Masons No. 429, Modesto).

District No. 8

Thomas A. Small (Bartenders & Culinary Wkrs. No. 340, San Mateo).

District No. 9A

Morris Weisberger (Sailors Union of the Pacific, San Francisco).

District No. 9B

Joseph R. Garcia (Bartenders No. 41,

San Francisco).

District No. 9C

Chris Amadio (Machinists No. 1327, San Francisco).

District No. 9D

Wm. G. Dowd (State Conference of Operating Engineers, San Francisco).

District No. 10A

Richard K. Groulx (Alameda County Central Labor Council, Oakland).

District No. 10B

Paul L. Jones (Const. & General Laborers No. 304, Oakland).

District No. 11

Howard Reed (Bldg. & Constr. Trades Council, Contra Costa County, Martinez).

District No. 12

Stanley Lathen (Retail Clerks No. 373, Vallejo).

District No. 13

Harry Finks (Theatre Employees No. B-66, Sacramento).

District No. 14

Leonard Cahill (Redwood Dist. Council, Lumber & Sawmill Wkrs., Eureka).

District No. 15

Lloyd Lea. (Lumber & Sawmill Wkrs. No. 2907, Weed).

Delegate R. W. Hackler (Communications Workers District No. 9, Sacramento). seconded the nominations as expressed and as identified by Delegate Arywitz.

Delegate Edward T. Shedlock (Utility Workers, No. 160-C, Menlo Park) also rose to second the nominations for the incumbent Geographical Vice Presidents, as nominated by Delegate Arywitz.

There being no further nominations for Districts 1, 2A, 2B, 3A, 3B, 3C, 3D, 3E, 3F, 4, 5, 6, and 7, Chairman Gruhn declared nominations closed for the respective districts.

District No. 8—Geographical Vice President

Robert Delzell (Central Labor Council, San Mateo County, San Mateo) was nominated by Stanley M. Smith (Glaziers and Glass Wkrs. No. 718, San Francisco).

The nomination was seconded by Duane Peters (Typographical Union No. 21, San Francisco) and Robert Bost (Air Transport Employees No. 1781, San Bruno).

T. A. Small's nomination was seconded by A. A. Figone (Bay Counties Dist.,

Council of Carpenters, San Francisco) and by John Meritt (Calif. State Council of Culinary Workers, Santa Monica).

There being no further nominations for Districts 8, 9A, 9B, 9C, 9D, 10A, 10B, 11, 12, 13, 14, and 15 Chairman Gruhn declared nominations closed for the respective districts.

It was then moved and seconded that a white ballot be cast by the Secretary for all the unopposed nominees for Geographical Vice Presidents.

The motion was seconded and carried.

Thereupon Secretary-Treasurer Henning cast a white ballot for the unopposed Geographical Vice Presidents. They were declared elected by Chairman Gruhn.

At Large Vice Presidents

Delegate G. A. McCulloch (Los Angeles Co. Dist. Council of Carpenters, Los Angeles) nominated the following incumbent At-Large Vice-Presidents.

Office A

Joseph Angelo (Steelworkers No. 5261, Davis).

Office B

Richard W. Hackler (Communications Workers Dist. No. 9, Sacramento).

Office C

Edward T. Shedlock (Utility Workers No. 160-C Menlo Park).

Office D

Sigmund Arywitz (Los Angeles County Fed. of Labor, Los Angeles).

Office E

Jerome Posner (Clothing Wkrs. No. 408, Los Angeles).

Office F

Joseph P. Mazzola (Plumbers and Pipefitters No. 38, San Francisco).

Office G

Steve Edney (Cannery and Industrial Workers of the Pacific, Terminal Island).

Office H

Fred D. Fletcher (Newspaper Guild No. No. 52, San Francisco).

Office I

G. J. Conway (Steelworkers No. 3941, Bell).

These nominations were seconded by John Cinquemani (Los Angeles Bldg. & Const. Trades Council, Los Angeles), Ken Larson (Federated Fire Fighters of Cali-

fornia, Los Angeles) and Morris Weisberger (Sailors Union of the Pacific, San Francisco).

There being no further nominations for the following offices of At-Large Vice Presidents: A, B, C, D, E, F, G, H and I, they were declared closed by the President.

Delegate Dan Mundy (Plumbers No. 78, Los Angeles) then moved that the Secretary be instructed to cast a white ballot for the unopposed At Large Vice Presidents, Offices A through I, inclusive.

The motion was seconded and carried.

Secretary Henning then cast the white ballot for all the unopposed At Large Vice Presidents, Officers A through I.

Chairman Gruhn then declared nominees for those offices elected.

CONVENTION CITY

Los Angeles was nominated as the 1972 Convention City by Delegate Harry Finks (Theatre Empls. B-66, Sacramento).

The nomination was seconded by Sigmund Arywitz (Los Angeles County Federation of Labor, Los Angeles) and R. H. Fox, Jr. (Operating Engineers No. 501, Los Angeles).

Fresno was nominated by Delegate Jesse Bernard (Hod Carriers & Common Laborers No. 294, Fresno).

The nomination was seconded by Delegate W. T. O'Rear (Fresno Central Labor Council, Fresno).

Anaheim was nominated by Delegate John Tietz (Carpenters No. 2203, Anaheim).

The nomination was seconded by Delegates Thos. W. Mathew (Bldg. & Const. Trades Council of Orange Co., Santa Ana) and Anthony Ferro (Carpenters No. 2203, Anaheim).

Delegate Irvin Mazzei (Los Angeles County Federation of Labor) offered a substitute motion to refer the site selection to the Executive Council, but was ruled out of order by the Chairman.

Konocti Harbor Inn at Clear Lake was nominated by Thos A. Rotell (Bay Cities Metal Trades Council, San Francisco).

The nomination was seconded by Delegate Joseph Mazzola (Plumbers No. 38, San Francisco).

The Chair ruled Konocti Harbor Inn ineligible as not being a Convention City within the context of the Constitution.

Delegate Dan McLeod (Communications Wkrs. No. 9430, San Mateo), moved the

previous question. This motion was ruled out of order. There being no further nominations, they were declared closed by Chairman Gruhn.

ELECTION BOARD

The Chairman then cited Sections 4 and 5 of Article 5 of the Constitution pertaining to the appointment of an Election Board. A motion was made, seconded and carried to "approve the action of the President in appointing an Election Board."

Chairman Gruhn appointed the following delegates as members of the Election Board, consisting of three supervisors and nine tally clerks:

James Blackburn (Building and Construction Trades Council, Long Beach), Chairman.

Anthony Scardaci (United Furniture Workers No. 262, San Francisco).

Phyllis Mitchell (Office Employees No. 3, San Francisco).

Elizabeth Kelley (Waitresses No. 48, San Francisco).

William Sutherland (Theatrical Employees No. B-18, San Francisco).

Russel F. Hansen (Carpenters No. 1323, Monterey).

Edwin Michelsen (Butchers No. 516, Burlingame).

Ed Wilson (Sailors Union of the Pacific, San Francisco).

James Cross (United Telegraphers Local 34, San Francisco).

Larry Vail (State Council of Retail Clerks, San Francisco).

Roger Fisher (Public Empls. No. 1110, Lakewood).

Robert Renner (Fire Fighters No. 1229, Stockton).

In the place of Ed Wilson, who was ill, Chairman Gruhn appointed Ysidro Ruval-

cava (Hod Carriers No. 652, Santa Ana).

Delegate Larry Vail (State Council of Retail Clerks, San Francisco) declined to serve, being involved in negotiations during the time of the election. The Chairman named J. J. Twombly (State Building and Construction Trades Council, Sacramento) in his stead.

Chairman Gruhn then explained that the Constitution specifically prohibits there being more than one member on the Election Board from the same National or International organization. Since this conflict had inadvertently occurred in the original appointment of the Board, Chairman Gruhn announced the replacement of Roger Fisher with the appointment of Ronald Weakley (Elect. Wkrs. No. 1245, Walnut Creek).

(Please refer to the Index for additional changes in the composition of the Election Board during the fourth day's proceedings).

Chairman Blackburn of the Election Board was recognized to outline and explain the procedures for the conduct of the election.

Chairman Gruhn then read from the Constitution Sections 7, 8, and 9 of Article 5 which relate to election procedures.

The Secretary-Treasurer read an announcement submitted by Ray Mendoza of the Laborers to the effect that the Laborers would meet at 9:00 a.m. tomorrow at the bandstand in the Convention Hall.

Recess

The Secretary-Treasurer then moved the convention be recessed until 9:30 a.m. tomorrow. The motion was seconded and carried. This session of the convention recessed at 5:03 p.m., to reconvene at 9:30 a.m. on Thursday, September 3, 1970.

FOURTH DAY

Thursday, September 3, 1970

MORNING SESSION

The Convention was called to order by President Gruhn at 9:40 a.m.

Invocation

Reverend Hamilton T. Boswell
Minister, Jones Methodist Church

President Gruhn presented Reverend Boswell for the purpose of the invocation.

Reverend Boswell spoke as follows:

"Shall we bow our heads together.

"Oh God, our help in ages past and our hope for years to come. We would beseech Thy presence in this continuing session of this Labor Federation.

"Our fathers have told us that Thou art a very present help in time of trouble. And this morning we look at a troubled world, we look at a troubled America. We see disorder, we see decay and frustration all around us, even in our social organizations. And therefore we would pray Thy presence in this trouble; Thy presence that will renew our courage; Thy presence that will give us a hope to keep the dream alive and going; Thy presence which will assure us that though heaven and earth shall fall away, yet truth shall always stand; Thy presence which in spite of the great challenges which confront this Labor Federation, yet undaunted and unafraid, assure that they are not alone, that time, strength and numbers are on their side. May they go forth to the new day, to the better world, to the kingdom which shall come.

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

Correction in Third Day's Proceedings

At this time Secretary Henning announced a correction to the proceedings of the third day, as printed. This correction has been made in the final Proceedings).

Statement Corrected

Chairman Gruhn spoke on a statement made the previous day.

"I believe the Chair would be derelict in his duty and responsibility to this convention if I didn't correct a statement or statements made yesterday in this Convention Hall, where it was stated that there are no delegates from the minority communities in policy positions in the

State Federation of Labor.

"That is not a correct statement. It is a lie.

"It is a fact that we have two members on our Executive Council who are from the Mexican-American community, and one from the Black community.

"And let the record show it."

Election Board Appointments

President Gruhn next announced changes in the Election Board.

"The Chair wishes to advise that in the appointment of the Election Board yesterday afternoon we found that two of the appointees were unable to accept. They had to leave. One had left the community, and another was called out of town this morning.

"So in their places I am appointing two other members. In the place of Ysidro Ruvalcava, I am appointing Roger Fisher (Public Employees No. 1110, Lakewood) and in the place of Anthony Scardaci from the United Furniture Workers No. 262, San Francisco, I am appointing Irving Mazzei (L. A. County Federation of Labor, Los Angeles)."

Clarifications on Literature

Delegate John F. Crowley (Mortuary Employees, San Francisco) rose on a point of personal privilege and spoke as follows:

"I'd like to repudiate a certain document that was distributed here yesterday in the Hall using the name of Mortuary Employees to a delegate in contest for Vice President, Seat No. 8.

"No authorization of the Mortuary Employees was granted to use the name of the organization to advance the delegate's opportunity.

"I would like to make the record at this point clear for the information of the delegates that there is no opposition from this organization in District No. 8."

Delegate Robert V. Vegas (Machinists No. 68, San Francisco) also spoke on literature at the convention as follows:

"I would also like to call the Chair's attention to this literature that was distributed for Bob Delzell. On it the name Robert Feldscher appears, endorsing him

from IAM Lodge No. 68.

"Robert Feldscher is not a delegate to this convention; he did not consult the delegates of this convention. Therefore I would like to clarify the fact that this delegation is not endorsing Bob Delzell.

"Thank you."

Delegate A. J. Baffone (California Conference of Machinists, Oakland) then arose to make the following clarification:

"Mr. Chairman, I would also like to make a comment about the California Conference of Machinists with respect to nominations in this election.

"We have approximately a hundred and sixty thousand members in the State of California; and the endorsement of Local 1781 is not indicative of the position of the Machinists Union in our state. It is simply indicative of the independence that some of our Local Lodges show and we endorse that position of independence; but that is not the position of the Machinists Union in general in the State of California.

"Thank you."

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

FURTHER REPORT OF THE COMMITTEE ON RESOLUTIONS

T. A. Small, Chairman

RESOLUTION NO. 63 — Removal of Passenger Train Service in California and in the U.S.

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 14 — Implement Shipbuilding Program

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 72 — Restore Tanker Building Jobs and Plug Oil Tax Loopholes

The committee report:

"Your committee recommends concurrence and I move its adoption."

The motion was seconded.

Delegate Ed Rainbow (Boilermakers No. 6, San Francisco) moved that the resolve be amended as follows:

"With respect to the resolve, in the second paragraph we are requesting the deletion of the last three and one-half lines, starting with the word 'by'. The

words are: ' . . . by substantially curtailing the foreign flag 20 year phase-out period that is currently in the 1970 Maritime Revitalization Bill.'

"We are requesting the deletion of that part because of the fact that it would injure some of the Seafarers' operations at this particular time.

"We request the deletion."

Chairman Small indicated that the Committee on Resolutions had no objection to this amendment.

The motion to amend was seconded.

The Chair then put the motion on the amendment.

The motion was carried.

The Chair then put the motion on the committee's report as amended.

The motion was carried.

RESOLUTION No. 71 — Oppose Use of Minors as Strikebreakers

The committee recommended concurrence.

The committee's recommendation was adopted.

Visitor to Convention Introduced

Chairman Gruhn then introduced to the delegates Al Toffoli, Secretary-Treasurer of the Colorado Labor Council, AFL-CIO.

Following this, the Chair next called on Max Osslo, Chairman of the Committee on Constitution for a report.

REPORT OF COMMITTEE ON CONSTITUTION

Max Osslo, Chairman

RESOLUTION NO. 119 — Add Geographical Vice President

The committee report:

"The subject matter of this resolution is concerned with the establishment of an additional Geographical Vice President in the County of Santa Clara.

"Your committee believes that any attempt at piecemeal redistricting is not only difficult but might result in inequitable treatment as far as the over-all state representation is concerned.

"Your committee felt that the question of redistricting should be studied in detail in order that a fair and concrete proposal could be presented. Time to do this is not available to your committee; and accordingly, your committee felt that the matter should be referred to the incoming Executive Council for consideration of possible redistricting wherever equi-

table representation would be required by trade union membership concentration.

"Your committee accordingly recommends that the subject matter of this resolution be referred to the incoming Executive Council for consideration and that this resolution be filed.

"I move the adoption of the committee's report."

The committee's recommendation was adopted.

RESOLUTION NO. 102—Local Election of Geographical Vice Presidents

The committee report:

"The subject of this resolution calls for the election of the Geographical Vice Presidents only by delegates who represent organizations located in set Geographical Vice Presidential Districts.

"At the present time, while Geographical Vice Presidents are assigned to specific geographical areas, they are representatives not only of the geographical area itself but of the entire membership of the affiliates throughout the state. If there were to be the change proposed by this resolution, it is the feeling of the committee that larger organizations would obtain almost monopoly control of the membership of the Executive Council and unlike the present time, where there is a substantial representation of varying Internationals, there would be a concentration among the Geographical Vice Presidents of representatives only from those with larger membership in their affiliates.

"Secondly, it was the feeling of the committee that while the Geographical Vice Presidents can bring to the Executive Council the problems that are prevalent in their local area, they can as is the primary purpose of the Federation participate in the formulation of statewide policy and principles.

"It is the feeling of your committee that if the proposal contained in this resolution would be adopted, the Geographical Vice Presidents would be inclined to become provincial and not represent the statewide interests of the affiliates because of their concern more for responding to the wishes of the affiliates in their geographical districts rather than to the over-all problems existing throughout the state.

"It is the feeling of your committee that the existing procedure in fact guarantees a true democracy and broader participation by all of the affiliates than

would result if the proposal were adopted.

"Your committee accordingly recommends non-concurrence.

"I move the adoption of the committee's report."

The motion was seconded.

Speaking against the motion were: Joe Nedham (Office Employees No. 29, Oakland); Robert O. Delzell (Central Labor Council, San Mateo County, San Mateo); and Eve Mitchell (Communications Wkrs. No. 9430, San Mateo).

Speaking in support of the motion were: Albert K. Erickson (Motion Picture Studio Art Craftsmen No. 790, Hollywood); Elizabeth Kelley (Waitresses No. 48, San Francisco); Paul Jones (Laborers No. 304, Oakland); Sigmund Arywitz (Los Angeles County Federation of Labor); A. T. Gabriel (Misc. Culinary Employees No. 110, San Francisco); John Cinquemani (Bldg. & Const. Trades Council, Los Angeles); and R. R. Richardson (San Diego-Imperial County Central Labor Council, San Diego).

Delegate Ken Larson (Federated Fire Fighters of California, Los Angeles), then moved the previous question.

The motion was seconded and carried by the necessary two-thirds vote.

The motion to accept the committee's recommendation was carried.

At this point, Delegate Tony Cannata (Central Labor Council, Contra Costa County, Martinez) rose on a point of order or clarification regarding the 2/3's vote on the previous question. The Chairman stated that the required 2/3's vote had carried the motion on the previous question.

Delegate Robert Bost (Central Labor Council San Mateo County, San Mateo) rose on a point of information and asked the Chair the result of the last vote taken.

The Chair replied that the motion had carried by the necessary 2/3's vote.

Chairman Osslo continued his report.

RESOLUTION NO. 126 — Federation Finances.

The committee report:

"The subject matter of this resolution is concerned with the liberalization of the manner in which the funds of the Federation may be invested. Your committee recommended that the Resolve be amended by inserting in Line 7 after the word 'Council' the words 'which conform to good sound investment policy in strict

conformity with the prudent-man rule'.

"As so amended your committee recommends concurrence.

"I move the adoption of the committee's report."

The committee's recommendation was adopted.

RESOLUTION NO. 125—Hotel Reimbursement

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Osslo then moved adoption of the committee's report as a whole.

The motion was seconded and carried.

Chairman Osslo then stated:

"Mr. Chairman and delegates, at this time I would state that this concludes the work that was assigned to your Constitution Committee and I move at this time that the committee be discharged with a vote of thanks."

Chairman Osslo then named the members of the Committee on Constitution.

The motion was seconded, carried and the Committee on Constitution was discharged with thanks.

ANNOUNCEMENT

The Chair then recognized the Secretary who made the following announcement.

"Mr. Chairman, Harry Finks, Chairman of the Union Label Trades Committee of the California Labor Federation, wishes all delegates to be reminded that the week of September 7th-12th is Union Label Week. Many mayors throughout the state have designated this week as Union Label Week and we would invite all who might be able to attend to the Union Label Ceremonies at the State Fair in Sacramento on Labor Day."

ELECTION BOARD

The Chair, in preparation for the election, read the names of the Election Board.

Chairman James Blackburn (Building and Construction Trades Council, Long Beach); James Cross (United Telegraphers No. 34, San Francisco); Roger Fisher (Public Employees Local 110 of Lakewood); Russel F. Hansen (Carpenters No. 1323, Monterey); Elizabeth Kelley (Waitresses No. 48, San Francisco); Phyllis Mitchell (Office Employees No. 3, San Francisco); Robert Renner (Fire Fighters 1229, Stockton); William Sutherland (Theatrical Employees No. 408, San

Francisco); J. J. Twombly (State Building and Construction Trades Council, Sacramento); Ronald Weakley (IBEW 1245, Walnut Creek); Edwin Michelsen (Butchers No. 516, Burlingame); and Irvin Mazzei (Los Angeles County Federation of Labor, Los Angeles).

MICHAEL PEEVEY

Candidate for State Senate, 4th District

Introduction

With these words, Chairman Gruhn then introduced to the delegates, Michael Peevey, Democratic candidate for the 4th State Senatorial District.

"We have another guest with us who I would like to introduce for a few words.

"He worked originally back in Washington for the United States Department of Labor. And then through the efforts of our former Secretary-Treasurer, Tommy Pitts, we got him to come to California and work as the Research Director and Administrative Assistant to the Secretary.

"He did a terrific job working for the Federation.

"He knows labor, he knows our policies, he knows our principles. He believes in them.

"Then he went to work for the University of California in the area of the labor centers. And he is a real credit to the trade union movement.

"He just happens to be at the present time the candidate for State Senate covering Marin, Solano and Napa counties.

"And at this time I call upon a great guy, Mike Peevey.

"He is our endorsed candidate."

ADDRESS

"President Al, Secretary-Treasurer Henning. It is a great pleasure to come to this convention of the California Labor Federation.

"At the '68 Convention and the '66 Convention I was here as a staff employee of the Federation, sitting up here.

"This is the first opportunity I have ever had to get before the mike other than to test it the day before the convention to make sure it was working!

"I am running for the State Senate in the 4th Senatorial District—which is Marin, Napa and Solano Counties. It is one of the districts in the state we realistically can win this year to turn the tide of Ronald Reagan and Republicanism around and try to get back to the pro-

gressive liberal mainstream that has been the hallmark of our state for years before Ronald Reagan came on the scene.

"My campaign is coming along well. It has come along well from the start, frankly, because of, and only because of the strong efforts of the labor movement of the State of California.

"Way back in January, when it looked like I was going to have primary opposition, ex-Secretary-Treasurer Pitts, Tony Ramos of the State Council of Carpenters and Jimmy Lee of the State Building Trades Council came together and formed a 'Labor Friends for Mike Peevey' Committee and scared my opponent out of the race.

"And many of you in this Hall today contributed to that. And for that, I say whether I win or lose in November I will forever be grateful from the bottom of my heart. And that is why I wanted to come here today. I wanted to tell you how deeply I feel for the efforts of all of you on behalf of my candidacy to date and for the continued help that you will be giving me between now and November 3rd.

"We face a real challenge in California, because the State Senate right now is 21 to 19 Republican, and the State Assembly is 41 to 39 Republican.

"And we have to regain control of one House of the State Legislature in November or we are in for deep, deep trouble through the entire decade of the '70s. Because the State Legislature in '71 is required by the Constitution to reapportion all the legislative districts of the state. And that means all 80 Assembly Districts, all 40 State Senate Districts and because California has grown so tremendously in the last ten years, we are going to get five new Congressmen. So we will have 43 Congressional Districts.

"And the name of the game is: 'What Party controls the State Legislature?'

"And if the Republicans control it, they will gerrymander the liberal, progressive-labor forces in this state out of office and out of a job for the entire decade of the '70s. And I don't think we should let that occur. Because the program, the view of Richard Nixon and Spiro Agnew and Ronald Reagan is a very narrow, small view of what the world and this state appear like in the decade of the '70s. They look out upon our society through a very narrow window. And the role they see for California and the country in the '70s is not a role of bringing people together, but it is a role of continuing to divide us, continuing to try to

play off White union members against Black union members, minority Chicanos and Blacks against each other, all in the selfish interest of perpetuating their own power bases and expanding them. And I don't think that any of us in this room want to see that happen.

"To avoid it we will have to get together and work like hell to win down the line for labor-endorsed candidates here in 1970 in California.

"I think we can do it.

"I am extremely proud to be one of those labor-endorsed candidates. And with your help, with your strong help, we will regain control of the State Senate, and we will regain control of the State Assembly and California in January of 1971 will have a new Governor there in the Governor's Mansion.

"I have got to go and get back on the campaign trail. But again, I just wanted to come here this morning to say 'Thank you' from the bottom of my heart for what you have done for me. And believe me, come January '71, if I am the State Senator from Marin, Napa and Solano counties I won't forget it and I won't forget it in '72 and '73 or as long as I am a State Senator in the State of California.

"Thank you very much."

President Gruhn then added these comments:

"If you happen to have any spare cabbage, Mike can sure use it.

"This is a tough fight. He needs our enthusiasm, but he also needs the stuff that it takes to fight an effective campaign. I know a lot of you are already helping."

At this point, Delegate A.J. Baffone (California Conference of Machinists, Oakland) rose on a point of special privilege which concerned previous business.

President Gruhn asked that Delegate Baffone approach the Chair with his question.

ELECTION OF OFFICERS AND 1972 CONVENTION CITY

The Chair called upon Election Board Chairman James Blackburn to begin the election procedure.

Chairman Blackburn explained the procedure in detail.

Ballots were issued by roll call and thereupon the voting proceeded, without recess, until completion.

Chairman Gruhn called upon Vice President Harry Finks to preside during the issuance of the ballots.

After inquiring if all delegates had voted who desired to vote, President Gruhn declared the polls closed.

Chairman Blackburn then instructed the Election Board to begin the counting of the ballots.

President Gruhn now instructed the delegates to take their seats as the regular business of the convention was to resume.

The Chair then called upon Chairman W. L. Fillippini for a further report from the Committee on Legislation.

FINAL REPORT OF COMMITTEE ON LEGISLATION

W. L. Fillippini, Chairman

RESOLUTION NO. 35—Amend Sec. 927 of U.I. Code.

The committee report:

"Your committee reports that the representatives of the sponsor of this resolution appeared before your committee and indicated that in their opinion the wording of the resolution did not truly represent the intent of the sponsors and that the language of the Statement of Policy II, Unemployment Insurance, Page 10, Item 5 more accurately reflected their intent.

"This portion of the Statement of Policy was approved by the convention at its meeting on Monday, August 31 at Page 25.

"Your committee recommends that this resolution be filed and I so move."

The committee's recommendation was adopted.

RESOLUTION NO. 131—Equity in Unemployment Insurance

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 85—Workmen's Compensation Weekly Payments

The committee report:

"Your committee requested the sponsors of this resolution to appear before it in order to clarify their request. No appearances were made by the sponsors, and accordingly the committee believes that in view of the fact that a similar resolution which was introduced at the 1968 Convention had been referred to the Executive Council and the report of the Executive Council submitted to you at this Convention at Page 5 indicated that there was no necessity for additional legislation since the carriers were required

to make payment directly to the employee and suggested that a complaint should be made to the State Insurance Fund which should correct any problem.

"Since your committee is not aware of any further problem developing, your committee believes that the resolution should then be referred to the incoming Executive Council so that any existing problem can be considered at the administrative level.

"I move the adoption of the committee's report."

The committee's recommendation was adopted.

RESOLUTION NO. 134—Culinary Legislative Goals

The committee report:

"The subject matter of this resolution as noted in the resume is concerned with the introduction of an omnibus resolution of a multitude of matters which should more appropriately be considered in a series of separate resolutions.

"Your committee believes that defective resolutions of this type should not be presented to the convention so that each proposal can be considered on its individual merit.

"Your committee accordingly recommends that Resolution 134 be filed.

"I move the adoption of the committee's report."

The committee's recommendation was adopted.

RESOLUTION NO. 133 — Curb Abusive Practices of Private Employment Agencies

The committee report:

"Your committee recommends correction of the typographical error in Line 4 of the first 'Resolved' by striking the word 'referring' and inserting the word 'referring' correctly spelled.

"As so amended, your committee recommends concurrence.

"I so move."

The motion was seconded.

Delegate Claude L. Fernandez (Retail Store Employees No. 428, San Jose) spoke in favor of the committee's recommendation.

The motion carried and the committee's recommendation was adopted.

RESOLUTION NO. 136—Establish Protective State Legislation

The committee's report:

"The subject matter of this resolution is concerned with the establishment of a

State Fair Labor Standards Act. This has already been covered in the Statement of Policy VI, Labor Legislation, Page 14, which was adopted by the Convention at its meeting on Monday, August 31, 1970 at Page 27.

"Your committee accordingly recommends that this resolution be filed.

"I so move."

The committee's recommendation was adopted.

RESOLUTION NO. 137—Equal Pay Law

"Your committee recommends concurrence in this resolution. I so move."

The motion was seconded.

Delegate Anne Draper (Clothing Wkrs., No. Calif. Jt. Bd., San Francisco), proposed the following changes: "I would suggest to the committee that it would be in order to change the third Whereas. The latest figures of the Department of Labor indicate that there are 30 million women workers in the workforce and the figure given here is 23.3, which may have been the figure several years ago, but since then there has been an enormous increase in the number of women workers in the workforce."

The committee, having no objection to this change, moved the amendment, which was duly seconded and carried.

The motion on the committee's report as amended was carried.

RESOLUTION NO. 127—Ballot Proposition on Interest Rates

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 53—Welfare Program

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 54—Welfare Reform

The committee report:

"Your committee recommends that the third Resolved be amended by striking in Line 5 the word 'Medi-Care' and inserting the word 'various'.

"As so amended, Mr. Chairman, your committee recommends concurrence and I move adoption."

The committee's recommendation was adopted.

RESOLUTION NO. 79 — Equal Pay for

Equal Work

The committee report:

"Your committee recommends concurrence in this resolution and I so move."

The motion was seconded.

Delegate Dan B. McLeod (Communications Wkrs. No. 9430, San Mateo), rose to support the committee's recommendation.

Delegate Robert F. Bost (Air Transport Employees No. 1781, San Bruno), proposed the following change:

"I just want to call it to the attention of the committee that there is that figure again of 23.3 million essentially changing the other one.

"Maybe we should change this to 30 also."

The committee had no objections to this recommendation and Chairman Filippini moved the amendment which was seconded and carried.

The motion on the committee's report as amended was carried.

RESOLUTION NO. 81 — No relaxation of Women's 8-Hour Law

The committee report:

"We find, Mr. Chairman, a typographical error in the second Whereas. Your committee recommends concurrence by striking Line 3 and inserting 'mum 8-hour law for women; and'.

"And then continue the rest of it."

The committee recommended concurrence in this resolution as corrected and moved its adoption.

The motion was seconded.

Delegate Harry Bloch (So. California Jt. Bd. Amalgamated Clothing Wkrs., Los Angeles) rose to speak on the subject matter of the resolution.

Delegate Dan McLeod (Communications Wkrs. No. 9430, San Mateo) rose to get a clarification on this resolution from the Committee Chairman.

The committee's recommendation was adopted.

RESOLUTION NO. 138—Women's Eight-Hour Law

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 82—Child Care Centers

The committee report:

"The sponsors of this resolution ad-

vised the committee of their desire to submit an amended resolution in place of Resolution 82 because there were problems in the language as originally submitted.

"Your committee accordingly recommends that the third 'Whereas' and the first and second 'Resolved' be stricken and the following inserted:

WHEREAS, There is an urgent need to increase the number of Children's Centers which can provide a safe, wholesome educational environment for children of working parents, and such centers should be staffed by well-qualified teachers; therefore be it

Resolved, That the California Labor Federation urge in the next legislative session that more Children's Centers be established under the Department of Education, and that a higher income limit be established to be able to include more working people; and be it further

Resolved, That all central labor bodies in the State of California, as well as the Governor of the State of California and members of the California State Legislature be informed by the California Labor Federation of our position on this issue.

"As so amended, your committee recommends concurrence.

"I move the adoption."

The committee's recommendation was adopted.

RESOLUTION NO. 135 — Provide Child Care Facilities

The committee report:

"The subject matter of this resolution is similar to Resolution No. 82 prior to its amendment. Since you have approved Resolution No. 82 as amended, your committee accordingly recommends that Resolution No. 135 be filed and I so move."

The committee's recommendation was adopted.

"We have a three-part resolution. There are three resolutions, being a combination of similar subject matters."

RESOLUTION NO. 124 — Increase Workmen's Compensation Benefits

RESOLUTION NO. 50—Workmen's Compensation

RESOLUTION NO. 2—Inequities in Workmen's Compensation

The committee report:

"The subject matter of these resolu-

tions is similar; and although there is some duplication, the objectives are consistent.

"Your committee recommends that any reference in Resolution No. 50 to 61.75% be changed to 65% to be consistent with Resolution No. 2.

"And with such amendment, your committee recommends concurrence in Resolution No. 2 and Resolution No. 50 and that Resolution No. 124 be filed and I so move."

The committee's recommendation was adopted.

RESOLUTION NO. 86—Damage to Hearing Aids Resulting from Industrial Injuries

The committee recommended concurrence.

The committee's recommendation was adopted.

This completed the report of the Committee on Legislation.

Chairman Fillippini then moved adoption of the committee's report as a whole, as amended.

The motion was seconded and carried.

Delegate Stephen Hart (Teachers No. 1570, Berkeley) next rose to move that new procedures be adopted for the consideration of resolutions by the convention.

The Chair ruled that Delegate Hart's motion should be presented in the form of a resolution and submitted to a future convention for the delegates' consideration. As a resolution, it could also be submitted to the Executive Council during the two-year interim.

Chairman Fillippini then thanked the Legislation Committee for its efforts and named the members.

"Mr. Chairman and delegates, I was about to announce the completion of the work of the Legislation Committee and take this opportunity to thank first the delegates for their diligence and cooperation through the report and particularly to those delegates who appeared before our committee on various subject matters.

"I would also like the record to show that our committee is particularly appreciative of the assistance afforded us by Mr. Charles Scully, the attorney representing the State Fed, in advising us on legal matters relative to these many legislative matters.

"And then I would like the record to indicate the members of our committee.

"I would move that this committee be discharged with appreciation and thanks for their efforts."

The motion was seconded and carried.

Chairman Gruhn then commented:

"The Chair wishes to express his appreciation to the Chairman of the Committee on Legislation, Bill Fillippini, and his committee for a job well done in the work on the Legislation Committee and in the presentation of the committee's report to the convention."

The Chair then called on T. A. Small, Chairman of the Committee on Resolutions for its report.

FINAL REPORT OF THE COMMITTEE ON RESOLUTIONS

T. A. Small, Chairman

RESOLUTION NO. 59—Urban Transportation

The committee report:

"Your committee recommends that the first 'resolved' be amended by inserting in the fifth line after 'systems', the words 'with services provided at reasonable fares'; and further recommends that the second 'resolved' be amended by inserting in Line 7 immediately prior to the period the words 'with services provided at reasonable fares.'

"As so amended your committee recommends concurrence, and I move its adoption."

The committee's recommendation was adopted.

RESOLUTION NO. 18—Oppose Electronic Claims Monitoring

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 5—Transact With Union Insurance Agents

The committee report:

"Your committee is completely sympathetic to the general objectives called for in this resolution: namely, that the services of organized insurance agents should be utilized to the fullest extent. As a practical matter, however, certain services which can be obtained only through a broker and other sources are not currently included within the membership of organized affiliates.

"Your committee accordingly recommends that Resolution No. 5 be filed and I move the adoption of the committee's report."

The committee's recommendation was adopted.

RESOLUTION NO. 109—Union Label

The committee report:

"The subject matter of this resolution is concerned with the establishment by the Federation of a statewide Union Label Department to promote the use of label symbols and an overall educational effort in this regard of the public throughout the state.

"While the promotion of the use of the union symbol is most desirable, it is the opinion of your committee that this is better handled through the Union Label Trades Department existing at the national level and the standing committee of the Federation on union labels.

"Your committee accordingly recommends non-concurrence on Resolution No. 109, and I move the adoption of the committee's report.

The motion was seconded.

Delegate Sam Krips (Northern Calif. Jt. Bd., Amalgamated Clothing Wkrs., San Francisco), spoke on the subject matter of the resolution.

Chairman Small then reread the committee's report.

The committee's recommendation was adopted.

RESOLUTION NO. 111—Union Label on State Printing

The committee recommended concurrence.

The committee's recommendation was adopted.

RESOLUTION NO. 112 — Establish Day Care Centers

"The subject matter of this resolution is concerned with the establishment in the office of the Federation of a child care center for its staff employees and the urging of affiliated locals to demand in contract negotiations a similar provision for each place of employment.

"While your committee is sympathetic to the maintenance of child-care centers to the fullest extent, in the opinion of your committee the establishment of child-care centers as requested is impractical.

"Your committee accordingly recommends non-concurrence in Resolution No. 112 and I move the adoption of the committee's report."

The motion was seconded.

Delegate Harry Bloch (Amalgamated Clothing Wkrs., So. Calif. Jt. Bd., Los Angeles) spoke in opposition to the motion.

Delegate Marjorie Stern (Teachers No. 61, San Francisco); Claude L. Fernandez (Retail Clerks No. 428, San Jose); and Secretary-Treasurer Henning spoke in support of the motion.

The committee's recommendation was adopted.

RESOLUTION NO. 116 — Discrimination Against Women

The committee report:

"The subject matter of this resolution is concerned with discrimination against women and specifically with the establishment of a department in the Federation to deal with this subject matter. While your committee is completely sympathetic to the elimination of discrimination against women, in the opinion of your committee the establishment of such a department in the Federation at this time is completely impractical because of the absence of adequate finances to staff and implement the work of such a department.

"Your committee accordingly recommends non-concurrence in Resolution No. 116.

"I move the adoption of the committee's report."

The committee's recommendation was adopted.

ANNOUNCEMENT

The Chair then announced that the Amalgamated Clothing Workers would have a free drawing on a man's suit, some shirts and ties upon adjournment of the convention.

Chairman Small continued his report.

RESOLUTION NO. 83 — Brooks Powell's Memoriam

The committee report:

"The committee recommends that Resolution 83 be amended by striking in the third 'Whereas' the words 'Therefore be it' and inserting the word 'and.'

"Your committee further recommends that the first and second 'Resolved' be deleted and that the following be inserted:

Whereas, since the 1968 Convention of the California Labor Federation, AFL-CIO, Vice Presidents George O. Faville, Charles Roe and Charles J. Smith and former Secretary-Treasurer Paul Scharrenberg as well as Harry Johnson, Assistant Secretary, Sailors Union of the Pacific and 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 Eighth Convention of the California Labor Federation, AFL-CIO, express its 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.

"As so amended, your committee recommends concurrence.

"I move the adoption."

The motion was seconded.

The Chair then called upon the Secretary for his remarks.

REMARKS

John F. Henning

**Executive Secretary-Treasurer
California Labor Federation, AFL-CIO**

"Mr. Chairman, delegates, I would like to say just a few words about Brooks Powell, a Black man who was an official of the Marine Cooks & Stewards Union who was shot to death on the SS MARIPOSA last year.

"There can be no argument of that. One of our courts, in the democratic process, held that he was not murdered. He was shot to death before several witnesses while performing union duties.

"One month before his death on the MARIPOSA he came out into the Golden Gate in a launch, the chairman of a committee from the Marine Cooks & Stewards Union, to welcome me and my family home from New Zealand.

"They boarded the MONTEREY out in the Gate. He was the first man to come aboard and shake hands with me and greet my wife and my children.

"He was a great trade unionist, a great person. And it is a tragedy that he should have left us in this fashion."

The motion was carried and the committee's recommendation was adopted.

At this point, having completed his report, Chairman Small moved that the report of the Committee on Resolutions

be adopted as a whole, as amended.

The motion was seconded and carried.

Chairman Small then thanked the committee members and read their names.

"And I would also like to express the committee's thanks to the aid given it by our 'legal eagle' here, Charley Scully."

The Chair then moved that the committee be dismissed with thanks.

The motion was seconded and carried.

Correction in Third Day's Proceedings

Chairman Gruhn then called upon Secretary-Treasurer Henning who announced a correction to be made in the previous day's Proceedings.

(This correction has been made in the final Proceedings.)

REPORTS SUBMITTED

The Secretary continued his announcements:

"Mr. Chairman, I submit for inclusion in the final proceedings a report on examination of cash receipts and disbursements for the two-year period ending June 30th, 1970.

"I also submit for inclusion in the final proceedings the report on per capita paid membership and estimated membership per locals of the California Labor Federation, AFL-CIO, as of May 31, 1970."

MESSAGES AND GREETINGS TO THE CONVENTION

The Secretary then proceeded to report the names of people who had sent messages to the convention.

"Mr. Chairman, greetings have been directed to this convention by the following individuals:

Joseph P. McCurdy, General President; **Catherine C. Peters**, General Secretary-Treasurer, United Garment Workers of America; **Thomas Maloney**, former Delegate and Legislator; **Joseph A. Beirne**, President, Communications Workers of America; **Anthony A. Barbieri**, Regional Administrative Officer, U. S. Department of Labor; **Harry Boyer**, President, Pennsylvania AFL-CIO; **Robert W. Macfarlane**, President, Idaho State AFL-CIO; **James W. Murry**, Executive Secretary, Montana State AFL-CIO; **Roy J. Bell**, Administrative Director, Department of Industrial Relations, Division of Industrial Accidents, Workmen's Compensation Appeals Board; **Thomas E. Fitzgerald**, General Secretary-Treasurer, International Union of Elevator Constructors; and **Stanton E.**

Smith, Coordinator, State and Local Central Bodies, American Federation of Labor and Congress of Industrial Organizations.

REMEMBER THE UNION LABEL

Albin J. Gruhn, President California Labor Federation, AFL-CIO

President Gruhn then spoke to the delegates on the meaning of the Union Label.

"I might just remind all of you that, just as I mentioned to a group that I talked to the other day, there are many times when we just forget the little things which are so important to make not only our trade-union movement effective and great, but also to make our country effective and great. And when I talk about 'little things', I have in mind the matter of asking for the Union Label, looking for the Union Label when we go to make a purchase; the matter of checking with the waitress or the bartender to see if he or she has a union button; or the retail clerk, to see where the union store card is and to ask them for their button.

"We used to do this, and this is the way we built up a strong and effective trade-union organization. And many now take this for granted. It is just a little thing.

"Just think back right now. When is the last time that you asked a bartender or made a remark about a bartender that had his button on; or a waitress or a retail clerk or any other service that you ask for? Do you ever ask the plumber or ask the various other craftsmen if they are union? They may be, but if you ask about it, they would know that you have a much greater interest in the trade-union movement and that you are concerned whether they are union or not.

"And the same thing holds true in the clothing industry: to check to be sure that the Union Label is there and that it is not manufactured in foreign countries, under cheap wages, and if it is manufactured in the United States, that it is manufactured under union conditions.

Participate in Democracy

"And then the little matter of going into the things that make this country tick. And that is the democratic process. How many times have you commented to your friends and told them of the importance of registering and taking an active part in this election process? This is the greatest thing the world has ever known: to have the right to vote in a free

election and to have the right to have a free choice in a free election.

"So if we work at these things (and as I mentioned, they don't cost any money), you are just building up and shoring up yourself, shoring up the labor movement and shoring up the democratic institutions throughout the world.

"Thank you very much."

Delegates Harry Lumsden (Shipyard & Marine Shop Laborers No. 886, Oakland) and Harry Bloch (Amalgamated Clothing Wkrs., So. Calif. Jt. Bd., Los Angeles) both rose to support the Union Label.

Delegate Wm. Kimmel (Carpenters No. 1280, Mt. View) rose to ask how the delegates would receive the last day's proceedings. Chairman Gruhn replied that they would be mailed, as is customary.

Delegate Willie J. Billingsly (Hod Carriers and Common Laborers No. 73, Stockton) asked the Chair to introduce to the delegates, the Vice Presidents of the California Labor Federation, whereupon Chairman Gruhn individually presented the Officers, including the Federation's General Counsel, Charles Scully.

WELL WISHES FOR CHARLES

A. HINES, JR.

At this point, Delegate Ernest King (Boilermakers No. 513, Richmond) rose to salute one of the Federation's staff employees.

"I have had the pleasure, Mr. Chairman, of serving on the Credentials Committee for many, many years.

"I wish to stand here today and wish one of your employees, Charley Hines, who is now in the hospital, continued success.

"We of the Credentials Committee miss him.

"We have worked with him all these years, and he has been very helpful to us. And I am sure the delegates feel the same way as I do — to wish Charley a continued success and speedy recovery."

President Gruhn then added his comments:

"Charley Hines had a heart attack a couple of weeks ago. And he was right in the middle of getting ready for this convention.

"And after he got out of the intensive care ward, he couldn't talk. And he wanted to get right back in the middle of the details. He was worrying about everything that was going on, getting ready for this convention as far as his work in the department in connection with credentials

is concerned, and so forth.

"Now I certainly appreciate the fact that Ernie King got up and made that remark.

"Charley is in the Franklin Hospital in San Francisco. He hopes to be out very shortly. And then I understand the doctors advised him that he is going to have to take a couple of months rest before he can get really underway again."

President Gruhn then introduced to the delegates Myrtle Moran, secretary to the Secretary-Treasurer and David Boring, accountant of the Federation.

REPORT OF ELECTION BOARD

James H. Blackburn, Chairman

President Gruhn next called upon Chairman Blackburn for a report.

Chairman Blackburn reported as follows:

For General Vice President:

Art Carter, 56,640

Manuel Dias, 324,891

For Geographical Vice President, District 8:

Robert O. Delzell, 36,860

Thomas A. Small, 333,569

For Convention City 1972:

Anaheim, 71,512

Fresno, 49,478

Los Angeles, 258,767

Chairman Blackburn moved adoption of the report.

The motion was seconded.

For the record, Chairman Blackburn presented a report from one of the watchers of the ballot counting.

"This is from one of the watchers, I suppose for the minority group.

"I agree that the count was correct and completely fair. And I saw it myself."

"It is signed by Mr. Fred Monday, Local 1781, Air Transport Employees, San Bruno."

The motion was carried and the report of the Election Board was accepted.

Chairman Gruhn then announced:

"The Chair will now declare Manuel Dias as elected as General Vice President and also Thomas A. Small, Geographical Vice President, District 8, and that the Convention City will be declared, based upon the election results, as Los Angeles for 1972."

Chairman Gruhn then called upon Secretary-Treasurer Emeritus Thos. L. Pitts to install the newly elected officers for the ensuing two years.

INSTALLATION OF OFFICERS

Thos. L. Pitts, Installing Officer

Secretary - Treasurer Emeritus Pitts then administered the pledge to the elected officers listed as follows:

President, Albin J. Gruhn.

Secretary-Treasurer, John F. Henning.

General Vice President, Manuel Dias.

Geographical Vice Presidents:

District 1, Max J. Osslo.

District 2A, M. R. Callahan.

District 2B, Ray S. Mendoza.

District 3A, Anthony J. Bogdanowicz.

District 3B, John L. Dales.

District 3C, John A. Cinquemani.

District 3D, Kenneth D. Larson.

District 3E, Joseph H. Seymour.

District 3F, Ray M. Wilson.

District 4, G. A. McCulloch.

District 5, Wilbur Fillippini.

District 6, H. D. Lackey.

District 7, C. A. Green.

District 8, Thomas A. Small.

District 9A, Morris Weisberger.

District 9B, Joseph R. Garcia.

District 9C, Chris Amadio.

District 9D, Wm. G. Dowd.

District 10A, Richard K. Groulx.

District 10B, Paul L. Jones.

District 11, Howard Reed.

District 12, Stanley Lathen.

District 13, Harry Finks.

District 14, Leonard Cahill.

District 15, Lloyd J. Lea.

At Large Vice Presidents:

Office A, Joseph Angelo.

Office B, Richard Hackler.

Office C, Edward T. Shedlock.

Office D, Sigmund Arywitz.

Office E, Jerome Posner.

Office F, Joseph P. Mazzola.

Office G, Steve Edney.

Office H, Fred D. Fletcher.

Office I, G. J. Conway.

"Mr. Chairman and Secretary, General Vice President Dias and Vice Presidents of the Federation, you will take the following Pledge using your name where I use mine, and please raise your right hands.

" 'I, Thos. L. Pitts, hereby pledge upon my most sacred honor that I will faithfully perform the duties of my office to the best of my ability and will uphold the Constitution of the California Labor Federation, AFL-CIO, and the decisions of its conventions and the Constitution of the AFL-CIO and the rules governing state central labor bodies.'

"You may take your hands down.

"And may I extend to you my warmest congratulations!"

At this time the Installing Officer, Thos. L. Pitts extended his congratulations to the newly elected officers.

CONGRATULATIONS TO OFFICERS

Thos. L. Pitts

Secretary-Treasurer Emeritus

"I would like to commend this convention of the California Labor Federation for its selection of officers to lead this Federation.

"I certainly personally have known each and every one of them for all of the years that they have been around in the activities of this Federation. And I think your choice was extremely wise, because you have placed the responsibilities in the hands of those most able to do it and those with the conscience, the heart and the dedication and the willingness to do it.

"I offer to them my warmest congratulations, particularly in view of this great high honor and privilege that you have given to them.

"I know what the honor and privilege is, because I lived with it for twenty-nine years in this Federation. And in all of the thirty-four years of my officership some place in the labor movement, the greatest and the closest to my heart was that that I enjoyed which was given to me by the convention delegates year after year after year and then every two years after the biennial conventions were established.

"So I again wish to them all the success in the world and that everything that they may do will bring nothing but bountiful consequences of great beauty and enhancement to the California Labor Federation, AFL-CIO."

The Chair then called upon Secretary-Treasurer Henning for his closing remarks.

CLOSING REMARKS**John F. Henning****Executive Secretary-Treasurer**

"Mr. Chairman, Secretary - Treasurer Emeritus Tom Pitts, members of the Executive Council, delegates, it is only logical that before we adjourn we consider once more the place of America in the tormented world of our day.

"Perhaps never since the close of the Civil War, never since the Army of Northern Virginia under Lee surrendered to Grant at Appomatox in 1865 has America been so divided by domestic conflict.

"It would appear to many of the nations of the world that as a people we have lost our sense of civilization. Most of the world believes, with some measure of truth, that as a people we have fallen to barbarous behavior.

"Certainly, any movement that would pretend to affect the destiny of society must consider well its future course of action. And through our convention this Federation has done just that during the past week.

"I think that the obligation of the Secretary-Treasurer in executive capacity is not only to acknowledge the crisis of the times, but also to cite the priorities of our Labor Federation in this day. I would cite four.

"First, we must continue to espouse and defend the cause of stricken and embattled unions; which is to say that we must continue to espouse and defend the cause of Cesar Chavez and the AFL-CIO Farm Workers Union.

"We must continue to espouse and defend the cause of the Herald-Examiner strikers in Los Angeles.

"We must continue to espouse and defend the cause of the Independent-Journal strikers in San Rafael.

"It may be offered with logic that it is the primary responsibility of the international organizations to provide such assistance and such direction, such guidance. And this is true. But nonetheless, this organization must act whenever it hears the call of a stricken union, whenever the call involves basic principles of trade unionism or whenever that call involves the liberty of the individual—the one dissenting man in our free society.

"And you may be assured we will answer that call whatever the hour or whatever the cost.

"There is a second priority of formidable dimensions. We must in the Legisla-

ture in Sacramento direct the services of state government to the immediate requirements of the working people of California; which is to say that we must bend the services of the state to assistance in workmen's compensation, unemployment insurance, unemployment disability insurance. But beyond that, we must in Sacramento direct the creative powers of state government to enlarge and enrich the promise of public education, of public health, of public housing, of racial brotherhood, of the integrity of the environment and all of the other comparable areas which affect the living decency of man.

"And this inevitably means that we must stand with those who often are scorned and abandoned. This means that we must stand with the poor. This means that we must stand with those who know deprivation because of skin or race or creed. This means surely that we must stand with those who know deprivation because of the blemishes of body or mind. This means that we must espouse always without apology, but with honor, the humanitarian traditions and principles of which we are the heirs.

"There is a third priority which, unless realized, makes meaningless our first two ambitions, for we can realize neither the immediate objectives of trade unionism, nor the ultimate good of society unless we mobilize to its fullest power and strength the political vigor of the trade-union movement of California.

"We will never attain in Sacramento those immediate objectives of unionism, nor will we ever see a community of decency in this state in a legislative culture hostile to liberal thought and progressive proposals.

"It must be the mission of every union affiliated with this organization to expand the realm of affiliation both within the Federation and within State COPE.

"California Labor COPE was founded to implement the political idealism that is inherent within the American trade union movement. And that must be your mission in the days and the months and the years that follow this convention: to project the influence and the power and, indeed, the resources of our political organization.

"There is a fourth priority, apparently at first measure more difficult to realize. But the American trade union movement must be prepared to lead liberal America back to order and democracy. We must repair the damage done to the institutions of social protest and to the institu-

tions of social advance. And we must make our liberal Brothers and Sisters aware that only those who believe in democracy and oppose totalitarianism are qualified to lead the progressive movements of a free society.

"Finally, Brothers and Sisters, as we depart we must pledge organizationally and personally to commit ourselves to a nobler America. We are the richest people of history, but we will know relief from the agonies of our time and of our society only through values that money can never buy: Compassion; love; peace; brotherhood and charity of soul. Only through such values will America know once more a sense of civilization.

"May Labor in faithful service live al-

ways by those values!

"Thank you."

IN MEMORIAM

The delegates stood for one minute of silence in memory of trade unionists and friends of labor who had passed away during the preceeding two years.

ADJOURNMENT

There being no further business, the Chair called upon the Secretary who moved that the convention be adjourned sine die.

The motion was seconded and carried.

Whereupon, at 5:23 p. m. the Eighth Convention of the California Labor Federation, AFL-CIO, was concluded.

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 1970 convention.

DIGEST

I FULL EMPLOYMENT AND THE ECONOMY

The nation at large has been hit by the worst unemployment rise in 10 years, the severest inflation in 20 years and the highest interest rates in 100 years. Parallel with rising unemployment are declines in earnings, purchasing power and production.

In California the unemployment rate has jumped 44 percent in the past year and is running 24 percent above the national average.

We urge policies that will expand the economy by achieving full employment. An increasing supply of money at lower interest rates is essential. Lower interest rates will facilitate the necessary full funding of federal programs for housing, health and school construction and public employment programs for the hard core jobless.

We will cooperate with government in overall stabilization programs only if restraints are equitably placed on all prices, profits, dividends, rents and executive compensation as well as employees' wages and salaries.

We urge a massive state public works program to relieve California's unemployment crisis.
Adopted, p. 26.

II UNEMPLOYMENT INSURANCE

With joblessness in California now at 558,000, the highest level in at least 30 years and 41 percent above the level in July of 1969, the need for a number of major improvements in the state's unemployment insurance program is painfully evident. Therefore, we call on the California legislature to act promptly to increase jobless benefit payments; extend the duration of benefit payments to 39 weeks; limit the trade dispute disqualification provisions to a five-week maximum; extend coverage to farm workers, household domestics and public employees; boost the taxable wage base to \$15,000; increase the amount of wages a worker may earn without a reduction in weekly benefits from \$12 to \$25; and make tips subject wages in the computation of both unemployment and disability insurance benefits.
Adopted, p. 27.

III UNEMPLOYMENT DISABILITY INSURANCE

California's worker-financed disability insurance program must be improved by increasing maximum weekly benefits, providing coverage for hospital confinements due to pregnancy and increasing the taxable wage base from \$7,400 to assure adequate financing of the program.
Adopted, p. 27.

IV WORKMEN'S COMPENSATION

California's workmen's compensation program is in serious need of modernization. Specifically, we call on the Legislature to: increase maximum temporary weekly benefits from \$87.50 to \$150; increase maximum weekly benefits for permanent disability from \$52.50 to \$100; assure benefit payments for life to persons receiving 70 percent or more permanent disability; assure workers free choice of doctors; provide a death benefit to a spouse until death or remarriage and payments for dependents during their dependency; create a man-

datory rehabilitation program; extend coverage to all household domestics; include the cost of replacement or repair of hearing aids as a part of compensable benefits; and assure reimbursement for expenses incurred by an individual required by an insurance carrier or employer to give a deposition. Adopted, p. 27.

V TAXATION

(a) The federal government must close such tax loopholes as untaxed capital gains on stock or other property, untaxed interest on state and municipal bonds, family and charitable foundations and unnecessary depletion allowances on minerals.

Adopted, p. 27-28.

(b) In California we urge greater reliance on the personal income tax and closure of loopholes that destroy the "ability to pay" principle. We oppose continued reliance on the regressive sales tax. We urge adoption of a tax withholding system to reduce tax evasion.

Adopted, p. 28.

VI LABOR LEGISLATION

(a) California needs substantial improvements in labor legislation. Among these are enactment of comprehensive legislation to guarantee all workers the right to organize and bargain collectively, the outlawing of professional strikebreakers, and establishment of a state minimum wage and hour law consistent with our state's advanced economy and sophisticated technology.

Adopted, p. 28

(b) Forces intent on the crippling and ultimate destruction of the trade union movement are rampant throughout the nation. Free collective bargaining is under constant assault by those using the weaknesses of the National Labor Relations Act to further the purposes of their own special interests. These attacks must be firmly repulsed and positive legislation strengthening the free collective bargaining process must be enacted. This includes repeal of Section 14(b), an increase in the federal minimum wage, and enactment of situs picketing legislation.

Adopted as amended, p. 28.

VII AGRICULTURAL LABOR

We rejoice with and congratulate the United Farm Workers Organizing Committee, AFL-CIO, on the splendid victory achieved during this summer with the signing of contracts covering 90 percent of the table grape industry in California. In the long, arduous struggle many sacrifices were made to achieve a result in the finest traditions of American organized labor.

We are committed to the continuing progress and success of the United Farm Workers Organizing Committee. We salute the UFWOC, its Director Cesar Chavez, the labor movement of the nation and our friends on the success of the international table grape boycott.

We oppose all attempts to perpetuate discriminatory treatment of agricultural workers in labor, social or immigration legislation and we support their inclusion in general protections as a step toward the attainment of full civil and social rights.

Adopted, p. 28-29.

VIII CIVIL RIGHTS

Labor, business and government must continue to increase their efforts to assure equality of job opportunity for all peoples. We favor massive government programs to alleviate minority disadvantages in the areas of housing, health, education, welfare and judicial justice.

We favor comprehensive legislation to provide a mechanism for meaningful job creation programs, including the public service sector. We join in the effort to secure enactment of job creation legislation consistent with the AFL-CIO legislative program in Washington.

We condemn the political expediency of the national Administration designed to drive a wedge between trade unionists and minorities by offering false hopes of future employment through such programs as the "Philadelphia Plan." We strongly support meaningful minority apprenticeship recruiting programs like

"Outreach." The Federation is proud of labor's participation in California's "Equal Opportunity" apprenticeship program and urges continued assistance in the development of this affirmative effort.

In the struggle to provide jobs for minority peoples, it must be appreciated that a full employment economy is essential for the right to a job is no right unless jobs are available for those who need them.

Adopted as amended, p. 29.

IX HOUSING

America is actually moving backward in home building despite considerable public emphasis on the need and the limited achievements in this sector. Organized labor insists on massive public and publicly subsidized housing programs to provide adequate shelter for low and middle income Americans in both urban and rural areas.

Economists advise the price of land has been rising 10 to 20 per cent yearly. Site costs for single family residences have risen 264 per cent in a 17 year period. Home construction financing over the past 20 years has more than doubled in cost. During the same period, on site labor costs dropped from 33 to 18 per cent of the total cost of home construction.

The urgent need for a vast increase in residential construction is clear, since our free enterprise economy must provide full freedom of residence for all Americans, whatever their color or ethnic identity.

Adopted, p. 29.

X EDUCATION

Public education of high quality must be available to all in keeping with labor's teaching that public schools are essential to democracy.

We favor increased financial support for the University of California, the State and County Colleges and the secondary and elementary schools.

We will continue to oppose the imposition of tuition at the State College and university levels and we condemn the denial of pay increases for college and university faculty members.

We call for greatly increased federal financial aid to all levels of public education.

We call for enactment of legislation extending collective bargaining rights to teachers and giving them a greater share in educational decisions.

We defend the traditional right of dissent and academic freedom.

We deplore the violence of the microscopic minority of students who, by terrorism and vandalism, have defiled democratic processes.

Adopted, p. 29-30.

XI SOCIAL SECURITY

Quality medical care for all Americans is the goal. A national health insurance system, as proposed by the national AFL-CIO, is needed to assure that all citizens have adequate health care services available.

To meet the needs of the elderly and disabled, minimum Social Security benefits should be substantially increased and the national program should assure the aging a share in the growth of the economy rather than a mere meeting of rising costs. The taxable base should be increased to \$15,000 to provide more adequate benefits as proposed by the national AFL-CIO. General revenues should supplement payroll taxes to allow early retirement after age 60 for those unable to compete successfully for employment.

Adopted, p. 30.

XII SOCIAL WELFARE

For the wealthiest nation on earth to countenance the perpetuation of poverty among 25 million of its citizens—12.5 percent of this nation's population—is both a disgrace and an indictment of our present system. We therefore reaffirm our support of programs to alleviate poverty and human misery by bringing welfare services up to a level that will assure 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. Among other things, we urge expansion of the food stamp program, simplification of the determination of eligibility for public assistance and the provision of day care centers to enable women with children to work.

Adopted, p. 30.

XIII FOREIGN POLICY

We support the national Administration's efforts to withdraw U.S. troops from South Vietnam and we urge stepped up efforts to win a swift and honorable settlement of this tragic conflict.

In the Middle East we urge our National Administration to continue to support the State of Israel to maintain a balance of power in that area and applaud U.S.-led efforts to obtain a cease fire.

We reaffirm our support of the United Nations as the only effective instrument for winning lasting international peace and pledge our strong support to efforts to reduce world armament.

We also call for action along our Southern borders to halt the exportation of U.S. jobs and curb the use of Mexican Nationals as strikebreakers in our fields and factories.

Adopted, p. 32-34.

XIV NATURAL RESOURCES

Special interest groups are in full assault upon the nation's natural resources, seeking exploitation for private profit at the expense of public well being and the wealth of future generations. All efforts to subvert the Federal Reclamation Act, and its limitations on vested corporate interests must be resisted, both in Washington and in Sacramento. Organized labor is in full support of vigorous and forthright efforts, administrative and legislative, to combat the threatening encroachments of environmental pollution upon the health, safety and resources of the American people at all levels of government.

Adopted, p. 31.

XV CONSUMER PROTECTION

Strong government action is required to protect the consuming public in such areas as labeling, lending, health inspection and registration of repair firms. The voice of the consumer must be heard at all levels of government.

Adopted, p. 31.

XVI ENVIRONMENT AND ECOLOGY

The environment that sustains life itself is clearly in jeopardy. Organized labor pledges its fullest support to an overall policy on environment and ecology directed toward the creation of constructive projects and policies, including those calling for a ban on the use of hard pesticides; careful consideration of any further development of the SST at least until adequate studies prove conclusively that it will not irrevocably pollute the upper levels of our atmosphere; a reassessment of the ecological impact of the state water plan; and full enforcement of federal reclamation law.

Adopted, p. 31.

I

**FULL EMPLOYMENT AND
THE ECONOMY**

The nation at large has been hit by the worst unemployment rise in 10 years, the severest inflation in 20 years and the highest interest rates in 100 years. Parallel with rising unemployment are declines in earnings, purchasing power and production.

In California the unemployment rate has jumped 44 percent in the past year and is running 24 percent above the national average.

We urge policies that will expand the economy by achieving full employment. An increasing supply of money at lower interest rates is essential. Lower interest rates will facilitate the necessary full funding of federal programs for housing, health and school construction and public employment programs for the hard core jobless.

We will cooperate with government in overall stabilization programs only if restraints are equitably placed on all prices, profit-dividends, rents and executive compensation as well as employees' wages and salaries.

We urge a massive state public works program to relieve California's unemployment crisis.

A quarter century has passed since Congress declared it to be "the continuing policy and responsibility of the federal government to use all practicable means consistent with its needs and obligations and other essential considerations of national policy, with the assistance and co-operation of industry, agriculture, labor, and state and local governments, to coordinate and utilize all its plans, functions, and resources for the purpose of creating and maintaining, in a manner calculated to foster and promote free competitive enterprise and the general welfare, conditions under which there will be afforded useful employment opportunities, including self-employment, for those able, willing and seeking to work, and to promote maximum employment, production, and purchasing power."

Measured against this statement of purpose the failures of achievement during the past year and a half are: the sharpest

rise in unemployment in over 10 years, the severest inflation in 20 years and the highest interest rate in 100 years, i.e., a decline in purchasing power of money and a production rate that should be rising, but in some areas is collapsing, and overall is barely holding its own.

The rise in unemployment was not unforeseen. The President in February found it necessary to warn of uncertainties in achieving the goal of inflation control through a "highly restrictive" monetary policy, saying we must consider the "danger that the slowdown may become more serious." If the "unemployment rate has remained low," he continued, it is "partly because employers have retained workers despite growing signs of sluggishness in sales;" the danger looms that "they may be unwilling to do this for long with profits shrinking." The foreseen danger was not long in arriving. On May 9, 1970 the press quoted an "expert" who said, "The job market went to hell in April. Businessmen apparently felt the time had come to pare down the payrolls."

Statistics bear out the fears. Unemployment has risen to 4.5 million, or five percent of the labor force, an increase of 1.3 million in five months. Production cut-backs have been reducing weekly earnings of millions of still employed workers, reducing the number of their dollars at the very time when inflation has been reducing the purchasing power of each dollar at a yearly rate of over six percent. Workers and consumers are bearing the brunt of the deterioration in business conditions in the manner anticipated by the President.

These overall statistics tell only a part of the story; unemployment rates for specific groups of workers are much higher than the national five percent average. In May, unemployment among teenagers had reached 14.3 percent, among construction workers 14.9 percent, among unskilled workers 9.1 percent, among Negroes 8 percent, and among semi-skilled workers 8.7 percent.

Parallel with decline in employment are declines in earnings, purchasing power, and in production. The classical inflation condition is too many dollars chasing too few goods, but the present situation is too few dollars chasing too few goods. The collapse in production of housing is a notable illustration—a field of special need among minority and low-income groups and even middle-income persons as well. Soaring interest rates have added tremendously to the cost of housing, pricing it for many right out of the market. The impact on consumers of the recent in-

crease in interest rate on mortgages by the Federal Housing and Veterans Administrations, from $7\frac{1}{2}$ to $8\frac{1}{2}$ percent, for example, is severe. Monthly payments are increased by about 10 percent; total payments on a 30-year, \$20,000 mortgage rise by approximately \$5,000. This is more than the total wages and fringe benefits received by the construction workers who built the house. Yet according to the Monthly Labor Review in June, 1970, the deliberate action by the present administration to raise mortgage rates "was in large part the result of policies to reduce inflationary pressures."

The actual result is: housing starts that stood at 1.9 million yearly in January, 1969, when the present administration took office, had fallen by April, 1970, to a yearly rate of 1.2 million, a drop of 37 percent in 15 months. Small and medium-sized businesses similarly have found it impossible or extremely difficult to obtain credit to conduct business, except at extremely high rates.

The impact of unemployment is more severe in California than in the nation. In July, 1970, the California rate stood at 6.2 percent, or 24 percent above the national rate. In a single year unemployment in California has risen 44 percent. In July 1969 the state's jobless rate was 4.4 percent and the total jobless was 387,000. But in July 1970, the jobless rate was 6.2 percent and 558,000 workers were unable to find jobs.

The impact of unemployment is very uneven in California, whether measured by industry, by area, or otherwise. Between January, 1969 and 1970, employment rose by 5.3 percent in services, by 4.8 percent in trade, and fell 8.4 percent in aerospace. Differences in impact of unemployment upon age, sex, and minority groups are even more striking.

It is clear that neither economic growth alone, nor a broad, undifferentiated fiscal program can assure full employment. Special attention is required for those sectors where needs are special.

Organized labor recognizes the inflation problem only too well from feeling its direct impact. As to causation we note the acute observation on price, profit and wage trends made by Peter L. Bernstein, president of a New York investment counseling firm and appearing in the Wall Street Journal of August 5, 1968:

"The pattern is clear enough. Instead of labor costs pushing prices up, what we see instead is a sort of profit-push."

Similarly, Yale economist James Tobin said:

"There's no question that excessive labor costs add fuel to inflation. But if you want to put first things first, have a look at the role of profits."

We concur in the February, 1970 AFL-CIO statement urging the government "to combat inflation through selective measures, specifically aimed to the profit inflation, the business investment boom and other trouble spots, rather than a severe squeeze on the economy as a whole—with its discriminatory impacts on homebuilding and other sectors of the economy . . . As the AFL-CIO has stated on numerous occasions since early 1966: 'If the President determines that the situation warrants extraordinary overall stabilization measures, the AFL-CIO will cooperate, so long as such restraints are equitably placed on all costs and incomes—including all prices, profits, dividends, rents and executive compensation, as well as employees' wages and salaries. We are prepared to sacrifice as much as anyone else, so long as there is equality of sacrifice.'"

We urge policies that will expand the economy by achieving full employment. The rise in output itself will reduce inflationary pressures by increasing production and slowing the rise in unit costs. An expanding supply of money at lower interest rates is essential. Lower interest rates will facilitate the necessary full funding of federal programs for socially vital needs such as construction of housing, hospital and health care community facilities, greater support of education, and the adoption of a large-scale public-service employment program in the state and nation to aid the hard-core unemployed. These programs are necessary to cushion adjustments to lower levels of defense spending and to employ an increasing number of veterans returning to civilian life.

Squeezing government expenditures for urgent social needs tends to prolong high unemployment and to postpone receipt by the public treasuries of increasing revenues needed to balance the budget and to fulfill government responsibility to all sectors of society.

We urge strengthening the program of unemployment insurance as both a measure of social justice to the involuntarily unemployed and a contribution to stabilization of the economy.

It is high time that the present administration abandon the notion that extensive unemployment is a useful and proper tool for controlling inflation and stabilizing the economy, and that govern-

ment take more seriously the declared goal of the Act of 1946, namely achievement of full employment for those able, willing and seeking to work.
Adopted, p. 26.

II

UNEMPLOYMENT INSURANCE

With joblessness in California now at 558,000, the highest level in at least 30 years and 41 percent above the level in July of 1969, the need for a number of major improvements in the state's unemployment insurance program is painfully evident. Therefore, we call on the California legislature to act promptly to increase jobless benefit payments; extend the duration of benefit payments to 39 weeks; limit the trade dispute disqualification provisions to a five-week maximum; extend coverage to farm workers, household domestics and public employees; boost the taxable wage base to \$15,000; increase the amount of wages a worker may earn without a reduction in weekly benefits from \$12 to \$25; and make tips subject wages in the computation of both unemployment and disability insurance benefits.

Insuring the unemployed, a program inaugurated in 1935, is a sound public policy, beneficial to the unemployed and to the economy alike. Its functions are to replace in part the wages lost due to involuntary unemployment, and to help stabilize the economy by maintaining purchasing power. The basic legislation to fulfill these functions, however, has been allowed to become seriously outdated. Two developments are principally responsible for this lag, viz., (1) the rise in wage levels without a corresponding increase in the tax base; and (2) the inflated cost of living. The effect of these developments is to render the original provisions, and even the recently amended provisions, inadequate today.

The severity of unemployment makes the present situation more acute. The national unemployment rate rose in July 1970 to 5.0 percent of the nation's total civilian labor force. The California rate, that had stood at 6.0 in June, 1970, rose to 6.2 percent in July. The number of unemployed persons in the state reached 558,000. These measures reflect the acute need of unemployed persons for assistance, and of the economy for the stabilizing effect that widespread dis-

tribution of spendable income can give.

Rise in wage levels: In both the nation and in the State of California wage levels are five-fold what they were in the 1930's when the terms of the original law were set. The annual wage base on which taxes were levied to finance unemployment insurance were established at the low figure, low by present standards, of only \$3,000. By federal statute of early August, 1970 this is to be raised to \$4,200 by 1972. In the light of the five-fold increase in average weekly earnings of production workers since the 1930's, this 40 percent increase is a step in the right direction, but only a step. A more realistic relationship should be established between benefits, and their financing, and the comparative wage rates and cost-of-living.

Inflated costs of living: The cost of living, like wage levels, has risen sharply since bases for taxes and benefits were set originally. The national consumer price index in June, 1970 stood at 135.2 (1957-59 base equals 100.) This was nearly three times the 1939 index of 48.4. The result is a sharp reduction in the ability of unemployment benefits to meet the needs of families faced with unemployment.

The federal statute enacted in early August extends coverage of unemployment insurance to an additional 4.7 million workers. This brings the total number of workers covered to 63.5 million. Farm workers remain excluded from unemployment insurance benefits. These, together with other members of the 80.1 million civilian labor force, leave 17 million workers still without the benefits of unemployment insurance.

Under the new 1970 law benefits will be extended from 26 to 39 weeks when unemployment reaches 4.5 percent for three months. But this 4.5 percentage that "triggers" the emergency extension applies to covered employment only, not to the entire civilian labor force that includes those workers most exposed to the hardships of unemployment.

We support these principles:

(1) Broadening the coverage of unemployment insurance, especially to include farm workers, household domestics and public employees.

(2) Raising the maximum weekly benefit to conform to rising living costs.

(3) Raising the taxable wage base in order to finance more adequate benefits.

We recommend specifically these improvements in the state unemployment insurance laws:

(1) Increase from \$12 to \$25 the amount of wages an individual may earn without a reduction in weekly benefit;

(2) Increase maximum benefit amount from \$65 to \$150;

(3) Increase tax base to \$15,000;

(4) Limit trade dispute disqualification to five week maximum;

(5) Make cash tips and gratuities subject wages for both unemployment and disability benefits, and impose taxes on employers and employees respectively;

(6) Increase benefit period to 39 weeks and remove one-half base period earnings limit on amount of total benefits; and

(7) Extend coverage to agricultural, domestic and public employments.

The State Administration recently changed the payment of unemployment insurance benefits from a weekly to a bi-weekly basis. In the face of protest by our Federation this policy was modified to revert to weekly payments in hardship cases. Nonetheless we demand the restoration of weekly payments in all cases. Adopted, p. 27.

III

UNEMPLOYMENT DISABILITY INSURANCE

California's worker-financed disability insurance program must be improved by increasing maximum weekly benefits, providing coverage for hospital confinements due to pregnancy, and increasing the taxable wage base from \$7,400 to assure adequate financing of the program.

California's system of unemployment disability insurance, begun in 1946, is designed to provide income protection to persons unable to perform their usual work because of a non-occupational injury or illness. Unemployment disability insurance is distinguished by the fact that the workers themselves finance the program. Its benefits provide partial, rather than total protection for time and wages lost.

The adequacy of financing unemployment disability insurance depends importantly upon the taxable wage. Between 1946 and 1965 the individual's taxable wage base ceiling was raised from \$3,000 to \$7,400. As a result, taxable wages rose from \$6.2 billion to \$32 billion. By January 1, 1970 the balance in the fund stood at \$115.3 million.

Disabled persons qualify to receive benefits by establishing a base of \$300 in

wages received during a year preceding the claim, and the amount of benefits are geared to wages received during the highest quarter within the qualifying period. The minimum benefit is \$25 per week and \$87 is the maximum.

As wages rise, a fixed and unchanging ceiling benefit lowers the effectiveness of protection. The maximum effective weekly benefit in 1947 was 34 percent of wages. By amended legislation raising the maximum benefit, it rose in 1965 to 66.5 percent. Today it has failed to keep pace with wage levels, and has fallen below 60 percent. Constant vigilance is required to improve, even preserve, a reasonable relation between benefits and wages.

Therefore we support:

(1) Increasing the maximum weekly benefit from \$87 to \$150, with the estimated effect of increasing total benefits to unemployed disabled persons by \$33.1 million annually;

(2) Inclusion within the program of hospital confinements prescribed by doctors for pregnancy, with estimated effect of increasing benefits by \$12.3 million; and

(3) Raising the taxable wage base from the present \$7,400 as a means of strengthening the financing of the unemployment disability insurance program.

Adopted, p. 27.

IV

WORKMEN'S COMPENSATION

California's workmen's compensation program is in serious need of modernization. Specifically, we call on the Legislature to: increase maximum temporary weekly benefits from \$87.50 to \$150; increase maximum weekly benefits for permanent disability from \$52.50 to \$100; assure benefit payments for life to persons receiving 70 percent or more permanent disability; assure workers free choice of doctors; provide a death benefit to a spouse until death or remarriage and payments for dependents during their dependency; create a mandatory rehabilitation program; extend coverage to all household domestics; include the cost of replacement or repair of hearing aids as a part of compensable benefits; and assure reimbursement for expenses incurred by an individual required by

an insurance carrier or employer to give a deposition.

California workers sustained 204,559 lost-time injuries in 1968. The hazard of injury is distributed very unevenly within industry. In that year the number of disabling injuries per 1,000 workers ranged from a high of 72.6 in construction to a low of 8.6 in finance, insurance and real estate.

Workmen's compensation legislation is founded upon the principle that because accidents are inherent in production, their costs should be borne by the society that benefits from production rather than by the injured individual and his family. A further advantage of workmen's compensation is that provision of prompt cash and medical benefits reduces the costs of repairing the injury and the burden of supporting the injured. The origin of workmen's compensation law was among a number of states in the years immediately preceding World War I. It was a forerunner of social and protective labor legislation that flowered in the middle thirties.

Because of the variety of arrangements for handling workmen's compensation, viz., private and public insurers, self-insurers, and permissively uninsured, accurate statistical data are difficult to arrive at. As nearly as can be estimated, the insured California payroll has increased from \$1.1 billion in 1932 to \$50 billion or more today. Currently insured losses stand at about \$415 million annually, or about one percent of payroll. The "fund balance" is maintained by adding 35 percent to the amount of incurred losses, as administrative expenses.

We support the following improvements in the state workmen's compensation statutes:

(1) Provide a death benefit payable to a spouse until death or remarriage, and payments to dependents during dependency.

(2) Allow injured employees freedom of choice of doctors at the cost of insurance carriers or employers.

(3) Raise maximum temporary weekly benefit from \$87.50 to \$150.

(4) Increase maximum weekly benefit for permanent disability from \$52.50 to \$100, and provide benefit payments for life to persons receiving 70 percent or more permanent disability.

(5) Include cost of replacement or repair of hearing aids as part of compensable benefits.

(6) Provide that an individual required by an employer or insurance carrier to give a deposition shall receive reimbursement for travel expenses, meals, lodging and wage loss, as well as copy of the transcript, and if an attorney is required by him, a reasonable fee will be paid by the carrier or employer.

(7) Decrease the waiting period from 49 to 25 days where an individual does not receive compensation for the first week of his temporary disability unless hospitalized.

(8) Extension of coverage to all household domestics.

(9) Creation of a mandatory rehabilitation program by statute to permit industrially injured workers to receive complete vocational rehabilitation. During rehabilitation, benefits should be paid in the same manner and amount as temporary disability payments.

Adopted, p. 27.

V

TAXATION

(a) The federal government must close such tax loopholes as untaxed capital gains on stock or other property, untaxed interest on state and municipal bonds, family and charitable foundations and unnecessary depletion allowances on minerals.

(b) In California we urge greater reliance on the personal income tax and closure of loopholes that destroy the "ability to pay" principle. We oppose continued reliance on the regressive sales tax. We urge adoption of a tax withholding system to reduce tax evasion.

An enduring guideline for a just system of taxation is equity in bearing the burden. In his classic 1776 statement, economist Adam Smith wrote that citizens "ought to contribute towards the support of government, as nearly as possible, in proportion to their respective abilities; that is, in proportion to the revenues which they respectively enjoy under the protection of the state." Recent studies by the Treasury have exposed shocking departures from this principle. Responding to popular outcries and fears of "taxpayers' revolts," some legislative corrections looking towards return to first principles have recently been made. Commendable as these steps are, they remain wholly insufficient at both national and state levels. A progressive income tax, properly drawn and properly administered,

is recognized generally as the fairest tax, but its fairness is fragile, is exposed constantly to subtle attacks by special interests, and its preservation depends upon constant vigilance. During the past two decades that vigilance has been conspicuously lacking, and the results now are clearly visible. In 1967 no federal income tax at all was paid upon 155 tax returns each of which showed "adjusted gross income" above \$200,000. Twenty-one of these returns were for "adjusted gross income" above \$1 million. Calculated on the basis of "actual" rather than "adjusted gross" income, the number with income above \$200,000 who paid no tax is much larger.

Similar departure from elementary standards of fairness is evident among those who did pay some income tax, as well as among those who paid none. The majority of taxpayers in two groups widely separated in income paid about the same proportion of their incomes, namely, between 20 and 30 percent. But the income of the first group—above \$1 million each—was probably 50 times larger than the income of the latter—which ranged between twenty and fifty thousand dollars each. The enormous difference in their "ability to pay" income taxes, went for nothing.

Such colossal departure from equity and ability to pay was made possible by opening legal "loopholes" most readily available to the wealthy. Among these loopholes are tax-exempt interest on state and municipal bonds, untaxed capital gains—a reversal of the before-the-war practice of taxing "unearned" income at a higher rate than "earned" income—losses in "farming" often incurred deliberately to offset taxable income from nonfarming sources. Pressures from special interests created these loopholes.

Unfairness appears at the lower end of the income scale as well as at the higher. Inflation has rendered exemptions from taxation that were established years ago far too low today, regardless of their fairness when enacted. Assuming a present "poverty line" income of \$1,700 for an individual and \$2,200 for a married couple, the recent raises in exemptions still do not free those below the poverty level from income tax burdens.

Organized workers recognize the necessity for taxation and are ready to carry their fair share. They are taxed at the full rate and the tax usually is deducted from their paychecks. Those who receive income in other forms, however, are provided with a variety of escapes and special privileges, as noted. To assure fairness to all and to close special privileges to the few, organized labor urges Con-

gress to close such loopholes as: (1) untaxed capital gains on stock or other property, and appreciation of property passed on to heirs at death; (2) untaxed interest on state and municipal bonds; (3) untaxed, or too lightly taxed oil and gas, and other minerals that escape through so-called "depletion allowances" or absence of proper severance taxes; (4) use of losses from farming to offset income from non-farming activities; (5) unlimited "charitable" contribution deductions employed to save amounts in taxes greater than the contribution; (6) tax-exempt family foundations used to control family fortunes in perpetuity free of taxes.

Total tax revenues raised in California and New York, states of about equal population, are practically the same. The methods employed to raise them and the sources from which they come, however, are in striking contrast. Personal income taxation, with rates rising progressively upon higher increments of income, is recognized generally as the fairest of tax instruments. In 1968-1969 California raised only about 27 percent of its tax revenues by this method, in contrast to New York which raised 48 percent.

Sales taxes, on the contrary, are regressive rather than progressive. In the same year California raised 41 percent of its tax revenues by sales tax, compared to New York's 16 percent.

The sales tax accounted for 30 percent of the (estimated) California state tax collections in 1969-70, and the personal income tax for 22 percent. Together they accounted for 52 percent of general fund revenues (highway taxes go into a special fund and are unavailable to meet general needs of the state).

Directions in which California tax reform should go are beginning to emerge clearly. Steps taken recently, even when in a right direction, are inadequate to meet such essential public needs as education and welfare, and to provide relief to residential property for owners and renters.

We urge greater reliance upon the personal income tax, and the closing of its loopholes in the interest of fairness and "ability to pay." For the same reason we oppose greater reliance upon sales taxes. To reduce tax evasion we urge withholding of income tax. The treasury benefits from the income tax because it is more quickly responsive to economic growth than a sales tax. Furthermore the state taxpayer is less burdened by an increased income tax than appears on the face because he deducts it from the "ad-

justed gross income" total in his federal income tax.

We favor action by the state to lift the burden of financial responsibility (i.e., the non-federal responsibility) for education and welfare now supported locally. These essential needs of people are not distributed evenly by areas that correspond to sources of revenue available to meet them adequately and equitably. (The 1969-70 estimated property tax rates levied to support social welfare costs ranged between 19 cents in Ventura County and 78 cents in San Francisco.) To assist the state in carrying this new responsibility it should likewise assume responsibility for taxation of business property. To do this would remove the current imbalances between areas within the state, of people's important needs on one hand, and sources of revenue adequate to meet them on the other hand. In addition, and together with a local "minimum tax" exemption, it could contribute toward reduction of the tax burden on residential property.

We urge thorough overhauling of the tax structure of the state, as well as of the federal government, in the interest of equity.

Adopted, p. 27-28.

VI

LABOR LEGISLATION

(a) California needs substantial improvements in labor legislation. Among these are enactment of comprehensive legislation to guarantee all workers the right to organize and bargain collectively, the outlawing of professional strikebreakers, and establishment of a state minimum wage and hour law consistent with our state's advanced economy and sophisticated technology.

(b) Forces intent on the crippling and ultimate destruction of the trade union movement are rampant throughout the nation. Free collective bargaining is under constant assault by those using the weaknesses of the National Labor Relations Act to further the purposes of their own special interests. These attacks must be firmly repulsed and positive legislation strengthening the free collective bargaining process must be enacted. This includes repeal of Section 14(b), an increase in the federal minimum wage, and enactment of

situs picketing legislation.

The interests of organized labor go far beyond the individual concerns of its members as workers on the job, and embraces their public interests as citizens as well. On both counts its concern must be to conserve its legal right to effective organized action in economic and political spheres alike.

Organized labor has made great advances in both areas, often against great opposition. Two generations of sustained effort were required to gain legal recognition of collective bargaining by Congress, with provision for administrative machinery to make its functioning effective. The Wagner Act of 1935 was followed by a five-fold increase in union membership, by shrinkage of violence on the streets, by infrequent resort to strikes as means of settling disagreements, and by the spread of collective bargaining.

The gains were not confined to workers, but spread throughout society. Through collective bargaining the United States labor movement has given the worker a mechanism unmatched in the world for eliminating injustice at the place of employment, and in so doing has greatly reduced the appeal of collectivist doctrines among workers. The issue touches the foundations of national democracy.

The legal status conferred upon collective bargaining by the Wagner Act is never free of attack from interests that would impair it in ways to cripple the power of organized labor to protect its members' interests. Notably the Taft-Hartley Act in section 14(b), permits states to prohibit union-security agreements with employers to require union membership of all covered employees. Among the states, nineteen have so-called "right-to-work" laws and organized labor must repulse this threat to secure existence in the legislatures of most states.

Other impediments to effective collective bargaining survive, some of them administrative, some legislative. Among the many examples are the unequal penalties upon employers and upon employees for infractions, the conferring of fresh government contracts upon employers who willfully and repeatedly violate the National Labor Relations Act, the unreasonable limitations upon peaceful picketing, the ignoring of anti-union activities unless provably conducted by employers' agents, and endless delays in proceedings before the National Labor Relations Board. We urge the correction of these and similar impediments to free collective bargaining.

We support extension of the protections

of national labor relations law to presently excluded workers, notably agricultural processing, transportation and farm workers, improvement of labor-management relations procedures in government service including appeal and mediation procedures and a broadening of rights to collective bargaining among public employees.

We support improvement of the Fair Labor Standards Act by raising minimum wages and by extending coverage to presently excluded workers, according them the same wage and hour protections as other workers.

We support legislation to set standards for hours and wages in California sufficient to provide a decent standard of living for all California workers and which recognizes that living costs in California are generally higher than in other states, to outlaw professional strikebreaking and to establish collective bargaining procedures for intrastate workers, including workers on farms and in hospitals, and public employees. We urge the Industrial Welfare Commission to set wages and working standards reflecting California's higher standard of living, and to include domestic workers.

Who will make the decisions upon these and other recommendations that concern workers? Collective bargaining, it has been said, is the fulcrum for political action. The economic processes of collective bargaining are inseparable from the political processes through which public decisions are made. Election of the particular candidates who will make the laws is critical to the kind of laws that result. The cost of campaigning for office is a large factor in determining who the decision-makers will be.

The cost is high, and the ability to bear the cost is distributed very unequally. In the 1968 Presidential campaigns at the national level alone the reported cost was \$49.2 million—Republican, \$29.6 million; Democratic, \$12.6 million; Wallace Independent, \$7 million. Reporting amounts and sources of campaign contributions is useful but insufficient. Corrupt practices acts dating from 1925 profess to publicize and control campaign financing, but these have been described as "more a loophole than a law," and as a "mockery." A newspaper account of "money in politics" can report that "California's politics today is power politics, and secret money supplies much of the power. It flows from hidden sources to elect the men who govern us and determine the kind of laws they enact."

The financing of political campaigns, a Congressional Committee noted in 1969, is "the great unsolved problem of democracy." Leaving entire responsibility for communicating to voters upon the shoulders of candidates has produced the present problem. How is the "weight of the wealthy" to be balanced? The clue to an effective answer is to move in the direction of "equal access of voters to candidates, and candidates to voters."

We support the following initial steps:

(1) A proposal that recently failed passage in the State Legislature, allowing each income taxpayer to designate a contribution of \$1 from his tax to be assigned to the political party of his choice.

(2) A requirement that radio and TV stations sell time to candidates for office at their lowest commercial rates, and in consideration of their license to use the airwaves, that they be required to donate a reasonable minimum of time to provide voters and candidates equal access to each other.

(3) A reasonable allowance of free postage to party nominees, sufficient to communicate their claims to office to voters in advance of election.

These recommendations serve as trial beginnings toward solving this important problem of democracy.

The only alternative to affirmative progress is stagnation. The California Labor Federation will continue to resist strenuously and actively every attempt to dilute or repeal the gains made on behalf of the working people of California through generations of struggles in the shops, the fields, on the streets, in the legislative halls, and in the courts. These assaults will be firmly met wherever they arise, whether in administrative councils, in legislative halls or in judicial chambers.

We hold the impending economic disaster facing our state and nation under high interest rates and shrinking employment must be met by providing full employment at compensation adequate to provide dignity and security to the wage earner. To this end we reaffirm support for the National AFL-CIO efforts to establish a minimum wage of at least \$2.00. Taking cognizance of California's historic role of leadership and resources, we also will continue to press for a minimum wage in this state of \$2.25 an hour and a basic workweek of 35 hours as consistent with our state's technology and economy.

In the interests of industrial peace and the rule of law, we continue to press for

passage of statutory prohibition of the use of professional strikebreakers in labor disputes, with meaningful penalties for violation.

Collective bargaining opportunities must be made available to all workers who otherwise are forced to deal personally and individually with organized, conglomerate, and corporate employers. We seek meaningful statutory guarantees of collective bargaining for public employees, agricultural workers, domestic workers, employees of "non-profit" organizations, and others now denied this tool for employment security and economic democracy.

We support the present AFL-CIO efforts in Congress to enact occupational health and safety statutes to guarantee safe places of employment for workers in all states.

At the level of state government we call for adequate staffing of the Division of Industrial Safety and for strong enforcement of all safety laws and regulations. Adopted as amended, p. 28.

VII

AGRICULTURAL LABOR

We rejoice with and congratulate the United Farm Workers Organizing Committee, AFL-CIO, on the splendid victory achieved during this summer with the signing of contracts covering 90 percent of the table grape industry in California. In the long, arduous struggle many sacrifices were made to achieve a result in the finest traditions of American organized labor.

We are committed to the continuing progress and success of the United Farm Workers Organizing Committee. We salute the UFWOC, its Director Cesar Chavez, the labor movement of the nation and our friends on the success of the international table grape boycott.

We oppose all attempts to perpetuate discriminatory treatment of agricultural workers in social, immigration or labor legislation, and we support their inclusion in general protections as a step toward the attainment of full civil and social rights.

Termination of the indefensible separation of labor in California agriculture from the mainstream of society is long overdue. In 1889 the famous British observer James Bryce wrote:

"When California was ceded to the United States, land speculators bought up large tracts . . . Some of these speculators established large farms, in which the soil is cultivated by hired laborers, many of whom are discharged after the harvest—a phenomenon rare in the United States . . . Thus the land system of California presents features both peculiar and dangerous, a contrast between great properties, often appearing to conflict with the general weal, and the sometimes hard pressed small farmer, together with a mass of unsettled labor, thrown without work into the towns at certain times of the year."

This description of agricultural labor four score years ago has an altogether too familiar ring today.

Twenty-eight years have passed since Senator Robert M. LaFollette, Jr., of Wisconsin, advised Congress after monumental investigation that:

"Due to their prevalence, and their support by large corporate interests in agriculture and related industries, these (agricultural) employers' associations wield a powerful influence in matters affecting agriculture labor standards and the relationships between labor and agricultural employers. They seek the maintenance in their own hands of an unfettered control of the incidents of employer-employee relationships in California's industrialized agriculture . . . This policy . . . results in a continued conspiratorial nullification and destruction of civil rights."

It is only very recently, under moral pressure and national and international boycott that this intransigence has shown signs of crumbling at the fringes. In the interest of social justice this process must go forward. As outgrowth of their investigations Senators LaFollette and Elbert Thomas, of Utah, laid draft bills before Congress in 1942 to extend the protections of the National Labor Relations Act, the Fair Labor Standards Act, old age and survivors insurance, and unemployment insurance to employees on large industrial farms, and to create an agricultural wage board with power to recommend wages above the minimum.

Of these proposals, founded on the most intensive governmental investigation of agricultural labor ever conducted, only old age and survivors insurance and fair labor standards have been extended nationally to agricultural labor.

Unemployment compensation still is unavailable to domestic seasonal field workers in this state where their employment at the Spring slack is barely one-half what

it is at the Summer peak.

Denied legal protections for organizing that have been granted to others, agricultural workers are forced to rely upon the strike and the boycott. Resort to the strike is impeded by the availability of illegal "wetbacks" and "green carders" who flood the labor market and provide ready strikebreakers. Thus, lax administration of the immigration laws forces resort to the boycott. We oppose harboring of illegal entrants by employers and favor denial of "green cards" where the effect of issuance is to undermine wages and provide strikebreakers.

We oppose the attempt to establish a separate Farm Labor Board bypassing the National Labor Relations Board. The specious plea for Senator Murphy's bill to outlaw strikes at harvest time makes as little sense as the long since repudiated nineteenth century legal "justification" for jailing sailors leaving their ships as "deserters" on the plea that otherwise the ship would be left "to rot in her neglected brine." The way to avoid strikes at harvest time is to extend social legislation and legally protected collective bargaining to agricultural labor. Harvest time also is earning time. Laborers employed under equitable conditions are without interest in disrupting either.

Until agricultural laborers arrive at a position in our society where they can protect themselves, they should receive special public assistance in improving living standards in housing, educational opportunities, and safeguarding general and occupational health.

We oppose attempts to perpetuate discriminatory treatment of agricultural workers in labor, social or immigration legislation, and support their inclusion in these protections as a step toward their achievement of full civil and social rights. We are encouraged at the beginning of progress toward unionization and collective bargaining in the agricultural industry and support further progress in this direction.

Adopted, p. 28-29.

VIII CIVIL RIGHTS

Labor, business and government must continue to increase their efforts to assure equality of job opportunity for all peoples. We favor massive government programs to alleviate minority disadvantages in the areas of housing, health, education, welfare and judicial justice.

We favor comprehensive legislation to provide a mechanism for meaningful job creation programs, including the public service sector. We join in the effort to secure enactment of job creation legislation consistent with the AFL-CIO legislative program in Washington.

We condemn the political expediency of the National Administration designed to drive a wedge between trade unionists and minorities by offering false hopes of future employment through such programs as the "Philadelphia Plan." We strongly support meaningful minority apprenticeship recruiting programs like "Outreach." The Federation is proud of labor's participation in California's "Equal Opportunity" apprenticeship program and urges continued assistance in the development of this affirmative effort.

In the struggle to provide jobs for minority peoples, it must be appreciated that a full employment economy is essential for the right to a job is no right unless jobs are available for those who need them.

This nation's faith in equality among its citizens is as old as its foundations. The Declaration of Independence holds "that all men are created equal, that they are endowed by their Creator with certain unalienable rights; that among these are life, liberty, and the pursuit of happiness; that, to assure these rights, government is instituted among men . . ." Fulfillment of these aspirations is the unfinished task and unending responsibility of all.

Today's most conspicuous failure to achieve citizens' "unalienable rights" is among minority groups, notably Blacks who number one in ten of the population. They were emancipated through civil war from service to others as human property but were denied "forty acres and a mule" as "severance pay" to help them towards independence on the land. Later western reclamation might have provided comparable opportunity but failed to do so. It was designed without color bar to extend access to land to farm youth, by limiting individual water deliveries to 160 acres. But administrators of reclamation, under pressure, deny access to the many by openly ignoring and violating this provision of their law.

After emancipation Blacks slowly began to leave the land on which they had served

for nearby town and city. Much later, during World War I, when northern industry beckoned temporarily, they responded. Still later came the Great Depression, with welfare programs in the towns to cushion the decline of historic "paternalism" on the land. Movement off the land was accelerated. Then machines on the land began to replace men. Again there was no "severance pay." Again Blacks flowed from the land. As industry increased its demands during World War II the ever enlarging human tide spread finally North and West into the cities.

Statistics starkly confirm this. Blacks began life in this country solely on the land. Today three out of four live in urban areas. "Within the central cities," states the Bureau of Labor Statistics, "the main problem is . . . their spatial arrangement and economic status. In most cities in 1960, half or more of the Negroes lived in . . . tracts in which the population density per square mile was especially high." Meanwhile the massive outmigration (of Blacks from the land) into the central cities of large metropolitan areas has been accentuated by outmigration of Whites into the suburbs."

The city is the end of the road. Here the inequalities associated with race can no longer be brushed under the rug, but must be confronted. "Civil disorders" and the "urban crisis" are the symptoms. A long-standing sense of injustice becomes explosive, demanding redress. Points of attack upon the problem stand out more sharply—employment, housing, education, discrimination, segregation.

For about 15 years the rate of unemployment among Negroes and other minority races has stood at about double the rate among Whites. In 1968 median Negro family income was about 60 percent that of Whites. In education Blacks are gaining. In three years between 1966 and 1969 the percentage of Negro men ages 25 to 29 who had at least finished high school rose from 50 to 60 percent. This is a beginning.

The second largest minority group within the United States consists of the Spanish surnameds, of whom there are about 10 million. Of these about 6.5 million reside in the southwestern states. A recent study prepared for the Colorado Civil Rights Commission reveals the sharing of discrimination by Mexican Americans. It concludes:

"The Southwest has the most cosmopolitan population in the United States, over one-fifth of which belongs to easily identified minorities. All . . . have experienced the segregation, discrimination, re-

striction of civil rights, and limited opportunities that are commonly known to be the lot of Negroes in this region and elsewhere . . .

"The shadows from past events in the lives of Indians, Spanish surnameds, Orientals, and Negroes extend into the present and can be seen in the socioeconomic characteristics of these groups today . . .

"Their share of available jobs descends steeply once the line separating white-collar from blue-collar jobs is crossed. There is evidence of a job caste that walls off white-collar jobs from minority workers, and this wall is stouter against Spanish surnameds in areas where their numbers in the population are proportionately greater, as it is for Negroes in those areas where they are a more prominent part of the population."

American Indians are a minority group of around 650,000, two-thirds of whom live on reservations. Unemployment is extremely high and average annual income is below \$2,000. Although Indian attitudes are ambivalent towards their dilemma, namely, assimilation into the general culture of the country vs. preservation and strengthening of Indian culture and social structure—their determination is clear to assert a dominant voice in their own future.

Organized labor recognizes, with the Equal Employment Opportunity Commission, that job discrimination and consequent unemployment is a "root cause of minority group problems because the lack of meaningful and purposeful employment that provides adequate earnings is one of the basic reasons for the tragic plight of minority groups in America."

We favor massive and immediate programs: (1) to provide jobs for all; (2) to provide low-cost housing sufficient to meet need, and so planned as to eliminate ghettos; (3) to provide educational opportunity of quality for all, with special programs to meet special minority and disadvantaged group needs, subject to adequate standards and preservation of existing programs; (4) to eliminate discrimination in the administration of justice and of social welfare programs; (5) to consolidate manpower programs in the Labor Department and to provide meaningful job creation programs, including employment in the public service sector.

We condemn the political expediency of the National Administration designed to drive a wedge between trade unionists and minorities by offering false hopes of future employment through such pro-

grams as the "Philadelphia Plan." We strongly support meaningful minority apprenticeship recruiting programs like "Outreach." The Federation is proud of labor's participation in California's "Equal Opportunity" apprenticeship program and urges continued assistance in the development of this affirmative effort.

In the struggle to provide jobs for minority peoples, it must be appreciated that a full employment economy is essential for the right to a job is no right unless jobs are available for those who need them.

Adopted as amended, p. 29.

IX HOUSING

America is actually moving backward in home building despite considerable public emphasis on the need and the limited achievements in this sector. Organized labor insists on massive public and publicly subsidized housing programs to provide adequate shelter for low and middle income Americans in both urban and rural areas.

Economists advise the price of land has been rising 10 to 20 per cent yearly. Site costs for single family residences have risen 264 per cent in a 17 year period. Home construction financing over the past 20 years has more than doubled in cost. During the same period, on site labor costs dropped from 33 to 18 per cent of the total cost of home construction.

The urgent need for a vast increase in residential construction is clear, since our free enterprise economy must provide full freedom of residence for all Americans, whatever their color or ethnic identity.

Great and immediate expansion of housing construction is an outstanding need. How and where, and in what kind of an environment people are housed, are questions that touch fundamental aspects of our society and relate to its most pressing problems. The need to provide shelter for an exploding population is only the beginning. A sound housing program is an essential element in the nation's effort to eliminate slums and ghettos, to challenge racial discriminations, to support the spread of education among minority and low-income groups, to make public services more readily available to those who

need them, to dampen the fires that feed violence in the "urban crisis," and to create a decent environment for every citizen.

The increase of the nation's population and its relocation within the country are influential in creating need for increased housing construction. Total population of the United States stands now at 205 million and well may reach 250 million by 1980, an increase of more than 20 percent in a decade. Coupled with this growth in numbers is the substantial tide of migration off the land and into cities ill-prepared to house the migrants.

Problems of racial discrimination and related violence converge in the central city. Competent professional forecasts point to a 30 percent non-White population in metropolitan central cities by 1985 in contrast to only six percent in metropolitan suburban rings. This separation of races in residence does not resolve race problems but rather accentuates them. But the urban housing crisis transcends race and focuses more broadly upon low income and upon inability to meet human needs beginning with decent shelter. Recently the National Commission on Urban Problems pointed out that "A far bigger proportion of Negroes—and of American Indians, Puerto Ricans, and Mexican-Americans—are subjected to poverty and to miserable housing than holds true for Whites. But a far bigger number of Whites are poor and in bad housing." Yet the racial tensions are not to be dismissed as self-healing. As the Commission noted, "It is entirely possible that a greater concentration of Negroes in the central cities would be accompanied by an increase in tension and violence. . . . The suicidal consequences that such a possibility suggests . . . threaten our country." A massive public housing program offers a beginning attack upon discrimination, the crush of poverty, and unemployment. The issue is not, as the Commission points out, between "gilding the ghetto" or 'dispersing the ghetto.' We are doing neither. The nation must do both. We must build decent housing in the slums, and we must provide freedom of residence for all Americans."

In contrast to the urgency and magnitude of the need for action, housing construction starts have not increased during the past year. Indeed, they have fallen by 28 percent, from 158,000 to 123,000. Lack of available labor to perform the work is not the cause of this collapse. On the contrary, unemployment among construction workers is more than double the al-

ready high general unemployment rate of 5.0 percent.

Important as the economic aspects of a housing program are, these are not controlling. The central questions are the chosen directions taken by public moral and political commitment. Again the Commission on the Urban Crisis makes this crystal clear:

"We often subsidize the richest people in the country . . . about $3\frac{1}{2}$ times as much in housing subsidies goes to those with middle or higher incomes through income tax deductions than the amount of the subsidies which go to the poor for housing. In a recent year, the upper 20 percent of income groups got twice as much in housing subsidies as did the lower 20 percent. . . . Based on Lincoln's principle that government should do what private citizens cannot do or cannot do as well themselves, and on the principle that aid should go to those who need it most, the strongest case can be made for helping those at the bottom of the economic ladder.

"As a moral responsibility arising from the fact that public action has destroyed more housing for low-income Americans than it has built . . . this nation now has an overwhelming moral responsibility to achieve within the reasonably near future a decent home and a suitable living environment for every American family which it pledged itself to achieve 20 years ago."

Organized labor supports massive publicly subsidized housing programs to provide adequate shelter for low and middle income Americans, open to all. We support these not only in cities, and including the model cities program, but in rural areas as well.

We condemn the foot-dragging of the past, noting that although Congress agreed in 1949 upon the need within six years for 800,000 public housing units, we have produced only 500,000 units in 20 years.

We urge adequate funding of public housing programs, including the financing of Cal-Vet homes.

We urge combined, coordinated efforts by government at all levels—local, state, and federal. Recognizing the inability of municipal governments to finance housing programs adequately, we urge massive increases in financial support of housing by state and federal governments, as necessary contributions to community well-being.

Adopted, p. 29.

X

EDUCATION

Public education of high quality must be available to all in keeping with labor's teaching that public schools are essential to democracy.

We favor increased financial support for the University of California, the State and Community Colleges and the secondary and elementary schools.

We will continue to oppose the imposition of tuition at State College and University levels and we condemn the denial of pay increases for college and university faculty members.

We call for greatly increased federal financial aid to all levels of public education.

We call for enactment of legislation extending collective bargaining rights to teachers and giving them a greater share in educational decisions.

We defend the traditional right of dissent and academic freedom.

We deplore the violence of the microscopic minority of students who, by terrorism and vandalism, have defiled democratic processes.

Today as always organized labor strongly supports public education for all. If we are to preserve the democratic character of our society as its technological base expands, education must become ever more diffused and the learning period ever lengthened. We are unwilling to relegate responsibility for education solely or mainly to the hands of private groups, or to see the quality of public education lowered by insufficient public support, or to allow access to higher education to be diminished whether by raising tuition charges or by inadequate financial support causing restrictions upon enrollment.

These issues are perennial, and are faced by every generation. When organized workingmen 140 years ago first raised their banner inscribed "public education for all" they spoke for a "system of general education, which will . . . fit the children of the poor, as well as the rich, to become our future legislators; . . . united in youth in the acquisition of knowledge they will grow up together, jealous of naught but the republican char-

acter of their country."

The workingmen of 1830 were met with opposition. "Education in general," said the *National Gazette*, "must be the work of the intelligence, need, and enterprise of individuals and associations. . . . The 'peasant' must labor during those hours of the day, which his wealthy neighbor can give to the abstract culture of his mind; otherwise the earth would not yield enough for the subsistence of all; the mechanic cannot abandon the operations of his trade, for the general studies; if he should, most of the conveniences of life and objects of exchange would be wanting; . . . universal equal education at the expense of the state . . . would be a compulsory application of the means of the richer, for the direct use of the poorer classes."

Despite the enormous gains by public education since 1830, large vestiges of the original opposition survive and are reflected in financial and other pressures that today threaten this state's recognized preeminence in education.

Modern education must be designed to assist everyone to realize his full potential in three major respects:

1. As a human being he is entitled to help to understand himself, the world around him, and what potentially he may become.
2. As a future producer in a world of rapidly changing technology, the child needs training in educational skills in high demand today, and eventually retraining as an adult for new skills when the former become obsolete.
3. The child, and later the adult, is entitled to help enabling him to contribute wisely to decisions affecting his community, state, nation and world.

Education can contribute effectively toward solution of the nation's most pressing problems. Further equalization of opportunity through education is necessary to maintain each individual's effective choice of opportunity within the limits of ability. This can help to prevent crystallization of class lines, whether these are identified by low-income level, by membership in a minority group, or otherwise.

Higher education faces special problems today, created in part by demands upon it resting on its own past accomplishments. Enrollments have grown in a century from 50,000 to almost 6 million, nearly half of the increase occurring within the decade 1958-68. This reflects national population increase, the increasing proportion of youth within the population, and the rising proportion of youth seeking college

education, namely, from 2 percent a century ago to 40 percent today. Extension of universal education beyond high school to include at least some years of college is occurring.

Rising college enrollments are accompanied by growth in functions and in costs. The range, duration and specialization of instruction have increased, together with demands for research, with the effect of placing colleges and universities in a role ever more central to the well being of our society and making them an instrument helpful to solution of its problems whether in the field of health care or the crisis in the cities. Costs have risen in the decade 1957-67 from one percent of a gross national product of \$432 billion at the beginning, to about three percent of a \$763 GNP at the close.

Similar increases in enrollment, function, and costs have been marked in secondary and elementary education. At all levels the problem is faced of preserving educational quality while expanding equality of educational opportunity.

About one-half of the costs of higher education nationally are met from private sources, and this proportion may be expected to continue, with the dollar contribution rising from \$2.8 billion in 1957-8 to about \$21 billion in 1966-7. State and local revenue sources which furnished one-third of costs, or \$1.7 billion, may be expected to increase dollar support to \$7 billion, while reducing their proportion to 17 percent of the total. These forecasts assume that the growth of higher education is not to be curbed while national need for its services and for the broadest extension of equality of opportunity never have been greater.

The alternatives to adequate support, already visible, are to limit enrollments, raise tuition and postpone expansion and new programs. But limiting enrollment and raising tuition injure the very students most in need of greater equality of opportunity. Postponing expansion and new programs means deferring such needed services as training additional health science personnel and researching urban problems.

Greatly enlarged federal support is a prime necessity if public education is to meet its opportunities and its responsibilities to society. The best professional estimate of the increase in federal contribution necessary to meet expected national demands is from \$0.7 billion, or 13 percent of the total in 1957-8, to \$13 billion, or one-third, by the latter 70's.

Growth, inflation and quality education

standards impose similar financial needs at the secondary and elementary school levels. In California the State Committee on Public Education estimates that 61 percent of local school revenues in 1967-8 came from local sources, mainly property taxes; 34 percent came from the state, and 5 percent came from federal grants. With the generally recognized need to relieve rather than add to the present burden of local property taxes, coupled with growth in student enrollment, inflation of dollar costs and need to expand educational opportunity and to institute programs designed for children from low-income and minority groups, the necessity to rely increasingly upon state and federal income sources is obvious. Within the state great inequities exist between districts, imposing light tax burdens in some and heavy burdens in others, with generally an inverse relation between tax burden and need for school revenue.

Organized labor rededicates itself to its historic position that education of high quality shall be available to all. As means to this end we support:

1. Increased financial support for the University of California, the State and Community Colleges, and the Secondary and Elementary schools. We oppose the current massive budget cuts of University and State Colleges and the singling out of their faculties from other state employees for denial of a cost-of-living salary increase.

2. Greatly increased federal financial aid to all levels of public education from pre-kindergarten to adult education. The federal government is the richest source of funds. Geographical distribution by local districts or even by states is a poor guide either to measuring responsibility or raising revenue for education. Neither children nor resources are balanced by locality. There is no assurance that adults will remain in the localities or states where they were born and raised, and much experience is to the contrary. Revenues for education should be raised from progressive, rather than regressive taxes, whether from state or federal sources.

3. Equalization of educational opportunity by providing for special needs of minority or low-income groups through enlarged programs such as Operation Head Start, Teacher Corps, special classes in English and school lunches.

4. Development of more realistic curricula in social studies to present adequately the history and role of organized labor, minority and low-income groups. Expansion of adult education including

labor education.

5. A greater voice for teachers in decision-making on educational matters, including enactment of legislation extending collective bargaining rights to teachers.

6. Protection of education from treatment as a political football and from disruptive external forces that, combined with budget and program cutbacks, create a climate unfavorable to innovation and discouraging to able and dedicated teachers who will leave the state upon suitable opportunity or decline to come upon invitation.

We defend the traditional right of dissent and academic freedom.

We deplore the violence of the microscopic minority of students who, by terrorism and vandalism, have defiled democratic processes.

The campus must also be the citadel of free thought and free expression. We oppose any system of intimidation that would silence the right to differ and to question.

Adopted, p. 29-30.

XI

SOCIAL SECURITY

Quality medical care for all Americans is the goal. A national health insurance system, as proposed by the national AFL-CIO, is needed to assure that all citizens have adequate health care services available.

To meet the needs of the elderly and disabled, minimum Social Security benefits should be substantially increased and the national program should assure the aging a share in the growth of the economy rather than a mere meeting of rising costs. The taxable wage base should be increased to \$15,000 to provide more adequate benefits, as proposed by the national AFL-CIO. General revenues should supplement payroll taxes to allow for early retirement after age 60 for those unable to compete successfully for employment.

Quality medical care for all Americans is the goal. The Social Security Act of 1935 took first steps in this direction, but only first steps. In 1968 Americans aged 65 or older spent on the average \$590 for health care, of which public sources paid \$414, and \$176 came from their own limited funds. California union-negotiated health and welfare plans now spend more than

\$750 million annually for health of their members, yet this covers only about two-thirds of the cost of medical-hospital care.

Since 1950 the cost of medical care has risen from \$12.1 billion to \$60.3 billion. In the four and one-half years ending May 1970, according to the Government consumers' index, the cost of medical care rose steeply from 24 to 69 percent above the 1957-9 average. Gross receipts of private physicians rose 9 percent during the single fiscal year 1968-9, daily room charges already exceed \$100 per day in some hospitals, and the percentage of the Gross National Product devoted to medical care has increased from 4.6 percent in 1950 to 6.7 percent in 1969, or by 46 percent in two decades. Charges for medical care rose by 5.8 percent during three years from 1965 to 1968, or 76 percent faster than consumers prices generally which rose by only 3.3 percent.

The goal remains unachieved. Fifty-three million Americans have no hospital care coverage. Despite its \$60 billion annual investment, the United States ranks only 11th among western nations in maternal mortality rates, 16th in infant mortality, and in life expectancy it places 11th for females and 18th for males. All of these countries have national health programs that either provide or furnish health services for the vast majority of their citizens, and do so at a lower per capita cost than the United States.

The President's Commission on Health Manpower concluded from its studies that group practice prepayment plans can provide health care of as good quality or better than generally available, at substantially lower rates than average cost. The welding of presently separate systems of care into community-wide programs would integrate services and facilities and eliminate costly duplications. A national health plan, in absorbing Medicare and Medicaid, would release \$10 billion now devoted to them to support the more comprehensive plan.

The AFL-CIO has developed a National Health Insurance program to cover all of the American people. This program will provide for comprehensive benefits including hospitalization without any limit on the number of days, physician services paid in full without deductibles or co-insurance; dental care, vision care, nursing home care, home health services and prescription drugs.

The program would be financed under Social Security with one-third contributed by the employee, one-third by the employer and one-third by the federal gov-

ernment from general revenues.

The social security program to provide services for the aging initiated in 1935, made tangible progress early and now is in need of reassessment in light of experience and contemporary goals. Experience shows that for most retired persons social security benefits are the major source of income rather than a supplement to savings or wages from current employment. A 1967 study found for the year that about one-third of retired single persons and one-fifth of couples had outside incomes of only \$150 per person. The Senate Special Committee on Aging reported in 1970 that "older persons (65 or over) have less than half the income of the younger . . . median income of older families was \$4,592; . . . of older persons living alone or with nonrelatives (it) was \$1,734. About a quarter of the elderly live below the poverty line. Many do not become poor until they reach old age."

We support the Senate Committee recommendations that (1) the national program should assure the aging a share of the growth of the economy, not merely meet rising prices; (2) minimum benefits should be substantially increased; and (3) widows' benefits at age 65 should equal the husband's benefit.

We support increasing the taxable wage base to \$15,000 to preserve the percentage (lost by inflation) of wages taxed when the program began and to provide more adequate benefits as proposed by the national AFL-CIO. The payroll tax should be supplemented from general revenues, allowing early retirement after age 60 at less than full actuarial reduction, among other reasons, in order to make eligible those workers who because of illness or premature old age cannot compete successfully for employment.

Special needs of the aging should receive special attention in a variety of programs such as model cities, transportation, training and retraining for gainful employment, income and property tax exemptions, and preparation of older workers for retirement to come.

Adopted, p. 30.

XII

SOCIAL WELFARE

For the wealthiest nation on earth to countenance the perpetuation of poverty among 25 million of its citizens—12.5 percent of this nation's population—is both a disgrace and an indictment of our present system. We therefore reaffirm our support of

programs to alleviate poverty and human misery by bringing welfare services up to a level that will assure 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. Among other things, we urge expansion of the food stamp program, simplification of the determination of eligibility for public assistance and the provision of day care centers to enable women with children to work.

This nation began its direct attack upon poverty during the Great Depression. The present period of relative affluence is the right time to take the further steps necessary to eliminate it. For the millions embraced within the social insurance and related programs that began in 1935, including notably the unemployed and the aged, public assistance as a "privilege" has been replaced by public assistance as a "right."

The inroads upon poverty produced by this change have been dramatic. The 1969 report of the President's Commission on Income Maintenance Programs states that except for these earlier programs almost 60 percent of the benefitting households would have been "poor" today. Among veterans and their dependents the percentage would be 90. To this extent poverty and misery have been eliminated humanely and in a manner consistent with human dignity.

Yet despite this achievement 25 million Americans remain "poor" as measured by the Government's poverty index of \$3,500 annual income, or \$2.43 per person per day, for a nonfarm family of four. Two-thirds of all poor families are white, one-half live in the South, two-fifths are children under 18 and one-fifth are over 65. "The barren life styles of the poor," reports the Commission, "are not primarily the result of ignorance or indifference but rather the result of insufficient money with which to purchase proper food, housing, medical attention, and other basic amenities of contemporary life . . . Very few people seem poor because they are shiftless. Fully 70 percent of the nonaged heads of poor families worked for part of the year."

This Commission's finding confirms organized labor's description of the problem over the years.

We reiterate as an equally valid guide to action today, this proposition adopted by the California Labor Federation, AFL-

CIO Convention four years ago:

"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."

We urge prompt Congressional approval of the income maintenance program now before it under the title "Family Assistance Act of 1970," provided this Act is amended to include the proposals of the national AFL-CIO that will guarantee suitable conditions of employment for those this legislation is meant to serve. Many of the provisions of this Act, long supported by organized labor, are intended to assure all dependent families with children regardless of residence with minimum standard payments based upon uniform and single eligibility standards. The Act will provide badly needed federal financial aid to states. Federal standards will establish a floor for payments, guide the program's administration, encourage rather than discourage family solidarity, assure opportunity for training for employment, and preserve incentive for the poor to work.

Evidence from study of local experimental programs guided by these principles indicates that the work efforts among families receiving income maintenance payments increased, that among those receiving supplementary benefits (e.g., food stamps) borrowing on credit tended to decline, and the annual cost of administration per family was cut to less than half.

By simplifying determination of eligibility for public assistance, an income maintenance program will shield recipients from humiliation, and will free social workers to perform for those who need their services the professional counseling they are qualified to give. Day care centers for children, a necessity to enable women within the program to train for and to accept employment, can serve working women from outside the program, including members of families of organized labor, equally well.

Now is the time to advance the attack

upon poverty begun a third of a century ago.

Adopted, p. 30.

XIII

FOREIGN POLICY

We support the National Administration's efforts to withdraw U.S. troops from South Vietnam and we urge stepped up efforts to win a swift and honorable settlement of this tragic conflict.

In the Middle East we urge our National Administration to continue to support the State of Israel to maintain a balance of power in that area and applaud U.S.-led efforts to obtain a cease fire.

We reaffirm our support of the United Nations as the only effective instrument for winning lasting international peace and pledge our strong support to efforts to reduce world armament.

We also call for action along our Southern borders to halt the exportation of U.S. jobs and curb the use of Mexican Nationals as strikebreakers in our fields and factories.

In the field of foreign affairs, the California Labor Federation fully recognizes that the quest for international peace, cooperation and understanding has never been more urgent that it is today. With-in less than a generation advances in technology, communications, transportation and weaponry have figuratively shrunk our globe to a fraction of its former size, leaving no nation invulnerable by virtue of seas or mountain ranges to another.

The exigencies of such times test our faith in the precept of the rule of laws rather than the rule of men. They test it but they don't break it.

As one of the world's strongest democratic nations, the United States, in concert with other free democratic nations, must provide the leadership to help secure international peace through the strengthening of the United Nations and the development of effective international law.

In line with this aim, the California Labor Federation supports the national administration's efforts to withdraw U.S. troops from South Vietnam.

As U.S. citizens and as trade unionists we are aware that we must honor our commitments in foreign affairs. Our rec-

ord in South Vietnam demonstrates we have done this and more.

At the same time we deplore the refusal of the North Vietnamese to abide by the 1949 Geneva Convention on the treatment of prisoners of war. Despite the fact that Hanoi signed that convention, they have refused to provide the names of all American prisoners of war, to guarantee them an adequate diet and medical care, permit mail between prisoners and their families or allow neutral Red Cross teams to visit prison camps. We support the efforts of the International Red Cross to end these deplorable practices as well as the efforts of the American Red Cross to help prisoners of war and their families.

We also support renewed efforts at the Paris peace talks to bring about a swift and honorable settlement of the southeast Asian conflict.

In the Middle East we applaud the recent U.S.-led efforts to bring about a ceasefire. We strongly urge the national administration to act promptly and favorably, whenever circumstances require, to meet Israel's economic and military needs and thereby preserve the balance of power in the Middle East in the interest of preserving not only Israel but world peace and freedom.

In keeping with our view that the development of strong trade unions in Latin America and elsewhere is essential to assist in the development of stable democracies that afford expanding educational opportunities and a just and adequate share in the benefits of higher agricultural and industrial productivity to our brother and sister workers in those countries, we affirm our support of the AFL-CIO Impact Projects and other projects created by the American Institute for Free Labor Development. These and similar efforts like the Alliance for Progress, have contributed significantly in assisting campesinos and city workers in developing the self-reliance and initiative necessary to secure democratic institutional changes and improvements.

This is reflected in part by the fact that during the last decade the central governments of 11 Latin American countries have expanded their expenditures on education by more than 11 percent and primary school enrollment has increased by better than 50 percent throughout Latin America.

Similarly we commend the solid contributions made by the African-American Labor Center and the Asian-American Free Labor Institute in helping to develop

the human resources vital to assist in the elimination of the still yawning economic and social gap among the nations of the world.

We also affirm our support of the development of international fair labor standards as the first vital step toward overcoming the poverty that afflicts two-thirds of the population on our planet. As noted by the AFL-CIO National Executive Council in February, 1970, "the living standards of the lower-paid workers in any country will never be raised by lowering the wage scales of the higher paid workers in other countries. The prosperity of our nation's economy can be helped by the higher and not by the lower purchasing power of other lands."

We also affirm our support of the Agency for International Development (A.I.D.) and oppose moves to weaken or scuttle it.

Closer to home we call on the United States government to enforce pertinent laws of the U.S. concerning labor, trade and customs regulations with Mexico as with other countries, including labeling laws and declaration of shipping contents to curb the practice of some U.S. firms of setting up plants south of the U.S. border to use low-wage Mexican labor to assemble goods for shipment and sale to U.S. consumers at U.S. prices. Such exportation of U.S. jobs and exploitation of Mexican workers threatens to undermine the friendly relations that have long existed between the U.S. and Mexico, particularly in view of mounting unemployment in southern California.

We protest the "runaway ship" practice under which U.S. shipowners use foreign flag vessels in order to depress wages and conditions of U.S. Maritime workers. We also protest the construction of U.S. owned vessels in low-wage foreign shipyards.

We condemn alike runaway motion picture film production and the importation of low-wage textile goods from foreign countries.

In this connection we also call on the U.S. Department of Justice to provide more adequate enforcement of the law along our southwest border to prevent the illegal entry of alien workers, many of whom wind up in strikebreaking situations or in otherwise unfair competition with U.S. workers.

We support efforts to prevent the further spread of nuclear weapons and to reduce nuclear weaponry and thus diminish the arms race.

We also support United Nations' supervision of free elections in disputed areas in the belief that this is the best way to resolve international conflict.

In keeping with our view that the United Nations is the only effective instrument through which lasting and constructive peace can be obtained, we pledge our opposition to all who seek to destroy it.

We also affirm our support of the foreign policy positions of the National AFL-CIO.

Finally, while recognizing that we must always have adequate military strength to deter and defeat any aggressor, we urge our national government to explore every available avenue toward lessening world armaments so that the funds and energies diverted from such potentially destructive programs may be used to attack the poverty, the hunger and diseases that presently afflict millions of our brothers and sisters on this planet.

Adopted, p. 32-34.

XIV

NATURAL RESOURCES

Special interest groups are in full assault upon the nation's natural resources, seeking exploitation for private profit at the expense of public well being and the wealth of future generations. All efforts to subvert the federal reclamation act, and its limitations on vested corporate interests must be resisted, both in Washington and in Sacramento. Organized labor is in full support of vigorous and forthright efforts, administrative and legislative, to combat the threatening encroachments of environmental pollution upon the health, safety and resources of the American people at all levels of government.

Natural resources exist for the benefit of all the people of the nation. They are not properly to be treated as objects of private monopoly, speculation and exploitation leading to unjust enrichment of the few. The nation's conservation movement is founded upon this principle. Organized labor has given its support from the beginning.

In the West the critical natural resource is water. Public development of water takes place generally with public subsidies provided under reclamation law. In order to control private speculation and monopoly of water and land, reclamation law prescribes that (1) no right to the

use of water shall be sold to an individual for a tract larger than 160 acres; (2) the beneficiary of the right to use water shall be an occupant of the land resident upon it or in the neighborhood, and (3) the Secretary of the Interior, before constructing a project or allowing lands held by an individual in excess of 160 acres to receive water, shall obtain from such owners agreements to dispose of the excess at prices uninfluenced by the prospect of public investment to bring them water.

Under pressures from giant landholding interests these legal protections of the public interest go largely unobserved and unenforced. In California, as in other portions of the West, land has been monopolized to an extraordinary degree in anticipation of the coming of water and consequent inflation in land values. In the arid and semi-arid southern and western San Joaquin Valley, for example, 34 landholders own three-quarters of a million thirty acres, an area nearly the size of the State of Rhode Island. The then California Commission of Immigration and Housing long ago pointed to the anomaly that in Southern California 33 landowners had agglomerated 3.8 million acres, irrigable and nonirrigable alike, in the face of the prospect of a growing population.

The incentive for private speculation in water development and for the circumvention of public controls such as the 160-acre water limitation is extremely strong. The coming of water currently brings a public subsidy that the recipient need not repay to the public treasury approximating \$1,000 an acre. A further prospect, provided the law can be circumvented, is the capture of unlimited windfall profits from rising land values created by public investment in water development. By the same token the public stake when giving away public water and public funds is enormous but the public recognizes its own stake less clearly. When giving away public lands began in the 19th Century, Congress was farsighted in the public interest. Between 1803 and 1966 Congress earmarked the proceeds from 94 million acres for the support of public education. Unfortunately Congress has made no similar provision for education when giving away developed water.

Responding to the incentives for unlimited private speculation in water, owners of large landholdings have not been content with subsidies in the magnitude of \$160,000 that are permitted under the 160-acre law. On the contrary they have generated pressures resulting in widespread breakdown of law observance and enforcement, notably the 160-acre and related sections of reclamation law cited

above.

Not content with destruction of current law enforcement, and fearful of future enforcement, large landholding interests seek to wipe the anti-monopoly law from the statute books. Their proposal, embodied in Senator George Murphy's bill, S. 1631, is to give large landholders an easy option to escape the 160-acre law by the simple sleight-of-hand device of remitting to the treasury a small portion of the subsidy received, retaining the rest plus all the windfall profits.

This central purpose of destroying the law is screened from the public by leaving the words of the law on the books for those landholders, if any, who may not choose the escape hatch offered by the bill, and by raising the figure 160 to 640, i.e., by increasing the subsidy allowed to each landowner from \$160,000 to \$640,000.

We oppose this destruction of national policy against private monopoly and speculation in a public resource.

Driven by the incentive of private speculation, large landholders and compliant administrators allow even physical destruction of the environment if the 160-acre anti-monopoly law stands in the way. An example is the giving away of flushing water needed to preserve water quality in San Francisco and the delta in enormous quantities. By so doing large landowners are enabled to circumvent the law. On the Sacramento River large landowners were given 10.4 acre-feet of water per annum with this intent and result. Yet only one-quarter of that quantity, or only 2.6 acre-feet is the average annual water use in the Central Valley.

On the west side of the San Joaquin Valley the surface of the land is sinking at a rate of close to one foot per annum for a distance of 80 miles, because giant landowners are mining the groundwaters as part of an effort to escape the anti-monopoly 160-acre law. Spreading water over the entire land surface of the project would help to arrest this destruction of the environment, but most of the lands are ineligible to receive water because of their failure to comply with the 160-acre law. So the land surface continues to sink, the water-carrying capacity of the Delta-Mendota Canal is damaged, and the public treasury is drawn upon to make necessary repairs.

Moreover, the Comptroller General of the United States, whose duty it is to report violations of law to Congress fails to report the violations cited above. Instead, he asks the owner of 110,000 acres or 20 percent of the entire project what to do to

remove the legal bar to spreading water upon ineligible lands. The answer, naturally, is silence on the present failure to observe the 160-acre law, and instead a recommendation to adopt Senator Murphy's bill destroying the anti-monopoly 160-acre law, with the unspoken result of enabling giant landowners to grab about four-fifths of the subsidy and all the windfall profits. The Comptroller General apparently sees no better solution than to recommend that Congress give consideration to the Southern Pacific's "solution," namely, to circumvent rather than to observe the 160-acre law.

If the California environment is to be protected against endless suburban sprawl and slurb, and if open spaces and agricultural greenbelts are to be preserved, public planning of water development to improve the environment must be substituted for the present incentive of private planning for the biggest speculation and windfall profits.

We concur heartily in the recommendation of the National AFL-CIO that the government purchase excess lands at the prewater price set by present law, taking note of the estimate that in California alone there are 900,000 acres owned in excess of the legal limit. We urge that a generous share of the revenues from resale or lease of lands so purchased be assigned to public purposes, particularly to education and to the national Land and Water Conservation Fund. We urge creation of a public authority with powers sufficient to plan land use effectively in reclamation areas and so to create an environment of quality.

We note from recently released summaries of the recommendations of the Public Land Law Review Commission that the Commission opposes control of speculation and water monopoly through acreage limitation. In similar spirit it appears to favor "sales-of-products" criteria for deciding upon proper use of range and timber lands, and correspondingly to subordinate watershed and environmental preservation as criteria. We urge the most critical scrutiny of the Commission's recommendations when its report becomes fully available, in order to forestall irreparable damage to national conservation.

Adopted, p. 31.

XV

CONSUMER PROTECTION

Strong government action is required to protect the consuming public in such areas as labeling, lending,

health inspection and registration of repair firms. The voice of the consumer must be heard at all levels of government.

The ultimate aim and justification for production of goods and services is consumption by human beings. Consumers' voices and their "votes" as they spend money to make purchases ought to be the major guide to decision-making for production. To treat the consumers primarily as objects to be persuaded to buy what producers want to sell is a reversal of the true relationship between them.

In order to increase the effectiveness of consumers' influence in the marketplace it is necessary that the goods and services offered them be properly packaged, identified and warranted. Then consumers' choices can be made on the basis of dependable knowledge. Additional protection is necessary against injurious ingredients and practices from which consumers as purchasers are even less able to protect themselves. To attain these protections and to assure informed choices by consumers, strong efforts are necessary both by organized consumers on their own behalf outside of government, and by a strong consumers' voice within government at all levels—federal, state and local.

Recognition of the necessity for specific consumers' protections broadens steadily as fresh instances and areas are identified, one after another. Among areas where need already is well known but not satisfactorily met are:

1. Truth-in-labeling of products to counteract concealment of true quantity and quality, including ingredients that may be harmful to health.

2. Truth-in-lending to prevent concealment of excessive interest and other charges from borrowers.

3. Inspection of foods such as fish, of drugs to exclude dangerous ingredients, and of other products such as clothing that may be made of inflammable materials.

4. Registration of automobile repair dealers following the precedent of registering TV and electronics repair dealers, in order to protect consumers from substandard work or deceptive practices, with periodic renewals of registration to be judged on the basis of previous performance.

New areas of need for protection are continually appearing. Users of automobiles experience exorbitant insurance rates and unwarranted cancellation of policies.

Consumers whose native language is Spanish may find to their detriment when relying on advertised conduct of business negotiations in their language, that documents embodying the agreed results are in English but not in Spanish. With inflation the jurisdiction of small claims courts as measured in dollars needs to be raised in order to continue simplified adjustment of claims of the original magnitude. Wider use of class action suits could protect the rights of many defrauded individuals against a seller or lender more readily than reliance upon individual suits. Consumers whose credit rating is under investigation should be notified and given opportunity to review evidence and present their cases. Consumers need protection against excessive charges for credit insurance and abuses associated with unsolicited credit card mailings. More broadly, consumers need better planned health care programs avoiding costly duplication of service and excessive rates. Homeowners and tenants need protections, with decent housing for all in a healthful environment the aim. These are examples.

Self-regulation by trade associations and independent laboratories is legally unenforceable and wholly inadequate. Union members, constituting the largest organized group of consumers in the state, have a strong interest in strengthening consumer protection. Maintenance of satisfactory earning power demands that for wages spent they shall receive goods and services of dependable quality at reasonable prices.

A strong consumers' voice within government at all levels is essential. The consumers' representatives in government must have powers of initiative and sufficient independence and strength to defend consumers' interests against bureaucratic excesses or inaction, and against private inaction. They must be free to propose and to advocate matters of consumer interest before administrative agencies, the legislature, and the courts. The duties of the consumers' representative should include:

1. To receive and investigate complaints, and wherever possible to resolve them, using class action suits when necessary.
2. To undertake studies and conduct surveys, either directly or by contract with private agencies, designed to promote consumer interests both narrowly and specifically, and broadly to assure people an environment of quality.
3. To represent consumers before the Public Utilities Commission with funding for this function provided from the rate base in an amount equal to the costs

charged to consumers by regulated utilities as cost of the utilities' own representation. Finally, the consumers' representative should conduct public programs in consumer education including dissemination of educational materials relating to protection of consumer interests.

Adopted, p. 31.

XVI

ENVIRONMENT AND ECOLOGY

The environment that sustains life itself is clearly in jeopardy. Organized labor pledges its fullest support to an overall policy on environment and ecology directed toward the creation of constructive projects and policies, including those calling for a ban on the use of hard pesticides; careful consideration of any further development of the SST at least until adequate studies prove conclusively that it will not irrevocably pollute the upper levels of our atmosphere; a reassessment of the ecological impact of the state water plan; and full enforcement of federal reclamation law.

These two words — environment and ecology—have taken on new and serious meanings with realization that for all the advances in science and technology we still can do no more than share the life and limited resources of an isolated planet, "The Earth," as it whirls endlessly through space. ("Ecology" concerns the interrelationship of organisms and their environment—dict.).

Air, land, and water are the three great elements of our environment. The quality of each is threatened by failure to give sufficient consideration when undertaking new developments to avoid the damaging effects that frequently accompany what we conveniently blanket under the rubric "Progress." A few examples can illustrate the problem.

Air has long been regarded as a "free good." But the widespread and growing prevalence of smog has made millions familiar with its damaging effects upon health and esthetics. Less well known is the possible threat to the global atmosphere of the supersonic transport (SST). An August, 1970, Massachusetts Institute of Technology study warns that the SST will produce not only "noise pollution," but will create a stratospheric layer of smog that will remain there "forever." No one can yet spell out the global effects upon temperature and climate.

The MIT study makes this comment on

the breakdown of our planning procedures:

"Far better estimates well into the 21st Century are needed in order to assess the expected impact of man on the world ecological system to give him time to take action to avoid crisis or catastrophe."

Land is threatened by endless suburban sprawl and slurb, by bulldozing our best agricultural greenbelts, by indiscriminate cutting of timber, by invasion of wilderness areas that should have protection, by failures to preserve seacoast and mountain for public use and enjoyment.

Water is polluted by uncontrolled industrial and agricultural chemicals. Fish life is destroyed, and the superintendent of a zoo cancels the feeding of even fresh fish to his animal charges as a measure necessary to their protection from DDT. The ecology of the Sacramento-San Joaquin Delta is endangered by great watermoving projects planned under narrow engineering guidelines and the pressures of giant land speculators that give small space to devastating effect upon ecology and environment. The U. S. Geological Survey now warns that a further result of the State Water Project is the turning of San Francisco Bay itself into another Lake Erie or Dead Sea.

Organized labor, as the largest body of organized citizens in the state, is deeply

concerned with the future quality of the state's environment. We stand for projects and the fullest employment of our energies that are constructive of an environment of quality, not destructive of it.

Therefore we support:

(1) Acquisition, whether by federal or state governments, of recreational sites, lakeshores, wilderness areas, park lands, and beaches such as Point Reyes Seashore, in order to protect wildlife and preserve areas of natural beauty for public use and enjoyment.

(2) Environmental protective legislation to give citizens a guaranteed right to a decent and pollution-free environment, together with standing in court to sue.

(3) Government purchase at the prewater price of private lands about to be furnished water through public investment, in order to permit planned land use for open space, preservation of agricultural greenbelts, and reservation to the public treasury of windfall profits created by the investment in order to serve public uses such as education and conservation. (See policy statement on Natural Resources.)

(4) Establish federal and state joint legislative committees for continuing review and education of the public as well as government on the impact of technology and development projects on the environment. Adopted, p. 31.

BALLOT PROPOSITIONS

The Executive Council of the California Labor Federation, AFL-CIO, made the following recommendations regarding the propositions which will appear on the November, 1970, general election ballot.

Proposition No. 1

Digest: "Clean Water Bond Law of 1970."

Recommendation: Vote YES

Assembly Bill No. 1456—Adds a Chapter to the State Water Code and provides for issuance of state bonds not exceeding \$250 million, subject to approval by the voters. Also provides for expenditure of proceeds for state grants in planning, operation, research and development and construction maintenance of treatment works for control and prevention of water pollution in California.

Recommendation adopted, p. 31.

Proposition No. 2

Digest: Vests in Supreme Court Determination of Vacancy in Elective State Offices.

Recommendation: Vote YES

Assembly Constitutional Amendment No. 43—Provides that the State Supreme Court has exclusive jurisdiction to determine all questions of vacancy in the offices of Lieutenant Governor, Attorney General, Controller, Secretary of State, Treasurer and Superintendent of Public Instruction. The authority to raise such questions will be vested exclusively in a body provided for by statute.

This is an effort to provide for the orderly continuity of state government in the event of the incapacity or inability of one or more of the listed state officers to carry out the Constitutional functions assigned them.

Recommendation adopted, p. 31.

Proposition No. 3

Digest: Accelerates Process for Submission and Passage of State Budget.

Recommendation: Vote YES

Assembly Constitutional Amendment No. 9—Advances the date for submission of the State Budget by the Governor to the Legislature from "within the first 30 days" to "within the first 10 days" of each regular session. It further requires the Legislature

to adopt a budget bill by June 15 rather than June 30 each year.

This measure is designed to prevent the recurring "budget crises" which have been faced by the State of California during recent years when it enters a new fiscal year without a valid budget under which to operate.

Recommendation adopted, p. 31.

Proposition No. 4

Digest: To Expedite Legislative Consideration of Public School Financing.

Recommendation: Vote YES

Assembly Constitutional Amendment No. 6—Authorizes the chairman of the committee dealing with education in each house of the Legislature to introduce within the first 30 days of each regular session, a bill covering committee recommendations appropriating money to the State School Fund and providing for its disbursement. Neither bill could be passed before the budget unless 130 days had passed since introduction of the budget.

This measure is designed to prevent future "logjams" in the closing days of the legislative sessions, such as have developed in recent years. It also will permit more orderly development of public school budgets and educational programs in California. Under present law, such educational appropriation measures must await passage of the budget regardless of how long this takes. This can and has resulted in state subventions to school districts being held up past the statutory beginning of the schools' fiscal year.

Recommendation adopted, p. 31.

Proposition No. 5

Digest: Makes Meetings of the Regents of the University of California Open to the Public.

Recommendation: Vote YES

Assembly Constitutional Amendment No. 12—Requires meetings of the Regents of University of California to be open to the public, with certain exceptions and notice requirements as may be provided by statute.

This is another step in a long series of

efforts to insure that boards, commissions and other bodies transacting public agency business have their deliberations open to the scrutiny of the public to the fullest extent possible.

Recommendation adopted, p. 31.

Proposition No. 6

Digest: Expands Scope of Investments by State Teachers' Retirement Fund.

No Recommendation

Assembly Constitutional Amendment No. 15—Authorizes the State Teachers' Retirement Fund to invest portions of its funds in specified types of common and preferred stock and shares in mutual funds.

This authority already exists for other public retirement funds.

Recommendation adopted, p. 31.

Proposition No. 7

Digest: Adds Speaker of the Assembly to State College Board of Trustees.

No Recommendation

Assembly Constitutional Amendment No. 32—Makes the Speaker of the Assembly an ex officio member of any state agency charged with management, administration and control of the state college system. The Speaker now is a member of the Regents of the University.

Recommendation adopted, p. 32.

Proposition No. 8

Digest: Permits an Additional "Exempt" Deputy State Superintendent of Public Instruction.

No Recommendation

Assembly Constitutional Amendment No. 79—Provides an additional Deputy Superintendent of Public Instruction be appointed by the State Board of Education on nomination by the Superintendent. This officer, along with one other Deputy and three Associate Superintendents, would serve for the term of the Superintendent nominating him but not for more than four years. All would be exempt from state civil service.

Recommendation adopted, p. 32.

Proposition No. 9

Digest: Provides for Appointment Instead of Election of County Superintendents of Schools.

Recommendation: Vote NO

Assembly Constitutional Amendment No. 4—Provides for appointment, rather than election, of county Superintendents of Schools by county boards of education for four year terms, if county supervisors so provide by ordinance and if such ordinance is approved by the voters of the county.

This amendment would make presently elected county officials subject to appointment by appointed board of education. In addition, it could develop a lack of uniformity in the selection process for county superintendents among the several counties of California.

Recommendation adopted, p. 32.

Proposition No. 10

Digest: Removes Limits on Interest Rates on Certain Large Loans.

Recommendation: Vote NO

Assembly Constitutional Amendment No. 50—Extends exemption from interest rate limitations to a loan of principal amount of \$100,000 or more, or forbearance on such loan, made or granted to any corporation or partnership.

This amendment would remove Constitutional limits on allowable interest in a number of large loan categories now specifically regulated for the protection of the borrowers and the public.

Recommendation adopted, p. 32.

Proposition No. 11

Digest: Deals with Licensing and Practice of Chiropractic in California.

No Recommendation

Assembly Bill No. 2107 — Amends the State Chiropractic Act to authorize specified rules and regulations governing chiropractic, and provides that all rules and regulations be adopted, amended, repealed and established in accordance with specified provisions.

Recommendation adopted, p. 32.

Proposition No. 12

Digest: Permits County Supervisors to Set Own Salaries.

No Recommendation

Senate Constitutional Amendment No. 19—Provides that, except for charter counties whose charters may otherwise provide, county governing boards shall fix by ordinance the compensation of its members. The ordinance setting such compensation shall be subject to popular referendum by the voters. If a county charter provides for the legislature to set the

salary of the governing body, such power will be delegated to the county governing board.

Such salary determination is now a matter for action by the State Legislature. This measure would allow county boards of supervisors to fix their own pay, subject to rejection by the voters of the county. Recommendation adopted, p. 32.

Proposition No. 13

Digest: Increases Tax Exemption for Service Disabled War Veterans.

Recommendation: Vote YES

Senate Constitutional Amendment No. 29—Increases to \$10,000 the amount of property exempt from taxation owned by a veteran with permanent and service-connected disability; extends exemption to home of his widow until such time as she remarries. It also extends a blind veteran's exemption to a home owned by a corporation in which the veteran is a shareholder and is entitled thereby to possession.

This measure is an updating of benefits extended by the State to disabled war veterans and their widows. Recommendation adopted, p. 32.

Proposition No. 14

Digest: Exempts Employees of the Lieutenant Governor from State Civil Service.

No Recommendation

Assembly Constitutional Amendment No. 36—Exempts appointees and employees of the Lieutenant Governor from State Civil Service. The proposition also provides for a single employee of the Public Utilities Commission to be exempt from Civil Service. This measure would extend to the Lieutenant Governor the same privileges now held by the Governor in the employment of individuals in his own office. Recommendation adopted, p. 32.

Proposition No. 15

Digest: Revises and Repeals Various Sections of Article XX, California Constitution.

Recommendation: Vote YES

Assembly Constitutional Amendment No. 65—Repeals sections of Article XX dealing with dueling, reentry to public office after military service, election or appointment to office, fiscal year, marriage contracts, perpetuities, absence from the state, State Board of Health and election by plurality. Revises other sections relating to the

seat of state government, separate property, minimum wages, discrimination based on sex, elections and terms of office.

This is a Constitutional Revision measure which covers many subjects, and it is intended to "clean up" the Constitution.

Recommendation adopted, p. 32.

Proposition No. 16

Digest: Allows Legislature to Withdraw Proposed Constitutional Amendment Before Election.

No Recommendation

Assembly Constitutional Amendment No. 67—Authorizes the Legislature, upon a two-thirds vote, to withdraw constitutional amendments or revisions proposed by it prior to the vote by the electorate. Legislative measures amending or revising the Constitution, initiative statutes and referendum are to take effect the day after approval by the voters, unless the measure itself specifies otherwise.

Recommendation adopted, p. 32.

Proposition No. 17

Digest: Removes Superfluous Verbiage from the State Constitution.

Recommendation: Vote YES

Assembly Constitutional Amendment No. 66—Repeals Article XXVII of the State Constitution, relating to Social Welfare. The Constitutional Revision Commission states that this article was enacted to repeal former Article XXV. This has been accomplished and there is no present need to retain Article XXVII. The Commission states "there is no intent to reinstate former Article XXV, or to affect present or future welfare legislation."

Recommendation adopted, p. 32.

Proposition No. 18

Digest: Permits Use of Highway Revenues to Facilitate Public Transportation, Including Mass Transit Systems.

No Recommendation

Senate Constitutional Amendment No. 18—Authorizes money available for state highway construction to be used for capital expenditures in developing and financing mass transportation systems. These funds could also be used for control of environmental pollution caused by motor vehicle emission. Presently such funds are reserved for highway construction, relative law enforcement and registration of motor vehicles.

This would free such money for use in public transportation generally and not restrict it solely to highway construction work.

Recommendation adopted, p. 32.

Proposition No. 19

Digest: Revises Usury Law of 1918.

Recommendation: Vote NO

Assembly Bill No. 1868—Amends the Usury Law of 1918 by deleting reference to allowable maximum interest rate of twelve per cent and other statutory maximums. Also deletes present misdemeanor penalty provisions for charging interest in excess of legal limits. The making or negotiating of a loan by unlicensed or non-exempted persons with interest and charges in excess of limits set by law is a felony, with punishment from one year in county jail to five years in state prison.

If approved by the voters, this act would take immediate effect.

Recommendation adopted, p. 32.

Proposition No. 20

Digest: Recreation, Fish and Wildlife Bond Act.

Recommendation: Vote YES

Senate Bill No. 1268—Submits to the voters for approval a \$60,000,000 bond issue for planning and developing recreation and wildlife enhancement facilities. If approved, these bonds would be allocated \$54,000,000 to the Department of Parks and Recreation for design and construction of public recreation facilities, and \$6,000,000 for the Department of Fish and Game. The latter would be for design and construction of fish and wildlife enhancement and fishing access sites in connection with state water projects.

Recommendation adopted, p. 32.

RESOLUTIONS

Delegates to Legislative Conferences

Resolution No. 1 — Presented by San Diego County Dist. Council of Carpenters, San Diego.

Whereas, It has been the practice of subordinate bodies, local unions, etc., to elect delegates to legislative conferences after the Conference Call; and

Whereas, The above practice has resulted in an assembly of delegates almost wholly unaware of the issue facing them at said conference; and

Whereas, We believe that delegates chosen at an earlier date and educated through the processes available by the above organizations would result in much better delegations and better local union participation; therefore be it

Resolved, That all subordinate bodies to the above organizations be urged to elect their delegates and alternates to the impending conference DURING THE FIRST CALENDAR MONTH OF the Legislative Conference Year; and be it further

Resolved, That the names and addresses of the delegates so chosen be forwarded to the above organizations, to be included in their mailing lists of newsletters, special instructions and information on bills the conference might be confronted with, immediately; and be it further

Resolved, That the names of the delegates submitted be accompanied by \$10.00 (suggested amount) to help cover costs of material and mailing.

Referred to Committee on Resolutions.
Nonconcurrence, p. 86.

Inequities in Workmen's Compensation

Resolution No. 2 — Presented by Calif. State Council of Carpenters, San Francisco.

Whereas, There presently exist glaring inequities in our workmen's compensation system which deprive employed workers and their families of those rights and benefits that the Workmen's Compensation Act of our state was intended to furnish them; therefore be it

Resolved, That the California Labor Federation seek legislation in the field of workmen's compensation that would guarantee:

1. The penalty for failure to promptly pay workmen's compensation benefits be increased from 10% to 20% and be applied to all awards and benefits found to be due the injured worker.

2. All temporary disability awards be paid at the maximum rate from the date of disability.

3. The failure of an insurance carrier or employer to pay temporary disability awards promptly be prima facie evidence of unreasonableness and a penalty be attached to the award automatically.

4. Payment of benefits be required to be made by immediately negotiable checks, and drafts of the insurance carrier be made illegal if not immediately negotiable.

5. Temporary disability benefits be paid until the injured worker is re-employed and actually working or cessation of benefits actually ordered by the Referee of the Workmen's Compensation Board.

6. The law provide for complete freedom of choice of the treating physician by the injured workman.

7. Benefits be increased so that temporary and permanent disability maximum benefit levels be 65% of the average wage earned by non - agricultural California workers in the preceding year.

8. Death benefits be increased so that the widow and minor children of the deceased workman receive 65% of his actual wage for the entire period in which there are minor dependent children in the family and 50% for the balance of the period of widowhood of the surviving wife.

Referred to Committee on Legislation.
Adopted, p. 98.

Alcatraz as Indian Cultural Center

Resolution No. 3 — Presented by Calif. State Council of Carpenters, San Francisco.

Whereas, For far too many years the island in San Francisco Bay known as Alcatraz has been a symbol of America's high rate of major crime; and

Whereas, The United States Government has found that the cost of operating Alcatraz as a maximum security prison far exceeds its usefulness as a place of incarceration and deterrent to crime, and has thus been abandoned; and

Whereas, The facility continues to exist as unused federal property and as such belongs to the people of the United States and should not be allocated to private ownership; and

Whereas, The West Coast does not now have, but should have, a major center for the preservation and study of our Ameri-

can Indian culture; therefore be it

Resolved, That the California Labor Federation go on record as fully supporting the claims of American Indians to use and develop Alcatraz Island as a cultural center, and shall so notify the several California U. S. Congressmen and Senators.

Referred to Committee on Resolutions.
Adopted, p. 65.

Support United Crusade

Resolution No. 4 — Presented by San Diego-Imperial Counties Labor Council, San Diego.

Whereas, The leadership, time, skill, and knowledge of organized labor and its members have through the years played an important role in the development and promotion of federated financing for voluntary health, welfare, and youth services of United Way agencies; and

Whereas, These vital organizations are now conducting their annual campaign for funds through the United Crusade to support services to families, children, to those in need, for disaster relief, and help to the Armed Forces and their families; and

Whereas, Members of organized labor are fully represented in the United Crusade campaign organization, United Ways Board of Directors and Committees, and in addition are participating in the study and budgeting of contributed funds to ensure they are allocated to most effectively meet community needs; and

Whereas, Members of organized labor are working as volunteers and Board members in United Way agencies to measure the community acceptance of welfare services, and take part in policy-making and agency planning; and

Whereas, Records show that tens of thousands of adults, children, and families received service from United Crusade agencies, including health and services for children, self-help training courses for children and adults, and financial aid, counseling and service to military families; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation, AFL-CIO, recognize that a pressing need for change has been identified. Local United Funds, Community Chests and Councils should be problem solvers and need meeters rather than just fund raisers and coordinators of existing services. They must be a positive and effective force in bringing about social communications and development; and be it further

Resolved, That the Eighth Convention of the California Labor Federation, AFL-CIO, agree that the key to making the

United Way movement more viable and effective is in the areas of relevance and credibility. They must see to it that services to the people are provided, if not through an existing agency, then through some media, permanent or temporary, depending on the nature of the need. There should be more cooperation with public programs; and be it finally

Resolved, That affiliated local unions of the California Labor Federation, AFL-CIO, are hereby strongly urged to put forth their best efforts in order to put this year's United Way campaigns over the top; also, these same affiliates must concern themselves with the priorities for change within their local United Funds, Community Chests, and Councils.

Referred to Committee on Resolutions.
Filed, p. 65. See Resolution No. 68.

Transact With Union Insurance Agents

Resolution No. 5 — Presented by Insurance Wkrs. Int'l. No. 83, Los Angeles.

Whereas, The principle of patronizing union-made goods and union services has been advocated by organized labor from the earliest days of its existence; and

Whereas, The principle has proven itself to be sound on both moral and economic grounds wherever it was applied in an intelligent and collective fashion; and

Whereas, The fundamental principle applies to insurance with the same force and for the same reasons that it applies to any other commodity or service, and particularly so when we are mindful of the fact that when an insurance company formulates an insurance policy all of the benefits that the insured is to receive, as well as the cost of the policy, and whether the insurance policy is sold by a union insurance agent or by a non-union insurance agent, the benefits and the cost to the insured are identical. In view of these considerations, there is every reason why organized labor ought to transact all insurance matters with members of the Insurance Workers International Union, AFL-CIO. In view of these practical and moral reasons; therefore be it

Resolved, That this convention of the California Labor Federation, AFL-CIO, earnestly declare that the time-honored principle of patronizing union-made goods and union services is as applicable to the purchase of insurance as it is to the purchase of any other commodity or service; that it is just as unfitting for an officer or member of organized labor to patronize a non-union insurance agent; and be it further

Resolved, That this convention respectfully but urgently call upon all affiliated

unions to transact all insurance matters with members of the Insurance Workers International Union, AFL-CIO, if available under the circumstances at the time of purchase.

Referred to Committee on Resolutions.
Filed, p. 99.

Manhole Safety

Resolution No. 6 — Presented by Communications Wkrs. of America No. 9430, San Mateo.

Whereas, Organized labor in the State of California has always considered it of prime importance to protect the industrial safety of the work force; and

Whereas, For many years utility companies and others have recognized that special protection must be accorded their employees working in underground facilities such as manholes; and

Whereas, Certain of these companies, including the Pacific Telephone Company, are now disregarding standard safety practices and are assigning their employees to work alone in manholes; and

Whereas, They have rejected the representation of organized labor to discontinue this practice; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, convention assembled go on record to support legislation which would prevent any company from risking life and safety of an employee by forcing him to work alone in an underground manhole.

Referred to Committee on Legislation.
Adopted, p. 59.

Unemployment Insurance

Resolution No. 7 — Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, The California State Department of Human Resources and Development has announced that by mid-summer most offices would be issuing unemployment insurance payments on a bi-monthly instead of a weekly basis; and

Whereas, Under the guise of efficiency this plan is to further harass and discourage those who are among the ever increasing number of unemployed; and

Whereas, Such a plan violates the intent of the Unemployment Insurance Code which provides for prompt payment of claims; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation, AFL-CIO, deplore and condemn the Reagan Administration for its insensitivity to the unemployed for instituting this plan; and be it further

Resolved, That Governor Reagan direct the Department of Human Resources to reinstitute weekly payment of claims, and that a copy of this resolution be transmitted to the Governor and to all members of the Legislature.

Referred to Committee on Resolutions.
Filed, p. 27. See Policy Statement II.

Rebate From Public Utilities

Resolution No. 8 — Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, The Pacific Gas and Electric Company and various power and utility companies in the State of California enjoy monopoly positions and a guaranteed fair rate of return on their capital investment; and

Whereas, The Pacific Gas and Electric Company has had excess earnings above a fair rate of return on a capital investment for a number of years; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, shall forthwith seek in the legislature appropriate legislation to permit recapture from the public utilities of any amounts of money earned in excess of a fair rate of return and the Public Utilities Commission shall be required to recapture excess earnings for rebate to customers and shall eliminate the "water over the dam" doctrine that enables public utilities in the State of California to retain excess earnings.

Referred to Committee on Legislation.
Adopted, p. 38.

Promotion of Moderate Income Housing

Resolution No. 9 — Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, The 1968 Housing Act provides for expanded opportunities for non-profit and limited dividend organizations to build and manage moderate income housing developments; and

Whereas, There is a pressing current need for great numbers of moderate income family units; and

Whereas, Investment opportunities for pension funds and other union reserve funds can be profitably made with federal government guarantees; and

Whereas, All housing starts are down and continuing a downward trend; and

Whereas, Labor organizations such as local unions, district councils and building trades councils have had success in developing, building and managing such housing; therefore be it

Resolved, That this Eighth Convention of the California Labor Federation, AFL-

CIO together with the State Building and Construction Trades Council of California, urge its officers to organize and promote seminar type meetings of representatives of labor unions to investigate, discuss and learn about opportunities for community betterment, community relations, profitable investment, job opportunities in construction, maintenance and management, present in the providing of good housing in the communities in which they live.

Referred to Committee on Resolutions.
Filed, p. 29.

Division of Apprenticeship Standards

Resolution No. 10 — Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, The State of California has traditionally been the leader in training of its youth for gainful employment; and

Whereas, The apprenticeship programs provided by the growing industries have served as model programs by other areas across the nation; and

Whereas, These programs have been burdened with additional regulations by both the federal and state legislatures; and

Whereas, The State legislature has seen fit to jeopardize these programs through short-sighted austerity programs for the past three (3) years by continually eliminating personnel in the Department of Industrial Relations, Division of Apprenticeship Standards; and

Whereas, Unless more funds are made available to immediately increase the D.A.S. staff to at least the 1966 level, the result will be a further decline in assistance to the many apprenticeship programs in this period of required expansion to provide worthwhile training and gainful employment of our state's youth, under-trained minorities and returning veterans of the Vietnam conflict; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation, AFL-CIO, petition the Governor and all members of the legislature to recognize the need for expanding its commitment to the citizens of California to provide additional funds for the Department of Industrial Relations, Division of Apprenticeship Standards to assist industry in its efforts to provide continued outstanding apprenticeship training.

Referred to Committee on Resolutions.
Adopted as amended, p. 65.

Oppose Collective Bargaining Restrictions

Resolution No. 11—Presented by Typographical No. 21, San Francisco.

Whereas, President Nixon's Construction Industry Collective Bargaining Commission, composed of business, government, and labor representatives, has adopted a program which recommends that collective bargaining contracts not be submitted to union memberships for acceptance or rejection, with contracts, once negotiated, binding on the union without further reference to the rank and file; and

Whereas, The Nixon Administration is promoting legislation along these lines in Congress; and

Whereas, This procedure could eventually be extended to cover all of organized labor; and

Whereas, This constitutes a dangerous threat to union democracy and would enlarge the inroads of government interference in the collective bargaining process; and

Whereas, Such an eventuality would undermine the historic democratic processes which have made the American labor movement great; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation, AFL-CIO, assembled August 31-Sept. 4, oppose the enactment of any such federal legislation or collective bargaining restriction; and be it further

Resolved, That all local unions be urged to conduct an active legislative campaign to defeat any such bill in Congress or the state legislatures.

Referred to Committee on Resolutions
Adopted, p. 28.

Imports

Resolution No. 12 — Presented by So. Calif. Jt. Bd. Amalgamated Clothing Wkrs. of America, AFL-CIO, Los Angeles.

Whereas, The tremendous increase in the quantities of imported textile and clothing products threaten the jobs, benefits, and standards of some two and a half million workers, most of whom are women and members of minority groups with few alternatives in the job market; and

Whereas, This unregulated flood of imports comes largely from Far East countries, characterized by low wages, child labor and unsanitary sweatshop conditions, and has already resulted in unemployment and increased welfare rolls in textile-apparel areas; and

Whereas, The problem of unregulated imports is illustrated by the sharp increase in the imports of men's suits and sport coats, amounting to 44% from 1968 to 1969, equal to 7% of U. S. production; and the increase in shirt imports of 28%,

equal to 33% of domestic production; and

Whereas, The strong efforts by the concerned unions to obtain voluntary international agreements to regulate the flow of imports through voluntary quotas have not been successful because of the intransigent opposition of the largest foreign producer, Japan, and the unions are now demanding relief through Congressional action; therefore be it

Resolved, That this Convention of the California Federation of Labor, AFL-CIO, support the efforts of the concerned textile-apparel unions and the National AFL-CIO to obtain Congressional legislation along the lines of H.R. 16920, co-sponsored by more than 200 members of Congress, providing for the orderly regulation of imports; and be it further

Resolved, That copies of this resolution be sent to the state's Congressional delegation, urging their support to such legislation.

Referred to Committee on Resolutions
Adopted, p. 35.

Restore Weekly U.I. Payments

Resolution No. 13 — Presented by Shipyard & Marine Shop Laborers No. 886, Oakland.

Whereas, The Department of Human Resources Development of the State of California has seen fit to process unemployment insurance on a two-week basis instead of each week; and

Whereas, This change in payment may be the cause of many workers being inconvenienced in regard to payment of current bills, then too, some may not have enough food for the two week period; therefore be it

Resolved, That the California Labor Federation in Convention assembled on August 31, 1970, in San Francisco, California, go on record to condemn this action in regard to payment of unemployment benefits and instruct the officers of the Federation to put forth every effort to have these benefits paid again on a weekly basis.

Referred to Committee on Resolutions.
Filed, p. 27. See Policy Statement II.

Implement Shipbuilding Program

Resolution No. 14 — Presented by Shipyard & Marine Shop Laborers No. 886, Oakland.

Whereas, President Nixon in his campaign speeches promised that if elected, he would propose and promote a shipbuilding program by the federal government that would replace the obsolete vessels in our fleet and would make work for the shipbuilding industry and the people who build and repair the ships; and

Whereas, The United States is falling far behind other nations of the world in combat vessels as well as cargo carriers; and

Whereas, The Congress of the United States has passed a bill outlining a 10-year, 300 shipbuilding program, with thirty ships to be built each year and the results of this program have not been apparent, at least on the Pacific Coast; therefore be it

Resolved, That the California Labor Federation in Convention assembled in San Francisco, California, on August 31, 1970, go on record to support this program and the Secretary be urged to use his influence in Washington to implement this program as quickly as possible and to see that some of the shipbuilding contracts are let to Pacific Coast yards and alleviate the unemployment situation in this industry.

Referred to Committee on Resolutions.
Adopted, p. 92.

Amend Section 1252 of U.I. Code

Resolution No. 15—Presented by Los Angeles County Fed. of Labor, AFL-CIO, Los Angeles.

Whereas, The inclusion of 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 Eighth Convention of the California Labor Federation instruct its legislative representative 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 purpose of this section."

Referred to Committee on Legislation.
Adopted, p. 63.

Amend Section 1262 of U.I. Code

Resolution No. 16—Presented by Los Angeles County Fed. of Labor, AFL-CIO, 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 or 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 Eighth Convention of the California Labor Federation instruct its legislative representative to work for an amendment of the Code that will prevent the abuse of Section 1262 as an instrument for putting economic pressure upon workers, either by making benefits payable immediately if the claimant is found eligible by the Department or by imposing a mandatory penalty upon employers whose appeals under Section 1262 do not prevail.

Referred to Committee on Legislation
Adopted, p. 63.

Add Dependency Benefits to Unemployment Insurance Code

Resolution No. 17—Presented by Los Angeles County Fed. of Labor, AFL-CIO, 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 families of different sizes, and makes no distinction between an unemployed single person and the unemployed breadwinner for a family; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation instruct its legislative representatives to secure additions to the State Code to provide for dependency benefits as presently are enacted into the Michigan Unemployment Insurance Act, a minimum of \$5.00 additional added to the weekly benefit for each dependent, the total added benefits not to exceed \$35.00 weekly.

Referred to Committee on Legislation.
Adopted, p. 60.

Oppose Electronic Claims Monitoring

Resolution No. 18—Presented by Los Angeles County Fed. of Labor, AFL-CIO, Los Angeles.

Whereas, A task force, appointed by Governor Ronald Reagan, composed of "supposed" business leaders throughout the State of California, recently presented their report to the Governor of California; and

Whereas, Said task force recommended that on personnel interviews conducted

within offices of the Unemployment Insurance program of the California Human Resources Development Department, there be monitoring with the use of electronic recording equipment; and

Whereas, This same task force has recommended that hearings held before the Unemployment Insurance Appeals Board be reported through the use of electronic recording equipment, which would bring about the elimination of shorthand reporting; and

Whereas, Should electronic recording equipment be used as indicated above, it would effect a permanent elimination of personal contacts between claimants and departmental employees; and

Whereas, Electronic recordings would no doubt be made available to claimants, and their representatives at a tremendous cost to said claimants; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation request its legislative representatives to oppose any action on the part of the California Human Resources Development Department and/or the Unemployment Insurance Appeals Board to permanently use in their operations electronic recording equipment in interviews or appeals procedures.

Referred to Committee on Resolutions.
Adopted, p. 99.

Amend Section 1279 of the Unemployment Insurance Code

Resolution No. 19—Presented by Los Angeles County Fed. of Labor, AFL-CIO, Los Angeles.

Whereas, Section 1279 provides in part that "however, earnings up to twelve dollars (\$12.00) a week for which benefits claimed, will not be deducted from the claimant's weekly benefit amount," and

Whereas, The economic structure of the State of California has tremendously expanded and living costs have risen since 1969 by many percentage points, it now becomes necessary to amend this Section of the Code; and

Whereas, The Code requires that a claimant report all earnings in any given week during which he may be unemployed, and this may bring about a reduction of the benefit payment allowed under the Code; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation recommend that Section 1279 be amended to raise the amount stipulated in the Code from twelve dollars (\$12.00) to the amount of twenty-five dollars (\$25.00), which would make the Code read, in part, . . . "In excess of twenty-five dollars (\$25.00) . . ."

Referred to Committee on Legislation.
Adopted, p. 63.

**Amend Sections 1253 C and 1257 B of
Unemployment Insurance Code**

Resolution No. 20—Presented by Los Angeles County Fed. of Labor, AFL-CIO, 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, and 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 Eighth Convention of 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 Section 1257 B on the same set of facts.

Referred to Committee on Legislation.
Adopted, p. 63.

Amend Sec. 1256 of U.I. Code

Resolution No. 21—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Under Section 1256 of the California Unemployment Insurance Code unemployed workers are disqualified permanently for leaving work without good cause or being discharged for misconduct; and

Whereas, The original intent of Section 1256 was to temporarily disqualify workers for two (2) to five (5) weeks; and

Whereas, Now there is not only the supreme penalty imposed on workers who are terminated for misconduct, but also those workers who, through no fault of their own, were subject to a transfer or cut in pay, and because of bad judgement chose to be laid off; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation instruct

its legislative representatives to work for a change in Section 1256 of the Unemployment Insurance Code to provide penalties commensurate with the reasons for separation, rather than imposing the same penalty as for misconduct for accepting a layoff in lieu of a downgrade.

Referred to Committee on Legislation.
Adopted, p. 63.

Add Sec. 1253.3 of U.I. Code

Resolution No. 22—Presented by Los Angeles Federation of Labor AFL-CIO, Los Angeles.

Whereas, Section 1252 of the Unemployment Insurance Code has been, in the past, liberally interpreted to provide that if a worker is unemployed during any given week, but shall be ill for one day, it should not affect his receiving of benefits; and

Whereas, A recent decision of the Unemployment Insurance Appeals Board has held that in a given week of unemployment, a worker, if he should be ill, is considered unavailable for work during that week, even though he is available every other day of that week; and

Whereas, This precedent of the Board affects the benefits that may be due a worker, and may affect all workers in the State of California at some time or another during periods of unemployment; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation request its legislative representatives to add Section 1253.3 of the Code to provide that a worker's illness consisting of less than the majority of days in the given week of unemployment shall not affect his receiving benefits stipulated elsewhere in the Code; and be it further

Resolved, That if it is found desirable, the claimant be required to produce medical evidence of his illness.

Referred to Committee on Legislation.
Adopted, p. 63.

**Amend and/or Cancel
Sec. 1260 of U.I. Code**

Resolution No. 23—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, During the 1965 regular session of the legislature, 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 con-

venient opportunity to contest any application for unemployment benefits, therefore be it

Resolved, That the Eighth Convention of 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.
Adopted, p. 63.

Eliminate Sec. 2677 of U.I. Code

Resolution No. 24—Presented by Los Angeles County Federation of Labor, AFL-CIO, 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 Eighth Convention of 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. 48.

Amend Sec. 2627 (b) of U.I. Code

Resolution No. 25—Presented by Los Angeles County Federation of Labor, AFL-CIO, 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 Eighth Convention of the California Labor Federation recommend that Section 2627 (b) be amended to provide that benefits shall be payable from the first day of illness for any illness extending beyond seven days.

Referred to Committee on Legislation.
Adopted, p. 48.

Legal Detention Not a Disqualifying Factor

Resolution No. 26—Presented by Los Angeles County Federation of Labor, AFL-CIO, 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, where applied with the same intensity as if it were criminal law—as in the case of an unemployed worker who was held 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 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 commission 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 be 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 a 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; therefore be it

Resolved, That the Eighth Convention of 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 defi-

dition in the pursuit of a determination of a voluntary quit or discharge.

Referred to Committee on Legislation.
Adopted p. 60.

Amend Articles 3 and 4 of U.I. Code

Resolution No. 27—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Since the experience rating system for employer unemployment insurance tax charged 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 problems; therefore be it

Resolved, That the Eighth Convention of 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. 63.

Amend Sec. 1032 of U.I. Code

Resolution No. 28—Presented by Los Angeles County Federation of Labor AFL-CIO, 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 behavior by the employers causes undue hardship and distress on workers and their families; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation instruct its legislative representatives to secure amendment of Section 1032 to provide no relief for an employer from reserve account charges where a discharge or quit occurs, unless the job opened is filled within a 5-day period following the termination.

Referred to Committee on Legislation.
Adopted, p. 63.

Delete Sec. 1262 of U.I. Code

Resolution No. 29—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Under present regulations of the California Human Resources Development Department, a worker who has seniority and is in layoff status may be arbitrarily recalled for work by the employer shortly before a trade dispute is about to begin, and denied unemployment benefits for refusing to cross a picket line; and

Whereas, The employers have been using this as a gimmick to chisel laid-off workers out of their unemployment benefits and to harass the unions; therefore be it

Resolved, That the Eighth Convention of 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. 63.

Amend Sec. 1253 (d) of U.I. Code

Resolution No. 30—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Section 1253 (d) requiring that a claimant serve 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 Eighth Convention of the California Labor Federation instruct our legislature representatives to seek to have amended Section 1253 (d) of the California Unemployment Insurance Code, whereby no claimant will be required to establish a waiting period for a new benefit year.

Referred to Committee on Legislation.
Adopted, p. 63.

**Amend Article 3 of U.I. Code
"Calif. U.I. Appeals Board"**

Resolution No. 31—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The 1967 session of the legislature amended Article 3 of the Unemployment Insurance Code to provide that the Unemployment Insurance Appeals Board would consist of five (5) members appointed by the Governor, and subject to the approval of the Senate; and

Whereas, Said amendment provides that two (2) of the members of the Appeals Board should be attorneys-at-law admitted to practice in the State of California; and

Whereas, No provision is made in the

Code to have a membership balance between appointees from the areas of management, the public, or the working force of the State of California; and

Whereas, The California Unemployment Insurance Appeals Board is quasi-judicial in nature, acting as the final body to determine, based upon actual facts, whether or not a claimant should or should not be entitled to the benefits provided under the Code and/or such other matters coming under the jurisdiction of the California State Department of Human Resources Development; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation instruct its legislative representatives to have introduced legislation to provide that at least two (2) members of the California Unemployment Insurance Appeals Board must be appointed from the ranks of organized labor in California; and be it further

Resolved, That the Governor notify the California Labor Federation, AFL-CIO, of any pending vacancies of the California Unemployment Insurance Appeals Board, so that the State Federation and its affiliated locals and councils may nominate, to the Governor, candidates qualified for appointments. Notice is to be given ninety (90) days before the appointment is to be made; and be it further

Resolved, That candidates from labor need not be attorneys, since many are highly skilled and experienced in the art and practice of representing workers before various Federal, State and County Commissions and Boards, including Referees of the California Unemployment Insurance Appeals Board, and before the California Unemployment Insurance Appeals Board itself.

Referred to Committee on Legislation.
Adopted, p. 60.

Discharge for Garnishment not Disqualifying

Resolution No. 32—Presented by Los Angeles County Federation of Labor, AFL-CIO, 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 industry one of huge proportions; and

Whereas, There is 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 rebuttal, 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 California Department of Human Resources Development 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 purpose for which unemployment benefits were instituted; and

Whereas, The claimant, so discharged, is further injured by the Department of Human Resources Development, 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 Human Resources Development 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 unilateral action of the employer be additionally denying him U.I. benefits; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation urge the enactment of 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. 60.

Amend Sec. 1030.5 of U.I. Code

Resolution No. 33—Presented by Los Angeles County Federation of Labor, AFL-CIO, 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 willful misstatements by employers, proving the justification of 1030.5; and

Whereas, The employer's words and statements, or that of his agent, have in practice been the basic reason which initiates a 1257 determination against a claim-

ant; 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 exist no provisions in the Code that a 1030.5 violation should be initiated if such violation is eventually brought to light during the appeal hearing procedure, nor does it stipulate who should initiate such action; and

Whereas, Those employers whose contributions to their reserve accounts, based on their experience ratings are at a maximum, because in fact, exempt from the provisions of 1030.5, and as such may commit and continue to commit willful and wanton misstatements and misrepresentation of the facts, thus relegating to claimants under the jurisdiction of such employer's reserve accounts to an untenable position in which there is no redress nor equality of justice; and

Whereas, Such employers have and can continue to falsely represent, without the presence of due process for such violation, thus establishing a status of immunity for such specific employers; and

Whereas, Such status of immunity is not consistent with the purposes and intent of the law, justice and the Code; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation recommend that the referee be empowered to instruct the California Department of Human Resources Development to charge the 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 U.I. Appeals Board to charge that such employer has 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 amendments; and be it further

Resolved, That the California Labor Federation support the view that, in the event that such 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 which 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 Eighth Convention of 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. 63.

Revise Sec. 1262 of U.I. Code

Resolution No. 34—Presented by Los Angeles County Federation of Labor, AFL-CIO, 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 bonafide 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 designed to be that of the government, 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 democratic neutrality incumbent upon the state to take at such times; 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 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 strikebreaker; and

Whereas, THESE OTHER STATES HAVE TAKEN A LONG AND HARD LOOK AT 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 Code; 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 Eighth Convention of 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 a 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, p. 63.

Amend Sec. 927 of U.I. Code

Resolution No. 35—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Section 927 of the Unemployment Insurance Code now reads, "If tips or gratuities are customarily received and retained by a worker in the course of his employment from persons other than his employing unit, and if such tips or gratuities, or such tips or gratuities plus the excess of the minimum wage required to be paid by law over and above the amount such tips and gratuities, constitute substantially the only wage payable to the worker, then the tips or gratuities shall be treated as wages by his employing unit. The reasonable amount of tips and gratuities may be estimated pursuant to authorized regulations; and

Whereas, Employees engaged in the culinary crafts, such as waiters and waitresses, are faced with the problem of reporting all tips and gratuities, for which they should be given credit in the determining of earnings for Unemployment Insurance benefits; and

Whereas, There is a need to determine once and for all specifically spell out in the Code, that tips and gratuities shall be construed as wages, and so reported by employers; and

Whereas, "Banquet waiters" are at the mercy of employers who contract with patrons for banquet facilities, and included in the contract are the use of the facilities, serving food, bar facilities and personnel. They do pre-determine in the contract the amount of tips or gratuities to be paid to "banquet waiters"; and

Whereas, "Banquet waiters" may receive their tip or gratuity on the day they perform the service; or, by union contract, they may receive their tip at some future time, as much as thirty (30) days from the time such service is performed. The Code should be clarified as to how the employer shall apply the tip or gratuity—to the day the service is performed, or the day on which the "banquet waiter" actually receives the money under the terms of the union agreement; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation request its legislative representatives to amend Section 927 of the Unemployment Insurance Code to read: "Tips or gratuities shall be treated as wages paid by an employing unit; and the amount of tips or gratuities may be estimated pursuant to authorized regulations"; and be it further

Resolved, That the Code be amended to find that tips involving and received by waiters and/or waitresses shall be construed as wages, and that they should be allocated to the period during which the service was performed.

Referred to Committee on Legislation.
Filed, p. 96. See Policy Statement II.

Add to Sec. 1264 of U.I. Code

Resolution No. 36—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Recently the Unemployment Insurance Appeals Board has re-defined a long-standing definition of the word "family" as used in Section 1264 of the Code; and

Whereas, This new definition precludes the self-supporting single person from being considered a family; and

Whereas, Many individuals do not have relatives who may constitute a family; and

Whereas, This restrictive definition precludes the payment of benefits contrary to the over-all intent of the Code; therefore be it

Resolved, That this Eighth Convention of

the California Labor Federation call for a change in language in the Unemployment Insurance Code adding to Section 1264 of that Code a provision clarifying the exemption so that a single person who has established a pattern of self support shall be deemed to constitute a "family" within the meaning of the Code.

Referred to Committee on Legislation.
Adopted, p. 63.

Protection of Individual Rights

Resolution No. 37—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The United States Constitution is the supreme law of the land; and

Whereas, Said Constitution controls state action as it relates to the individual; and

Whereas, The Department of Human Resources Development and the Appeals Board are agencies of the state; and

Whereas, The actions of these agencies affect the individual citizen; and

Whereas, The rights of individuals in their dealings with these agencies should be given full protection; therefore be it

Resolved, That this Eighth Convention of the California Labor Federation call for adding a provision to the Unemployment Insurance Code establishing protection of individuals' rights provided by the United States Constitution as defined by the United States Supreme Court to be applicable and binding in all proceedings governed by the Code.

Referred to Committee on Legislation.
Adopted, p. 61.

Good Cause to Refuse Job Offer

Resolution No. 38—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, A recent Unemployment Insurance Appeals Board decision has held that it was not good cause to refuse a job through an employment agency, when a lesser rate of pay was offered because of the agency than would otherwise have been paid; and

Whereas, This penalizes the individual for using all means available to seek work; and

Whereas, The employer should not be able to discriminate as to rates of pay; and

Whereas, An employee should be able to command a wage commensurate with his skills and the prevailing rate in the industry; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation call for the addition of new language to the Un-

employment Insurance Code which will provide that there is good cause to refuse a job offer through an employment agency where there is a requirement that an employee pay an excessive agency fee or where the wage is reduced by an agreement for a continuing fee to be paid to such agency by either the employer or the employee.

Referred to Committee on Legislation.
Adopted, p. 61.

Meaning of Supplemental Benefits

Resolution No. 39—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Unemployment Insurance benefits have not been increased commensurate with the rise and cost of living; and

Whereas, Some employers have implemented plans to augment or provide funds to those who are unemployed; and

Whereas, The Unemployment Insurance Code was amended to permit such employer plans without resultant disqualifications; and

Whereas, The Unemployment Insurance Appeals Board in a recent decision has partially negated the intent of the Unemployment Insurance Code; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation call for the addition of language to Section 1265 of the Unemployment Insurance Code which will clarify the intent and meaning of supplemental benefits and to provide that such payments shall not be disqualifying whether the benefits are paid in addition to Unemployment Insurance benefits or whether the employer benefit is reduced by the amount of Unemployment Insurance benefits received.

Referred to Committee on Legislation.
Adopted, p. 62.

Termination of Employment Through Resignation

Resolution No. 40—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Numerous situations have arisen where an employee submits a notice of resignation and the employer then terminates the employee prior to the effective date of resignation; and

Whereas, The separation from employment is a result of the employer's action; and

Whereas, The employee is unemployed at the time of separation through no fault of his own; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation call for a

provision to be added to the Unemployment Insurance Code to provide that in the case of the termination by an employer prior to the effective date of a notice of resignation, the separation shall be considered a discharge for other than misconduct.

Referred to Committee on Legislation.
Adopted, p. 62.

Travel Time to Place of Employment

Resolution No. 41—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, For many years it has been the policy of the Department of Human Resources Development and the Appeals Board to use a criteria of one hour travel time in determining suitability of employment; and

Whereas, This policy has been abandoned; and

Whereas, The expansion of this transportation time limit causes an undue hardship on many employees and prospective employees, especially in light of the increasing number of part-time jobs as opposed to full-time jobs offered to employees; and

Whereas, Travel in excess of two hours per day creates an excessively long work day; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation call for amendment to the Unemployment Insurance Code providing that any individual who leaves his job or who refuses a job where the transportation time from the individual's home to the place of employment is more than one hour by public transportation shall be deemed to have quit his job with good cause or to have refused employment with good cause.

Referred to Committee on Legislation.
Adopted, p. 62.

Quit Because of Employer Violation

Resolution No. 42—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Statutes are enacted for the benefit of society; and

Whereas, It is obviously the intent of the legislature that there should be compliance with statutes; and

Whereas, The present application of the Unemployment Insurance Code aids an employer who is violating a statute; and

Whereas, An employee should not be penalized when the employer violates a statute; therefore be it

Resolved, That the Eighth Convention of

the California Labor Federation call for the addition of a Section to the Unemployment Insurance Code which will provide for conclusive presumption that an individual who leaves his employment whenever the employer is operating in any violation of any state or federal law, has voluntarily quit with good cause.

Referred to Committee on Legislation
Adopted, p. 62.

Self-Employment as Bona Fide Employment

Resolution No. 43—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, It is the intent of the Unemployment Insurance Code to provide benefits to the person attached to the labor market; and

Whereas, It is the intent of the Code to provide benefits during a period while a person is unable to find employment; and

Whereas, The policy of the Department is to encourage persons to seek work and to return to work as rapidly as possible; and

Whereas, The definition of bona fide employment by the present Appeals Board is restrictive; and

Whereas, Said definition can tend to limit the type of work an individual will seek; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation call for amendments to the Unemployment Insurance Code to provide that self-employment and/or employment as an individual contractor shall be considered bona fide employment as the term is used in the Code.

Referred to Committee on Legislation.
Adopted, p. 62.

Show Present Injury as Cause for Discharge

Resolution No. 44—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The definition of misconduct under the Unemployment Insurance Code has long required a showing of willful and wanton disregard of the interest of the employer by the employee; and

Whereas, This had been interpreted as meaning a present injury to the employer or present disregard of his interest; and

Whereas, A recent Unemployment Insurance Appeals Board decision has broadened this definition to provide that the disregard of the interest or the injury to the employer may be prospective and/or speculative; and

Whereas, It is inequitable and contrary to the intent of the Unemployment Insurance Code to penalize the employee based on the employer's random speculation; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation call for amendment to Section 1256 of the Unemployment Insurance Code requiring that there be a showing of present injury to the employer's interest to establish a discharge for misconduct.

Referred to Committee on Legislation.
Adopted, p. 63.

Change Appellate Process and Appeals

Resolution No. 45—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Unemployment insurance and disability insurance are part of a broad social insurance program in the State of California designed to eliminate the hardships of loss of employment by an employee through no fault of his own; and

Whereas, The Unemployment Appeals Board is a quasi-judicial body created to hear appeals from determinations as to eligibility by the Department of Human Resources Development; and

Whereas, Appeals from the decisions of the Unemployment Appeals Board lie in the Superior Court in a limited trial de novo; and

Whereas, Delay in the final determination of rights exerts an extreme hardship on the unemployed individual and fails to meet the purposes for which it was designed; and

Whereas, Appeals from the Workmen's Compensation Appeals Board, which is the third leg of a broad social insurance program, lie directly to the Court of Appeals and the Supreme Court of the State of California by way of Petition for Writ of Review and Petition for Hearing; and

Whereas, There being no good reason for a slower appellate process in the cases of unemployment insurance and disability insurance; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation call for the introduction of legislation changing the appellate process and appeals from decisions of the Unemployment Insurance Appeals Board so that an appeal will lie directly to the Court of Appeals or the Supreme Court of the State of California by way of Petition for Writ of Review and Petition for Hearing, respectively, rather than the cumbersome time delaying and expensive method of appealing to the Su-

perior Court with a limited trial de novo.

Referred to Committee on Legislation.
Nonconcurrence, p. 62.

Amend Sections 3503, 3504, 3552, and 3652 of U.I. Code

Resolution No. 46—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Over the years, workers of the State of California have become concerned with the unemployment within the state; and

Whereas, Certain industries have faced larger unemployment percentages than the overall state figures; and

Whereas, Those sections of the Unemployment Insurance Code, dealing with extended-duration benefits do not take into consideration excessive unemployment by industry, but merely deal with the statewide unemployment figure; and

Whereas, The Unemployment Insurance Code should be amended to provide that greater unemployment in certain industries should make available to the workers in that industry extended-duration benefits, even though the economic situation of the state reflects a lower degree of unemployment than is found in that specific industry; and

Whereas, The Unemployment Insurance Code should be amended to provide a formula which would not only define the terms "Industry," but also grant to employees of a particular industry, aid and comfort, through the triggering of extended-duration benefits in a particular industry; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation, AFL-CIO, submit to the regular session of the California State Legislature, a bill to amend Sections 3503, 3504, 3552, and 3652 of the Unemployment Insurance Code, to grant to those employees of a critical industry, where unemployment is excessive, as follows:

The people of the State of California do enact as follows:

Section 1

Section 3503 of the Unemployment Insurance Code is amended to read:

3503. For the purposes of this part:

(a) "Extended duration benefits" means the extended unemployment compensation benefits payable under this part.

(b) "Normal Benefits" means the unemployment compensation benefits payable under Part 1 (commencing with Section 100) of this division.

(c) "Exhaustee" means an individual who is not entitled to normal benefits due to either of the following:

(1) He has an unexpired benefit year and has exhausted his normal benefits.

(2) His most recent benefit year expired in the state-extended duration month or the industry-extended duration month in which he files a primary claim or in the immediately preceding three calendar months and he is not entitled to establish a benefit year.

(d) "State extension ratio" means the ratio for a calendar month computed during the month immediately preceding that calendar month by dividing:

(1) The average number of weeks of employment claimed in California per week during the three calendar months immediately preceding the date of the computation, excluding weeks of unemployment claimed in connection with unemployment compensation programs which are exclusively federal; by

(2) The average midmonthly covered employment reported by employers for the last four completed calendar quarters immediately preceding the date of the computation for which an official tabulation has been completed by the department on or before the 10th day of the month in which the computation is made.

(e) "State-extended duration month" means a calendar month for which the state extension ratio equals or exceeds 0.06.

(f) "Industry extension ratio" means the ratio for a calendar month computed during the month immediately preceding that calendar month by dividing:

(1) The average number of weeks of unemployment compensated in California to individuals in an industry per week during the three calendar months immediately preceding the date of the computation, excluding weeks of unemployment claimed in connection with unemployment compensation programs which are exclusively federal; by

(2) The average midmonthly covered employment reported by employers in the industry for the last four completed calendar quarters immediately preceding the date of the computation for which an official tabulation has been completed by the department on or before the 10th day of the month in which the computation is made.

(g) An "individual's industry" means the industry of the employer or employers by whom the individual was paid the

greatest proportion of wages in his base period.

(h) "Industry-extended duration month" means a calendar month for which the industry extension ratio equals or exceeds 0.06 and also exceeds by at least three percentage points to the average of the industry extension ratios for five preceding corresponding calendar months. For the purpose of this subdivision there shall be excluded any calendar month for which the industry extension ratio resulted in or as computed for any calendar month prior to the effective date of this section would have resulted in establishing an industry-extended duration month, and there shall be substituted an equal number of preceding corresponding calendar months for any months so excluded. The director shall establish and maintain the data necessary to compute each industry extension ratio based upon weeks of unemployment compensated in California in the industry, but he may, until such data become available, compute any industry extension ratio based upon twenty percent (20%) of compensated claims expanded to represent one hundred percent (100%) of all weeks of unemployment compensated in California in that industry.

(i) "Industry" means any of the following:

- (1) Mining
- (2) Agriculture, forestry and fisheries
- (3) Contract construction, including operative builders
- (4) Manufacturers
- (5) Transportation, communication, electric, gas, and sanitary services
- (6) Wholesale and retail trade
- (7) Finance, insurance, and real estate, excluding operative builders
- (8) Services
- (9) Government
- (10) Motion pictures & entertainment

(j) "Primary claim" means the first claim for extended duration benefits filed by an exhaustee with an effective date within a State-extended duration month or an industry-extended duration month for the individual's industry for the purpose of establishing an extended duration award and an extended duration period.

(k) "Extended duration award" means the maximum amount of extended duration benefits available under this part to an eligible exhaustee.

(l) "Extended duration period" means a period beginning with the first day of

the week with respect to which an exhaustee files a valid primary claim and ending with the last week which begins on or before the last day of the fifth calendar month following the **State-extended duration month** or the **industry-extended duration month** in which the valid primary claim was filed.

(m) "Parent benefit year" means the benefit year with respect to which an individual becomes an exhaustee.

Section 2

Section 3504 of the Unemployment Insurance Code is amended to read:

3504. The director shall during the month immediately preceding each calendar month compute the state extension ratio and the industry extension ratio for each industry for the calendar month and shall file his computations with the Secretary of State.

Section 3

Section 3552 of the Unemployment Insurance Code is amended to read:

3552. An unemployed individual is eligible to receive extended duration benefits with respect to any week only if the director finds that:

(a) An extended duration award has been established for him.

(b) The week is within the extended duration period of the award.

(c) He meets the eligibility requirements of Part 1 (commencing with Section 100) of this division, except those excluded under subdivision (b) Section 3502.

(d) He is not subject to disqualification, and is not under disqualification for normal benefits, under any provision of Part 1 (commencing with Section 100) of this division.

(e) He has (i) during his base period been paid wages for employment by employers of not less than twenty dollars (\$20) in at least 20 of the calendar weeks ending in the base period for his parent benefit year, or (ii) during his base period been paid such wages of not less than twenty dollars (\$20) in at least 15 of the calendar weeks ending in the base period for his parent benefit year, and in the four quarters immediately preceding the beginning of that base period been paid wages of not less than twenty dollars (\$20) in at least 20 of the calendar weeks ending in such period, or (iii) during the period subsequent to the end of his base period and prior to the effective date of a valid primary claim for extended duration benefits been paid such wages of not less than twenty dollars (\$20) in at least twenty

(20) of the calendar weeks ending in such period.

For the purpose of this third alternative only the term "wages" includes any and all compensation for personal services performed as an employee for the purpose of meeting this eligibility requirement.

The requirements of this subdivision (e) shall not apply if the effective date of a valid primary claim is within a State-extended duration month or an **Industry-extended duration month** for which the State extension ratio or the industry extension ratio for the individual's industry is 115 percent or more of the average of the State extension ratios or the industry extension ratios for the individual's industry for the previous 24 months. Any weeks included in a determination of eligibility for extended duration benefits shall not be used in a subsequent determination of eligibility for such benefits.

For the purpose of this section "wages" include wages due to an individual but unpaid within the time limit provided by law.

Section 4

Section 3652 of the Unemployment Insurance Code is amended to read:

3652. (a) An exhaustee who desires to claim extended duration benefits shall file a valid claim. A primary claim for extended duration benefits shall be valid only if the director finds that:

(1) Its effective date is within a **state-extended duration month** or an **industry-extended duration month** for the individual's industry.

(2) The individual filing it is an unemployed exhaustee.

(b) For the purpose of determining whether a primary claim is a "valid primary claim" within the meaning of this section, an individual otherwise unemployed shall be deemed unemployed even though wages, as defined in Section 1252, which are for a period subsequent to the termination of a performance of services are payable with respect to the week for which he files his claim.

Section 5

The provisions of Section 3504 of the Unemployment Insurance Code as amended by this act shall be operative commencing with computations for that calendar month the first day of which commences on or after the effective date of this act; and be it further

Resolved, That it is the feeling of organized labor that the California Labor Federation, AFL-CIO, should use its ut-

most strength to urge the legislature to cause such a bill to be passed.

Referred to Committee on Legislation.

Concurrence in principle but delete specific language, p. 63-64.

Collective Bargaining for Teachers

Resolution No. 47—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Teachers are the heart of the public education system in elementary schools, secondary schools and institutions of higher learning—as teachers, instructors and professors; and

Whereas, The working conditions of teachers are the learning conditions of students; and

Whereas, Teachers in California have been trying to improve the school environment for children by jointly influencing decision-making on education programming and school system structure, school financing, education method and philosophy, and the handling of problems and grievances; and

Whereas, Teachers in California have been jointly seeking a voice in the setting of professional salaries and working conditions conducive to creative and effective education; and

Whereas, Experience demonstrates that only through collective bargaining can teachers democratically attain a share in school policy making and a meaningful and effective relationship with school system governing bodies and administrations, parents, and the public; and

Whereas, Collective bargaining for teachers is today hampered by inadequate and inappropriate state laws and administrative rules; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation seek state legislation and administrative regulations which will assure orderly collective bargaining processes and safeguards for the establishment of contractual relations between teachers' unions and school districts.

Referred to Committee on Legislation.
Adopted, p. 59.

Tax Relief

Resolution No. 48—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Most retired persons are forced to live on a fixed income which often is inadequate to meet even the amount required for a moderate standard of living; and

Whereas, A large number of retirees have incomes of \$1,000.00 or less per year; and

Whereas, Inflation and the continuing increase in the cost-of-living has eroded dangerously the standard of living of most retirees, and even that of many union retirees that have both Social Security and union negotiated benefits; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation, AFL-CIO, give wholehearted support to legislation to provide tax relief for persons over 65: Increasing the income ceiling required to qualify for property tax relief from \$3,500.00 to \$5,000.00 per year. Providing for tax credits for persons who rent on the same basis as that provided for homeowners. Providing that increases in Social Security benefits cannot be used to reduce public assistance payments to persons drawing both types of payment.

Referred to Committee on Legislation
Adopted, p. 59.

Fraudulent Sales Schemes

Resolution No. 49—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Though all citizens of California are the object of exploitation by bunco artists, soft-shoe salesmen, and various types of fraudulent schemes, older retired persons are especially vulnerable to such schemes; and

Whereas; Organized labor has been in the forefront in pressing for consumer protection; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation, AFL-CIO, give active support to legislation which would prohibit the selling of mailing lists to any commercial organization: Which would allow any purchaser to cancel an installment contract within three days after receipt of the contract for any reason whatsoever: Which would prohibit balloon payments on installment purchases and that would limit to 10% of the amount any current payment for a penalty for late payment, and which would establish a California Fair Business Office to police possible consumer fraud by commercial enterprises.

Referred to Committee on Legislation
Adopted, p. 38.

Workmen's Compensation

Resolution No. 50—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The Workmen's Compensation Act of the State of California, as presently written, requires changes and amendments to more effectively provide full coverage, medical care and benefits for injured workers and their families; and

Whereas, Injured workers today do not have the right to freely choose physicians for treatment of industrial injuries; and

Whereas, More than sixty percent of the workers in the State of California today do not receive compensation for temporary disability which replaces their wage loss at the statutory figure of 61.75% of their gross annual earnings; and

Whereas, Present maximum and permanent temporary disability figures are inadequate and become more inadequate each year; and

Whereas, The dependents of workers who die as a result of industrial accident or injuries are receiving wage replacement only equal to one-third of the worker's earnings which is totally inadequate; and

Whereas, The present Workmen's Compensation Act contains a totally unworkable and inadequate rehabilitation provision which gives the worker no rights; and

Whereas, The Workmen's Compensation Appeals Board and its referees do not have the right now to order rehabilitation for an injured worker when he needs it; and

Whereas, The present Workmen's Compensation Appeals Board is insurance and employer oriented as a result of the appointments made to it by Governor Reagan; and

Whereas, Historically the Workmen's Compensation Appeals Board has been constituted to have equal representation on it from labor, management and the public; and

Whereas, The workmen's compensation system becomes increasingly legalistic, requiring hearings and legal forms when it should be becoming less legalistic; and

Whereas, The cost of workmen's compensation insurance can be reduced if the system is changed to a fully-administered system, rather than an adversary system; and

Whereas, The present Statute of Limitations is fixed in workmen's compensation cases at a maximum of five years from the date of injury, which is inadequate and works an injustice for injured workers and their families; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation call for amendment of the provisions of the California Labor Code pertaining to workmen's compensation to provide the following:

1. That the injured workers shall have full free choice of physician for treatment of his industrial injury.

2. All workers should be compensated for temporary disability by payment of benefits equal to 61.75% of their gross annual earnings without a maximum figure written into the law.

3. All workers suffering permanent disability should be adequately compensated by weekly payment of at least 61.75% of their gross earnings.

4. Dependents of workers killed in industrial accidents should receive death benefits in a sum equal to 61.75% of the deceased workers' earnings for the period of total dependency and the continuance of dependency by minor children until they become self-supporting or finish college.

5. Rehabilitation should be given to the injured worker as a matter of right and as an additional benefit without requiring the consent or approval of the insurance carrier or employer.

6. The Workmen's Compensation Appeals Board should be constituted to have equal representation from labor, management and the public.

7. The legalistic adversary system should be abolished and workmen's compensation should be fully administered without the necessity of court proceedings, etc.

8. The Statute of Limitations of workmen's compensation cases must be increased to ten years from the date of injury.

Referred to Committee on Legislation.
Adopted as amended, p. 98.

Consumer Problems

Resolution No. 51—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, the wage-earner is a consumer whose economic gains, won for him by his union and the labor movement at the bargaining table, may be undermined and even cancelled out by deception, exploitation, and fraud in the market place; and

Whereas, the California Labor Federation has long supported legislation and all efforts voluntary and government-aided, to protect the wage-earner, the family consumer, and the American public in the buying and use of goods and services; and

Whereas, With the full support of the labor movement, former Governor Brown initiated legislation to establish the Office of Consumer Counsel in California, and after passage of the legislation in 1959, appointed Mrs. Helen Nelson to that office; and

Whereas, The Consumer Counsel, during

Governor Brown's administration served the interests of the consumers with great competence through education, representation on behalf of the consumer before government agencies, support of protective legislation, and advice to the Governor on the initiation of consumer laws; and

Whereas, The Reagan Administration, after firing Mrs. Nelson and the entire staff, has downgraded the Office of Consumer Counsel and reduced the staff and budget so that it is completely indifferent to the welfare of the consumer; and

Whereas, The California State Legislature has failed to enact needed legislation in the interest of the consumer and has repealed or emasculated important existing laws which would have provided some protection against the fraudulent practices of those who prey upon the consumer; and

Whereas, The voice of the consumer has been made weak and ineffective in California through the antagonism of the Reagan Administration and many of the members of the legislature; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation urge the California Legislature and the State Administration to restore the Office of Consumer Counsel to the position of importance intended by the law which established the office, with an adequate budget and competent staff, to serve the interests of the family consumer; and be it further

Resolved, That the Convention instruct its officers to initiate and support legislation to benefit consumers and to protect them against fraud, deception, and exploitation in the market place of goods and services; and be it further

Resolved, That the California Labor Federation oppose all legislation and policies of governmental agencies which discriminate against the consumer, such as exorbitant increases in public utility rates, deficiency judgements in automobile sales contracts, and in recent repeal of that section of the Rees-Levering Act which permits liens on real and personal property in automobile loans; and be it further

Resolved, That the California Labor Federation at this Convention call upon its officers and all its central bodies and affiliated unions to support and actively participate in the strengthening and building of an effective statewide consumer organization composed of unions, co-ops, credit unions, women's clubs, welfare organizations, and other consumer groups to represent and work for the interests of

consumers; and that efforts be made to organize branches of this organization in all sections of the state; and be it further

Resolved, That the California Labor Federation encourage all central bodies and affiliated local unions to establish and enlarge programs of consumer education for the members and their families so that they may be informed of their rights and alerted to the dangers which confront them as consumers; and be it finally

Resolved, That this resolution be given the widest publicity within the labor movement and to the general public.

Referred to Committee on Legislation.
Adopted, p. 47-48.

Industrial Safety and Health

Resolution No. 52—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Under the Reagan Administration, the Department of Industrial Safety has been reduced both by budget and manpower to the point of uselessness. For an example, there are only 24 safety engineers to serve all of Southern California. This means many engineers are responsible for as many as 7,000 plants, leaving the worker alone to protect himself from industrial injury or disease from deadly toxics, noise, gas fumes, radiation, fatigue, etc. . . . to infinity; and

Whereas, Since the turn of the century more than 500,000 new chemicals, solvents, and compounds have been introduced in industry. The ravages relating to health that some of these chemicals, solvents, and compounds have caused are just beginning to be recognized and felt by the employees; and

Whereas, Constant changes in technology, new work processes are almost a daily occurrence in most of the industrial plants, large and small therefore, each new work process, before being introduced by the company, should be cleared with the Division of Industrial Safety to be checked in relation to safety and health, and the results of the findings be made known to the workers and the company; therefore be it

Resolved; That the Eighth Convention of the California Labor Federation instruct the Federation to initiate legislation stating that: In the event the federal, state, county or city government conducts an inspection or a test in a plant, either routine, or at the request of the union, or an individual, or company, the results of such inspection or test shall be made known to the local union, international union, and State and County Federation of Labor, AFL-CIO, in the same form as fur-

nished to the company by the federal, state, county or city governments; and be it further

Resolved, That legislation be initiated to provide sufficient safety inspectors to make yearly inspections in each plant.

Referred to Committee on Legislation.
Filed, p. 59. See Resolution No. 87.

Welfare Program

Resolution No. 53—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The Executive Council of the American Federation of Labor-Congress of Industrial Organizations calls for a bold new approach to public welfare geared to the needs and the potentialities of millions of poor Americans of which the main features of such a program would:

1. Provide uniform national standards of eligibility and payment amounts no lower than the poverty level. Payments should at least keep pace with living costs. This will require a federal welfare system.

2. Provide that employable welfare recipients, without children in their care, be able to participate in work or training, with suitability standards set up by the existing time-tested criteria in the unemployment compensation system. There should be no referral to jobs paying sub-standard wages or in which a labor dispute exists.

3. Provide no hidden subsidies to sub-standard employers. Maintain full welfare payments for recipients who refuse to take jobs paying less than the minimum wage. But this is not enough to assure that unconscionable employers will not exploit welfare recipients. There should be a flat prohibition of payments supplementing substandard wages so that if employers wish to employ welfare recipients, they will have to pay them at least the minimum wage.

4. Provide adequate quality child care services for mothers who wish to engage in training or employment. This will require sizeable federal funds for training of personnel and construction of facilities. Appropriate federal standards should be established for child care so that it will be an enriching experience for the children involved and will include health care. In addition, other critical gaps in social services must be closed in foster care, adoptions, protective services for children, counseling and guidance and legal services for the poor.

5. Administer public welfare on a decent, humane basis recognizing that its

participants are dependent, disadvantaged Americans who deserve not further punishment but ungrudging help. Separation of social services from the payments machinery is one important way of meeting this objective; and

Whereas, In summary, the AFL-CIO calls for a federalized public welfare program with payments at no less than the poverty level, and that for the recipients who can work, there must be available adequate training leading to suitable jobs at decent pay, and for other needy persons adequate payment levels should be supplemented by a massive expansion of day care, health, counselling, rehabilitative and other supportive services; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation call upon all affiliated unions to make every effort to further the implementation of this forward looking program by urging Federation and state office holders to support enabling legislation necessary to make this program a reality.

Referred to Committee on Legislation.
Adopted, p. 97.

Welfare Reform

Resolution No. 54—Presented by Los Angeles County Federation of Labor, Los Angeles.

Whereas, The Nixon Administration's proposal for welfare reform, though totally inadequate, has the merit of focusing public attention on the glaring deficiencies of the present welfare system and the Administration should be credited for recognizing the need for a federal minimum floor under pitifully meager welfare payments and federal eligibility standards, improvements the AFL-CIO has long advocated. However, the level of payments proposed by the Administration, especially for families with children, \$1,600 annually for a family of four, even when supplemented by food stamps, is grossly inadequate and other features of its plan are equally unacceptable; and

Whereas, The proposal of a minimum payment of \$1,600 is so inadequate that less than 20 percent of present recipients of Aid to Families with Dependent Children (AFDC) would receive higher payments in 1972 when the plan is supposed to go into effect, than they now receive; and

Whereas, Though present stipends average only \$10 per person per week, over 5 million would not benefit at all from the Administration's updating, payments might be held at present sub-poverty levels indefinitely while living costs continued to climb. Since federal financing

above the \$1,600 level would be discontinued, AFDC recipients now getting more than this amount might find their benefits cut. Increases would depend wholly on 100 percent financing from strapped state and local treasuries; and

Whereas, The Administration bill would continue mandatory work and training programs for welfare recipients, although people cannot be forced into jobs that do not exist and they can't take training programs that aren't yet functioning or put their children in day care centers that haven't been built. The Administration's proposal would require welfare recipients to accept "suitable" work or training as determined by the Labor Department. Only the old, sick, disabled, school children and mothers with children under 6 years of age would be exempt from this requirement. But no criteria are established as to what work or training is "suitable" or what wages must be paid on the jobs to which welfare recipients are referred; and

Whereas, The Administration seems to have lost sight of one fundamental fact. Most poor families in America with an actual potential breadwinner can be lifted from poverty if their wages are at a decent level. If this is done, only the incomes of large families in which there is only a single person working at the minimum wage would still be below the poverty level. But for the rest of the working poor—and there are millions of them—the simple solution for poverty is that employers be required to pay decent wages. For those who cannot obtain private employment, we need a large-scale public service employment program providing well-planned useful jobs paying at least the statutory minimum wage. It was the AFL-CIO which first directed attention to the shameful fact that millions of Americans who work full time receive such low wages that they and their families are forced to live in poverty conditions. To correct such conditions, the labor movement has fought through the years to extend minimum wage coverage to all workers and to raise the minimum wage to a decent level. Today, that is, at the very least, \$2 . . . an hour. America should provide people with adequate education, provide upgraded training where needed for the underemployed, make jobs available which pay at least the statutory minimum wage, make child care centers available for children of mothers who want to work, and make decent "mainstream" health care available to everyone; and

Whereas, In California the Reagan Ad-

ministration has attempted to brew up and impose upon the poor of this state a welfare program so harsh, regressive and repressive that by contrast, the welfare legislation of President Nixon seems enlightened and humane. Reagan would violate existing state and federal law and even the United States Constitution to cut welfare grants, especially to children, to force all adult recipients into forced labor without pay, to harass and hound those unfortunate enough to be unemployed or unemployable with accusations of fraud and threats of punishment; and

Whereas, This Administration's attitude toward mothers is particularly cruel and punitive. All mothers of school age children in the Aid to Families with Dependent Children program would be forced into work or job training whether or not they are actually suited for employment or whether or not they can secure adequate child care for their children before and after school. Reagan would force all AFDC mothers to take compulsory training in home management, child development and family planning on pain of being denied aid; and

Whereas, Many of the proposals of the Reagan Administration and of the state legislators carrying his so-called welfare legislation are clearly illegal or unworkable and some have already been ruled unconstitutional, yet the thrust of his continuing efforts to make political capital out of punitive attacks upon welfare recipients continues, and unless resisted and defeated, will seriously disrupt any efforts toward genuine reform. Despite mounting evidence of widespread hunger and malnutrition, increasing unemployment leading to an expansion of the welfare rolls, and plain evidence of the inadequacy of welfare grants, Reagan would require a "closed end" appropriation for welfare—in effect a denial of grants to the needy beyond a certain fixed amount budgeted by the state. This would result in vastly increased demands upon the counties and a spiraling of county property taxes — or starvation for many of the needy. Reagan continues also to destroy the Medi-Cal program which was enacted to provide "mainstream" medical care for the needy. Instead of attempting to reduce costs by efficient administration and effective control of the inflated costs of medical services, he seeks to deny medical aid to more and more of the sick poor; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation oppose the Nixon Administration's welfare reform program in its present form unless it is amended in line with the proposals submitted by the AFL-CIO Executive Coun-

cil; and be it further

Resolved, That the Convention is firmly opposed especially to the regressive and punitive welfare proposals of the Reagan Administration in California, and will assiduously fight all legislation and programs designed to deny adequate aid to any needy persons or families, regardless of the cause of the need or the category of the needy, all efforts that are meant to punish, coerce or degrade welfare recipients; and be it further

Resolved, That this Convention pledge the efforts of the California Labor Federation to oppose all legislation and regulations to deny medical services to the needy poor under the Medi-Care programs; and be it further

Resolved, That the California Labor Federation support legislation and proposals designed to carry out the aims and goals of the welfare reform program of the AFL-CIO and past conventions of this body; and be it finally

Resolved, That copies of this resolution be sent to President Nixon, Governor Reagan, all Congressmen and Senators from California, and all members of the California Legislature.

Referred to Committee on Legislation.
Adopted as amended, p. 97.

Endorse California Council for Health Plan Alternatives

Resolution No. 55—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The unions of this state have negotiated health and welfare plans covering more than 1½ million members; and

Whereas, These union-negotiated plans represent in excess of \$700 million annually; and

Whereas, The cost of medical and hospital care in California continues to rise two and a half times faster than the cost of living; and

Whereas, The quality of medical service and hospitalization continues to decline; and

Whereas, It has become increasingly essential that labor unions join together in discovering methods of providing better health care and service for their membership while at the same time reducing waste and inefficiency to the end that the member's welfare dollar will purchase for him the benefits he has every right to expect; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation assembled at San Francisco, California go on record

as endorsing the California Council for Health Plan Alternatives; and be it further

Resolved, That the California Labor Federation provide as much leadership as possible in insuring that the local unions of the State of California affiliate with the California Council for Health Plan Alternatives and lend every effort to this essential activity.

Referred to Committee on Resolutions.
Adopted, p. 66.

AID-United Givers

Resolution No. 56—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, During the year 1951, 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 concept, a federation of givers with control remaining in the hands of the donors themselves, allowing each donor, if he desires, to designate where his charity dollar should go, has proven to be a highly satisfactory and successful organization as a method for the labor movement to fulfill its obligation to the less fortunate in the community; and

Whereas, AID-United Givers is organized to give full community participation, in a program being governed by a tripartite Board of Directors, and through tripartite working committees, composed of labor, management and the public; and

Whereas, During the fiscal year of 1969-70, AID-United Givers raised and distributed \$15,929,793 for the support of worthy charities in Southern California and throughout the United States; and

Whereas, AID-United Givers, in its 18 years of existence has raised and distributed more than \$171 million dollars for charitable purposes; and

Whereas, AID-United Givers' low optional cost of approximately 4.62% assures the donor that his contribution reaches its intended source—to help the needy; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation, AFL-CIO, re-endorse the AID-United Givers program; and be it further

Resolved, That the labor movement continue and urge increased participation of its affiliated unions and their members in labor's program, AID-United Givers.

Referred to Committee on Resolutions
Adopted, p. 66.

Transportation and Ecology

Resolution No. 57—Presented by Los Angeles County Federation of Labor; AFL-CIO, Los Angeles.

Whereas; The people of the State of California are beginning to give much serious thought to their environment, particularly in the forms of air and water pollution, etc., and

Whereas, It is being accepted as a fact that much of the air pollution is brought about through the forcing of pollution into the air through cars, buses and trucks; and

Whereas, Water is being polluted, whether it be in streams, rivers or the ocean, by the dumping of pollutants by industry, into that water; and

Whereas, The ecology of the state has reached the point where scientists are now indicating that human beings will not continue to live unless the environment is cleared up generally now; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation urge the California State Legislature to pass more stringent regulations on all those responsible for the pollution of the air and water; and be it further

Resolved, That the California Labor Federation urge tighter inspection of motor vehicles and industrial plants responsible for polluting the air or water, and set reasonable time limits for correction of abuses, and if not corrected, cars taken from the road or plants shut down until such time as corrections are made; and be it further

Resolved, That the California Labor Federation work actively with, not only state but national groups in correcting the very evident abuses of our ecology.

Referred to Committee on Legislation.
Adopted as amended, p. 59.

Increase Benefits for Railroad Employees Through Railroad Retirement Act

Resolution No. 58—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Employees of the nation's railroads throughout the United States who are covered by the Railway Labor Act, are provided retirement benefits and unemployment insurance benefits under the Railroad Retirement Act; and

Whereas, Railroad retirement benefits are lagging behind those covering workers generally, under the Social Security Act; and

Whereas, The employees covered by the Railway Labor Act and the Railroad Re-

tirement Act, are taxed in excess of those employees for benefits higher than those under the Social Security Act; therefore be it

Resolved, That the California Labor Federation urge California representatives in the national Congress, both in the House of Representatives and in the Senate, to support bills in those two Houses which would accrue additional benefits to railroad employees and others covered by the Railroad Retirement Act; and be it further

Resolved, That the Eighth Convention of the California Labor Federation not only urge California representatives to the national Congress, to support bills increasing benefits for railroad employees, but also urge affiliated unions to the California Labor Federation and other local bodies and organized labor in California, to write their individual Congressmen and Senators, for support also.

Referred to Committee on Resolutions.
Filed, p. 86. Referred to Secretary-Treasurer.

Urban Transportation

Resolution No. 59—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, It has become apparent in the large industrial urban areas of California that mass transportation at present, has completely broken down; and

Whereas, Huge sums of money are needed to revitalize mass transportation in urban areas, in order that masses of people may be moved from work areas to urban home areas, for the convenience of working people at reasonable fares; and

Whereas, The building of freeways do not seem to be bettering the mass movement of people in the large industrial areas of California, but are gradually choking large industrial work areas within urban areas of California; and

Whereas, Through the movement of large numbers of people from city to suburban areas, the need for mass transportation becomes more evident each day; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation support and go on record as supporting the building of high-speed, mass rapid transit systems throughout the State of California, and particularly in the high urban areas of the state; and be it further

Resolved, That the California Labor Federation urge the Department of Transportation of the United States to budget whatever sums of money are necessary to immediately plan, build and place into

operation, high-speed, federally funded, mass rapid transit.

Referred to Committee on Resolutions.
Adopted as amended, p. 99.

Improved Safety on the Railroads

Resolution No. 60—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The railroads of the United States are apparently having a breakdown in safety regulations throughout the country; and

Whereas, It is very apparent that more, and far more serious accidents are happening, causing a tremendous danger and, in some instances, requiring the evacuation of small towns along railroad rights of way; and

Whereas, The Interstate Commerce Commission and other regulatory bodies may not be using the full force of their inspection departments; and

Whereas, In many instances, railroad crews are being depleted through the absence of firemen on many trains; and

Whereas, There is some question as to whether some railroads of this country are properly maintaining their rights of way, in order that they be kept sufficiently safe for the operation of long trains at high speeds; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation urge the nation's Congress to intercede with the Interstate Commerce Commission and other state regulatory bodies, urging better safety laws for the protection of railroad workers; and be it further

Resolved, That the California Labor Federation urge state regulatory bodies to maintain sufficient staffs of inspectors to see that railroad rights of way and equipment are maintained at the highest degree possible; and be it further

Resolved, That the Eighth Convention of the California Labor Federation also urge the re-instatement of firemen on all trains, whether in long haul or short haul service, throughout these United States.

Referred to Committee on Resolutions.
Adopted, p. 87.

Nationalization of Railroads

Resolution No. 61—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Railroad Companies throughout the United States have made it very plain, during the past several years, that they intend to eliminate all passenger service operations; and

Whereas, These railroad companies in-

dicade that they are only going to operate lucrative freight business throughout the country, and refuse to pass any of their freight earnings into the modernization of their passenger equipment; and

Whereas, The United States government through its Department of Transportation is being asked to designate large sums of money to promote better short haul operations; and

Whereas, The Department of Transportation has spent huge sums of money on a pilot program between New York City and Washington, D.C., utilizing fast, lightweight equipment in operating passenger service which may revolutionize short haul passenger service on the Eastern seaboard; and

Whereas, The Department of Transportation is now studying a pilot program in other sections, similar to the one on the Eastern seaboard, using federal money; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation support vigorously the pilot program now in existence in bettering passenger service operations of railroads, and be it further

Resolved, That the California Labor Federation devise and support pilot programs financed through the use of Federal funds, in the main arterial areas of the State of California, between Los Angeles and San Francisco and Los Angeles and San Diego; and be it further

Resolved, That the California Labor Federation support activities of the Department of Transportation in the use of technological design and self-propelled feeder line types of equipment for use of the railroads in preserving short haul and feeder line passenger service operations in the State of California, as well as throughout the United States; and be it further

Resolved, That the California Labor Federation, if necessary to activate this resolution, go on record as supporting the management of the railroads, through setting up of a government corporation, financed by the United States government for the re-building of the nation's railroads.

Referred to Committee on Resolutions.
Adopted as amended, p. 87.

The Handicapped and Mass Rapid Transit

Resolution No. 62—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, It is apparent that within the near future, some form or forms of mass

rapid transit will be built; and

Whereas, Equipment of mass rapid transit companies, steps and other appurtenances to any transit system should conform to a state or national policy; and

Whereas, A large segment of the public is handicapped and movement into or out of buildings, cars, buses, railroads, etc., is restricted; and

Whereas, Thousands of handicapped persons do drive from home to work and from home to recreational activities each day of the year; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation urge the California State Legislature, and any other interested bodies to pass legislation to the effect that all forms of mass rapid transit, whether it be equipment or structures, be so built as to give ready access to those structures for the handicapped; and be it further

Resolved, That the California Labor Federation insist, wherever possible, through necessary legislation, that all contracts let, for the building of mass rapid transit facilities, carry a clause that structures be so built and building services be such that the handicapped person may have ready access to, from and in such structures for their convenience.

Referred to Committee on Legislation
Adopted, p. 60.

Removal of Passenger Train Service in California and the U.S.

Resolution No. 63—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The Interstate Commerce Commission and state regulatory bodies are allowing railroads to eliminate passenger trains throughout California and the United States; and

Whereas, This same Interstate Commerce Commission and state regulatory bodies seem to be accepting without too much investigation, the carrier's word of loss of revenue, as a basis for the elimination of passenger service; and

Whereas, The same regulatory bodies are not requiring carriers to maintain a high type of service, either on long distance, or short haul passenger operations in order to attract passengers; and

Whereas, The carriers are making no effort to modernize equipment, either for long haul service or short haul service; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation use its best offices to urge the Interstate Com-

merce Commission to stop its present activities of allowing abandonment of passenger service on long and short haul lines; and be it further

Resolved, That the California Labor Federation urge the Interstate Commerce Commission and the California State Public Utilities Commission, to work with the railroads in developing a better passenger service through making that service more attractive to intending passengers, through the modernizing of equipment and service on the trains; and be it further

Resolved, That the California Labor Federation urge the regulatory bodies, national and state, to work with the railroads, in developing the type of passenger train which will handle the passenger business on feeder lines through service in propelled units, rather than maintenance of large, feeder type trains; and be it further

Resolved, That the railroads be required to step up their maintenance on long haul passenger service, both in equipment and roadbeds, which would attract new passengers to the railroads.

Referred to Committee on Resolutions.
Adopted, p. 92.

Safety of Bus Passengers and Equipment—Freeway Operations

Resolution No. 64—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The safe transportation of passengers is the prime responsibility charged to members of the United Transportation Union, operating buses on the Southern California Rapid Transit District; and

Whereas, Buses entering the Hollywood Freeway from Vermont Avenue must immediately cross over—through traffic—to the fast lane where the bus stop is located, and, conversely, in moving back into the freeway traffic pattern, are obliged to enter the fast lane while traveling at an obviously reduced speed; and

Whereas, This practice constitutes a real and direct threat to the safety of the bus passengers, as well as the driver and equipment; and

Whereas, Recognition of comparable dangerous situations on the Harbor Freeway by the Southern California Rapid Transit District has resulted in no usage of such freeway bus loading zones on that or other freeways; and

Whereas, The major and over-riding reason for the Southern California Rapid Transit District's continuation of this dangerous practice is a fear of reduced pat-

ronage; and

Whereas, Southern California Rapid Transit District studies concerning the possibility of moving the bus loading zone to a point where the bus would be able to enter and depart from the curb or slow lane, have resulted in no positive action; and

Whereas, Compounding the safety problem faced by UTU members in driving passengers to their destination in accordance with Southern California Rapid Transit District schedules, is the attitude of California Highway Patrol officers, who are prone to cite operators for entering the fast lane of the freeway at reduced speeds; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, recognizing the sincere desire of bus drivers to transport their passengers in the safest possible manner, and further recognizing the dangers inherent in continuation of the dangerous practice of having buses enter or depart freeways under circumstances where the hazard is increased for all concerned, does hereby call for the immediate abolition of all existing situations, throughout the State of California where bus stops are situated in the middle or fast lanes of freeways and expressways; and be it further

Resolved, That the California Labor Federation exert whatever pressure necessary, upon the California Division of Highways to immediately rectify the situation at Vermont Avenue and the Hollywood Freeway, as complained of in this resolution; and be it further

Resolved, That the California Labor Federation request the California Division of Highways to, in planning for the building of future freeways, locate freeway bus stops on the side of the freeway in the direction traffic is moving; and be it further

Resolved, That the California Labor Federation request the state legislature to pass legislation which will correct hazardous operations such as these, on all highways and freeways built in the State of California.

Referred to Committee on Legislation
Adopted, p. 60.

State and Local School Support

Resolution No. 65—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, There is a continuing slippage in the California public education system's ability to meet the needs of our children and youth in elementary schools, secondary schools, adult education and public

institutions of higher learning; and

Whereas, The educational needs of our state are becoming more complex, more diverse, more extensive because of population growth, changing social and technological demands of our society, for more and, newly recognized requirements for more individualized attention to the student; and

Whereas, Inequality, inequity and inadequacy are common conditions of our public schools, which serve the whole population ineffectively and impose discriminatory disadvantages on many; and

Whereas, Acute differences in educational opportunity exist between and within school districts creating both de jure and de facto distinctions among school population groups and individuals on the basis of income level, family occupation, family mobility, geographic location and neighborhood of residence, and ethnic origin and race; and

Whereas, The public education system should be extended to provide educational services to pre-elementary school level children, as well as lifelong learning opportunity for adults; and

Whereas, Vocational education opportunities should be enlarged to fill the requirements of all who can now or in the future utilize such education; and

Whereas, Families should have equal access to educational opportunity and assurance of a quality education for their children without having to shop around in the educational market; and

Whereas, Many school districts are handicapped by limited tax revenue sources in proportion to school population, or by heavy tax burdens on persons of limited means, or by other circumstances; and

Whereas, The state should assume the responsibility of equalizing opportunity for all; therefore be it

Resolved, That this Eighth Convention of the California Labor Federation express support for state legislation and administrative measures to assure equal educational opportunity and quality education for all through;

1. The state assumption of an increasingly larger share of the costs of financing equal quality educational opportunities for all with an initial substantial increase in appropriations for all levels of education.
2. Development of a state tax structure for that purpose based on ability to pay; and
3. Provision for enlargement of voca-

tional education and its integration into the total educational structure, for pre-school education programs, and for lifelong learning opportunities; and

4. Financial encouragement for innovation in educational methods; and
5. Provision of funds to assure reduction of class size; and be it further

Resolved, That the California Labor Federation support a continuation and increase in federal aid to education.

Referred to Committee on Legislation
Adopted, p. 48.

State Cultural Activities Committee

Resolution No. 66—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Organized labor must utilize modern techniques of communication to reach the public, union members and their families and government; and

Whereas, There is a need to provide beneficial uses of leisure time; and

Whereas, Labor union families should share more completely the full life of the community; and

Whereas, While some workers are still fighting for basic necessities, others, having achieved these, hope to satisfy needs of the spirit; and

Whereas, The Cultural Activities Committee of the Los Angeles County Federation of Labor, AFL-CIO, has been successful in providing a bridge between the labor movement and the cultural life of the community; therefore be it

Resolved, That the California Federation of Labor, AFL-CIO, create a Cultural Activities Committee to function on a statewide level.

Referred to Committee on Resolutions
Nonconcurrency, p. 85.

Union Retiree Clubs

Resolution No. 67—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, On January 3, 1969, AFL-CIO President George Meany by letter to all affiliates requested immediate steps be initiated to organize all retired members into clubs as a means of utilizing the collective cooperation of union retirees as a supplement to labor's efforts in the legislative and political arena; and

Whereas, It was suggested such clubs affiliate with the National Council of Senior Citizens, which, since its organization in 1961 has supported and implemented labor's legislative program; and

Whereas, There are an estimated 400,-

000 retired union members included in the 2,200,000 seniors over 65 years of age in California; and

Whereas, The Los Angeles County Federation of Labor, AFL-CIO, responded to president Meany's plea by establishing a Senior Citizens Activities Committee which during the past year has initiated an organizational program among affiliates with marked success; and

Whereas, The retiree clubs are presently lending their efforts in furthering the COPE program in the current campaign; therefore be it

Resolved, That the Los Angeles County Federation of Labor, AFL-CIO, go on record urging the California Labor Federation, AFL-CIO, to initiate a statewide program among affiliates which would assure the implementation of President Meany's letter of January 3, 1969 by the organization of Union Retiree Clubs as a means of furthering our legislative efforts.

Referred to Committee on Resolutions
Nonconcurrency, p. 86.

Support Community Chest and Other Federated Fund-Raising Drives

Resolution No. 68—Presented by Los Angeles County Federation of Labor, AFL-CIO, 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 Eighth Convention of the California Labor Federation, AFL-CIO, call upon its affiliated local unions and their membership in all communities where Community Chests and Council, 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. 65.

Health and Medical Care

Resolution No. 69—Presented by Los Angeles County Federation of Labor AFL-CIO, Los Angeles.

Whereas, Negotiated health and welfare plans serving the union membership of the State of California now control in excess of seven hundred million dollars per year of funds to be expended in the procurement of health care; and

Whereas, The cost of hospitalization has risen in excess of 200% in the last five years; and

Whereas, The cost of medical care continues to rise at a rate in excess of three times that of the cost of living; and

Whereas, The American Medical Association, together with the American Hospital Association have developed procedures designed to prevent the patient from exercising any control over the quantity or quality of health care; therefore be it

Resolved, That the California Labor Federation at its Convention held in the City of San Francisco, California direct its administrative officers and legislative committee to develop and seek passage of legislation which will provide as follows:

a. The continuation of the California State Planning Council with Council membership requirements which would insure majority lay participation with representation from all ethnic and cultural levels as well as organized labor.

b. Provide that the Health Planning Council so organized shall have authority to review and approve, after public hearing, all development, expansion or modernization of any health

facility of any kind within the state.

c. Provide that the Council would have the power to review and approve all rates charged by hospitals, convalescent hospitals, nursing homes, or other institutions providing public health care.

d. Provide legislation which will require full and complete disclosure of the cost, sources of income, utilization, and special facilities being operated by any individual group, combine or organization within the State of California.

e. Provide authority for organizations purchasing health insurance on a group basis to set standards and qualifications for all providers of health care reimbursed under any insurance plan or trust agreement.

f. Provide adequate state financing for the above mentioned State Council with suitable staff selected under Civil Service provisions to insure the efficient functioning of the Council in realizing the goals set forth herein.

Referred to Committee on Legislation
Adopted as amended, p. 48.

Protect Barber Apprentices

Resolution No. 70—Presented by Kern, Inyo and Mono Counties Central Labor Council, AFL-CIO, Bakersfield.

Whereas, The 28 barber colleges in California sell apprentice training courses to four or five times as many students that can possibly be absorbed by the industry; and

Whereas, These students spend \$500 or more for 1,248 hours (six months) barber college training to get their apprenticeship certificates, receiving no compensation for haircuts during that time to the profit of the barber college; and

Whereas, They must then spend 18 months in a qualified barbershop for further training to get their journeyman certificates so they can practice as a qualified barber; and

Whereas, It is economically and financially unfeasible for a qualified barber shop to give these apprentices the necessary 18 months training; and

Whereas, Only 4.7% of these students who sign up for a barber college course manage to become journeymen able to practice the trade after spending \$500 or more, with no pay for cutting hair in the barber college for those six months; and

Whereas, A graduating apprentice student finds he cannot make the wages it was inferred he could make when he signed for the barber college course, after

graduating from the college; therefore be it

Resolved, That the state law be changed so that the barber college be responsible for the entire two-year training the student must have to become a journeyman, which will help the 95.3% of those students who are now unable to continue their trade to get their journeyman certificates after spending a \$500 training fee; and be it further

Resolved, That a law be passed that after the initial 1,248 hours (six months) of barber college training which the student pays for to acquire his apprenticeship certificate, that the barber college pay those graduated apprentice students a fixed fee for cutting hair while working 18 months to get their journeyman's certificate.

Referred to Committee on Legislation
Adopted, p. 38.

Oppose Use of Minors as Strikebreakers

Resolution No. 71—Presented by Theatrical Stage Employees and Motion Picture Machine Operators, Local 611, Salinas.

Whereas, The trade union movement, in its fight to improve the livelihood of the working man, is experiencing increased opposition from current administrations on both the state and federal levels; and

Whereas, Employers are taking increased advantage of our government's conservative attitude through the use of "Lock Outs," Professional "Strike Breakers," taxpayer supported "Work Training Programs," including those on a high school level; and

Whereas, Some employers have gone so far as to use the Job Training or Job Placement Programs of high schools to secure "Strike Breaking" workers; and

Whereas, "Work Permits" are generally issued by schools to minor children on the strength of an employer's signature, stating that he wishes to employ the child; and

Whereas, "Work Permits" are generally issued to students without regard to labor disputes; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation, AFL-CIO, go on record as opposing the issuance by any school of a "Work Permit" to any minor child seeking employment on any job where a "Labor Dispute" or "Contract Negotiations" are in progress; and be it further

Resolved, That this Convention go on record as opposing the active participation of any tax supported school program be-

ing used to train any minor child or dispatching him or her for training to any employer where his or her employment would displace a union member from a job.

Referred to Committee on Resolutions
Adopted, p. 92.

Restore Tanker Building Jobs and Plug Oil Tax Loopholes

Resolution No. 72—Presented by Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 6, San Francisco.

Whereas, Gigantic American corporations, selling oil, aluminum and other metals and products in this country, have built 1,414 tankers, bulk cargo carriers and other vessels in foreign shipyards to the extent of 48,438,621 deadweight tons since 1950, (Source: Marine Engineering Log Yearbook, June '68, page 198, table 6) and;

Whereas, This tremendous farm-out of shipbuilding work, chiefly by the oil companies, has been the main cause of the decay and stagnation in our domestic shipbuilding industry, resulting in the loss of livelihood to thousands of American shipbuilding craftsmen as well as denial of job opportunities to our expanding population, the minorities and the young; and

Whereas, This trend has accelerated even more alarmingly as evidenced by the following table:

Yearly record of vessels ordered abroad by American interests—

Date of Survey	No. of Vessels Ordered	Total Deadweight Tonnage
May 1960	47	1,301,580
May 1961	56	1,913,970
May 1962	64	1,634,725
May 1963	34	853,030
May 1964	78	3,450,250
May 1965	43	1,180,390
April 1966	58	2,204,555
April 1967	91	3,999,050
April 1968	94	9,081,720
April 1969	85	4,665,790

(Source: table 5, p. 198, Marine Eng. Log June, 1968; table 5, p. 267, Marine Eng. Log June 1969); and

Whereas, Approximately 73% of the over 48 million deadweight tonnage built abroad, or 35.35 million deadweight tons, consisted of oil tankers, it is instructive to note the number built abroad by some of these oil companies alongside their net profits in 1965, 1966, 1967 and 1968 (Profits from Moody's no. ships built foreign from Marine Eng. Log Yearbook, June 1969). See two column table below:

Company	No. Ships Built Foreign	Profits			
		1965	1966	1967	1968
Standard Oil of N.J. & Affiliates	212	\$1,035,000,000	\$1,090,944,000	\$1,192,283,000	\$1,276,681,000
Texas, Inc.	43	636,698,000	692,066,000	754,386,000	835,530,000
Socony Mobil Oil Co.	50	320,116,000	356,112,000	385,393,000	428,234,000
Gulf Oil Corp.	49	427,233,000	504,762,000	568,347,000	626,319,000
Standard Oil of Calif.	22	391,000,000	424,019,000	421,667,000	451,831,000

; and

Whereas, These giant oil companies enjoy extraordinary tax favors such as the 23% oil depletion allowances, exemptions on super profits earned in foreign countries and "sweetheart" arrangements on severance taxes in California; and

Whereas, American Shipbuilding craftsmen's jobs lost as a result of permitting these companies to build foreign, though they sell their product domestically

mainly, as well as these tax favors have to be made up by imposing additional tax burdens on all other taxpayers, employers as well as wage earners; and

Whereas, This is nowhere shown more graphically than by comparing the after income tax profits of the oil companies with their profits before income tax alongside other gigantic industrial groups such as motors (including G.M., Ford, etc.) and chemicals (including DuPont, etc.)

BEFORE INCOME TAX

I. *GROUP	PROFITS 1965	Percent	**PROFITS 1966	Percent
Motor Vehicles	\$6,530,000,000	13.6%	\$5,543,000,000	11.2%
Chemicals	5,567,000,000	13.9%	6,041,000,000	13.6%
Petroleum	5,274,000,000	12.7%	5,987,000,000	12.9%

*(Source: World Almanac, 1967)

** (Source: World Almanac, 1968)

AFTER INCOME TAX

II. GROUP	PROFITS 1965	Percent	PROFITS 1966	Percent
Motor Vehicles	\$3,496,000,000	7.2%	\$3,053,000,000	6.2%
Chemicals	3,188,000,000	7.9%	3,474,000,000	7.8%
Petroleum	4,495,000,000	10.9%	5,000,000,000	11.0%

; therefore be it

Resolved, That this 1970 California Labor Federation AFL-CIO Convention:

1. Condemn the unpatriotic and irresponsible policy pursued by American oil companies, building giant tankers in foreign shipyards, and

2. Urge the Congress to pass legislation to restore oil tanker and other cargo carrier building as a source of jobs in this country's shipyards by substantially curtailing the foreign flag 20 year phase-out period that is currently in the 1970 Maritime Revitalization Bill.

3. Urge the Congress to restore equity in taxation by eliminating all tax favors donated to the oil companies in the form of oil depletion allowances, concessions on foreign profits, and inadequate severance taxes; and be it finally

Resolved, That:

4. Copies of this resolution and letters urging immediate action at this session of Congress be sent to leading Senators

and Congressmen; to Congressman Wilbur Mills, Chairman of the House Ways and Means Committee; to both the Congressional and Senatorial Marine Committees and the AFL-CIO and its Metal Trades Department; and the Maritime Trades Department.

5. The widest possible publicity in all media be given this action of the Convention.

Referred to Committee on Resolutions.
Adopted as amended, p. 92.

Transportation Jobs and Community Benefit

Resolution No. 73—Presented by Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 6, San Francisco.

Whereas, Many more Americans have been killed on our highways than in all the wars in our country's existence, from the Revolution through Vietnam. Just since 1900, in only 70 years, 1,700,000 of our people have lost their lives in

automobile accidents; yet all of our wars since 1775, 195 years ago, inflicted a total loss of 1,046,000 lives; and

Whereas, In 1969, 58,000 were killed, 4,400,000 were injured, and \$14.3 billion in property loss was experienced as a result of our over-emphasis on freeways and automobiles as the main mode of transportation; and

Whereas, Jobs on the railroads, in their shops and on ferries declined from over 2,400,000 to less than 600,000 in the period since World War II, due to this over-commitment to automobiles; and

Whereas, The very same oil industry that is responsible for knocking out our members' jobs in this country's shipyards by building giant tankers in foreign countries, accounting for practically three-fourths — 73% of all American companies' foreign built vessels is also the main factor in the powerful highway lobby that sees to it that railroads and the new technology embracing rapid transit trains, mini-rail feeder networks, hovercraft, hydrofoils, gravity-vacuum tunnels, etc. do not get the attention, public support and financing that they need to prove their all-around superiority and desirability as evidenced by:

- (a) Greater efficiency — 1 line of rail, for example, can transport 30,000 to 40,000 people per hour, contrasted to only 2,240 tension-consumed motorists per hour by 1 lane of freeway, an engineering superiority ratio of anywhere from 13 to 1 to almost 18 to 1!
- (b) Much lower cost per mile — where automobiles cost 14.6¢ per mile to operate (total of fixed and variable costs), rail commutes on BART, for example will be 5¢ per mile, and even on the unenterprising Southern Pacific Railroad, the commute is 1.9¢ per mile — 1/7th the cost per mile of automobile operation!
- (c) Fantastically greater safety. The National Safety Council rates auto and highway traffic as responsible, per million passenger miles, for 22 times as many fatalities as rail.
- (d) Freedom from the auto-created smog which, medical authorities warn, is injurious to our organic health, especially the lungs; emphysema and bronchitis have, in consequence, greatly increased among our people.
- (e) Much smaller amount of land is removed from the tax rolls for transportation right-of-way: 2 lines of track carry 60,000 people per hour;

it would take 26 freeway lanes, or more than 4 monster 6-lane freeways to equal that!

- (f) Tremendous bonus in time saved — to read, study, write, snooze, none of which is available with hands and eyes absorbed in trying to stay alive driving a car; and

Whereas, Besides the above benefits to the community that rail and other non-auto modes of transportation will bring, the membership of many unions will benefit from the thousands of additional jobs that will be generated in the enormous undertaking of building these acutely needed rapid transit facilities in every metropolitan area of our country; therefore be it

Resolved, That this Convention request our incoming Executive Council to inaugurate an enlightening public relations program that will really put across to John Q. Public the vastly superior engineering efficiency, for transportation of people, of the new technology in rail and in ferries over autos; their greater economy in cost per mile; greater safety, fewer fatalities, injuries and property damage; freedom from smog; greater convenience; savings in time for useful activity; savings on taxes; and be it further

Resolved, That the action of this Convention be conveyed to those Senators and Congressmen and state legislators that, in the judgment of our Executive Council, are sufficiently free of contamination by the oil lobby, to sponsor legislation in Congress and the state legislature that will expedite the building and financing of the rapid transit facilities that our country's metropolitan areas direly need; and be it finally

Resolved, That a special effort by members of Congress be advocated to procure rapid transit financing on the same scope as the multi-billion dollar highway program by preempting, as required:

- (1) gas tax funds, now exclusively highway directed;
- (2) the grossly inequitable tax gimmicks now donated the oil corporations — such as the 23% oil depletion allowances, and foreign oil royalties used as an offset against United States income taxes; and
- (3) tariff favors that in conjunction with the 23% oil depletion allowance, pro-rationing, tax allowances on foreign oil royalties all together donate to the oil companies \$1.00 per barrel

on every single barrel of imported oil (Source — California AFL-CIO News, Feb. 28, 1969, quoting Dr. Walter Mead, Economist, University of Santa Barbara.), all at the expense of the American taxpayer, not only in billions of dollars, but fatalities and injury to millions of fellow citizens.

Referred to Committee on Legislation.
Adopted as amended, p. 60.

Congressional Action on Oil Industry's Tax Loopholes

Resolution No. 74—Presented by Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 6, San Francisco.

Whereas, Wage increases won for us by our unions are increasingly cancelled out by the rapidly escalating rise in the cost of living, in which a chief factor is the federal income tax; and

Whereas, Labor does not quibble about paying its just share of taxes for necessary federal programs, but is unalterably opposed to the inequitable tax loopholes enjoyed by giant corporations, such as the capital gains and oil depletion allowances that enable them to shift an unfair tax burden onto the backs of workers such as ourselves; and

Whereas, The most powerful group in the tax loophole set is the oil industry, the very one that has, with complete irresponsible rapacity, built millions of tons of tankers in foreign shipyards, thus depriving thousands of our members of jobs, as well as slamming the door in the faces of the minorities and the youth who could have benefited from the job opportunities the oil companies bestowed on foreign shipyards; and

Whereas, These evasions of social responsibility to our country in tax matters by the oil industry are illustrated by the following facts:

- (1) the 23% oil depletion allowance, which just about cuts in half the tax rate oil producers would otherwise pay (Source: California AFL-CIO News, Feb. 28, 1969)
- (2) The use of foreign oil royalties as an offset against United States income taxes. (Source: California AFL-CIO News, Feb. 28, 1969)
- (3) Where most United States taxpayers pay rates ranging between 14 and 30% on their income, and most United States corporations about 50%, the 22 largest oil companies pay only slightly more than 6%. Standard of New Jersey (1968 profits \$1.275 bil-

lion) pays around 4%; Standard of California pays less than 3%.

- (4) Take 1965. That year 20 major oil companies paid corporate taxes at a rate of 6.3%; 4 companies — Sinclair, Marathon, Pure and Atlantic — paid no taxes at all, despite fat profits. Standard Oil of New Jersey, the biggest oil company, paid a tax of less than 5% on its income of \$1.7 billion in 1965. (Source: Boilermakers' Reporter, Feb. 1968)
- (5) Take 1967. Standard of New Jersey, according to Congressman Bertram Podell (New York), paid 7.9% tax on net income; Texaco 1.9%; Gulf 7.8%; Mobil 4.5%; Standard of California 1.2%; and Atlantic none at all on \$145.3 million in net income. (Source: Union Gazette, Santa Clara Bldg. Trades Council, May 2, 1969)
- (6) In California, the greatest market in the world for petroleum products, the oil industry pays less than \$1.3 million severance tax; even with property tax it pays around \$80 million. In Texas, \$200 million is paid by the industry in severance taxes alone, helping finance educational needs of its citizens; therefore be it Resolved,
- (1) That this 1970 AFL-CIO Convention call on the United States Congress and Senate to end, once and for all, all tax favors heretofore lavished on the oil companies in the form of depletion allowances, concessions on foreign royalties and token state severance taxes.
- (2) (a) That the Convention call on Congress and the Senate to fully tax all profits on foreign investments, with no allowance for payments to foreign governments, especially where these investments have taken away American craftsmen's jobs, as in tanker building in foreign shipyards by American oil corporations.
- (b) That the Convention call on Congress and the Senate to determine the cost to the community of the unemployment and lack of adequate Social Security inflicted upon workers by our oil corporations building foreign, and tax these corporations for the costs they have shifted to the community.
- (3) That copies of this resolution go especially to the Chairman of the House Ways and Means Committee, to the Congressional and Senatorial Maritime Committees, as well as all

other influential Congressional leaders.

- (4) That the widest publicity be given this action of the Convention.

Referred to Committee on Resolutions.
Adopted as amended, p. 28.

Tax Justice Now

Resolution No. 75—Presented by Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 6, San Francisco.

Whereas, The AFL-CIO, in its presentation before the House Ways and Means Committee, pointed out how the federal income tax is rigged against income from work, and in favor of unearned income for the wealthy. (Source: Boilermakers' Reporter, June, 1969); and

Whereas, The average American works—and pays—2.8 hours out of 8 every single working day, or 35% of his work time just for taxes—federal, state and local—or a day and ¾'s out of each 5-day work week (Source: Arthur Burns, economist, S.F. Chronicle, July 27, 1970), while:

- (1) For the year 1966, for example, 20 major oil companies rang up a net profit of almost \$5 billion while they paid net taxes averaging less than 9%. In past years the average has been closer to 4%.

The giant of the industry, Standard Oil of New Jersey, collected such fabulous profits in 1966 that it was able to show a net gain of over \$1 billion. This is more revenue than most nations collect. Yet the company paid only a 7.3% tax, a smaller percentage than the average scrub woman pays. From 1962 to 1967 the Atlantic Oil Corporation cleared more than \$340 million in profits, yet paid no taxes at all. Even more astounding, the Marathon Oil Co., despite net profit of over \$37 million in 1962, not only failed to pay any taxes that year but actually received a \$2.2 million tax credit from the government. (Source: Drew Pearson, as reported in Boilermakers' Reporter, late 1968)

- (2) Standard of New Jersey's 7.3% was high compared to Texaco's 1.9%; Gulf's 7/8 of 1%!; Mobil's 4.5%; Standard of California's 1.2%. (Source: Drew Pearson as reported in S.F. Chronicle, April 15, 1969)
- (3) \$10 billion a year is lost because capital gains are not taxed equitably—at same rate as ordinary earnings—at the time of sale of assets or when inherited. President Meany

noted that ⅓ of all capital gains reported on 1967 tax returns went to persons with incomes over \$100,000.00. (Source: David Perlman in Santa Clara County Union Gazette, April 18, 1969)

- (4) Other gigantic loopholes in taxes, by no means all of them, that are now made up by imposing heavier burdens on the average wage earner are:

- (a) Excess depletion, exploration expense for oil, mining—A \$2.25 billion loophole. (Source: Pres. Johnson's Asst. Treasury Secretary Stanley, Survey in Tax Reform).
- (b) Non-payment of taxes on foreign profits — A \$5 billion loophole. (Source: U.S. Dept. of Commerce, Survey of Current Business, May, Dec., 1968).
- (c) Rapid depreciation — A \$4.8 billion loophole. (Source: Same as "b").
- (d) Lack of minimum tax on exempt income and on corporations with over \$25,000.00 exempt income —A \$1.5 billion loophole; and

Whereas, In the original debate on the federal income tax in 1913, the Congressional advocates promised "It (the income tax) will shift part of the burden of taxation from the bending shoulders of the poor to those who have profited from governmental favoritism." (Rep. M. C. Kelley (R), Pennsylvania) "The principle upon which this is founded is that every man who is making no more than a living should not be taxed upon living earnings, but should be taxed upon the surplus he makes over and above the amount necessary for good living." (Source: Congressional Record, 1913) (Rep. Wm. H. Murray, (D), Oklahoma); and

Whereas, To adhere to these principles, the 1913 Congress set the exemption for a single person at \$3,000.00 and for a married couple at \$4,000.00. These exemptions, allowing for today's living costs, would, at the present time, be at least \$5,000.00 for a single person, and approximately \$10,000.00 for a family; and

Whereas, The true guiding principle for organized labor to crusade for, is the exemption from taxation of all income necessary for a comfortable standard of living, which our wealthiest and most productive of all nations can certainly provide; and

Whereas, Senator Phillip A. Hart (D) (Michigan), Chairman of the Senate Anti-trust and Monopoly Subcommittee, indicates part of the solution in calling for a boost in corporation taxes to 75%. As he stated over 2 years ago, "American industry is riding the crest of the greatest profit boom in history. At one time a 10% return on net worth was considered good. Now 20% is not uncommon" (Source: Calif. AFL-CIO News, Jan. 6, 1967); and

Whereas, The close vote on the repeal of the surtax—205 to 210—indicates to what extent the American public is awakening to who is shafting whom on taxes; therefore be it

Resolved, That this Convention of tax-plagued Californians go on record for—tax justice now, through:

- (1) Elimination of the oil and mineral depletion allowances.
- (2) Treating capital gains the same as income from wages.
- (3) Increasing personal exemptions to \$1200.00 and tie to the cost of living in the future.
- (4) Raising the standard deduction to 15% with a \$2500.00 maximum.
- (5) Recovering the taxes on capital gains which are lost at death.
- (6) Tightening the regulations on charitable deductions and cracking down on the tax-free foundations.
- (7) Eliminating tax benefits derived from organizing multiple corporations from a single firm.
- (8) Requiring payment of a minimum tax of 20% on all income over \$50,000.00 a year, regardless of source.
- (9) Eliminating special tax treatment for stock options.
- (10) Limiting hobby farmers' use of farm losses to offset other income.
- (11) Eliminating accelerated depreciation on speculative real estate.
- (12) Requiring that government bonds used to settle estate taxes be valued at current market prices.
- (13) Exempting all wage earners whose income is at or below poverty level from federal income tax.
- (14) Forbidding sales taxes and new loopholes; and be it further

Resolved, That our labor representatives not only press for this tax program in Washington, D.C., before the Senatorial and Congressional Committees con-

cerned, but, most importantly, fully mobilize the resources in manpower and womanpower (members' wives, daughters, etc.) of all our unions in every community so that they can influence legislation aimed at making tax justice a reality; and be it finally

Resolved, That all necessary publicity be utilized to attain action on the intent of this resolution.

Referred to Committee on Resolutions
Adopted, p. 28.

Stop Export of American Workers' Jobs!

Resolution No. 76—Presented by Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 6, San Francisco.

Whereas, Our national unemployment, and in particular our higher California unemployment, already serious, will increase even more disastrously if our present foreign trade policies, and the foreign policy in which they are rooted, are not changed to meet and overcome this spreading loss of job opportunities; and

Whereas, "AFL-CIO support for the expansion of trade does not extend to the promotion of private greed at public expense or the undercutting of U.S. wages and working conditions," (Boilermakers' Leap Leader, May, 1970); and

Whereas, Before the House of Representatives' Ways and Means Committee on May 19, 1970, Andrew J. Biemiller, speaking for the AFL-CIO, stressed the grave potential danger to American workers' jobs in the rising volume of investments abroad by U.S. manufacturers; and

Whereas, These American corporations have been lured overseas by the superprofits gained in exploiting foreign labor at wages 50%-90% below U.S. levels; and

Whereas, **This skyrocketing rise of investments of U.S. companies in foreign subsidiaries and the mushrooming growth of U.S.-based, multi-national corporations** creating 8,000 new foreign subsidiaries with over \$100 billion in assets (Source: Jacob Clayman, Admin. Dir., I.U.D., AFL-CIO, L.A. Citizen, 2/27/70), guarded by our tax-supported armed forces in Korea and Southeast Asia, and assisted by our State and Commerce Departments in Mexico, Venezuela and other countries not so hospitable to the presence of our troops, has already caused the following calamitous losses to American workers and industries:

1. Shipping — over 94% of our trade is now carried in foreign bottoms.

2. Steel — 14% to 15% lost to foreign imports.
3. Shipbuilding — approximately 60 million deadweight tons of shipping built overseas—in Japanese, German and other foreign low wage yards—3/4ths of it by our gigantic American oil companies, whose profits are made enormously higher than any other American industrial group by virtue of this practice on top of the special tax favors donated them by our government. This very year we have the spectacle of Bethlehem building a shipyard in Singapore, at the time of Agnew's visit soliciting for repairs on U.S. Naval vessels.
4. 13,000 jobs in footwear and leather goods vanished as imports doubled in recent years.
5. 6,000 jobs lost in the flat glass industry.
6. 22,000 jobs lost in the cement, clay and pottery industry.
7. Electrical and electronics — Zenith building a new plant in Taiwan (our protectorate) caused work force reduction of 3,000 jobs this year and will be followed by further loss of 4,000 jobs in 1971.

Fairchild Camera & Instrument Corp. has built plants in Hong Kong, Singapore, and Korea.

Motorola built an \$8 million plant outside Seoul with wage rates 1/15th of those in the U.S.

8. Cars — America, in 1968, for the first time in history, imported more automobiles than she exported.

In addition, as Paul Hall points out in the *Seafarer*, May 8, 1970,

9. "Chemicals . . .
10. "Toys . . .
11. "Apparel . . .
12. "Textiles . . .
13. "Meat processing . . .
14. "Pianos . . .

"Have been reeling for years under the pounding of unfair foreign competition"; therefore be it

Resolved, That this Convention go on record against the outdated, unrealistic policy of using armed forces and our taxes to procure cheap resources and labor overseas at the expense of American workers' jobs; and be it further

Resolved, That the following five measures advocated before the House Ways and Means Committee by Andrew J. Bie-

mler for the AFL-CIO on May 19, 1970, be urged upon both Houses of Congress:

I. To stop helping and subsidizing U.S. companies in setting up and operating foreign subsidiaries. To repeal Section 807 and similar provisions of the Tariff Code, for example, and to repeal the tax provision which permits the deferral of U.S. taxes on the income of U.S. companies from their foreign subsidiaries.

II. To supervise and curb the substantial outflows of American companies for investment in foreign operations.

III. To develop regulations covering U.S.-based, multi-national companies.

IV. To press, in appropriate international agencies for the establishment of international fair labor standards in world trade.

V. As a stop-gap in the face of growing unresolved problems, to regulate the flow of imports into the United States of a variety of goods and product lines in which sharply rising imports are displacing significant percentages of U.S. production and employment in such markets.

Referred to Committee on Resolutions.
Adopted as amended, p. 35.

Rally Labor Against Unemployment and Political Repression

Resolution No. 77—Presented by Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 6, San Francisco.

Whereas, Union members in California and the nation are faced with the most serious unemployment and repressive governmental actions and legislation in years as evidenced by:

1. Over ½ million out of work in our state; close to 5 million jobless in the nation by the official figures which we know are shocking underestimates by virtue of the hapless categories of job seekers who are excluded from the statistics of unemployment.
2. Nixon's appointment of a big business attorney as Chairman of the NLRB, a move aimed at putting the NLRB straight on the side of big business and against labor.
3. Republican Senator R. Griffin's Senate Bill No. 3256 that would impose compulsory arbitration in the entire transportation industry — maritime, trucking, airline and railroad.
4. H.R. No. 333, backed by the Nixon Administration, would prohibit industry-wide bargaining; this bill would have prevented the unity of unions

fighting the historic copper strike two years ago.

5. H.R. No. 815 (Rep. Fisher, Democrat, Texas), would prohibit both industry-wide and company-wide bargaining aimed at workers in auto, steel and any other union bargaining with giant corporations; it would have defeated the GE strike against "Boulwarism."
6. Senate Bill No. 817 (Senator Fannin, Republican, Ariz.) the "Back-to-Work" bill which would require union members to take a "back-to-work" vote 30 days after the beginning of a strike to encourage employers to sit tight and refrain from collective bargaining.
7. Senate Bill No. 425 (Sen. Fannin, Republican, Ariz.) Permanent injunction bill to provide permanent injunctions against unions in so-called national emergency strikes.
8. S.B. No. 1547 — would allow employers to eliminate "stand-by" workers even though a union feels there is need for them for job safety or other reasons.
9. The investment by American-based, multi-national conglomerate corporations of over \$100 billion in plants overseas to take advantage of cheap foreign labor of 10 cents to 40 cents an hour in Korea, Vietnam, Taiwan, Singapore, etc., with the consequent elimination of countless American jobs that have been exported by these conglomerates, building, fabricating, assembling, exploring, drilling, banking and selling overseas.
10. Reagan's elimination of safety inspectors contributing thereby to the rising number of industrial accidents.
11. Stacking regulatory bodies, nationally and in California, with anti-labor members.
12. Reactionary stacking attempts on the Supreme Court.
13. Reapportionment of the state legislature to contribute more political clout to anti-labor spokesmen; with the White House and Supreme Court in their hands, those who would turn the clock back now are aiming at the Congress and more complete control in Sacramento in order to gain complete political control for the big business crowd over our government and our economy; therefore be it

Resolved, That this Convention go on record for organizing on the state, regional and national levels, conferences of all unions — AFL-CIO, Teamsters, UAW,

Longshoremen and other independent bonafide unions — aimed at rallying all of labor's strength against this mounting unemployment and political repression and for prompt development of all necessary measures to assure full employment on the basis of a peacetime economy geared to utilize to the fullest extent our most precious resource — human labor power, when it is intelligently and creatively led for worthwhile community growth.

Referred to Committee on Resolutions
Filed, p. 26-27. See Policy Statement I.

Histadrut's 50th Anniversary

Resolution No. 78—Presented by Amalgamated Clothing Workers of America, So. Calif. Jt. Bd., Los Angeles.

Whereas, Histadrut, the General Federation of Labor in Israel, marks the 50th Anniversary of its founding in this year of 1970. Established in 1920 with only 4,400 members, Histadrut celebrates its Golden Jubilee with a membership of over one million workers and housewives, who, together with dependents, comprise nearly 65% of the total population of Israel. Histadrut's membership includes Arabs and Druse who enjoy equal rights and obligations and receive equal pay for equal work in all trades; and

Whereas, Histadrut has been instrumental in making the social and economic standards of organized labor a recognized and integral part of the national way of life, extending benefits to all members, regardless of race and creed; and

Whereas, As the architect of the State of Israel, Histadrut has helped establish a social structure in which productive labor ranks among the highest social and ethical values; trained and found jobs for hundreds of thousands of new immigrants; built industries, made the barren deserts fruitful, and provides economic, cultural, educational and social welfare benefits to all its members; and

Whereas, Histadrut has not only pioneered the development of new areas in Israel, but has contributed to the advancement of democratic international labor relations by a program of guidance and assistance to the nations of Africa, Asia and Latin America; and

Whereas, Histadrut stands as a beacon of progress and social justice rooted in freedom and the democratic way of life, and has made a tremendous contribution to the international labor movement through its energetic defense of free trade union principles; and

Whereas, As one of the finest examples of international labor solidarity, the American trade union movement, through the American Trade Union Council for Histadrut, has been extending whole-hearted moral and financial cooperation to Histadrut; therefore be it

Resolved, That this Eighth Convention of the California Labor Federation, AFL-CIO, (1) Extend its fraternal greetings to Histadrut on the occasion of its 50th Anniversary and pledge its help to solidify the friendship between the labor movements of both countries, (2) Reaffirm its moral and financial cooperation to Histadrut in Israel, through the American Trade Union Council for Histadrut, (3) Commend Histadrut's assistance to nations in Africa, Asia and Latin America as a vitally important contribution to the international labor movement, (4) Express its admiration and moral support for Histadrut's Afro-Asian Institute in Israel as an important instrument in furthering the principles and ideals of democratic trade unionism.

Referred to Committee on Resolutions
Filed, p. 66. See Resolution No. 95.

Equal Pay for Equal Work

Resolution No. 79—Presented by Office and Professional Employees, Local 3; San Francisco Labor Council, AFL-CIO, San Francisco.

Whereas, Office and Professional Employees, Local 3 and the San Francisco Labor Council, AFL-CIO submitted resolutions on "Equal Pay for Equal Work", at the California Labor Federation Convention in Long Beach in 1962, and in San Francisco in 1964, which were unanimously adopted; and

Whereas, It was referred to the Executive Council for the purpose of introducing legislation as was set forth in the resolution; however, after a review of the resolution, it was subsequently determined that it would not be appropriate to introduce this type of legislation at that time; and

Whereas, Federal legislation providing for equal pay for comparable work was enacted as an amendment to the Fair Labor Standards Act, and it became effective June 11, 1964; and

Whereas, An Executive Order to encourage equal employment for women in hiring, training and promotions, was enacted in the Civil Rights Act of 1964, Title 7, that was passed by the Congress of the United States; and

Whereas, The above mentioned laws will benefit only 7.4 million women, which is only one-third of the 23.3 mil-

lion women in the work force; therefore be it

Resolved, That legislation should be introduced along the lines of the federal legislation which was strongly supported by the AFL-CIO; and be it further

Resolved, That the California Labor Federation inform all Central Labor bodies in the State of California, as well as, the Governor of the State of California and members of the California State Legislature of its position on this issue.

Referred to Committee on Legislation.
Adopted as amended, P. 97.

State Fair Labor Standards Act

Resolution No. 80—Presented by Office and Professional Employees Local 3; San Francisco Labor Council, AFL-CIO, San Francisco.

Whereas, The California Labor Federation has been continually working through its legislative program over the years to enact a State Fair Labor Standards Act, patterned closely after the federal law; and

Whereas, Such a law should provide coverage for all workers — male and female alike; therefore be it

Resolved, That a statutory minimum per hour and statutory penalty pay provision as minimum protection against excessive working hours should be included, as well as, other protective measures in a State Fair Labor Standards Act; and be it further

Resolved, That the California Labor Federation inform all Central Labor bodies in the State of California, as well as, the Governor of the State of California and members of the California State Legislature of its position on this issue.

Referred to Committee on Legislation
Adopted, p. 59.

No Relaxation of Women's 8-Hour Law

Resolution No. 81—Presented by Office and Professional Employees Local 3; San Francisco Labor Council, AFL-CIO, San Francisco.

Whereas, Resolution 184 in the 1961 AFL-CIO Miami convention and all subsequent conventions resolved that: "Reduction in standard hours of work with no loss of pay should be set as a vital part of our total program to solve the problem of unemployment, to convert our rapid technological progress into a boom rather than a burden, and to bolster the long-term economic and social health of our society. We shall seek urgent exploration of the various approaches and obstacles to such beneficial reduction of hours. We call upon all affiliated unions

to give the highest priority to the search for and negotiation of ways to reduce hours of work to assure adequate job opportunities now and in the future"; and

Whereas, Since 1911 the law of the State of California has provided a maximum of opportunities now and in the future"; and

Whereas, During actual national emergencies, such as occurred at the time of the now expired California Defense Production Act during the last war, and now with the conflict of the federal law, "Civil Rights Act of 1964, Title 7," with the state laws for women and minors, certain relaxations are being made by employers to this basic law of our state; and

Whereas, The unemployment situation in our state is such that a real emergency lies in the need of spreading work and not attempting to weaken present liberal legislation with claims of "phony emergencies", and conflict with the federal law; and

Whereas, Actually the entire trend in modern industry brought on by automation and future adjustments of tariffs must be faced in accord with the AFL-CIO policy of even shorter hours of labor for both men and women; and

Whereas, Certain mercenary interests in our state are continually attempting to take away rights that had been established and enjoyed for many years under the guise of introducing so-called "emergency" laws, and now they are using the federal law; and

Whereas, Any extension in the permissive hours of labor for women has ramifications in the care of children and the maintenance of the American home, and the creation of enumerable hardships; therefore be it

Resolved, That the Office and Professional Employees, Local No. 3, AFL-CIO, and the San Francisco Labor Council, AFL-CIO, are officially on record in protest to any amendments on the relaxation of the standard 8-hour law for women in California, and any other safe-guard provisions presently in the Labor Code, and request that the 8th Convention of the California Labor Federation go on record in opposition to any amendments on the relaxation of the protective measures of the law for women in California; and be it further

Resolved, That the California Labor Federation submit legislation to the forthcoming legislative session designed to shorten, without exception, the permissive hours of labor for women in the

State of California; and be it finally

Resolved, That all Central Labor bodies in the State of California be informed of the position of the California Labor Federation on this issue, as well as, the Governor of California and members of the California State Legislature be informed of this action.

Referred to Committee on Legislation.
Adopted as amended, p. 97.

Child Care Centers

Resolution No. 82—Presented by Office and Professional Employees Local 3; San Francisco Labor Council, AFL-CIO, San Francisco.

Whereas, The working mothers and fathers in the State of California are consistently faced with the problem of making some provision for the safe care of their children while they are at work; and

Whereas, Many more women today are coming into the labor force, and this problem will become greater and more critical with each passing year; and

Whereas, There is an urgent need to increase the number of Day Care Centers which can provide a safe and wholesome environment for children or working parents, and such centers should be staffed by well-trained personnel; therefore be it

Resolved, That the California Labor Federation introduce legislation in the next legislative session regarding this subject matter designed to provide adequate Child Care Centers for this purpose; and be it further

Resolved, That all Central Labor bodies in the State of California, as well as the Governor of the State of California, and members of the California State Legislature be informed by the California Labor Federation of their position on this issue.

Referred to Committee on Legislation.
Adopted as amended, p. 97-98.

Brooks Powell's Memoriam

Resolution No. 83—Presented by Marine Cooks & Stewards Union, San Francisco.

Whereas, Brooks Powell was a delegate to the California Labor Federation Convention from the Marine Cooks & Stewards Union for many years and attended all meetings and sessions and took part in all activities; and

Whereas, Brooks Powell was a devoted union member and a man who believed in the policies and procedures of the labor movement to the highest degree; and

Whereas, Brooks Powell, while carry-

ing out his assigned duties aboard the SS MARIPOSA on October 23, 1969, was murdered by a member who was receiving money from forces dual and hostile to the labor movement for the purpose of destroying the Marine Cooks & Stewards Union; therefore be it

Resolved, That we condemn those anti-labor forces who refuse to work within the labor movement; and be it further

Resolved, That when we adjourn the California Labor Federation Convention that we do so with one minute of silence in memory of Brooks Powell, a devoted, loyal member of the labor fraternity.

Referred to Committee on Resolutions
Adopted as amended, p. 100-101.

Full Pay During Disability

Resolution No. 84—Presented by Calif. State Council of Lumber and Sawmill Workers, AFL-CIO, San Francisco.

Whereas, When an employee is prevented from working due to illness or injury he suffers a loss of earnings; and

Whereas, Such loss of earnings creates a financial hardship on the employee and his family; and

Whereas, This inequity could be eliminated by making it obligatory on the part of the employer to pay an amount which added to the disability insurance benefit would equal the employee's regular weekly wage; therefore be it

Resolved, By this Eighth Annual Convention of the California Labor Federation, that such organization do everything possible to accomplish the aims and objectives of this resolution including the preparation and introduction of legislation at the next regular session of the California Legislature, amending the law governing disability insurance benefits to provide that the employer shall be required to pay, where necessary, an amount which added to the disability insurance benefit, would insure that the claimant shall receive an amount no less than his regular weekly wage for so long as he remains disabled up to a period of one year from the date his disability commenced.

Referred to Committee on Legislation.
Nonconcurrency, p. 48.

Workmen's Compensation Weekly Payments

Resolution No. 85—Presented by Calif. State Council of Lumber and Sawmill Workers, AFL-CIO, San Francisco.

Whereas, Most insurance companies have adopted the practice of sending all weekly compensation payments to the insured companies instead of directly to the

injured employee; and

Whereas, The injured employee is therefore forced to report to the company's office or wait until he can receive the payment by mail; and

Whereas, The injured often has no telephone or may live a great distance from the company's office; and

Whereas, Some companies are very inconsiderate as to notifying the employee that the payment has arrived or are slow in forwarding the payment by mail, causing undue delay and hardship on the injured employee and his family; therefore be it

Resolved, By this Eighth Convention of the California Labor Federation that legislation be prepared and submitted for consideration of the next regular session of the California Legislature amending Section 4902 of the Labor Code by changing the word "paid" to the word "mailed" so that the payments of compensation will be mailed directly to the employee at his home address unless he requests otherwise.

Referred to Committee on Legislation.
Referred to Executive Council, p. 96.

Damage to Hearing Aids Resulting from Industrial Injuries

Resolution No. 86—Presented by Calif. State Council of Lumber and Sawmill Workers, AFL-CIO, San Francisco.

Whereas, Reimbursement for the cost of repairing or replacing hearing aids damaged as a result of industrial injuries is not provided for at the present time unless the injury itself causes a greater hearing loss than existed before the injury (requiring a new hearing aid due to added impairment of the person's hearing); and

Whereas, Such replacement or repair costs are provided for in the case of dentures, eye glasses (if the injury results in disability), and medical braces; and

Whereas, This failure to provide reimbursement in cases involving damage to hearing aids results from the present wording of Section 3208 of the California State Labor Code (Division 4, Workmen's Compensation and Insurance) which omits hearing aids when it provides:

"Injury includes any injury or disease arising out of the employment, including injuries to artificial members, dentures, eye glasses and medical braces of all types; provided, however, that eye glasses will not be replaced, repaired or otherwise com-

pensated for, unless injury to them is incident to an injury causing disability"; and

Whereas, The cost of replacing a hearing aid is usually more expensive than replacing eye glasses; therefore be it

Resolved, By the Eighth Convention of the California Labor Federation, that this organization renew its efforts to accomplish legislation which will correct this inequity and that appropriate legislation be prepared and introduced to the next regular session of the California Legislature amending the Labor Code by adding the words "hearing aids" between the words "dentures" and "eye glasses" to Section 3208 of the Code.

Referred to Committee on Legislation.
Adopted, p. 98.

Safety Inspections by the Division of Industrial Safety

Resolution No. 87—Presented by Calif. State Council of Lumber and Sawmill Workers, AFL-CIO, San Francisco.

Whereas, When an individual makes a complaint concerning a safety matter in a plant, the Division's safety engineers frequently advise the company against which the complaint was made, as to the individual who made the complaint, thereby creating a job problem for some employees with the result that complaints which otherwise would be filed are not filed; and

Whereas, When an individual or organization makes a complaint, the Division's safety engineers fail to consult with the complaining party at the time the inspection is made and fail to furnish the complaining party with information as to the final disposition of the complaint; therefore be it

Resolved, By this Eighth Convention of the California Labor Federation, that this organization take all appropriate action to accomplish the objectives of this resolution including the preparation and introduction of legislation for consideration of the next regular session of the California Legislature to amend the Labor Code relating to safety inspections to prohibit the Division, its personnel or officers from divulging to any person not connected with the administration of this part of the Code the name of the complaining party, and further, to amend Section 6319 of the Labor Code to require that the Division or its officers or employees shall furnish to the complaining party or organization a copy of the report and findings with respect to the complaint filed.

Referred to Committee on Legislation.
Adopted as amended, p. 59.

No Delay of U.I. Benefits

Resolution No. 88—Presented by Calif. State Council of Lumber and Sawmill Workers, AFL-CIO, 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 employee does not suffer from labor shortage and the jobs are filled in case of a quit or discharge; therefore be it

Resolved, By this Eighth Convention of the California Labor Federation, AFL-CIO, that it take all appropriate action, including the preparation and introduction of legislation for consideration of the next regular session of the California Legislature, to have the Code amended 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.
Nonconcurrence, p. 62.

Vacation Pay Not a Penalty

Resolution No. 89—Presented by Calif. State Council of Lumber and Sawmill Workers, AFL-CIO, San Francisco.

Whereas, Unions have been successful in gaining paid vacations for their members through negotiations and these paid vacations now appear as a very important part of most contracts; and

Whereas, These paid vacations have become a part of the workers' annual income, thus giving the workers more purchasing power, and in turn helping the

overall economy; and

Whereas, Because of the seasonal nature of work in some industries, workers find themselves being penalized by being forced to put in an extra waiting period of from one to two weeks after becoming unemployed because of their vacation pay being paid to them at this time; and

Whereas, This additional waiting period cuts the workers' purchasing power, thus hurting the overall economy, and puts unions in the position of negotiating a savings in unemployment insurance rather than in vacation pay; therefore be it

Resolved, That this Eighth Convention of the California Labor Federation, AFL-CIO, go on record as protesting the extra waiting period forced upon these workers and that the Federation make every effort possible to the end that the law and the rulings shall be changed for the purpose of eliminating the extra waiting periods imposed upon these workers as heretofore mentioned.

Referred to Committee on Legislation.
Adopted, p. 62.

Prohibit Hiring of Professional Strikebreakers

Resolution No. 90—Presented by Calif. State Council of Lumber and Sawmill Workers, AFL-CIO, San Francisco.

Whereas, The California Labor Federation has initiated and is doing an outstanding job in its efforts to have the State Legislature adopt a bill which would prohibit the employment of strikebreakers during a dispute between a union and employer; therefore be it

Resolved, By this Eighth Convention of the California Labor Federation that legislation in this regard be again prepared and introduced for consideration of the next regular session of the California Legislature.

Referred to Committee on Legislation.
Filed, p. 59. See Resolution No. 105.

Reduce Interest Rates

Resolution No. 91—Presented by Calif. State Council of Lumber and Sawmill Workers, AFL-CIO, San Francisco.

Whereas, Excessive interest rates are not only harmful to the economy as a whole, but are disastrous to the lumber industry; and

Whereas, Working people can no longer afford to buy and pay mortgages on homes at these excessive interest rates; therefore be it

Resolved, By this Eighth Convention of the California Labor Federation, that such organization do everything within

its power to bring about a reduction of interest rates to a level where home building is feasible and practical and to the point where working people can afford to buy commodities on the installment plan; and be it further

Resolved, That should all other methods of achieving this necessary objective fail, consideration be given to the establishment of a labor-controlled bank if that approach could accomplish the objectives as outlined.

Referred to Committee on Resolutions
Filed, p. 31. See Policy Statement XV.

Maximum Interest Rates for Consumer Credit

Resolution No. 92—Presented by Central Labor Council of Contra Costa County, AFL-CIO, Martinez.

Whereas, The American Worker and consumer currently are charged a minimum of 18 percent interest per year on all charge accounts in virtually every state in the nation with the exception of the State of Washington; and

Whereas, Such high interest rates cannot be justified on the basis of financial need to the lending institutions; and

Whereas, The California Labor Federation has long sought a fair break for American consumers whether it be its advocacy of tough truth-in-lending legislation or its opposition to the enacted surtax; and

Whereas, Such exorbitant interest rates on charge accounts, which border on usury, eat away at hard-won economic gains achieved at the bargaining table; therefore be it

Resolved, That the California Labor Federation actively seek by persuasion and necessary financing, a statewide campaign through its affiliated local unions to place an amendment on the ballot in the 1972 general election to reduce interest rates on consumer credit charge accounts to 12 percent per annum.

Referred to Committee on Resolutions
Filed, p. 86. See Resolution No. 127.

Community Service Organization

Resolution No. 93 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 & 512, Los Angeles.

Whereas, The Community Service Organization (CSO) is an authentic voice of Mexican-American people in California, performing vital functions in both urban and rural communities through its 34 chapters and diverse programs; and

Whereas, The CSO conducts programs to eradicate racial and ethnic discrimination, overcome poverty, improve the com-

munity environment and gain equal rights and opportunities for all; and

Whereas, The CSO has inaugurated the "Barrios Unidos — United Neighborhood Service Plan" to develop economic co-operatives which will service 150 localities; and has established credit unions, buyer clubs, group insurance programs, housing cooperatives and economic co-operation training programs for youth; and

Whereas, The CSO engages in ombudsman-like activity—everyday troubleshooting to solve grievances and complaints; and

Whereas, The CSO has worked with labor in important areas of public life; therefore be it

Resolved, That this Eighth Convention of the California Labor Federation reaffirm its endorsement of the California Community Service Organization (CSO); urge affiliates to give the CSO their support; and call for regular liaison between labor groups and the CSO to promote cooperation in areas of common concern.

Referred to Committee on Resolutions.
Adopted, p. 66.

Freedom for Black Africa

Resolution No. 94 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 & 512, Los Angeles.

Whereas, A weakening of resoluteness is clearly discernible among nations of the world which had committed themselves to opposing apartheid, racial oppression of Blacks, and perpetuation of White minority power in Africa; and

Whereas, Tens of millions of Black Africans live in virtual bondage in Portuguese Angola, in Rhodesia, in South Africa and the territories it controls and in other lands; and

Whereas, The Black Africans in these lands are deprived of human rights, victimized by extreme economic exploitation, subjected to social, personal and cultural degradation, confined and controlled by arbitrary and inhuman police measures; and

Whereas, A White minority exercises a monopoly of political and economic power which not only enslaves Blacks but also dehumanizes and debases most Whites even while they maintain ascendancy over the Blacks; and

Whereas, The dominant regimes in these countries, and the foreign powers which back them militarily and economically are resisting efforts to achieve freedom for Blacks; therefore be it

Resolved, That this Eighth Convention

of the California Labor Federation express sympathy and support for the aspirations of Black Africans searching and fighting for freedom and human rights; and be it further

Resolved, That, through the agency of the national AFL-CIO, we urge our own government to summon others to act in concert through the United Nations and through other feasible channels for the purpose of exerting economic pressures and other sanctions against repressive governments and in support of the freedom struggle of Black Africans in Angola, Rhodesia and South Africa and its territories; and be it further

Resolved, That we call upon our own government to help provide economic and technological resources so that Black Africa can achieve communities and societies providing material well-being, individual freedom, independent development and security against colonialism, imperialism and foreign domination by Western or Eastern great powers.

Referred to Committee on Resolutions.
Adopted, p. 66.

Commend Histadrut For Its Achievements

Resolution No. 95 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497, 512, Los Angeles.

Whereas, The year 1970 marks the 50th Anniversary of the establishment of Histadrut, the General Federation of Labor in Israel. Founded in 1920 with only 4,400 members, Histadrut today has a membership of over one million constituting the overwhelming majority of the working population, including Arabs and Druse, who enjoy equal rights and obligations and receive equal pay for equal work in all trades; and

Whereas, The founders of Histadrut changed the way of life of the people, radically altering its social structure to rank productive labor among the highest social and ethical values; and determined to rebuild Israel on the finest principles of democracy and brotherhood; and

Whereas, As the architect of the State of Israel, Histadrut made the barren deserts fruitful, built industries, trained and found jobs for hundreds of thousands of new immigrants and provides economic, cultural, educational and social welfare benefits to all its members regardless of race or creed; and

Whereas, Histadrut has not only developed new areas in Israel, but has extended guidance and assistance to nations in Africa, Asia and Latin America and stands as a beacon of progress and

social justice rooted in freedom and the democratic way of life; and

Whereas, As one of the finest examples of international labor solidarity, the American trade union movement, through the American Trade Union Council for Histadrut, has been extending wholehearted moral and financial cooperation to Histadrut; therefore be it

Resolved, That this Eighth Convention of the California Labor Federation, AFL-CIO, (1) Extend its fraternal greetings to Histadrut on the occasion of its 50th Anniversary and pledge its help to solidify the friendship between the labor movements of both countries, (2) Commend Histadrut's assistance to nations in Africa, Asia and Latin America as a strong manifestation and labor solidarity, (3) Express its admiration and moral support for Histadrut's Afro-Asian Institute in Israel as an important instrument in fostering the principles and ideals of democratic trade unionism.

Referred to Committee on Resolutions
Adopted, p. 66.

Housing For All

Resolution No. 96 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497, 512, Los Angeles.

Whereas, The opportunity to secure adequate housing accommodations is the right of every American family; and

Whereas, Such housing should be fit truly to be called home, with adequate facilities in a wholesome neighborhood environment as part of an enlightened community plan; and

Whereas, Housing, with a satisfactory choice of rentals or sales, should be available to all people without imposing an unreasonable or disproportionate burden on anyone seeking a home; and

Whereas, Housing should be provided under arrangements which assure residential neighborhoods through integration across racial, ethnic, economic and occupational lines; and

Whereas, All neighborhoods should be accessible for residence to all, without any neighborhood being reserved for a privileged group on the basis of income, or race, or social status; and

Whereas, The people of California and the nation are suffering an acute shortage of housing, a lagging rate of new construction, an insufficient level of maintenance and rehabilitation of existing housing, and escalating costs for tenants and home owners; and

Whereas, High interest rates and a curtailment of government programs to stim-

ulate home building and related factors have depressed housing construction; and

Whereas, Ever larger segments of the people are being priced out of the housing market; therefore be it

Resolved, That the California Labor Federation will continue to vigorously espouse and mobilize popular support for a comprehensive program to assure adequate housing for all families through public and private initiative and local, state and federal cooperation; and be it further

Resolved, That the California Labor Federation call for:

1. A federal credit control policy to reduce interest rates on and expand the availability of private credit for home construction;

2. Establishment of a federal credit pool on a stand-by basis for granting direct low-interest loans to low and moderate income families for home purchases where private credit sources fail to furnish adequate credit at reasonable interest rates;

3. Expansions of the public housing and public leased housing programs;

4. Augmentation of the federal rent supplement program for tenants of limited means;

5. Stimulation of home ownership by direct grants for home purchases to families of low or moderate income to supplement their own resources;

6. Initiation of broader programs to foster cooperative housing;

7. Protection of tenants' rights through legislation to redress the present imbalance under which tenants are at a disadvantage, particularly in the present conditions of a low vacancy factor;

8. State and local legislation and administrative action to establish guidelines for community planning to the end that residential areas will be integrated with a mix of people of varied income levels, occupations, racial and ethnic and religious background, and family size; and

9. Disposition of federal funds on the basis of standards which will promote community planning in implementation of those objectives and the overall goal of a satisfying home in a wholesome environment for every family.

Referred to Committee on Legislation
Adopted as amended, p. 59.

Jewish Labor Committee

Resolution No. 97 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483,

497 & 512, Los Angeles.

Whereas, The Jewish Labor Committee is an integral part of the American labor movement and has over the years worked in close harmony with the California Labor Federation, and the national AFL-CIO; and

Whereas, The Jewish Labor Committee shares with organized labor the mutual ideals of democracy, social justice, brotherhood and human dignity for all; and

Whereas, The Jewish Labor Committee conducts a far-reaching program of fostering equal rights and opportunities for all through education, legislation, litigation, and joint civic action; and

Whereas, The Jewish Labor Committee strives for the eradication from every area of community life, of poverty, social deprivation, discrimination and prejudice based on race, color, religion, ethnic origin or ancestry; and

Whereas, The Jewish Labor Committee collaborates with labor in its social, economic, and organizing programs and makes available to unions information, materials, consultation and staff services; and

Whereas, The Jewish Labor Committee has vigorously opposed Fascism, Communism, and other forms of totalitarian extremism at home and abroad; therefore be it

Resolved, That this Eighth Convention of the California Labor Federation reaffirm its endorsement of the Jewish Labor Committee; express approval of its achievements in our common cause of human rights and social justice; commend its continued leadership in community affairs; welcome its past and present cooperation; and urge continued support of its program by affiliated unions.

Referred to Committee on Resolutions.
Adopted, p. 66.

Mexican-Americans In California

Resolution No. 98 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497, 512, Los Angeles.

Whereas, Mexican-American language, culture, history and tradition form a rich portion of California's heritage; and

Whereas, Now and in the past, the life and toil and struggle and sacrifice and service of Mexican-Americans have contributed to the development of California; and

Whereas, Spanish should be respected for everyday use in community life, honored with official status in government and institutional activity, and in other

ways given recognition for use in formal transactions; and

Whereas, In harmony with this aim, Spanish should be taught in the schools as an optional basic language as well as a bridge language to English, for those communities and individuals aspiring to such instruction; and

Whereas, The Mexican-Americans or Spanish-speaking people are California's most numerous disadvantaged minority; and

Whereas, Mexican-Americans are subjected to prejudice and discrimination in employment, housing, education, public accommodations, administration of justice and other areas of community life; and

Whereas, Mexican-Americans are generally under-represented in elected public office, in appointive government posts, in the governance of agencies, in the direction of institutions of political and public power affecting themselves and the larger community; therefore be it

Resolved, That this Eighth Convention of the California Labor Federation favor programs to eliminate from every aspect of civic life, all forms of discrimination and prejudice against Mexican-Americans; to inform the public about California's Mexican-American cultural heritage and the value of the Spanish language; to establish Spanish as a language for everyday use and for formal transactions; to provide public school educational opportunities which will develop the Spanish language skills of members of families with a Spanish speaking background; to promote fuller Mexican-American representation in government office and community institutions.

Referred to Committee on Resolutions.
Adopted as amended, p. 66.

The Middle East

Resolution No. 99 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 & 512, Los Angeles.

Whereas, Unfolding events in the Middle East will not only shape the future of the people and nations in that immediate area but will also profoundly affect the balance of worldwide relations, test the true intentions of the great powers and challenge the moral commitment of mankind; and

Whereas, This may well be the fateful time and one of the historic arenas in which will be determined whether peace can prevail in the world, whether democracy can survive, whether social progress can be assured, whether regional cooperation for mutual benefit among peo-

ples can be achieved; and

Whereas, The repeated and public threats of annihilation directed against the State of Israel by the heads of many Arab States and their military mobilization for that purpose ended in an overwhelming victory by Israel in the six day war of June, 1967; and

Whereas, Border hostilities, air and artillery bombardments, guerilla warfare and other forms of military action have persisted on a large scale; and

Whereas, The State of Israel is a democratic society based on freedom of speech, press and assembly, universal suffrage, secret elections and the right of public dissent, with a vigorous political life and a vital trade union and labor movement of social vision; and

Whereas, In Accordance with its democratic values, Israel has consistently offered to negotiate a permanent peace and accommodation; and

Whereas, Nasser of Egypt and certain other Arab leaders have been feverishly rearming, spreading inflammatory propaganda, sacrificing the desperate economic and social needs of their own people while attempting to divert their energies and attention into foreign military adventure; and

Whereas, Totalitarian Soviet Russia is engaged in a perilous game of brinkmanship as it blatantly strives for hegemony in the Middle East, massively involving its own military personnel and modern armament activity on behalf of Arab States, aligning itself with their reactionary policy of waging protracted cold war and intermittent hot warfare against Israel; and

Whereas, The Soviet Russian Communist rulers are systematically fanning the flames of anti-Semitism at home, in their vassal states and in world forums, as an instrument in their diplomatic and propaganda offensive against Israel; and

Whereas, There is grave danger that any cease-fire or truce may be misused to camouflage international intrigue or cynical great power deals to impose on Israel a general retreat—without security guarantees, without an enforceable settlement, without viable borders or a strategically defensible military situation; and

Whereas, A serious danger that a grave military imbalance will develop as a consequence of the thin rationing of arms to Israel in the face of a Soviet build-up for Arab forces; therefore be it

Resolved, That this Eighth Convention

of the California Labor Federation favor a policy by the U. S. in the Middle East which will:

1. Promote direct negotiations between the Arab States and the State of Israel looking toward the signing of a permanent peace settlement, mutually recognizing each others' independence and sovereignty; and

2. Foster a durable settlement which will assure Israel of national integrity, viable frontiers, and stable defense and security guarantees not dependent on fragile great power arrangements; and

3. Provide encouragement and assistance for regional planning and trade, and cooperation to develop water and other natural resources, for internal economic and social improvement, for meeting the human problems of illness, poverty, and educational deprivation, for mutual solution of the problems of Jewish and Arab refugees from Middle East States; and

4. Stimulate and furnish aid for democratic, economic and cultural progress; and

5. Help to assure free access to waterways and other arteries of international commerce and prevent the violations of the rights of persons in international travel; and

6. Make available to the State of Israel modern armament to maintain uninterrupted defense capability against the Arab regimes which hope to avoid direct peace negotiations by relying on Russian military support; and

7. Summon other nations, who have the material and industrial means to work in concert and commit resources for the development of Middle East countries as a concomitant to their efforts to achieve peace; and

8. Press for the termination of Soviet Russia's military involvement and power grab in the Middle East; and be it further

Resolved, That we call upon the Parties and candidates for national office in the coming elections to express their concern with, to explain their position on, and to formulate their program relating to the Middle East situation—a crucial and historic test of American values, intentions, and democratic goals.

Referred to Committee on Resolutions.
Adopted as amended, p. 66.

N.A.A.C.P.

Resolution No. 100 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497, & 512, Los Angeles.

Whereas, The National Association for the Advancement of Colored People

(N.A.A.C.P.) is immersed in the life of the Negro community, is rooted in the tradition of struggle for human rights, has left its imprint on the course of history and maintains an ongoing moral and practical influence on national developments; and

Whereas, The N.A.A.C.P. is the most representative, most inclusive, dynamic organization of the Negro community in its human relations and civil liberties concerns; and

Whereas, Through its chapters and other local, area, regional and national organizational and membership bodies and activities—which are open to all regardless of race—the N.A.A.C.P. provides for mass grass roots participation in its efforts throughout the nation; and

Whereas, The N.A.A.C.P. conducts a comprehensive campaign for defense of individual rights against encroachment by means of court action and has achieved historic legal precedents which made the liberties of all persons more secure; and

Whereas, Using legislation, public information and education, negotiation and demonstrative non-violent mobilization of mass public opinion, the N.A.A.C.P. has over the years lead the way in attaining vital change in public policy and private practice in every area of civic life; and

Whereas, At its 1970 national convention, the N.A.A.C.P. reaffirmed its faith in the ideal of integration rather than separatism in American life, and rededicated itself to eradicating all forms of discrimination and prejudice based on race, color, religion, ethnic origin or ancestry; and

Whereas, The N.A.A.C.P. has engaged in cooperative action with the AFL-CIO on many programs and projects of common interest; therefore be it

Resolved, That this Eighth Convention of the California Labor Federation reaffirm its endorsements of the N.A.A.C.P.; reiterate its policy of seeking areas of cooperation; and favor continuing support by local unions.

Referred to Committee on Resolutions
Adopted, p. 66.

Public Education

Resolution No. 101 — Presented by I.L.G.W.U. Nos. 55, 58, 84, 97, 452, 483, 497 & 512, Los Angeles.

Whereas, This is a period in history when national growth, community improvement and individual satisfaction depend greatly upon the ability of public education to achieve higher horizons, enrichment of quality and wider dimensions

of service to more people; and

Whereas, During these times, in the State of California in particular, new demands are made on our public school system by the changing social climate and social values, population growth, innovations in technology and economic readjustment; and

Whereas, In the face of these challenges, there is a continuing erosion of the California public education system's capacity to meet the needs of children and youth and adults in elementary and secondary schools, adult education programs and public institutions of higher learning; and

Whereas, Public education in California serves the state as a whole inadequately, and at the same time imposes particular disadvantages and discriminations on some individuals and population groups because of factors related to income level, occupation, family mobility, geographic location or neighborhood of residence, ethnic origin or race; and

Whereas, The latest scientific findings in the field of education point to the crucial importance today of expanded education services for pre-elementary school level children, as well as lifelong learning opportunities for adults; and

Whereas, Improvement of the California public education system also involves such factors as reduction of class size, enhancement of classroom and school environment, institution of up-dated instruction methods, more effective use of teachers; and

Whereas, Vocational education programming should be expanded so that it can truly meet the requirements of all who have the potential for benefiting from it; and

Whereas, Families should have equal access to educational opportunity for their children, regardless of status, economic level, location or race; and

Whereas, Such opportunity should not be dependent on local sources of revenue, local population size and make-up, or the individual's personal resources; therefore be it

Resolved, That this Eighth Convention of the California Labor Federation support state legislation and state administrative measures to assure state assumption of the principal share of public education costs at every level of education; state provision of resources for equalizing educational opportunity for all; state enforcement of guarantees for integrated quality education for all.

Referred to Committee on Legislation.
Adopted, p. 48.

Local Election of Geographical Vice Presidents

Resolution No. 102—Presented by Central Labor Council of San Mateo County, San Mateo.

Whereas, The 25 Geographical Vice Presidents of the California Labor Federation, AFL-CIO, are elected by all delegates present at the biennial convention; and

Whereas, The delegates from the local Geographical Vice Presidential Districts therefore, do not determine their own representatives to the State Executive Council; and

Whereas, The election of Geographical Vice Presidents by delegates from their own area would:

(a) improve communications between Local Councils and the State Executive Council.

(b) promote greater participation by Local Councils in the affairs of the State Federation.

(c) safeguard the democratic character of the labor movement by giving additional powers to the Local Councils; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, amend the Constitution to permit delegates from each Geographical Vice Presidential District to elect the Geographical Vice President (s) who will serve their own local district; and be it further

Resolved, That the specific language which is being deleted or added is included as follows:

ARTICLE IV

Officers

(page 8)

Section 1. The officers of the Federation shall consist of a President, a Secretary-Treasurer, and 35 Vice Presidents.

For purposes of designation **only**, the 35 Vice Presidents shall be divided into:

(page 9)

(a) a General Vice President;

(b) 25 Geographical Vice Presidents; and

(c) Nine At Large Vice Presidents.

Section 2. For purposes of designation **only**, the 25 Geographical Vice Presidents shall be allocated as follows:

(no further changes in Article IV)

ARTICLE V Elections

(page 12)

(3) Election Procedure

Section 2. Geographical Vice Presidents shall be elected only by delegates who represent organizations located in said Geographical Vice President's own Geographical District.

Section 3. The form of the ballot shall be shown in the sample at the end of this section. It shall contain the names of all candidates for contested offices alphabetically arranged under the proper headings for each office with a blank following each name. The blank shall be

(page 13)

of sufficient size for the placing thereon of the number of votes to which the voter is entitled. At the top of each ballot, in addition to a blank for the number of the ballot, shall be written the name of the organization which the delegate represents, another blank in which shall be written the name of the delegate voting, and another blank in which shall be written the number of the Geographical Vice Presidential District in which the delegate's organization is located. If the delegate is voting for his entire delegation he shall submit the written authorization required under Section 5 Article XV B at the time he casts his ballot.

(renumber subsequent sections)

(pages 13 and 14)

(Sample Ballot)

No.
Name of Organization
Name of Delegate
District

(if authorized to vote entire delegation, attach authorization signatures)

For President Number of Votes

John Brown
John Doe

For Secretary Treasurer

John Blue
John Doe

For Geographical Vice Presidents
(Vote for your own district only)

District 1
A. B. Johnson
A. E. Jackson
District 10
Office A:
D. E. Johnson
A. E. Jackson

Office B.	
F. R. Black .....	.....
C. R. Jones .....	.....
For Vice Presidents at Large	
Office A:	
John Black .....	.....
James Sith .....	.....
Office B:	
John Andrews .....	.....
James Smith .....	.....
For Convention City:	
Los Angeles .....	.....
San Francisco .....	.....

(Renumber remaining sections)
 Referred to Committee on Constitution
 Nonconcurrence, p. 93.

Extend Guarantees to Farm Workers

Resolution No. 103—Presented by San Francisco Typographical Union No. 21, San Francisco.

Whereas, Dramatic progress has been made by organized labor in the agricultural fields of California by the securing of collective bargaining agreements from growers; and

Whereas, Economic and social progress in the state largely depends upon agriculture, and its importance cannot be minimized by other segments of organized labor; and

Whereas, The position of the California Labor Federation has been to urge that federal and state legislation extend to farm workers the benefits of health, welfare and job security as afforded to industrial workers in the state; therefore be it

Resolved, That the California Labor Federation reaffirm its policy to assure that the State Legislature adopt measures extending the following guarantees to farm labor:

1. State insurance programs for agricultural workers;
2. Overtime provisions in agriculture comparable to that for industrial workers;
3. A standard minimum wage for farm workers that recognizes no differential for any class or situations in agriculture labor;
4. Specific legislation which would not permit any form of cheap labor at depressed artificial wages, and would include restrictions on all imported foreign labor;
5. Enactment of legislation which would guarantee farm labor the right to organize and bargain collectively as granted to all other types of labor;

6. Laws governing child and women labor, and wages be made comparable to such laws in other industries.

Referred to Committee on Legislation.
 Adopted, p. 48.

Amend N.L.R.A.

Resolution No. 104—Presented by San Francisco Typographical Union No. 21, San Francisco.

Whereas, The National Labor Relations Act restricts organized labor in its right to use secondary boycotts through peaceful picketing, and thereby grants management broad immunity in strike situations; and

Whereas, It has become more difficult for labor unions to prosecute sanctioned strikes because of the protection afforded to industrial conglomerates, merged industries, and monopoly arrangements; and

Whereas, The boycott sections of this act do not reflect realistic appraisals toward the responsible parties in control of the flow of goods in the present day structure of corporate combines; and

Whereas, Reciprocal aid within the traditional fraternity of labor is curtailed by the severe limitation imposed by this law; therefore be it

Resolved, That the California Labor Federation urge the outright repeal of all boycott sections of the NLRA, and that no state law be passed which would prevent a labor organization from using the means of peaceful picketing against any allied firm involved in a bonafide labor dispute.

Referred to Committee on Resolutions
 Adopted, p. 86.

Ban Professional Strikebreakers

Resolution No. 105—Presented by San Francisco Typographical Union No. 21, San Francisco.

Whereas, Many employers support agencies whose business it is to recruit and maintain a mobile force of professional strikebreakers, and whose principal source of income is from employment in struck plants; and

Whereas, Such strikebreakers have been moved from site to site by employers for the purpose of taking the jobs of regular employees; and

Whereas, Such professional strikebreakers have been used, and continue to be employed in struck newspaper plants in Walnut Creek, Los Angeles and San Rafael; and

Whereas, Professional strikebreakers and their masters have a vested interest in promoting industrial disputes and dis-

rupting normal collective bargaining relations, thereby subverting established public policy encouraging organization of workers into unions of their own choosing and orderly settlement of labor-management differences, therefore be it

Resolved, That the Eighth Convention of the California Labor Federation hereby endorse the enactment of state legislation to (1) prohibit employment of professional strikebreakers to take the place of employees involved in a labor dispute and (2) prohibit the recruitment of employees to replace employees involved in a labor dispute by a person or agency not directly involved in the labor dispute, and (3) provide that the above practices shall be unlawful and be punishable by fine or jail sentence or both, and call upon the California State Legislature to adopt such legislation at its next regular session.

Referred to Committee on Resolutions.
Adopted, p. 59.

Union Wage Rates in Public Printing

Resolution No. 106—Presented by San Francisco Typographical Union No. 21, San Francisco.

Whereas, A primary concern of the printing trades is to retain standard wages and fringe benefits in the industry; and

Whereas, Substandard conditions in public printing is detrimental to organized printing craftsmen in their attempt to preserve adequate wages, pensions, health plans and other fringe benefits in private industry; and

Whereas, The State of California produces a great volume of government printing and binding; therefore be it

Resolved, That the California Labor Federation present an amendment to the State Labor Code in the 1971 Legislative Session which would prohibit any public agency from awarding a contract for printing or binding that does not provide for the payment of prevailing area union wage rates and other fringe benefits.

Referred to Committee on Legislation.
Adopted, p. 59.

Labor Courses in the State Colleges

Resolution No. 107—Presented by San Francisco Typographical Union No. 21, San Francisco.

Whereas, Organized labor has played an outstanding role in the cultural enrichment of the nation and community environment by its contribution to the welfare and living standards of the country; and

Whereas, National goals and aspira-

tions depend upon the enlightenment of the community in order to recognize the problems prevalent in our society; and

Whereas, The general attitude toward labor does not reflect the historical contribution of organized workers to the nation's wealth and its political and social institutions; and

Whereas, Union labor has supported progressive advancement on all educational levels, but sufficient unbiased attention has not been given to the principles of the labor movement within the public school system; therefore be it

Resolved, That this Eighth Convention of the California Labor Federation propose state legislation which would require state colleges to issue credited comprehensive and objective courses in labor history, union organization, and labor problems.

Referred to Committee on Legislation.
Adopted as amended, p. 48.

Support Independent-Journal Strikers

Resolution No. 108 — Presented by Marin County Labor Council, San Rafael.

Whereas, San Francisco Typographical Union No. 21 has been on strike against the San Rafael Independent-Journal since January 7 of this year; and

Whereas, All other unions at the Independent - Journal have respected the picket lines of the Typographical Union; and

Whereas, The strike has enjoyed the sanction of Marin, San Francisco and Sonoma County Labor Councils, and the unified support of all organized labor; and

Whereas, This anti-union employer has refused to agree to the standard area-wide contract and is insisting on cutting wages and destroying traditional union security and job security conditions; and

Whereas, Despite the appeals of the Marin Board of Supervisors, the San Rafael City Council, the unified clergymen, and civic and business leaders, the publisher still refuses to agree to mediation and/or arbitration; and

Whereas, The importation of professional strikebreakers and the use of private armed guards poses a direct threat to the entire labor movement in Marin County and the Bay Area; and

Whereas, California Labor Federation Executive Secretary-Treasurer John Henning and President Albin Gruhn have extended the cooperation of their offices in assisting the San Rafael Independent-Journal strikers; therefore be it

Resolved, That this Eighth Session of

the California Labor Federation, AFL-CIO, hereby go on record as extending their full support and resources to San Francisco Typographical Union No. 21 in their fight with this unfair employer; and be it further

Resolved, That all affiliated unions be urged to extend all assistance and co-operation in helping to bring the strike to an equitable conclusion.

Referred to Committee on Resolutions.
Adopted as amended, p. 66-67.

Union Label

Resolution No. 109 — Presented by Amalgamated Clothing Workers of America, Northern California Joint Board, San Francisco.

Whereas, The Union Label, Shop Card, and Service Button are vital forces in protecting, improving, and extending the decent wages, working conditions, and benefits won by organized labor after many decades of struggle; and

Whereas, The current assaults on the union movement require the maximum mobilization of all of labor's resources, in particular the powerful economic weapon represented by the purchasing power of union members, their families and friends; and

Whereas, To combat the threat of rising imports from low-wage countries, the Union Label serves to identify products made under fair labor standards and union conditions as against sweatshop products from abroad, as well as those from domestic unorganized plants; and

Whereas, Union members who lack the necessary information and education may unwittingly buy non-union products and services, or patronize non-union stores and establishments, thus undermining their own conditions and breaking labor solidarity; therefore be it

Resolved, That this Convention of the California Labor Federation, AFL-CIO, instruct the Executive Council to develop programs and plans for greater education and emphasis on support and promotion of labor's symbols; and be it further

Resolved, That an ongoing and continuous campaign should be developed to educate union members, their families, the fair-minded public, and appropriate agencies of governmental bodies, to buy union-produced products and services and to reject those made under non-union substandard conditions.

Referred to Committee on Resolutions.
Nonconcurrency, p. 99.

A Comprehensive Maritime Program
Resolution No. 110 — Presented by Marine Cooks & Stewards Union, San

Francisco.

Whereas, The world of 1970 is a world of transportation explosion — of intensified development of land, water and air transportation to match the population explosion, the increased mobility of people, and the increased demand for goods which must move over vast distances from farm and factory to retailer and consumer.

The problems are many, and their solution rests, for the most part, on a balanced input of government funds and private capital. In varying degrees, our government has given time, attention and dollars toward the solution of the problems of all transportation modes save one —water transportation.

On the international scene, it is our merchant marine which links America with the world around us. Even in this jet age, it is ships on which we rely for the carriage of our international commerce — planes carry only a fraction of 1 percent of our imports and exports each year.

No other form of transportation can bring back to this country the raw materials which we obtain in such enormous quantities abroad to feed the insatiable appetite of America's industrial complex. Ships are the only economical way to transport manganese from Africa to make steel in Pennsylvania which, in turn, is converted into automobiles made in Michigan; to carry bauxite from South America to make aluminum in West Virginia for aircraft plants in California; to bring rubber from Southeast Asia to make automobile tires in Dayton, Ohio, for America's world of wheels.

America's domestic transportation modes, then, rest in the end on a viable merchant marine. Not only does it bring to our shores the strategic raw materials that go into the construction of trains, cars and planes, but the merchant marine also provides them with their fuel — carrying the never-ending supplies of crude oil to supplement our domestic output.

Yet we have failed, as a nation, to develop the enormous potential of the merchant marine. Nor does our failure stop there. Our coastal waters, our Great Lakes and our network of inland waterways all offer a natural link between producer and consumer, waiting only to be utilized to their fullest to supplement existing surface carriers which can no longer keep up with our country's mounting demands for transportation facilities. Yet we have failed to provide adequately

for their role in the transportation picture.

There are other aspects to the maritime situation.

Shipbuilding is so obviously an integral part of the development of our maritime resources that it seems almost unnecessary to mention that fact. Yet, too often public officials seek to separate the ship-construction industry from the cargo-carrying industry, completely indifferent to the fact that, in the end, they are indivisible. We cannot move cargo without ships; we have no need of ships unless they move cargo.

The fishing industry is an integral part of our maritime resources, too. Yet, again, the tendency in the past has been to isolate this industry — with all of its economic possibilities, and with its potential for helping solve the need for food which escalates as the world's population escalates.

Finally, oceanography is an integral part of the maritime resource picture. Yet it continues to be thought of more in abstract than in concrete terms, and as being apart from — instead of a part of — the total maritime picture.

Thus far, the United States has ignored these components separately and jointly. And to the extent that we have ignored them, we have dealt severe blows to our domestic economy, to our international economy, and to our ability to defend ourselves in time of crisis.

This would be regrettable under any circumstances; it is intolerable when viewed in the light of the activities of our greatest philosophical rival in the world — the Soviet Union. In the years since World War II, the Soviets have moved forward relentlessly; we have slipped back shamefully. Russia is now a major shipbuilding power; she is developing a merchant fleet that will soon surpass us on the high seas; she has become a leader in the fishing industry; and she is pursuing an oceanographic research program that, for its intensity, is unrivaled around the globe.

True, the Soviet maritime program is state-owned and state-operated; it has been called into being on the arbitrary decisions of a handful of men in the Kremlin, who do not have to be responsive to the people; and her decisions are political and military, as well as economic and sociological. But we do not agree with the premise, because the Soviets operate in arbitrary and clandestine fashion while we operate democratically and openly, that we cannot com-

pete with them successfully in this important area. In our view, there is enough vitality, ingenuity and imagination in our democratic system — and we have enough public and private resources — so that we can meet and master the challenge which the rise of the Russian merchant marine poses.

In addressing ourselves to this challenge, we believe it is essential that our nation tackle the entire maritime problem — not bits and pieces of the problem — for the isolation of the various components of the maritime industry has tended to blunt our efforts and render them less than totally effective; and

Whereas, For two decades, the U.S. deep-sea shipping industry has been the victim of official neglect and public indifference. The result: During that period, our fleet has shrunk to less than one-fifth its size, and the share of this country's exports and imports carried aboard American-flag vessels has declined from 42 percent to a mere 5 percent. In other words, ships of other nations now carry 95 percent of our cargo. American job opportunities have declined, our balance of payments has been adversely affected, and our military sealift capability has been jeopardized.

The government is presently under pressure to enlarge the subsidy program. Those already benefiting want more assistance; some of those who have been studiously ignored up to now want assistance too. This broadening of the program has not taken place, nor has the government moved to lessen the demand for public funds by taking some basic steps which would encourage more private investment.

We therefore recommend:

- (1) Enactment of legislation giving unsubsidized operators the right to set construction funds aside in a tax-deferred reserve account — a right which up to now has been extended only to the 14 subsidized companies.
- (2) Overhaul of the cargo preference program to maximize the use of American-flag vessels and to eliminate the double-subsidy loophole enjoyed by the 14 subsidized lines.
- (3) The granting of long-term charters to unsubsidized operators for the carriage of government cargo so that they can plan ahead on their ship-replacement program.
- (4) Protections for American-flag companies similar to those granted other American industries with respect to certain imports. Specifically, in the

case of oil, molasses and sugar which come into this country under import quotas, there should be a provision that a minimum percentage of these imports move on American vessels.

- (5) An end to the government's unreasonable reliance on ships owned by American companies but registered abroad. These ships escape U.S. taxes, wages and safety standards, but are rewarded for running away from the American flag with tax exemptions and with favored treatment by the Department of Defense.
- (6) Establishment as a national goal the carriage of not less than 50 percent of our international commerce aboard U.S.-flag vessels. President Nixon has said his Administration will work toward the carriage of not less than 30 percent of our imports and exports by the mid-1970's. This is a worthwhile interim objective, but we should not stop there; and

Whereas, The once-thriving coastwise transportation industry is virtually extinct. Three decades ago, the coastwise fleet boasted 350 vessels; a decade ago, this fleet had declined to 78; today there are only 24.

At the root of this decline was some predatory rate-cutting by the railroads. In those places where there was competition from coastwise shipping, the railroads cut their rates to the bone; where there was no water competition, they boosted their rates to compensate for the losses in coastal traffic. Once waterborne competition was wiped out, the cut-rate rail tariffs ended — the rail rates returned to previous levels or even higher.

This rate-cutting was made possible because, in 1939, Congress took regulation of coastwise shipping away from the Maritime Commission, and put it in the hands of the same agency which regulates the rail industry — the Interstate Commerce Commission. Although it has regulated both rail and coastwise maritime traffic since that time, it is significant that the ICC remains totally railroad oriented; not a single maritime representative has ever been seated on the Commission.

Despite this, coastwise shipping may experience revitalization as a result of the discovery of huge oil reserves off Alaska's North Slope. Shipping from Alaska to the continental United States constitutes domestic trade, and thus, under the Jones Act, is reserved exclusively for American-flag vessels.

The Jones Act is now under serious attack. American oil companies — whose huge tanker fleets, almost without exception, are registered and crewed abroad — want to move in on this lucrative market. They have begun a propaganda campaign aimed at repealing the Jones Act and opening up our domestic trade to ships registered abroad—specifically the American-owned runaway-flag ships.

To protect our domestic shipping industry and to bring about its revitalization, we recommend:

- (1) Extension to domestic shipping interests the same tax-deferred construction reserve privilege sought for the entire deep-sea fleet.
- (2) An attempt to balance equities by reconstituting the Interstate Commerce Commission to provide representation for the maritime, as well as the rail, point of view.
- (3) Forcing the ICC to comply with the intent of national transportation policy, which calls for the promotion of all modes of domestic transportation, ending the preferential treatment granted the railroads.
- (4) Continuation of the Jones Act, so that only American-flag ships can participate in our domestic trade, and in particular making certain that the movement of Alaskan oil continues to fall exclusively within the province of the American shipping industry; and

Whereas, Since the beginning of this Republic, development of this nation's inland waterways has made possible the growth of America. Today, a network of 25,000 miles of rivers, lakes and canals links mid-continent America with our coastal areas — providing the lowest-cost form of transportation available to move an ever-growing volume of raw material.

Traditionally, these waterways have been free and open to navigation by our citizens. This wise policy was adopted by our forefathers to facilitate the settlement and development of our country; and it has led to prosperity and unprecedented growth.

This inland waterways development now is jeopardized by a move which would negate the technology of the barge industry by limiting the variety of commodities which can be carried by any one string of barges; and by the proposal to end the tax-free character of the inland waterways by imposing unconscionably heavy taxes on the fuel these vessels use.

To protect inland waterways shipping and to encourage its growth and development, we recommend:

- (1) Action to forestall the imposition of arbitrary restrictions on the number of commodities carried in a single barge tow, so that this industry can continue its technological advances to the benefit of shippers and consumers.
- (2) Rejection of the proposed user-tax on our inland waterways, either under the guise of the fuel tax recommended by the Administration or under any other form, so that water transport can continue to give its customers substantial cost savings.
- (3) Immediate removal of tolls as a requirement for U.S. and Canadian ships navigating the St. Lawrence Seaway; and

Whereas, The U.S. fishing industry is under siege on two fronts. Its fishing and spawning grounds are daily being raided by the fleets of other nations, and the catch these foreign fishing fleets harvest is sold, in large measure, in the American market. And American trawlers seeking to fish in South American waters where they have historically operated are being fired upon, seized illegally, and subjected to exorbitant "fines" before being set free.

Nor do the fishing industry's problems end there. The fleet is deteriorating — 75 percent of the vessels are over 20 years of age. And the American fishing industry's share of the fish this country consumes is likewise deteriorating — it has shrunk from 66 percent two decades ago to 33 percent today.

We are doing little in the way of marine research, in the development of fishing technology or in fish conservation. Our oceanographic research is limited; we are not exploiting the mineral or medical resources which can be taken from the seas; and we are not developing the production of algae or other food from the sea which could help meet the world's critical nutritional needs.

To meet the critical needs in this area, we recommend:

- (1) Extension to the fishing fleet of the same tax-deferred construction reserve fund privileges being sought for the deep-sea fleet, the Great Lakes fleet and the coastal and inter-coastal fleet.
- (2) The launching of a massive program of modernizing the vessels in our fishing fleet and their replacement

with new vessels which can adequately serve our needs.

- (3) The closing off of our fishing and spawning grounds to the fleets of other nations.
- (4) The enactment of necessary import barriers to prevent the flooding of the American market with low-cost seafood from abroad.
- (5) The imposition of economic sanctions against any Latin American nation involved in the piracy of American fishing trawlers and the holding of them for ransom.
- (6) A full-scale program of aquaculture, that will improve our fishing technology.
- (7) A long-range program of oceanographic research and development; and

Whereas, The government's failure to develop a broad-ranging maritime program has been as devastating to American shipyards as it has been to the shipping industry. In the two decades since the end of World War II, 20 shipyards on all coasts and inland waterways have closed down, throwing thousands of skilled craftsmen out of jobs. The yards that remain open are running at only 50 percent capacity.

This situation is being compounded by the continuing attempts to turn the balance of our shipbuilding over to foreign shipyards. The Navy has already contracted some of its work to yards in the United Kingdom. Government agencies have given approval for the construction of major midsections of cargo vessels in foreign yards and then allowing the owners to register their ships under the American flag, to reap the benefits of government cargoes and domestic trade reserved to the American shipping industry.

The previous sections have put emphasis on the need for a major shipbuilding undertaking to revitalize our fleet. We restate those recommendations now, as part of our recommendations for the revitalization of American shipyards:

- (1) First and foremost, we must hew strictly to the "build-American" concept which has always been part of the U.S. maritime program. This concept should govern Navy as well as merchant ships; it should govern parts of ships as well as whole ships. There should be no deviation whatsoever from the "build-American" principle.
- (2) Long-range shipbuilding plans should

be adopted, on which the shipbuilding industry can rely so that the shipyards will be encouraged to make larger capital investments which will lead to significant reductions in shipbuilding costs.

- (3) To the extent that modernization of our shipyards may be beyond the financial capabilities of the industry — as a direct result of the years of government neglect — the government should be willing to appropriate funds to aid in the overhaul of our shipyards. The yards of our competitors in Western Europe and Japan — the ones which have technological advantages which make it possible for them to under-cut American prices — were rebuilt with one billion American dollars after World War II. If we can invest this much of our taxes in rebuilding the war-ravaged shipyards of our competitors, we should be willing to do no less for the peace-ravaged shipyards in our own country; and

Whereas, For four years, the AFL-CIO Maritime Trades Department, its affiliates, and a significant number of industry organizations, have been in the forefront of the fight to reestablish the Maritime Administration as an independent federal agency.

This campaign has been based on incontrovertible facts which show that maritime fared best when its affairs were in the hands of an independent agency; and that it has fared worst since its function was absorbed into the Department of Commerce.

Nothing has happened in the intervening years which any way changes our opinion on this matter. Accordingly, we continue to recommend to the Congress — where 180 bills on maritime independence are pending in both houses — that it proceed at once to bring such an agency into being, to help America get on with the urgent task of rebuilding all segments of our merchant marine — domestic and international, ashore and afloat; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, endorse the policies and techniques set down by this Resolution and that this become part of the policies and the recommendations of the California Labor Federation, AFL-CIO; and be it further

Resolved, That we endorse the 1970 Maritime Bill which passed the House of Representatives by a vote of 307 to 1 and has passed the Senate by a majority,

and is now in the hands of the Conference Committee and we urge the legislative branch of our government with all speed to pass this 1970 maritime legislation known as the 1970 Maritime Bill (H.R. 15424).

Referred to Committee on Resolutions.
Adopted p. 86.

Union Label on State Printing

Resolution No. 111—Presented by Sacramento Allied Printing Trades Council, Sacramento.

Whereas, The Label of the Allied Printing Trades Council represents fair wages and fair working conditions for employees affiliated with the graphic arts unions; and

Whereas, The California Office of State Printing, through statute, recognizes the prevailing wage rates for typographers, lithographers, pressmen and bookbinders; and

Whereas, Virtually all printing done at the Office of State Printing is done by union labor represented by the graphic arts unions; and

Whereas, The label of the Allied Printing Trades Council has appeared on much of the work produced at the Office of State Printing in past years; and

Whereas, The label of the Allied Printing Trades Council is now being deleted from printing requisitions which specifies that the label be used; and

Whereas, The deletion of the label of the Allied Printing Trades Council from work produced at the Office of State Printing deprives the user of such printing and the people of the State of California of knowing that their printing tax dollars have been spent for qualified craftsmen at fair wages and under fair working conditions; therefore be it

Resolved, That the California Labor Federation support the efforts of the Sacramento Allied Printing Trades Council to have its label appear on printing produced at the Office of State Printing; and be it further

Resolved, That copies of this resolution be sent to the Departments and Agencies of the State of California, and to Herb Silvius, State Printer.

Referred to Committee on Resolutions
Adopted, p. 89.

Establish Day Care Centers

Resolution No. 112—Presented by U.C. Clerical, Technical & Professional Empls. Local 1695, A.F.S.C.M.E., Berkeley.

Whereas, Women workers now make up 38 percent of the national labor force — 30,500,000, and a significant number of

these women are also responsible for the care of children of school age and of younger children. The International AFL-CIO and its organizations on the state, county and local levels all employ women with children young enough to need daily care aside from that offered by schools; and

Whereas, It has been proved that the right kind of day care facilities provide not only protection for the health and safety of the child but cultural and educational enrichment; and

Whereas, Unions have a responsibility to give leadership in this socially necessary endeavor; therefore be it

Resolved, That California AFL-CIO locals be urged to demand in contract negotiations with their employers that provisions be made for parent-controlled child care facilities for children of mothers employed there; and be it further

Resolved, That the California Labor Federation, AFL-CIO, establish child care centers for its staff employees' children and it urge the International and County AFL-CIO organizations to do the same; and be it finally

Resolved, That the California Labor Federation, AFL-CIO, protest the crippling cuts of day care center funding made by the Nixon and Reagan Administrations and urge the International AFL-CIO to do the same.

Referred to Committee on Resolutions.
Nonconcurrency, p. 99-100.

War in Southeast Asia

Resolution No. 113—Presented by U.C. Clerical, Technical and Professional Employees Local 1695, A.F.S.C.M.E., Berkeley.

Whereas, The United States' involvement in the war in Vietnam represents an effort of this country to support a repugnant and undemocratically-based government in Vietnam; and

Whereas, That war clearly cannot be ended through continued military struggle; and

Whereas, Continued military struggle there costs all mankind a price it cannot afford in terms of the loss of life and the deadening of sensibility; and

Whereas, The war is forcing America's young men to choose between serving in an undeclared, illegal and immoral war or going to prison or fleeing their country and its promise; and

Whereas, The war is precluding (and/or giving excuse for negligence of) severely needed development of civil rights, anti-poverty and anti-pollution

programs in this country; and

Whereas, The war is putting an unfair and dangerous financial burden on the middle and lower income workers in this country, who are forced to carry the weight of the war-caused inflation; therefore be it

Resolved, That it is the policy of the California Labor Federation, AFL-CIO, that there should be an immediate cease-fire and withdrawal of U.S. troops from Vietnam and the surrounding countries on whose lands the war is being perpetrated, and that the California Labor Federation, AFL-CIO, urge the International AFL-CIO to adopt the same policy.

Referred to Committee on Resolutions.
Filed, p. 34-35. See Policy Statement XIII.

Racism

Resolution No. 114—Presented by U.C. Clerical, Technical and Professional Empls. Local 1695, A.F.S.C.M.E., Berkeley.

Whereas, Racism is a problem which involves all American workers. Even though working people and unemployed people can least afford the effects of racism, we find that our employers and public officials would have us believe that we must fight against each other, Black, Brown, and White, in order to improve our own conditions. We reject this suicidal notion and proclaim that as our welfare is a collective problem, we must and will work together to improve our common lot; and

Whereas, We find that Third World people, who are worst hurt by this nation's unemployment pattern and whose employment conditions are generally the worst in this country, are especially needful of the best which true unionization can offer. And yet unions have, to a great extent, failed to organize these very workers, thus putting in doubt not just the integrity of union leadership but also the viability of organized labor's future. For just as minority workers represent a vast work force which seriously needs unionization, unions, unless they act now to develop Third World leadership, will soon find themselves totally estranged from the reality of America, helpless to deal with the basic problems with which they must cope. Even when unions include substantial numbers of minority workers, leadership is too often completely White, thus incapable of truly representing the present needs of the membership; and

Whereas, Unions further exacerbate this intolerable situation by failing to exercise their responsibility to fight racist practices of their employers. Similarly,

organized labor has been responsibly accused of giving only lip service to fighting racism in the country at large. Instead of giving leadership in the necessary formation of alliances between the Third World community and the labor community, unions devote themselves almost exclusively to short-range solutions to their problems. Unions seem to have forgotten that the sources of their problems and the problems of the minority community are, by and large, the same, that neither group can win permanent social/economic gains without the support of, and the simultaneously-won gains of, the other. Union people must remind themselves that the same interests and many of the same laws which have been used against unionization in this country are now being used against racial minorities in their parallel struggles. And when union people hear of police brutality and the misuse of law in the ghettos, they must begin to remember their own bitter history. In short, unions must put an end to the blind and self-defeating notion, frequently nurtured by union leadership, that there is a difference between the proper business of a union and the eradication of racism, within and without the union structure; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, fight against all forms of racism wherever it is to be found in union organizations, practices or policies, and wherever we find it in our places of employment; and that the International AFL-CIO be urged to step up its efforts to do the same; and be it further

Resolved, That the California Labor Federation, AFL-CIO, encourage all union efforts on the county and local and national levels to develop Third World leadership within the union structures; and be it further

Resolved, That the California Labor Federation, AFL-CIO, encourage all union efforts on the county and local and national level to establish meaningful minority hiring and training programs; and be it finally

Resolved, That the California Labor Federation, AFL-CIO, work to abolish all phoney and racist tests and special admission requirements for union membership and that the International AFL-CIO be urged to do the same.

Referred to Committee on Resolutions.
Nonconcurrency, p. 65.
See Policy Statement VIII.

Rebuild a Quality Environment

Resolution No. 115 — Presented by U.C. Clerical, Technical and Professional

Empls., Local 1695, A.F.S.C.M.E., Berkeley.

Whereas, The richest country in the world has reached an environmental crisis that brings our very survival into question. Our water is polluted, our air filled with poison, our land littered, our wilderness quickly disappearing. The nation's corporations in their blinded concern for profits have become monsters in our midst. Union Oil filled the waters of the beautiful Santa Barbara coast with oil and sludge and now Standard Oil has obtained permission to try it again. The same corporations which pollute our waters and poison our air with almost total lack of concern show the same callousness for the men and women who work for them. Farm workers in California sicken and die before they are 50 years old because of the irresponsible use of pesticides by growers. Miners are forced to retire at 40, incapacitated by black lung disease, because of the absolute refusal of mine owners to establish safe working conditions. Asbestos workers have an enormously high death rate due to lung cancer and the companies make sure that no one knows; and

Whereas, The fight to protect workers inside the factories and in the fields and mines is part of the fight to save our environment. The United Auto Workers are currently negotiating a contract which includes the demand that the auto industry take a responsible attitude toward auto-caused air pollution. Farm workers in California are engaged in a bitter struggle to protect themselves and California consumers from pesticide poisoning; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, support our brothers and sisters in their struggle against horribly dangerous working conditions and that unions support efforts to maintain and rebuild a quality environment. In addition, the California Labor Federation, AFL-CIO, demand that government place the cost for massive environmental programs where it belongs, on the country's corporations.

Referred to Committee on Resolutions
Adopted, p. 31.

Discrimination Against Women

Resolution No. 116—U.C. Clerical, Technical, and Professional Empls., Local 1695, A.F.S.C.M.E., Berkeley.

Whereas, Women comprise more than 1/3 of the U.S. work force. More than 40% of American women work today. Yet the median income of White women is 57% of the median income of men; and the median income of Black and Brown women is 41% of the median income of men; and

Whereas, Employed women are also discriminated against in that employers provide different benefit coverage for women, don't promote women as quickly as men, and so on. Employers continually disqualify women for jobs on the basis of their sex — for physical reasons, or because women are considered responsible for children, or for other similarly discriminative reasons; and

Whereas, Women are considered to be less in need of economic reward; men are supposedly supporting families while women merely contribute "extra" money to the family. Yet 62% of working women must work either because they are heads of families or because their husbands earn less than \$5,000 a year; and

Whereas, Working women have a higher mean educational attainment than men, so there is no justification for discrimination on the basis that men are generally better educated. Women with college degrees earn about the same as men with no more than a high school education; and

Whereas, Third World women face the double oppression of racism and sex discrimination. They generally find themselves in the lowest paid jobs in this society and 40% of Black mothers are in the poverty bracket as heads of households; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, will fight against discrimination in its own organization and in places where its members are employed and will urge the International AFL-CIO to do the same and that the California Labor Federation, AFL-CIO, will establish a department to deal with discrimination against women.

Referred to Committee on Resolutions
Nonconcurrence, p. 100.

Organizing White Collar Workers

Resolution No. 117 — Presented by U.C. Clerical, Technical and Professional Empls., Local 1695, A.F.S.C.M.E., Berkeley.

Whereas, An estimated 2 million to 2½ million white collar workers in the United States are in unions, or roughly 10 to 12 percent of those eligible for membership. In contrast, 50 to 60 percent of blue collar workers are organized; and

Whereas, It is essential that the organizing of white collar workers not lag behind any further. An irreparable schism between the two segments of the work force may occur and the benefits won for blue collar workers could be wiped out by white collar insensitivity and miseducation; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, step up its white collar organizing drive, so that all white collar employees may enjoy the rights and fruits of the collective bargaining process.

Referred to Committee on Resolutions.
Nonconcurrence, p. 86-87.

Unemployment Insurance for All Workers

Resolution No. 118 — Presented by U.C. Clerical, Technical and Professional Empls., Local 1695, A.F.S.C.M.E., Berkeley.

Whereas, Unemployment compensation insurance is still not provided for large numbers of working people in California; and

Whereas, The threat to the job security of many of these workers continues and in many cases is increasing; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, give priority emphasis in its legislative campaign for the coming year to the demand for unemployment compensation insurance for all California workers not presently covered, specifically farm workers, public employees, and employees of non-profit organizations.

Referred to Committee on Legislation.
Adopted, p. 62.

Add Geographical Vice President

Resolution No. 119—Presented by Central Labor Council of Santa Clara County, AFL-CIO, San Jose.

Whereas, AFL-CIO local unions in this County are presently paying on nearly 42,000 members (not including unaffiliated labor organizations) according to the financial reports of the Federation; and

Whereas, the population of Santa Clara County is now over 1,200,000 and such a large county should properly have a Geographical Vice President to render needed services to the affiliated unions; and

Whereas, The Central Labor Council of Santa Clara County and affiliated unions, hereby request this Federation convention to favorably consider our request for a Geographical Vice President covering Santa Clara County; and

Whereas, Article IV, pages 8, 9, and 10 of the California Labor Federation Constitution provides for 25 Geographical Vice Presidents, and District Number 8 presently consists of San Mateo, Santa Clara, San Benito, Santa Cruz and Monterey Counties and provides for one Vice President; therefore be it

Resolved, To accomplish the foregoing we propose the following changes in Article IV of the Constitution:

Section 1. "35 Vice Presidents" shall be changed to read "36 Vice Presidents".

Section 1. (b) "25 Geographical Vice Presidents" shall be changed to read "26 Geographical Vice Presidents".

Section 2. "25 Geographical Vice Presidents" shall be changed to read "26 Geographical Vice Presidents".

District No. 8 shall be changed by deleting "San Mateo, Santa Cruz, Monterey, and San Benito Counties and shall henceforth consist of "(Santa Clara County) one Vice President".

District No. 9 should read, "(San Mateo, Santa Cruz, Monterey, and San Benito Counties" one Vice President".

The present District No. 9 to District No. 15 all language to remain as it now reads shall all be renumbered District No. 10 through District No. 16.

Referred to Committee on Constitution. Filed, p. 92-93. Subject matter referred to Executive Council.

Protect American Jobs

Resolution No. 120 — International Assoc. of Machinists & Aerospace Workers, Dist. Lodge 50, San Diego.

Whereas, Foreign imports are causing added unemployment in the United States; and

Whereas, The laws governing imports favor imports and foster runaway production by U.S. industry to countries competing against American jobs; and

Whereas, Profits of American corporations overseas are non-taxable and assets of foreign subsidiaries of American business now total more than \$100 billion; and

Whereas, In recent years approximately 100,000 American jobs have been lost to such foreign subsidiaries who ship the bulk of their products to the United States in direct competition to U.S.-made goods; therefore be it

Resolved, That this Eighth Convention of the California Labor Federation, AFL-CIO go on record calling for prompt overhaul, by Congress, of the present tariff structures which are contributing to the declining American economy by allowing cheap foreign labor to displace American workmen; and be it further

Resolved, That all affiliated councils and local unions be requested to contact their Congressional representatives urging prompt legislative efforts in support of this resolution; and be it further

Resolved, That the California Labor Federation, AFL-CIO sponsor a nationwide one day of rest for all labor unions

to protest foreign imports, target day to be Friday following Labor Day.

Referred to Committee on Resolutions. Adopted as amended, p. 35.

Provide Transportation Pay

Resolution No. 121—Presented by California Pipe Trades Council, Oakland.

Whereas, The employment of a large segment of workers is widespread and often presents great distances for them to travel to gain this employment; and

Whereas, The long unemployed, being totally without funds except unemployment insurance, is prevented from traveling to the distant areas of employment; and

Whereas, If the unemployed were able to draw an advance on his account at the Department of Human Resources (Department of Employment) to cover cost of transportation to the job site, plus two weeks subsistence, on a job of at least ninety (90) days duration, in lieu of his regular weekly payment; therefore be it

Resolved, That this Eighth Convention of the California Labor Federation, AFL-CIO instruct the Federation's officers to pursue the enactment of a law to provide this assistance.

Referred to Committee on Legislation. Nonconcurrence, p. 62-63.

Support Only Labor's Friends

Resolution No. 122—Presented by Shipyard & Marine Shop Laborers, Local 886, Oakland.

Whereas, Many of our local, state and national legislators who have attained political success, have been able to do so because of the support given them by organized labor, in the form of money and personal services; and

Whereas, Many of these same legislators have helped actively to enact laws that are detrimental to labor, or by inaction or non-action failed to support legislation that would advance and protect the interests of working people, and help in stabilizing the general welfare as a whole; and

Whereas, This trend is increasing as the years go by, leaving one to surmise that these so-called friends of organized labor believe that organized labor can be depended upon to forever support them; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, in convention assembled in San Francisco, California, on August 31, 1970 go on record as reaffirming the principle laid down by Samuel Gompers, that organized labor sup-

port only those that are proven to be its friends.

Referred to Committee on Resolutions.
Adopted as amended, p. 67.

Halt Foreign Motion Picture and TV Film Imports

Resolution No. 123—Presented by Film Technicians, Local 83, Los Angeles.

Whereas, The unrestricted importation of foreign-produced American-interest motion picture and television film productions is creating serious and drastic unemployment conditions among workers in the U.S. domestic film industry; and

Whereas, The AFL-CIO Economic Policy Committee has reported to the Federation's Executive Council that the old concepts of "free trade" and "protectionism" are outdated and irrelevant, in the face of world trade realities in the 1970's which demand a thorough revision of U.S. Government policies and attitudes regarding foreign trade; and

Whereas, The U.S. Government has learned no lesson from the shocking period of accelerated deterioration of the U.S. position in world trade during the 1960's and today still has failed to recognize that foreign governments directly and indirectly bar the free flow of imports of American-made motion picture and television film productions to their countries, while subsidizing and encouraging exports to this country of their foreign-made products; and

Whereas, The skyrocketing rise of foreign investments by U.S. motion picture companies and their overseas subsidiaries has reached the critical position where, for example, U.S. interests now are reported to own and control 90% of the British film industry, and this development has resulted in the export of U.S. motion picture production "know-how" and the export of American motion picture and television film jobs; and

Whereas, The AFL-CIO Economic Policy Committee has recognized that increasing foreign imports and U.S.-owned foreign operations has resulted in the loss of important job opportunities for American workers with a wide variety of skills, talents and professional abilities; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation, AFL-CIO, demand that the United States Government adopt the following changes in our government's foreign trade policies and attitudes:

1. Establishment of adequate tariff and trade regulations to curb the unrestricted

flow of imported motion picture and television film productions into the United States;

2. Repeal of Item 807 and other similar provisions of the Tariff Code which provide financial encouragement to foreign production and the juggling of operations by U.S.-based multi-national corporations;

3. Institution of direct restrictions and controls on U.S. investment of capital in production activities in developed foreign countries;

4. Creation of a more effective and workable trade adjustment assistance program to protect American workers displaced by foreign imports; and

5. Enactment of other appropriate legislative measures needed to protect American workers from unfair and discriminatory foreign trade practices and to provide for the improvement of the U.S. relative trade position in the interest of all the American people on a truly reciprocal basis; and be it further

Resolved, That this Eighth Convention of the California Labor Federation, AFL-CIO, officially notify all United States Senators and Congressmen of the serious unemployment peril to the employees of the motion picture industry.

Referred to Committee on Resolutions.
Adopted, p. 35.

Increase Workmen's Compensation Benefits

Resolution No. 124—Presented by Brick and Clay Workers District Council No. 11, North Hollywood.

Whereas, The cost of living has increased steadily in the past and is continuing to rise; and

Whereas, Workmen's compensation, weekly and death benefits have not increased with the cost of living; and

Whereas, District Council No. 11, of the United Brick and Clay Workers of America, AFL-CIO and its delegates in convention, have endorsed higher weekly and death compensation benefits to all California workers; therefore be it

Resolved, That this Eighth Convention of the California Labor Federation, AFL-CIO, do everything possible to enact legislation for an increase in workmen's compensation, weekly and death benefits, for all of our California workers.

Referred to Committee on Legislation
Filed, p. 98. See Resolutions 2 and 50.

Hotel Reimbursement

Resolution No. 125—Presented by Executive Council, California Labor Federation, AFL-CIO.

Whereas, A marked increase in charges for hotel accommodations has been noted generally throughout California; and

Whereas, The Constitution fixes specific limits on allowances for expenses of members of the Executive Council when attending meetings of the Council; and

Whereas, No increase has been provided for in the past decade; therefore be it

Resolved, That Article XI, Section 1, of the Constitution of the California Labor Federation, AFL-CIO be amended by striking from line eight "\$15.00" and inserting "\$25.00."

Referred to Committee on Constitution
Adopted, p. 94.

Federation Finances

Resolution No. 126—Presented by Executive Council, California Labor Federation, AFL-CIO.

Whereas, There are short-term investments currently available which provide yields in excess of those maintained in bank accounts; and

Whereas, The existing provisions of Article XIII, Section 2 of the Federation Constitution restricts use of Federation funds to bank accounts; and

Whereas, It is the belief of the Executive Council of the Federation that more flexibility should be permitted but under the supervision of the Executive Council; therefore be it

Resolved, That Article XIII, Section 2, page 31, of the Constitution be amended by inserting immediately prior to the period the following:

"or in such other form of investment as may be designated by the Executive Council from time to time."

Referred to Committee on Constitution
Adopted as amended, p. 93-94.

Ballot Proposition on Interest Rates

Resolution No. 127—Presented by Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, A proposal that the Federation consider sponsoring an initiative measure to reduce interest rates on consumer loans from 18 to 12 percent and seek to have it placed on the ballot at the 1970 election was submitted to the Executive Council at its meeting at the International Hotel in Los Angeles on February 12, 1969; and

Whereas, At the Council's next meeting at the El Dorado Hotel at Sacramento, May 1-2, 1969, the Legislation Committee reported that while it felt that a reduction of interest rates was extremely desirable, the cost of waging an initiative campaign

was so great that the matter should be acted upon by the Federation affiliates at the 1970 Convention; and

Whereas, The Committee's report pointed out that to wage a successful campaign would involve the willingness of affiliates to support it through pledges of \$1 or \$2 per member; and

Whereas, The Committee's report recommended that the Executive Council introduce a resolution on this matter at the 1970 Federation Convention; therefore be it:

Resolved, That this Eighth Convention of the California Labor Federation, AFL-CIO, instruct the Secretary-Treasurer to introduce at the 1971 session of the California Legislature a bill requiring the presentation of a constitutional amendment providing that the maximum amount of interest payable on any transaction, private or commercial, be not in excess of 12 percent.

Referred to Committee on Legislation.
Adopted, p. 97.

Bank Organizational Campaign

Resolution No. 128—Presented by State Council of Retail Clerks, San Francisco; State Assn. of Electrical Wkrs., Los Angeles; and State Theatrical Federation, San Francisco.

Whereas, The Office and Professional Employees International Union, AFL-CIO, is presently engaged in a massive organizational campaign to organize the more than one million bank employees in the U.S. and Canada; and

Whereas, In recognition of the OPEIU's role and the importance of this task to the labor movement in general, the AFL-CIO Executive Council passed the following resolution at its February session:

"Whereas, Samuel Gompers called on organized labor to 'reward its friends and punish its enemies,'; and

"Whereas, His admonition is being implemented by the AFL-CIO's Union Label Department which urges all union members to patronize and support unionized employers; and

"Whereas, The Office and Professional Employees International Union has succeeded in organizing the employees of several large banks in the United States and Canada, thereby bringing them the benefits of collective bargaining in the form of job security, union wage scales, and improved working conditions; and

"Whereas, Approximately one million bank employees in both countries still remain unorganized; and by working for sub-

standard wages and conditions of employment they create unfair competition for unionized banks, therefore be it

"Resolved, That the AFL-CIO fully supports the OPEIU in its efforts to organize presently unorganized bank employees within its jurisdiction; that we strongly urge our 14 million individual members to patronize unionized banks with their personal checking and deposit accounts, and that we also urge our affiliated unions—as well as all AFL-CIO state, county and city labor councils—to cooperate in this endeavor by transacting their banking business, including pension and welfare funds, with unionized banks"; and

Whereas, The State of California is a prime target of the OPEIU campaign. There are no other unionized banks in the state. These non-union bank employees need the protection of the OPEIU to uplift the wages and conditions of employment as well as to protect their interests in the event of mergers, consolidations and takeovers; and

Whereas, OPEIU local unions and members in California are dedicated to the task of organizing the presently unorganized banks in the state; therefore be it

Resolved, That delegates to the California State AFL-CIO Convention pledge their support, cooperation and assistance to the OPEIU in its bank organizing campaigns; and be it further

Resolved, That individual delegates, as well as the organizations they represent, implement and complement the AFL-CIO Executive Council resolution by patronizing union banks and withholding their moneys, funds and business from California banks that unfairly resist OPEIU organizational efforts.

Referred to Committee on Resolutions.
Adopted, p. 87.

Statewide Community Services Committee

Resolution No. 129—Presented by State Council of Retail Clerks, San Francisco.

Whereas, The AFL-CIO has for many years maintained an expanding program of community services; and

Whereas, Six (6) areas in California, namely San Diego, Los Angeles, San Francisco, Alameda County, Santa Clara County, and Sacramento maintain actively operating Community Services Committees; therefore be it

Resolved, That the California Labor Federation in convention assembled August 31 to September 4, 1970, reimplement its State Community Services Committee to promote community services statewide, encourage local Community Services Com-

mittees already established to increase their programs and create new committees where none exist.

Referred to Committee on Legislation.

Re-referred to Committee on Resolutions.
Nonconcurrency, p. 86.

Support Professor Eldred E. Rutherford

Resolution No. 130—Presented by State Council of Retail Clerks, San Francisco.

Whereas, Dr. Eldred Rutherford, professor of psychology and President of American Federation of Teachers, Local 1362, San Jose State College, was stripped of tenure and fired by Chancellor Glenn Dumke for leading the 1969 college faculty strike; and

Whereas, Dumke capriciously overruled the decisions of the Personnel Board's special hearings officer; the faculty retention and tenure committees of the Psychology Department, the schools of Arts and of Humanities; College President Dr. Hobart Burns; the five-man Faculty Grievance panel and the statewide three-man review panel—all of whom ruled in favor of Dr. Rutherford's full reinstatement; and

Whereas, Glenn Dumke as Chancellor and Chief Administrator of the nineteen California State Colleges has the "endless" resources of the State of California to carry out the dictates of the viciously repressive political administration in Sacramento; therefore be it

Resolved, That the California Labor Federation in convention assembled, August 31 to September 4, 1970, empower the Officers and Executive Council of the Federation to establish and promote a statewide labor Rutherford Defense Fund; and be it further

Resolved, That all affiliated local unions and Labor Councils be urged to give financial support.

Referred to Committee on Resolutions.
Filed, p. 66. Subject matter referred to Executive Council.

Equity in Unemployment Insurance

Resolution No. 131—Presented by State Council of Retail Clerks, San Francisco.

Whereas, Unemployment in California is nearing emergency proportions, which is already adversely affecting the economy of the state; and

Whereas, Under the present national and state administrations no effective programs are being developed to arrest the downward trend; therefore be it

Resolved, That the California Labor Federation in convention assembled, August 31-September 4, 1970, in the City of San Francisco, California, promote and support legislation which will:

- (a) Eliminate "Merit Rating" in unemployment insurance, and
- (b) Eliminate the system of disqualifying claimants from benefits until they have earned a certain stated amount.

Referred to Committee on Legislation.
Adopted, p. 96.

Affiliate With California Farmer-Consumer Information Committee

Resolution No. 132—Presented by State Council of Retail Clerks, San Francisco.

Whereas, The California Farmer-Consumer Information Committee, founded many years ago, exists primarily to promote the welfare of the small farmer, the consumer and labor unions; and

Whereas, This Committee has consistently promoted and supported favorable labor legislation and bitterly opposed and denounced legislation unfavorable to labor; and

Whereas, Throughout the years the California Farmer-Consumer Committee has developed a unique and accurate system of research regarding pending legislation which is made available to all its affiliates; therefore be it

Resolved, That the California Labor Federation in convention assembled, August 31 to September 4, 1970, promote and support the California Farmer-Consumer Information Committee and its efforts, through affiliation with the Committee.

Referred to Committee on Resolutions.
Adopted, p. 85.

Curb Abusive Practices of Private Employment Agencies

Resolution No. 133—Presented by State Council of Retail Clerks, San Francisco.

Whereas, Private employment agencies in California are victimizing an ever growing number of unemployed persons; and

Whereas, Their unrestrained growth has led to abusive charges, up to 10% of a person's first year's wages, costing the unsuspecting unemployed millions of dollars annually; and

Whereas, The situation has worsened since the present State Administration has "gotten out" of the employment placement

service; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, promote and support legislation which will prohibit private employment agencies from referring applicants to any job covered by union contract; and be it further

Resolved, That the California Labor Federation, AFL-CIO, promote and support legislation which will return supervision of private employment agencies to the California Labor Commissioner and subject these agencies to the State Labor Code.

Referred to Committee on Legislation.
Adopted as amended, p. 96.

Culinary Legislative Goals

Resolution No. 134—Presented by State Council of Culinary Workers, Bartenders, Hotel, Motel Service and Club Employees, Santa Monica.

Whereas, the California State Council of Culinary Workers, Bartenders, Hotel, Motel Service and Club Employees in Convention, September 20 - 21, 1968, Sacramento, California adopted resolutions directed to the purpose of providing legislative and administrative protection for the well being of the working men and women and all citizens of the State of California; and

Whereas, These resolutions were submitted to the California Labor Federation, AFL-CIO, for adoption, implementation, preparation and introduction for legislative action at the 1970-1971 session of the Legislature; and

Whereas, The California Labor Federation, AFL-CIO, in legal Convention concurred and adopted these resolutions; and

Whereas, All but one of these resolves were introduced before the Legislature, but failed to secure the necessary votes for adoption into law; and

Whereas, The California State Council of Culinary Workers, Bartenders, Hotel, Motel Service and Club Employees reaffirms its sincere belief that these measures set forth in the resume are vitally necessary to the well being of all citizens of the State of California;

RESUME

1968 Convention Resolutions:

- #107—Tips to be included as wages
- #109—Service Contract Act of 1965
- #111—Determination of Wage and Benefit Claims
- #118—Protect State Employees

1966 Convention Resolution:

- Amend Section 2626 to include pregnancy while hospitalized

Legislative History:

- AB #246—Leon Ralph
- AB #349—Britschgi
- Held—1967 AB #344
- McMillan
- not introduced

- AB #764—Unruh

Therefore Be It Resolved, That the California Labor Federation, AFL-CIO prepare, implement and take all action necessary to introduce such legislation necessary to carry out the intent of the resolves at the next legal session of the legislature.

Referred to Committee on Legislation.
Filed, p. 96.

Provide Child Care Facilities

Resolution No. 135—Presented by State Council of Culinary Workers, Hotel, Motel Service and Club Employees, Santa Monica.

Whereas, The working mothers and fathers in the State of California are consistently faced with the problem of making some provision for the safe care of their children while they are at work; and

Whereas, Many more women today are coming into the labor force, and this problem will become greater and more critical with each passing year; and

Whereas, There is an urgent need to increase the number of Day Care Centers which can provide a safe and wholesome environment for children of working parents, such centers should be staffed by well-trained personnel; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation, AFL-CIO, does hereby go on record in support of this resolution; and be it further

Resolved, That the California Labor Federation, AFL-CIO, be requested through its legislative representative to introduce legislation designed to provide adequate Centers for this purpose.

Referred to Committee on Legislation.
Filed, p. 98. See Resolution No. 82.

Establish Protective State Legislation

Resolution No. 136—Presented by State Council of Culinary Workers, Bartenders, Hotel, Motel Service and Club Employees, Santa Monica.

Whereas, The California Labor Federation has been continually working through its legislative program over the years to enact a State Fair Labor Standards Act patterned closely after the Federal Law; and

Whereas, Such a law should provide coverage for the workers—male and female alike; therefore be it

Resolved, That a statutory minimum per hour and statutory penalty pay provision as minimum protection against excessive working hours should be included as well as other protective measures in a State Fair Labor Standards Act; and be it further

Resolved, That the California State Coun-

cil of Culinary Workers, Bartenders, Hotel, Motel and Club Service Employees does hereby go on record commending the California Labor Federation, AFL-CIO, for their untiring efforts to enact a State Fair Labor Standards Act; and be it further

Resolved, That the California Labor Federation, ALF-CIO, be requested through its legislative representative to continue its efforts to accomplish the enactment of a State Fair Labor Standards Act in line with the federal law.

Referred to Committee on Legislation.
Filed, p. 96-97. See Policy Statement VI.

Equal Pay Law

Resolution No. 137—Presented by State Council of Culinary Workers, Bartenders, Hotel, Motel Service and Club Employees, Santa Monica.

Whereas, Federal legislation providing for equal pay for comparable work was enacted as an amendment to the Fair Labor Standards Act, and it became effective June 11, 1964; and

Whereas, An Executive Order to encourage equal employment for women in hiring, training and promotion, was enacted in the Civil Rights Act of 1964, Title 7, that was passed by the Congress of the United States; and

Whereas, The above mentioned laws will benefit only 7.4 million women, which is only one-third of the 23.3 million women in the work force; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation, AFL-CIO, does hereby go on record urging state legislation along the lines of the federal law, which was strongly supported by the AFL-CIO; and be it further

Resolved, That the California Labor Federation, AFL-CIO, be requested through its legislative representative to introduce such legislation.

Referred to Committee on Legislation.
Adopted as amended, p. 97.

Women's Eight-Hour Law

Resolution No. 138—Presented by State Council of Culinary Workers, Bartenders, Hotel, Motel Service and Club Employees, Santa Monica.

Whereas, Since 1911, the California State Law has provided a maximum 8-hour law for women; and

Whereas, During actual national emergencies, such as occurred at the time of the now expired California Defense Production Act during the last war, and now with the conflict of the federal law, Civil Rights Act of 1964, Title 7, with the state laws for women and minors, certain relax-

ations are being made by employers to this basic law of our state; and

Whereas, The unemployment situation in our state is such that a real emergency lies in the need of spreading work and not attempting to weaken present liberal protective legislation for women; and

Whereas, Actually the entire trend in modern industry brought on by automation and future adjustments of tariffs must be faced in accord with the AFL-CIO policy of even shorter hours of labor for both men and women; and

Whereas, Certain mercenary interests in our state are continually attempting to take away rights that had been established and enjoyed for many years under the guise of introducing so-called "emergency" laws and now they are using the federal law; therefore be it

Resolved, That the Eighth Convention of the California Labor Federation, AFL-CIO, does hereby go on record in protest to any amendments on the relaxation of the standard 8-hour law for women in California, and amendments to relax the protective measure of the law for women in California; and be it further

Resolved, That the California Labor Federation, AFL-CIO, be requested through its legislative representative to introduce and vigorously support legislation designed to shorten, without exception, the permissive hours of labor for women in the State of California.

Referred to Committee on Legislation.
Adopted, p. 97.

Television Re-Runs

Resolution No. 139—Presented by State Theatrical Federation, San Francisco.

Whereas, In past years, the normal policy of the Television Networks, (CBS, NBC and ABC), has been to restrict the exhibition of re-runs or repeats to the summer vacation months only; and

Whereas, A substantial portion of the television entertainment programs now being scheduled for presentation in network prime time throughout the year by the television networks consists of warmed over re-runs or repeats which are being foisted upon unsuspecting viewing audiences; and

Whereas, This objectionable practice by the Networks has intensified the current unemployment crisis in the Hollywood film studios by cutting off approximately 35% of the usual number of filmed television entertainment program episodes produced in Hollywood, California, U.S.A; and

Whereas, A successful campaign of let-

ter-writing by the general public can bring a halt to this objectionable Network practice of showing re-runs or repeats in network prime time throughout the year, so as to appreciably increase the number of television episodes filmed in Hollywood for the normal season and provide the viewing audience with new and more enjoyable television entertainment programs; therefore be it

Resolved, By the Hollywood A. F. of L. Film Council that the Council shall undertake and endorse the institution of a nation-wide letter-writing campaign by the members of the American television viewing public, notifying the sponsors of prime time Network television shows and their advertising agencies, that, as consumers, they will not purchase the products of any such sponsor so long as it continues to constantly show re-runs or repeats of episodes of television entertainment programs sponsored by such company on the Networks during the normal season, rather than presenting fresh, new and more entertaining programs that have not been previously shown to the television viewers; and be it further

Resolved, That the Eighth Convention of the California Labor Federation, AFL-CIO, endorse and support this resolution.

Referred to Committee on Resolutions.
Adopted as amended, p. 86.

Bar Foreign Film and TV Imports

Resolution No. 140—Presented by State Theatrical Federation, San Francisco.

Whereas, The unrestricted importation of foreign-produced American-interest motion picture and television productions is creating serious and drastic unemployment conditions among workers in the U.S. domestic film industry; and

Whereas, The AFL-CIO Economic Policy Committee has reported to the Federation's Executive Council that the old concepts of "free trade" and "protectionism" are outdated and irrelevant, in the face of world trade realities in the 1970's which demand a thorough revision of U. S. Government policies and attitudes regarding foreign trade; and

Whereas, The U. S. Government has learned no lesson from the shocking period of accelerated deterioration of the U. S. position in world trade during the 1960's and today still has failed to recognize that foreign governments directly and indirectly bar the free flow of imports of American-made motion picture and television productions to their countries, while subsidizing and encouraging exports to this country of their foreign-made products; and

Whereas, The skyrocketing rise of foreign investments by U. S. motion picture companies and their overseas subsidiaries has reached the critical position where, for example, U. S. interests now are reported to own and control 90% of the British film industry, and this development has resulted in the export of U. S. motion picture production "know-how" and the export of American motion picture and television jobs; and

Whereas, The AFL-CIO Economic Policy Committee has recognized that increasing foreign imports and U. S.-owned foreign operations have resulted in the loss of important job opportunities for American workers with a wide variety of skills, talents and professional abilities; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, demand that the AFL-CIO initiate and the U. S. Government adopt the following changes in our government's foreign trade policies and attitudes:

1. Establishment of adequate tariff and trade regulations to curb the unrestricted flow of imported motion picture and television productions into the United States;

2. Repeal of Item 807 and other similar provisions of the Tariff Code which provide financial encouragement to foreign production and the juggling of operations by U.S.-based multi-national corporations;
3. Institution of direct restrictions and controls on U. S. investment of capital in production activities in developed foreign countries;
4. Creation of a more effective and workable trade adjustment assistance program to protect American workers displaced by foreign imports; and
5. Enactment of other appropriate legislative measures needed to protect American workers from unfair and discriminatory foreign trade practices and to provide for the improvement of the U. S. relative trade position in the interest of all the American people on a truly reciprocal basis; and be it further

Resolved, That the Eighth Convention of the California Labor Federation, AFL-CIO, endorse and support this resolution.

Referred to Committee on Resolutions.
Adopted, p. 88.

REPORTS OF OFFICERS

REPORT OF THE EXECUTIVE COUNCIL

San Francisco, August 1, 1970
To the Eighth 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 eight occasions during the interim period following the September, 1968, Convention in Sacramento.

The dates and locations of the meetings were as follows: December 3-4-5, 1968, at the Hilton Inn in San Diego; February 12, 1969, at the International Hotel in Los Angeles; March 7, 1969, at the Del Webb TowneHouse in San Francisco; May 1-2, 1969, at the El Dorado Hotel in Sacramento; August 6-7, 1969, at Konocti Harbor Inn at Clear Lake; December 10-11, 1969, at the Spa Hotel in Palm Springs; March 11-12, 1970, at the Sheraton-Universal Hotel in Universal City; and June 10-11, 1970, at the Del Webb TowneHouse in San Francisco. As of this report, the next Executive Council meeting is scheduled to convene at the Del Webb TowneHouse in San Francisco on August 26, 1970, just prior to the opening of the Eighth Convention of the Federation in the San Francisco Civic Auditorium on August 31, 1970.

ELECTION OF NEW MEMBERS

On March 11, 1970, the Council reluctantly accepted the request of Thomas L. Pitts, who had served as the Federation's executive officer and secretary-treasurer for the past 10 years, to retire under the disability provisions of the Federation's retirement plan. He had previously served as a vice president of the Federation from 1941 to 1950, and as President from 1950 to 1960.

John F. Henning, who returned to the Federation's staff as the Secretary-Treasurer's Administrative Assistant and Director of Research in November, 1969, after a decade of service in state and federal posts including California State Director of Industrial Relations, U.S. Under Secretary of Labor and Ambassador to New Zealand, was elected to succeed Pitts. He was sworn into office

at 5:30 p.m., Wednesday, March 11, 1970.

At the March 11 meeting the Executive Council, in appreciation of Pitts' 34 years of service to organized labor, conferred the honorary title of Secretary-Treasurer Emeritus on him and subsequently organized two testimonial dinners—one in San Francisco on June 11, 1970, and one in Los Angeles on June 25, 1970 — to give his many friends, colleagues and associates an opportunity to honor him for his long service to organized labor and California workers in general.

Since the Federation's last convention two years ago, the Executive Council has lost one of its officers due to death.

George O. Faville, Secretary-Treasurer of the Humboldt-Del Norte Counties Central Labor Council, who had just been elected a vice president of the Federation at the Federation's convention in Sacramento in September, 1968, succumbed to a heart attack in Eureka in November, 1968. Elected to succeed him as vice president in District 14 was Leonard Cahill, secretary-treasurer of the Redwood District Council of Lumber and Sawmill Workers in Eureka.

The Executive Council was also saddened by the death of Paul Scharrenberg, an early secretary-treasurer of the California AFL State Federation of Labor who later served as an advisor to Franklin D. Roosevelt and as a leading lobbyist for the A.F. of L. in Washington; and two former Federation vice presidents: Charles Roe, a charter member of Carpenters Local 1622 in Hayward who helped develop the Alameda County Building Code and was one of the leaders in a successful fight for improved hospital facilities in his area; and Charles J. Smith, former director of District 38 of the United Steelworkers who was instrumental in winning a pact with Kaiser Steel that led to a long-range sharing plan that resulted in more than \$25 million in additional compensation to members of the Steelworkers Union at Kaiser Steel.

LEGISLATIVE PROGRAM

Immediately after the November 5, 1968 general election, the Executive Council's Legislative Committee and its

Advisory Committee appointed by the President and Secretary-Treasurer met at the Del Webb TowneHouse in San Francisco on Thursday, November 7, 1968, to draw up recommendations on legislative priorities for the 1969 legislative session to be submitted to the Executive Council.

In drafting these recommendations, both the Legislative Committee and its Advisory Committee were guided by the provisions of the legislative review authority granted to the Executive Council by Section 4 of Article IX of the Federation's Constitution which reads in part as follows:

"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."

Utilization of the services of the 15-member Advisory Committee to help determine legislative priorities was in keeping with a policy statement adopted at the Federation's Fifth Convention in 1964 and reaffirmed by delegates participating in the 1966 Convention.

The task confronting the Legislative Committee and its Advisory Committee was that of sifting carefully through more than 100 resolutions adopted by delegates to the Federation's Seventh Convention, considering their merits, and recommending a category of priority for each. Procedurally, the Advisory Committee made its recommendations to the Legislative Committee which in turn makes its recommendations to the Federation's Executive Council. The Council makes the final determination on the Federation's legislative program.

In those instances where the Legislative 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 recommendation and invite them to appear before the Executive Council at a designated time if they wanted to protest the committee's recommendation.

Sponsors of such resolutions were also informed 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.

The recommendations of the Legislative Committee were presented to the Federation's Executive Council at its meeting the following month at the Hilton Inn in San Diego December 3-4-5, 1968.

Recognizing that conservative forces had captured control of the White House and the lower house of the California State Legislature in the general elections a month earlier, the Executive Council proceeded to adopt a wide-ranging but realistic legislative program designed to strengthen and protect the wages and working conditions of California's eight million member labor force and to expand coverage of social insurance protections to thousands of workers still denied coverage.

Details of the program were published in the Federation's weekly publication, the California AFL-CIO News, prior to the opening of the 1969 legislative session and widely reprinted by labor publications throughout the state.

Two weeks after the 1969 legislative session concluded all its business except the review of gubernatorial vetoes and recessed on August 8, 1969, the "1969 Legislative Report," which reviewed the entire program in detail, was sent to all Federation affiliates.

1970 SESSION

In an effort to simplify and streamline procedures for adoption of the Federation's legislative program during even numbered years, the Executive Council, at its August 6-7, 1969, meeting at Konociti Harbor Inn at Clear Lake, directed the council's Standing Committee on Legislation to meet and draft recommendations on legislation to be sought during the 1970 session prior to the next meeting of the Executive Council.

Accordingly, the Council's Legislative Committee met in San Francisco on November 12, 1969, reviewed the 1969 legislative program and developed its recommendations for the 1970 legislative session.

These recommendations were presented to the Executive Council at its meeting at the Spa Hotel in Palm Springs December 10-11 and subsequently adopted.

Mindful that 1970 was an election year and that the attitude of some legislators toward legislation needed to protect workers' rights and improve the social insurance protections afforded them might be subject to change, the Executive Council's 1970 legislative program emphasized the need for improvements in the state's unemployment insurance program, particularly in view of the developing recession, and called for other improvements in the workmen's compensation and disability insurance programs designed to benefit millions of California workers.

Among other things, the 1970 program stressed the need for legislation to outlaw professional strikebreakers in California — a need underscored by the continuing labor disputes at the Los Angeles Herald-Examiner and the San Rafael Independent Journal in which the managements of both papers have repeatedly scorned both public and private efforts to resolve the disputes.

Since the 1970 legislative session is still in session as of the date of the preparation of this report, no summary of the 1970 session can yet be made, but reports on the progress of the Federation's legislative program have been carried in the California AFL-CIO News.

REFERRED RESOLUTIONS

At the 1968 convention, a number of resolutions were filed with the subject matter referred to the Executive Council for appropriate consideration and possible action. The subsequent disposition of these resolutions by the Executive Council was as follows:

Resolution No. 17 — Direct Compensation Payments:

This resolution called on the Federation to take appropriate action to require insurance companies to make compensation payments directly to the employee at his address instead of to the insured companies to be forwarded to the employee.

This matter was referred to the Secretary-Treasurer who determined that the insurance companies have no right to make payments to the insured companies instead of directly to the employees. The sponsor of the resolution was so notified and advised that a complaint to the State

Compensation Insurance Fund should be sufficient to correct this situation in any instances in which it occurs.

Resolution No. 29 — Human Rights:

This resolution called on the Federation to call on the President of the United States, the Secretary of State and others to ratify the United Nations' conventions on genocide, forced labor and the political rights of women.

Following investigation of this matter and consultation with the Director of the National AFL-CIO's Department of International Affairs, the Executive Council concurred in the intent of this resolution and sent a copy of the resolution to the U.S. Department of State in Washington, D.C.

Resolution No. 46 — Conference of Transport Trades:

This resolution called on the Federation to endorse the activation of the Conference of Transport Trades, an organization embracing some 50 labor and similar groups involved in the transportation industry which, among other things, would serve as a clearing house for ideas, permit a constructive exchange of views, and help develop needed programs.

Following consideration of this resolution at its meeting at the Hilton Inn in San Diego, December 3, 1968, the Executive Council endorsed the subject matter of the resolution and referred it to the office of the Secretary-Treasurer for action.

Resolution No. 51 — Reiss-Davis Child Study:

This resolution called on the Federation to endorse the work being done by the Reiss-Davis Child Study Center in Los Angeles, a non-profit, charitable center offering diagnosis and treatment services for emotionally disturbed children from two to eighteen, many of whom are the children of trade union members, and to urge the Federation affiliates to support the program.

Following receipt of additional information on this program, the Executive Council voted to lend its endorsement to the Reiss-Davis Child Study Center at its meeting at the El Dorado Hotel in Sacramento on May 1, 1969.

Resolution No. 70—Uniform Consumer Credit Code to:

(a) oppose enactment of the proposed Uniform Consumer Credit Code; (b) urge the commissioners on uniform state

laws to reject the draft code; (c) urge that if the commissioners desire to draft legislation in this field, they reconstitute the drafting committee so that it would not be dominated, as at present, by the finance industry.

The Executive Council moved to leave this in the hands of the Secretary-Treasurer at its meeting of December 3, 1968 at the Hilton Inn in San Diego. Despite the strong influence presently wielded by the banking and finance industries in Sacramento, legislative efforts by the finance industry to impose the draft uniform consumer credit code, which would permit the doubling of interest rates to 36 percent on retail and installment contracts, on California consumers have thus far been successfully repulsed.

Resolution No. 99 — Excessive Use of Police Power:

This resolution called on the Federation to condemn the excessive use of police power and to call for "the disarming and community control of the police."

Following a discussion of the broad ramifications of this resolution, the Executive Council filed this resolution and so notified its sponsor.

Resolution No. 120 — Domestic Production Incentive Program:

This resolution, aimed at curbing the "alarming growth of 'runaway' productions of feature motion pictures" resulting from tax advantages and the lure of subsidy payments from foreign governments, called on the Federation to support economic and legislative actions necessary to institute a domestic production incentive program similar to England's "EADY Plan."

Following an investigation and discussion of how a plan similar to England's EADY Plan could be applied to the U.S. motion picture industry, the Executive Council voted to concur in the intent of the resolution and called the issue to the attention of the National AFL-CIO. The resolution's sponsor was so notified.

Resolution No. 121—California Farmer Consumer Information Committee:

This resolution called on the California Labor Federation to commend the California Farmer Consumer Information Committee for its record of service and to make monthly contributions to it of \$250.00.

Following a lengthy discussion of this resolution, the Executive Council moved

to refer the matter to the Secretary-Treasurer for further study. At his request a special committee of the Executive Council was appointed which reported on its study of the action sought by this resolution at the Executive Council meeting of December 10-11, 1969. The Executive Council adopted the report of the special committee as presented and filed the request.

FARM LABOR

Over the past two years the Executive Council has continued to press in every way available to generate support for the boycott of California table grapes and to underscore the need for full collective bargaining rights for farm workers to end the chaos in the fields that resulted from the growers' adamant refusal to recognize their workers' rights.

Heartening as it is to note in this report that during the past several months more than 80 percent of California's table grape acreage is now operated under contracts signed with the AFL-CIO United Farm Workers' Organizing Committee, the Executive Council is well aware that a long road still remains to be traveled before the farm workers are fully brought out of the 13th Century and into the 20th.

Among other things, during the period covered by this report, the Executive Council authorized a successful suit to prevent the Governor of California from utilizing convict labor for the private profit of agribusiness interests. A permanent injunction has been won by the Federation in this case, the details of which are covered more fully in the Secretary-Treasurer's Report.

An example of the Executive Council's efforts in the farm struggle is reflected by the scope of a statement adopted by the Council at its meeting at Konocti Harbor Inn at Clearlake on August 6-7 in which the Council reaffirmed its support of the farm workers and the grape boycott and called on all "responsible elements in the grower community" to negotiate contracts with the AFL-CIO United Farm Workers' Organizing Committee immediately.

The text of that statement follows:

"The struggle of the United Farm Workers' Organizing Committee to achieve economic justice is now practically four years old. The effort, which began with the strike against Delano-area grape growers in September, 1965, has received worldwide support.

"The battle has steadily expanded beyond the Delano area. In fact, the grape boycott has made 'Don't Eat Grapes,' an every day phrase and a symbol of trade union solidarity. The farm workers have dramatized as never before the poverty and deprivation common to rural California and have opened society's eyes to many injustices and threats to mankind, not the least of which is the widespread uncontrolled and dangerous use of pesticides.

"Farm workers have received strong support not only within the labor movement, but from the clergy, minority groups, housewives, students and concerned citizens in all walks of life. This broad-based support has helped to make the table grape boycott a success.

"Despite the intensity of the struggle, which has seen UFWOC representatives carry the farm workers' cause to cities throughout the United States, Canada, and Europe, the grape growers have remained adamant.

"Instead of sitting down at the bargaining table like reasonable men, they have worked ceaselessly to destroy the UFWOC by creating a phony union widespread use of 'greencarders,' law suits, and blatant distortions of the facts.

"The recent hiring of two prominent public relations firms to bolster their poor image, extoll grapes, and dismantle the UFWOC, is but another example of their constant attempts to thwart the legitimate aspirations of their workers.

"The growers have been joined in this effort by such notoriously anti-union groups as the John Birch Society, the National Right to Work Committee, and the extremely conservative American Farm Bureau Federation. The U.S. Department of Defense has also sided with the growers by greatly expanding its purchase of table grapes while piously proclaiming its 'neutrality.'

"Many conservative grower-oriented politicians, nationally and in California, have become willing partners of the growers and their right-wing supporters in their efforts to thwart the building of a farm workers' union. The growers and their allies are pushing legislation to destroy the effectiveness of the UFWOC.

"Particularly destructive is Senator George Murphy's bill S.2203, subtly and misleadingly titled, 'The Consumers' Agricultural Food Protection Act of 1969.' This vicious bill would ban boycotts, organizational picketing, and prohibit strikes. Significantly, Secretary of Agri-

culture Clifford M. Hardin supports this bill.

"This bill and other anti-labor legislation, lawsuits to harass and distract, and the hiring of public relations firms, testify to the success of the grape boycott.

"—We in the California AFL-CIO again pledge our support of the farm workers. We will do all we can to defeat punitive legislation and work to secure passage of meaningful laws to give farm workers the collective bargaining protections that are rightfully theirs.

"—We urge the responsible elements of the grower community to sit down with the UFWOC and arrive at meaningful contracts covering their work forces.

"—We demand that all chain stores and other retail outlets refrain from selling table grapes until the grape growers sign contracts with the Farm Workers' Union and ask all consumers not to shop at any store where table grapes are sold.

"—We again call on all affiliates to support, loudly and strongly, by word, deed, demonstration and financial support the UFWOC.

"The farm workers' cause is just. Their struggle is every trade unionist's battle. Justice will be achieved and we will help the farm workers achieve it."

Additional details on the Federation's extensive efforts to win decent wages and working conditions spelled out in union contracts for California farm workers are described at length in the Secretary-Treasurer's Report.

CIVIL RIGHTS

In the civil rights field, the Executive Council has continued to push the AFL-CIO's basic objective of equal rights for all, regardless of race, color or creed, including equal rights to a decent job with fair pay and working conditions.

During the battles spearheaded by the AFL-CIO to bar President Nixon's attempt to appoint first an anti-labor jurist and then a racist to the U.S. Supreme Court, the Council gave its full support to the day-to-day efforts of the Federation's executive officer to help assure rejection by the U.S. Senate of Judges Clement Haynsworth and G. Harrold Carswell.

Similarly, the Council strongly supported organized labor's efforts to assure the five-year extension of the Voting

Rights Act of 1965 without the crippling amendments proposed by the Nixon Administration which would have disenfranchised hundred of thousands of voters in our southern states.

On the job front, Executive Council members were active in bringing about the implementation of programs to spur the employment of minority group workers such as those developed during the past two years in Alameda, Los Angeles, San Diego, San Bernardino, and Sacramento Counties and elsewhere.

In connection with the controversy over the Nixon Administration's highly publicized "Philadelphia Plan," the Executive Council heartily concurred with the view expressed by AFL-CIO president George Meany in January of this year when he described it as a "concoction and contrivance" designed to offset the Administration's overall retreat on civil rights.

It should be pointed out that the AFL-CIO had initiated its "Operation Outreach" program more than two years before the Nixon Administration started publicizing its so-called "Philadelphia Plan."

The Outreach Program involves active recruitment of potential apprentices from minority groups by trade union members, including tutoring necessary to help them qualify and counseling throughout the course of their pre-apprenticeship training.

In contrast the "Philadelphia Plan" applies only to construction work and then only on a job basis, which could mean employment for only a few months and makes no provision for getting minority group members into permanent places in the work force.

Moreover, surely the average citizen can recognize that there is at least a basic contradiction if not a deliberate deception involved when the national administration repeatedly trumpets its demand for more jobs for minority group members in the construction field while simultaneously calling for a 75 percent slash in public construction at both the federal and state level in a misguided attempt to curb inflation at the expense of workers' jobs.

While the Executive Council is keenly aware that much more remains to be done in the area of assuring minority group members equality of opportunity in the job market, the fact that just this Spring the Chief of the State Division of Apprenticeship Standards, Charles F.

Hanna, reported that the number of apprentices in California was at an all-time high of 28,000 and that 20 percent of all starting apprentices during the first three months of 1970 were from minority groups is reflective of a significant degree of progress.

It should also be noted that this progress was attained without the implementation of any so-called "Philadelphia Plan" in the State of California and during a period in which the state's construction industry has been suffering a severe recession.

In other areas such as the fight to lower the voting age to 18, the Executive Council fully supported the efforts of the Federation's President who served on the Constitutional Revision Commission to bring this about at the state level and also backed approval of the final version of legislation extending the Voting Rights Act of 1965 which included provisions for lowering the voting age to 18.

Other details of the Federation's efforts in the civil rights field are covered in the Secretary-Treasurer's Report.

GENERAL ELECTRIC STRIKE

When 13 unions involving nearly 150,000 union members throughout the nation were forced to strike the giant General Electric Company, the world's fourth largest industrial corporation on October 27, 1969, the Executive Council acted swiftly to help mobilize financial and moral support for the striking workers in local unions and central bodies throughout the state.

The Executive Council clearly recognized that the basic issue in the dispute was the survival of the institution of free collective bargaining in this nation. The corporate management of General Electric had made this clear throughout the decade of the sixties by attempting to impose a bargaining tactic known as "Boulwarism" on its workers, a tactic that negated the fundamental principles of free collective bargaining.

The tactic, named after a former G.E. vice president who devised it, had been denounced by AFL-CIO President George Meany as making a "mockery" of the word negotiate, and it also had been repeatedly rejected both by the National Labor Relations Board and federal courts as an unfair labor practice.

In fact just the day after the G.E. strike began, the U.S. Court of Appeals in New York upheld an unfair labor prac-

tice charge against General Electric that stemmed from a case nearly 10 years earlier involving the AFL-CIO International Union of Electrical, Radio and Machine Workers in which Boulwarism had been employed.

The court said that the tactic appeared to be associated with G.E.'s "entire attitude toward its employees" and that it amounted to an attempt to reduce the union to a meaningless organization.

The appellate court's decision, subsequently affirmed by the U.S. Supreme Court, said that an employer cannot combine "take-it-or-leave-it" bargaining methods with a widely publicized stance of "unbending firmness" so that he can't alter a position once it is taken.

The court described the plan as follows:

"This plan has two major facets, first a take-it-or-leave-it approach to negotiations which emphasized both the powerlessness and uselessness of the union to its members and second a program that pictured the company as the true defender of the employee interests."

In addition to authorizing a \$5,000 contribution to aid the G.E. strikers, the Executive Council helped to publicize the real issues in the dispute and to maximize support for the consumer boycott of all G.E. products during the more than three-months long strike.

These efforts were exemplified by the statement adopted by the Executive Council at its meeting on December 10, 1969, in Palm Springs when it approved the following comprehensive statement on the G.E. Strike:

"The General Electric boycott deserves the support of all workers interested in protecting the right of free men and women to have a say in what they will or will not work for.

"That's the basic issue at stake in the current unprecedented strike involving 13 unions and nearly 150,000 workers against General Electric, the world's largest electrical manufacturer.

"General Electric brought this strike and boycott on itself.

"Between May and October of this year, it refused to engage in any meaningful negotiation with the unions involved.

"On October 7, 1969, the press received GE's one and only pre-strike 'take-it-or-leave-it' offer before it was received by the unions' negotiating committee.

"Shortly before the strike began on October 27, 1969, GE rejected a union offer to submit the issues in dispute to binding arbitration. The union repeated this offer just two weeks ago and GE again rejected it.

"If this multi-billion dollar firm, with 280 plants in 33 states of the union and other facilities scattered throughout more than 100 countries abroad succeeds in flouting the nation's collective bargaining laws other corporations will be encouraged to do likewise to maximize profits at the expense of their workers whether their workers are union or non-union.

"GE's flagrant contempt for the nation's established policy of encouraging free collective bargaining has been evidenced by the tactics it has pursued throughout this decade toward unions representing its workers.

"This has been confirmed by a U.S. Appeals Court decision handed down the day the current strike began that held that bargaining tactics used by GE in an earlier dispute were unlawful and directed the company to engage in genuine collective bargaining.

"Specifically, the court held that GE violated the National Labor Relations Act by refusing to furnish information requested by the union; by attempting to deal separately with various union locals; and by failing to bargain in good faith.

"Moreover, the court expressly denounced the company's practice of making its one and only proposal on a 'take-it-or-leave-it' basis shortly before a strike deadline and then attempting to sell its proposal to the employees and the general public as a 'product' using the company's highly sophisticated consumer product merchandising techniques.

"But GE, convicted in 1963 as the number one firm involved in a price-rigging scandal that robbed millions of U.S. taxpayers of more than \$100 million, is scarcely affected by the court's ruling. It clearly regards itself to be above the law since it is using almost identical tactics in the current strike.

"The record shows that GE workers have been short-changed. The average GE worker's purchasing power today is less than it was in 1960.

"The record shows that GE's earnings during the past nine years have been phenomenal. In 1960, GE made 14.3 percent profit as against 9.2 percent for all manufacturing. In 1968 GE made 14.8 percent, as against 12.1 percent for all

manufacturing. In dollar terms GE profits after taxes rose more than 78 percent during this nine year period. And its recently announced third-quarter profits were 11 percent higher than a year ago.

"In short, GE clearly believes that it can hoodwink the public through its slick ads in the communications media. In fact, GE is so convinced of the effectiveness of its propaganda machinery that it has had the arrogance to boost prices on a long list of its appliances from three to six percent just a few weeks ago in spite of its high profits and to charge, at the same time, that its workers' wage demands were 'inflationary.'

"In its own self-interest, the consuming public cannot afford to be bamboozled by GE's self-serving doubletalk.

"The Executive Council of the California Labor Federation pledges its full and immediate support to the valiant trade unionists forced to carry the battle of all workers against this huge corporation and urges each and every one of the 1.3 million AFL-CIO trade unionists in California to do likewise by involving themselves in the GE boycott and strike morally, financially and through personal support.

"Specifically the council urges each and every AFL-CIO union member in the state to be sure to contribute \$1 each to the GE Strike Relief Fund and to volunteer to their central labor bodies to help push the boycott against all GE and Hot-point products. Contributions should be sent to GE Strike Relief Fund, in care of Lane Kirkland, AFL-CIO, Secretary-Treasurer, 815 16th Street, N.W., Washington, D.C. 20006.

"The complete involvement of all trade unionists will be absolutely essential to win this crucial struggle."

The fruits of these united efforts by the trade union movement were reaped early in February 1970 when the IUE General Electric Conference Board voted to accept a contract which AFL-CIO President George Meany described as "a truly significant gain over GE's original offer."

GE officials said that the settlement would cost \$1 billion but the Nixon Administration indicated that it regarded the settlement as a non-inflationary settlement.

In a victory statement issued February 3, 1970, Meany described the contract as "a great collective bargaining victory" that "spells the end of Boulwarism, that

doctrine that has too long disgraced and discredited GE's labor relations policy."

Meany also praised the efforts of the Federation's Executive Council and similar bodies throughout the country when he said:

"In winning this historic battle over tremendous odds, the IUE has had unprecedented help and support. The financial backing from the rest of the trade union movement and the successful boycott of GE products contributed incalculably in the final victory."

LOS ANGELES HERALD-EXAMINER STRIKE-LOCKOUT

One of the most valiant battles to protect the rights of workers to a voice in determining their wages and working conditions has been waged for nearly three years now by the eleven unions involved in the strike-lockout of the Los Angeles Herald-Examiner.

Pitted against the vast resources of the multi-million dollar Hearst Corporation, nearly 2,000 trade unionists have succeeded, albeit at substantial personal sacrifice, in chopping down what was once one of the nation's largest metropolitan afternoon papers.

Earlier this year the strikers reported that the circulation of the strikebreaker-produced Los Angeles Herald-Examiner is now down to barely one-third of its pre-strike total and its advertising lineage has dropped to 20th place, below the Monterey Peninsula-Herald.

The Executive Council of the Federation has lent its complete support to the Joint Strike-Lockout Committee and sought in every conceivable way to maximize financial support and provide other assistance to the strikers but it's clear that more needs to be done to bring about a fair resolution of this dispute. This was indicated in a wire dispatched May 30, 1970, by William R. Robertson, director of the Herald-Examiner Joint Strike-Lockout Council which read:

"Don't believe any rumor that we are about to surrender to Hearst. We are still here fighting labor's 'war' against union-busting at Hearst's Los Angeles Herald-Examiner and will continue as long as financially able. But we desperately need money which only you and other unionists can provide. Generous support from brother unionists has kept us going for 2½ years and enabled us to inflict serious circulation and advertising losses on the scab newspaper. The

rich Hearst Empire has been willing to take such losses during prosperous times. Recession conditions now could change that and soften up the Hearsts and work in favor of the 11 unions involved in our strike-lockout. We are eager to fight on to victory but to do so we must have financial help and we must have it now. Please rush all the aid you can spare. We must not give up now."

This appeal and similar appeals in the intervening 30 months were promptly publicized in the California AFL-CIO News as were other developments in the Herald-Examiner dispute since the Federation's last convention.

Without attempting any extensive review of these developments, it is pertinent to note that despite extensive legal efforts by Hearst's management to void the results of a National Labor Relations Board election held in December, 1968, nearly a full year after the dispute began on December 15, 1967, the striking unions won the election by an overwhelming margin.

When the results were finally made public on Tuesday, March 11, 1969, they showed 1,560 votes in favor of the unions and 25 against.

Following that decisive victory, Robert J. Rupert, spokesman for the American Newspaper Guild, declared:

"The message must be clear for any 'thinking person.' Even after a long, painful year on the street, the striking and locked out employees recognize the need for union representation.

"Hearst should now realize that he cannot get rid of the unions. It is his moral and legal duty to promptly enter negotiations in good faith and settle this unnecessarily long and bitter dispute."

Despite this clear mandate from the workers involved, the management of the Herald-Examiner has continued to drag its feet.

Subsequently, representatives of the striking unions involved met with AFL-CIO President George Meany early in August, 1969, and Meany pledged the strikers the full support of the National AFL-CIO.

In the interim since the Federation's last convention, members of the Executive Council have also been active in helping to press a selective advertising boycott against principal advertisers and in urging all Federation affiliates to make a five-cent per member per month voluntary contribution on a sustaining basis to help assure victory in this historic bat-

tle, the longest newspaper strike in the history of California.

The Federation's total efforts in this regard are more fully reported in the Secretary-Treasurer's Report.

In recognition of the fact that free collective bargaining will be in jeopardy until this dispute is resolved, a special presentation regarding the Herald-Examiner dispute will be made to the delegates to the Federation's Eighth Convention.

SAN RAFAEL INDEPENDENT JOURNAL STRIKE

On January 7, 1970, the cancer spawned by the union-busting tactics utilized by Hearst's management at the Los Angeles Herald-Examiner had clearly spread to San Rafael, California.

That was the date on which Local 21 of the International Typographical Union was forced to strike the San Rafael Independent-Journal, an independently owned newspaper monopoly blanketing Marin County which also controls the county's principal radio station.

The strike was no surprise. The trade unions involved had been quite aware for more than a year that management was determined to precipitate a strike. The union had sought to negotiate a contract with the I-J for 15 months before the strike began and had operated without a contract in the interim.

The union had enjoyed good labor-management relations with the I-J for decades and was seeking only to negotiate a contract comparable to contracts it had recently renewed with the San Mateo Times, the San Francisco Newspaper Printing Co., the Redwood City Tribune, and the Santa Rosa Press Democrat. But management balked at real negotiation while openly training non-union personnel to prepare for the strike, union leaders said.

Since the strike began, efforts by the Marin County Board of Supervisors, the San Rafael City Council and Marin County clergymen to bring about a settlement through free collective bargaining, mediation, or binding arbitration have been repeatedly spurned by the paper's management.

In view of these developments, the Executive Council placed the San Rafael Independent-Journal on the Federation's "We Don't Patronize List" at its meeting in San Francisco at the Del Webb Townhouse on June 10, 1970.

Subsequently extensive publicity was

given to a massive non-violent march held in San Rafael July 25, 1970, which was led by the Federation's Secretary-Treasurer John F. Henning and featured an address by Cesar Chavez, Director of the United Farm Workers' Organizing Committee. A number of other Executive Council members including the Federation's President Albin J. Gruhn, Vice Presidents Stanley Lathen and Fred Fletcher also participated in this march.

As in the case of the Los Angeles Herald-Examiner strike, a special report on the Independent-Journal strike is on the program for the Federation's forthcoming convention in San Francisco.

ORGANIZING AID

During the period covered by this report, the Executive Council has continued to lend all assistance possible to such on-going organizing efforts as the Los Angeles-Orange County organizing drives and similar coordinated efforts throughout the state.

While the deepening recession in California coupled with the 41 percent increase in unemployment during the past year have made these efforts more difficult, the impact of the recession has also driven home to thousands of workers the need for strong union protections and improved jobless benefits.

Among other things, the Executive Council responded to the need for organizing assistance in the Mammoth Lake and Bishop area of Inyo and Mono Counties when in the course of its meeting March 11-12, 1970, at Universal City, it authorized a \$2,500 contribution to the Mammoth Lake-Bishop Area organizing drive.

Similarly the members of the Executive Council have also assisted in local efforts to bring about the organization of public employees.

EDUCATION

Organized labor has long championed free public education for all. It still does. But during the past two years, for the first time in a generation, educational opportunities in California have been restricted; needed school construction delayed; and thousands of students have been turned away from our state colleges and universities.

The Executive Council is fully aware that this didn't happen by accident.

It happened because the tight money

policies being pursued by the Nixon Administration have driven interest rates to their highest level since the Civil War. It happened because the incumbent State Administration, contrary to its 1966 campaign promises, reduced rather than increased the percentage of state aid to schools thereby imposing an ever greater burden on local property taxpayers and renters.

And it happened because the incumbent State Administration succeeded in destroying this state's tradition of tuition-free access to higher education by imposing tuition at the nine campuses of the University of California while granting a \$10 million tax bonanza to the state's oil companies.

These and other developments in the education field such as the current State Administration-backed move to impose tuition at the state college level as well are of great concern to the Executive Council not only because they represent an attempt by the State Administration to shift more and more of the costs of education to the county and local level by forcing increased attendance at locally-supported community colleges but because they erect greater and greater barriers to higher education to the sons and daughters of trade union members and of other moderate and low-income families.

It was in recognition of these mounting financial problems in the education field and the basic need for tax reform that the Education Committee of the Executive Council recommended at its meeting of May 1-2, 1969, that the Federation sponsor a statewide conference for affiliates on Taxes and the Economy the following November.

This conference was subsequently held in Fresno November 6-7, 1969 with more than 200 trade unionists participating. It featured an address by U. S. Senator Alan Cranston and incisive presentations on the need for tax reform at the federal and state and local level by Nat Goldfinger, National AFL-CIO Director of Research, and Mike Peevey, Coordinator of Community Programs at the Institute of Industrial Relations at the University of California at Berkeley, respectively.

In the course of delineating the regressive nature of California's tax structure, Peevey pointed out that California relies heavily on the regressive sales tax, receiving 49.8 percent of its revenues from that source compared to 15.9 percent in New York. In contrast, he noted, New York relies much more heavily on the

income tax, deriving 47.3 percent of its revenues from that source compared to only 27.1 percent in California.

Among other experts serving as panelists at the Conference was State Senator Nicholas Petris, former chairman of the Assembly Revenue and Taxation Committee and long an advocate of across-the-board tax reform, who observed:

"The first item of tax reform must be to shift the enormous cost of education away from the local property taxpayer and on to a statewide revenue base.

"Education benefits the state as a whole and the state as a whole must bear the cost."

Petris also made it clear to conference participants that he favored adoption of a state withholding tax system. Adoption of such a system was vigorously opposed by Governor Reagan during his first three years in office. It has been estimated that the Governor's long opposition to adoption of a withholding system cost the state more than \$400 million in lost revenues since he assumed office.

SCHOLARSHIP PROGRAM

In connection with the Federation's scholarship program, it should be pointed out that this program is now four times larger than it was 10 years ago and that the 1970 competition provided 24 scholarship awards, five more than a year earlier. The new co-sponsors are: The State Conference of Operating Engineers; the California State Association of Barbers and Beauticians; the Northern California District Council of Laborers; the Southern California District Council of Laborers; and the Marine Cooks and Stewards.

The 1970 competition attracted more than 2,200 applicants, 1,200 of which took the examination. A year earlier some 2,000 applications were received but less than 1,000 applicants participated in the exam. The increased understanding and appreciation of the structure, history and goals of the labor movement that are gained by the students participating in the Federation's scholarship program are clearly of incalculable benefit to the entire trade union movement.

Last year a poll was conducted among the co-sponsors of Federation scholarships on the question of raising the award amount from \$500 to \$1,000. The consensus of the poll was that the award should remain at \$500 at the present time.

Among other things, the Executive Council voted at its December 10-11, 1969,

meeting at the Spa Hotel in Palm Springs to lend the Federation's support to a program of teaching basic law in California's schools.

In addition, it is pertinent to note here that the Federation-sponsored bill to require that labor's role in the development of the American political system and the free enterprise economy be adequately presented in all appropriate textbooks throughout California schools was enacted last year. This measure, SB 342, was introduced for the Federation by Senator Albert Rodda (D-Sacramento).

"RUNAWAY" SHIPPING

The oil industry's accelerating practice of building more and more of its tankers and other vessels in foreign shipyards despite the exceptionally favorable tax treatment accorded U. S. oil companies was brought into focus by a resolution adopted by the Executive Council at its meeting at the Hilton Inn in San Diego December 3-5, 1968.

The Executive Council's action, which contributed to the subsequent congressional efforts to reduce the oil depletion allowance from 27½ to 22½ percent, called for a congressional probe of the inequitable tax favors enjoyed by the oil companies.

The resolution also called for congressional legislation to halt the practice, pointing out that the oil companies' policy is both "unpatriotic and irresponsible" because it causes "decay and stagnation" in the nation's shipbuilding industry, weakens the economy, threatens our national security and denies job opportunities to thousands of U. S. shipyard workers.

To demonstrate the inequity of the tax favors accorded the oil companies, the Council's resolution pointed out that while corporate income taxes had the effect of reducing the profits of companies in the motor vehicle and chemical industries sharply, the oil depletion allowance of 27.5 percent insured that the profits of the oil companies in the petroleum industry were reduced very little.

In fact, the oil industries' after-tax profits for 1965 and 1966 were nearly twice as high as the profits of the motor vehicle industry.

Copies of the Council's resolution were sent to California's Senate and House Congressional delegations as well as to the AFL-CIO and its Building and Construction Trades Department, the Metal Trades Department, the Maritime Trades

Department and the Industrial Union Department.

FOREIGN POLICY

In keeping with the policy statement on foreign policy adopted by the delegates to the Federation's 1968 Convention, the Executive Council acted at its meeting at the Del Webb Towne House in San Francisco on June 10 to reaffirm its support of the National AFL-CIO policy on U. S. Foreign Affairs, including Cambodia.

The Council's action was taken in response to resolutions submitted by three Federation affiliates which were clearly at odds with the action by the 1968 convention delegates. The text of the motion adopted by the Council which is self-explanatory was as follows:

"That consideration of the three resolutions submitted by the Marin Central Labor Council, the Napa-Solano Central Labor Council and Local 3 of the Office and Professional Employees International Union relative to U. S. foreign policy be rejected by the Executive Council of the California Labor Federation because of the following facts:

"This State Federation during its 1968 Convention resolved that it would fully support the position of the National AFL-CIO in regard to U. S. foreign affairs. The substance of the resolutions is contrary to the adopted policy of this Federation's 1968 Convention and the current position of the National AFL-CIO policy stand on U. S. foreign affairs, including Cambodia."

It should be noted that in May of this year, the National AFL-CIO Executive Council voted to support President Nixon's decision on Cambodia. AFL-CIO President George Meany had earlier endorsed the President's decision and Nixon's explanation that the action in Cambodia was necessary to assure continuing withdrawal of U.S. troops from Vietnam and to protect U.S. troops still there.

Meany made it clear that he would be opposed to Nixon's move into Cambodia if he thought it was a deliberate policy to escalate the war.

ASSISTANCE TO AFFILIATES

Aside from the specific instances of assistance to affiliates reported on in detail elsewhere in this report such as under "Farm Labor Organizing," "General Electric Strike," and the "We Don't Pa-

tronize" list, the Executive Council has continued to lend every assistance possible to affiliates involved in strike situations.

Among other things, Executive Council members helped publicize and generate support for:

—The Amalgamated Meatcutters and Butcher Workmen Union's strike against the Neuhooff Company plants in Clarksville, Tenn., Montgomery, Ala., and Quincy, Fla., late in 1968;

—The International Association of Bridge, Structural and Ornamental Ironworkers Union's strike against 61 iron and steel fabricating firms in Southern California during 1969;

—The United Furniture Workers' strike against the Pine Bluff Casket Company of Pine Bluff, Ark. in 1969;

—And the United Transportation Union's efforts to counter a massive advertising drive mounted by the Association of American Railroads in an attempt to revive the smear term "featherbedding" in crew disputes early last year.

Other aid to affiliates by the Executive Council is detailed under the section headed "Exonerations."

In addition, the Executive Council has continued to lend all possible support to striking members of the various unions who are carrying on the fight to protect free collective bargaining in the course of their disputes with the Los Angeles Examiner and the San Rafael Independent-Journal as indicated in earlier sections of this report.

Grateful acknowledgement of this support was expressed to the Council in a letter from C. B. Hughes of Los Angeles International Typographical Union Local 174. A similar letter expressing gratitude for the Federation's support of the Independent-Journal strike was received from Leon Olson of ITU Local 21.

PROTEST ON JOBLESS PAY DELAY BRINGS RESULTS

Another action benefiting all affiliates, indeed all California workers, was taken by the Executive Council last June when it protested the state administration's new policy of issuing unemployment insurance benefit checks in certain areas only every two weeks instead of weekly.

Emphasizing that the state administration's new policy imposes "unnecessary hardships upon thousands of jobless workers," the Council adopted a state-

ment saying:

"The Executive Council of the California Labor Federation strongly protests the new policy of the government of California whereby unemployment insurance checks in certain cities are being paid every two weeks instead of weekly.

"Since the inception of the State Unemployment Insurance system more than 30 years ago, payments have been consistently made on a weekly basis. The delays involved in the new system impose unnecessary hardships upon thousands of jobless workers.

"With California unemployment climbing to record highs, the state government has the obligation to expand both staff and office facilities to cope with the present crisis.

"Unemployment in California is nearly 20 percent higher than the nation as a whole. The number of jobless workers exhausting their benefits soared 33 percent between April of 1969 and April of 1970.

"The state must return at once to the policy of weekly payments to jobless workers.

"Failure of the state to make such payments also raises serious questions of conformity with federal law."

Subsequently the state administration indicated that it would continue to make payment on a weekly basis to workers who indicate that bi-weekly payments would work a hardship on them.

U. C. AND STATE COLLEGE PAY HIKE FIGHT

Still another area in which the Federation has sought to aid affiliates came in connection with the punitive action taken by the incumbent administration in denying a five percent salary increase to state college and University of California faculty members.

The Executive Council strongly supported the action taken by the Secretary-Treasurer in urging labor leaders throughout the state on June 4, 1970, to contact Assemblymen and State Senators within their jurisdiction to "urge them to fight to restore this five percent salary increase for state college and university faculty members."

The Federation pointed out that the Administration's own budget called for the five percent increase for all state employees and specifically recognized the need to "prevent erosion of their pur-

chasing power by inflation."

Later that same month while the issue was before the Joint Legislative Conference Committee, the Federation wired the Committee, saying:

"The cause of public education is properly an issue above party or political consideration. We believe that the salary increase is essential if the state is to retain and recruit qualified faculty members."

Despite these efforts and the fact that the rate of inflation over the past year has exceeded five percent the Reagan-dominated legislature failed to restore the five percent pay hike for state college and University faculty members to the 1970-71 budget.

EXONERATIONS

In the two years since the Federation's last convention, the Executive Council has continued the policy authorized by Section 2 of Article XIV of granting exonerations in the payment of per capita taxes to locals involved in labor disputes or for other good cause.

Indirect strike assistance of this nature was granted upon request in the following instances:

At the February 1969 meeting in Los Angeles, exoneration was granted to Glass Bottle Blowers Local 192 of Riverside for December, 1968.

At the same meeting exoneration was granted to Oil, Chemical and Atomic Workers Local 1-128 of Long Beach for January, 1969 and for the duration of the strike.

At the March, 1969 meeting in San Francisco, exoneration was requested from a number of locals of the Oil, Chemical and Atomic Workers because of a strike between their union and practically all major firms in the oil industry. Following a discussion of this problem, the Executive Council empowered the Secretary-Treasurer to grant exoneration to the various OCAW locals requesting exoneration for the period of their strike.

At the August, 1969 meeting at Konocti Inn at Clear Lake, the Executive Council authorized exoneration of Insurance Workers' Local 83 of Los Angeles from payment of its per capita tax for the duration of the strike against the John Hancock Life Insurance Company.

At the same meeting, the Council authorized exoneration of Chemical Workers Local 598 from payment of per capita tax for the months of July and August during which its members were on strike.

At its meeting in Palm Springs December 10-11, 1969, the Council granted exoneration from payment of per capita tax to IUE Local 850 and 1507 for the duration of the General Electric strike.

At its June 10, 1970 meeting at the Del Webb TowneHouse in San Francisco, the Council granted exoneration for the month of March and April to Butchers' Union Local T-1138 of Inglewood whose members had been on strike during that period.

"WE DON'T PATRONIZE LIST"

In the interim since the Federation's 1968 Convention, two more firms have been added to the Federation's official "We Don't Patronize" list at the request of affiliates involved. These two firms are:

The San Rafael Independent-Journal, and,

Coors Beer.

Removed from the list are: **Giumarra Vineyards of Delano; Town and Country Hotel and Restaurant; King's Inn Motel and Restaurant; and Mission Valley Inn Motel and Restaurant, all in San Diego.**

As of the date of preparation of this report, anti-union firms remaining on the Federation's "We Do Not Patronize" list are:

Tennessee Plastics of Johnson City, Tenn.; the Nut Tree and the Coffee Tree on Highway 40 between San Francisco and Sacramento; Coors Beer; the McMillan Ring Free Oil Company; and the Bahia Motel and Motor Lodge; Catamaran Motor Hotel and Restaurant; and Islandia Hotel and Restaurant, all San Diego area motels.

In addition the Federation is supporting such National AFL-CIO consumer boycotts as those still in progress against non-union California table grapes; the Los Angeles Herald-Examiner and the Kingsport Press of Kingsport, Tennessee, publishers of the "World Book" and "Child Craft" series.

COMMUNITY SERVICES

During the past two years the Executive Council has been engaged in a number of activities in the broad field of community services.

Included in this category is the Executive Council's action at its June 10, 1970 meeting when it donated funds to the

National AFL-CIO's Peruvian Earthquake Relief Fund.

It protested the proposed closing of the Petaluma office of the State Department of Human Resources Development. This instance the Executive Council pointed out that the curtailment of referee hearings in certain branches of the various offices of the State Department of Human Resources Development by the closure of these branch offices would cause claimants who file appeals to go much greater distances to have their appeals heard. The Council noted that unemployment in Sonoma County is already more than nine percent and that consequently, the workers have more need of these facilities than ever.

In January, 1969 when flooding inflicted damages estimated at more than \$150 million in southern California and the San Joaquin Valley Counties as well as some areas of northern California, the Federation's Executive Council helped implement the appeal for immediate contribution of funds to help the Red Cross aid the flood victims.

This was a critical time for the Red Cross because the rash of major disasters during the past two years had severely depleted Red Cross reserves.

Through letters to all affiliates and publicity in the California AFL-CIO News, the Federation helped generate thousands of dollars for families needing immediate financial assistance to replace clothing and household goods and repair homes. The Federation has been assured by the Red Cross that the funds would be distributed on the basis of need throughout the state.

In addition to its traditional support for various United Crusade and similar community service agencies, the Executive Council also has been involved in a fight to bar public utilities such as the Pacific Telephone Company and PG&E from winning unnecessary and inflationary rate increases at the expense of California workers.

A number of public utilities started lining up for rate increases as soon as it became evident that appointees of Governor Reagan would take control of the five member State Public Utilities Commission.

The Federation is currently involved as an interested party in both the Pacific Telephone and Telegraph Company's demand for a \$195 million increase and in the PG&E's demand for a \$67.4 million boost. The Federation's efforts in these cases are reported in greater detail in the Secretary-Treasurer's Report.

PER CAPITA TAX

At the meeting of the Executive Council at Konocti Harbor Inn, August 6-7, 1969, Secretary-Treasurer Pitts reviewed the per capita tax payments by affiliates of the Federation. He emphasized that for many months he had regularly circularized all Vice Presidents with information on those locals who were not paying on their true per capita tax and that, while the efforts of a number of Vice Presidents had reduced the number of affiliates not paying their true tax, the problem of partial payment still persisted.

The Council then discussed at length the problem of partial per capita tax payment and the Secretary-Treasurer then informed the Council that as required by the Federation's Constitution partial or token per capita payments would not be accepted and that checks to the Federation from such affiliates would be returned, starting September 1, 1969. He stated that if this process continued for four months the affiliates would be suspended from the Federation.

The Secretary-Treasurer stated his office would soon be sending a letter to all Federation affiliates on this matter, and asked the cooperation of the Executive Council in seeing to it that all affiliates pay their full and true per capita tax.

The Executive Council unanimously concurred in the action that the Secretary-Treasurer advised he would be undertaking.

BALLOT PROPOSITION ON INTEREST RATES

A proposal that the Federation consider sponsoring an initiative measure to reduce interest rates on consumer loans from 18 to 12 percent and seek to have it placed on the ballot at the 1970 election was submitted to the Executive Council at its meeting at the International Hotel in Los Angeles on February 12, 1969. This matter was referred to the Executive Council's Legislation Committee for study.

At the Council's next meeting at the El Dorado Hotel at Sacramento May 1-2, 1969, the Legislation Committee reported that while it felt that a reduction of interest rates was extremely desirable, the cost of waging an initiative campaign was so great that the matter should be acted upon by the Federation affiliates at the 1970 Convention.

The committee's report pointed out that to wage a successful campaign would in-

volve the willingness of affiliates to support it through pledges of \$1 or \$2 per member.

Accordingly the committee's report recommended that the Executive Council introduce a resolution on this matter at the 1970 Federation Convention. The Executive Council adopted the Committee's report.

UNION LABELS, SHOP CARDS AND BUTTONS

In the two years since the Federation's last convention, the Executive Council has sought to emphasize the need for a greater educational effort to awaken both union members and the consuming public in general to the value of the union label.

The impact of what a well publicized educational campaign can do in the union label field was most recently demonstrated in the overwhelming demand by consumers for union label grapes—boxes of grapes carrying the black Aztec eagle on a red background that is the symbol of the AFL-CIO United Farm Workers' Organizing Committee, the newest addition to the union label list.

In addition to helping to promote public awareness of the new Farm Workers' Union Label and other labels, the Executive Council's Union Label, Shop Cards and Buttons Committee has been working during the past year to bring the annual Union Label Trades Show to California in 1971.

Vice President Harry Finks, Committee Chairman, reported on these efforts at the Executive Council meeting of December 10-11, 1969 and subsequently developed a kit that was distributed to all Executive Council members at the Council's meeting of March 11-12, 1970. At the latter meeting, the Executive Council voted to affiliate with the National Union Label and Service Trades Department.

As in the past, the Federation publicized both the Union-Industry Show held in Denver, Colorado, May 16 through 21, 1969, and the show held this year at the Rivergate in New Orleans, May 22-27.

The 1970 exhibit marked the 25th Anniversary of the Union-Industry Show. Admittance was free and more than \$100,000 in gifts and prizes and souvenirs were given away.

The significance of the union label was also incorporated in the Federation's annual scholarship awards programs.

As in the past the Federation is mak-

ing arrangements for a union label event to be conducted during the 1970 Convention to gear up for the Union Label Week to be observed September 7-13, 1970. Next year Union Label Week will be observed September 6-12, 1971.

Among other things, the Executive Council members have also made a special effort to call particular attention to the advantages of shopping for the union label during principal holiday seasons.

During the past two years, the Executive Council has been assisted in its work by its seven standing committees. The composition of these seven committees has been altered somewhat during the period covered by this report both as a result of the death of Vice President George O. Faville and as a result of requests made by various members of the Executive Council serving on those committees. At present, the makeup of the Committees is as follows:

Legislation

Wilbur Fillippini, Chairman
Joe Angelo
Sigmund Arywitz
M. R. Callahan
William G. Dowd
Kenneth Larson
Max Osslo

Education

T. A. Small, Chairman
G. J. Conway
John L. Dales
Paul Jones
Stanley Lathen
Edward Shedlock

Community Services

Morris Weisberger, Chairman
Fred Fletcher
Richard W. Hackler
H. D. Lackey
E. P. O'Malley
Howard Reed

Safety and Occupational Health

Kenneth Larson, Chairman
Marvin Adair
Paul Jones
Joseph P. Mazzola
Joseph Seymour

Civil Rights

Ray S. Mendoza, Chairman
Leonard Cahill
Manuel Dias
Harry Finks
G. A. McCulloch
Jerome Posner

Housing

John Cinquemani, Chairman

Chris Amadio
Anthony Bogdanowicz
C. A. Green
Richard Groulx
Ray Wilson

Union Labels, Shop Cards & Buttons
Harry Finks, Chairman
Joseph R. Garcia.
H. D. Lackey
Jerome Posner

TRIBUTE TO C. J. "NEIL" HAGGERTY AND THOMAS L. PITTS

In recognition of the many years of service rendered to the Federation and to organized labor in California and nationally by C. J. "Neil" Haggerty and by Thomas L. Pitts, recently retired Secretary-Treasurer of the California Labor Federation, the Executive Council at its June 10 meeting at the Del Webb Towne-House in San Francisco extended an invitation both to Mr. and Mrs. Haggerty and to Mr. and Mrs. Pitts to attend the Federation's Eighth Convention as special guests of the Federation.

1970 CONVENTION

By action of the 1968 Convention, the choice of the convention city was referred to the incoming Executive Council. Accordingly, the Executive Council reviewed various proposed sites, considered the availability of adequate facilities and determined at its meeting at Konocti Harbor Inn at Clear Lake on August 6-7, 1969, that the 1970 Convention should be held in San Francisco beginning August 31, 1970.

While the Federation's Constitution stipulates that the Federation Convention shall be convened on the third Monday of August of even-numbered years, it also authorizes the Executive Council (Article XV, Sec. 2) "to select another convention city and/or change the convention date" if facilities "are inadequate or unsatisfactory, or if other good cause is found to exist."

Since the adoption of annual regular sessions of the legislature authorized by Constitutional Amendment 1-A at the November, 1966 General Election, the Executive Council recognized that the 1970 Regular Session of the Legislature might well extend into the third week of August.

With the tentative date for adjournment of the Legislature scheduled for

August 21, 1970 as of the date of preparation of this report, the Council's foresight in this regard proved well founded.

At its June 10, 1970 meeting in San Francisco, the Executive Council reviewed and approved preliminary plans for the convention and scheduled its pre-convention meeting to be held on Wednesday, Thursday, and Friday, August 26, 27, and 28 at the Del Webb Towne-House, headquarters hotel for the convention which will open at 10:00 a.m., Monday, August 31 in the Civic Auditorium in San Francisco.

At its pre-convention meeting, the Executive Council will develop and approve proposed policy statements to be submitted to convention delegates for their consideration and attend to other pre-convention details.

Fraternally submitted,
The Executive Council,
California Labor Federation,
AFL-CIO

Albin J. Gruhn,
President

John F. Henning,
Secretary-Treasurer

Manuel Dias,
General Vice President

Marvin Adair

Chris Amadio
Joseph Angelo
Sigmund Arywitz
Anthony Bogdanowicz
Leonard Cahill
M. R. Callahan
John A. Cinquemani
G. J. Conway
John L. Dales
William G. Dowd
W. L. Fillippini
Harry Finks
Fred D. Fletcher
Joseph R. Garcia
C. A. Green
Richard K. Groulx
Richard W. Hackler
Paul L. Jones
H. D. Lackey
Kenneth D. Larson
Stanley Lathen
Joseph P. Mazzola
Gordon A. McCulloch
Ray S. Mendoza
E. P. O'Malley
Max J. Osslo
Jerome Posner
Howard Reed
Joseph H. Seymour
Edward T. Shedlock
Thomas A. Small
Morris Weisberger
Ray Wilson
Vice Presidents

REPORT OF THE SECRETARY-TREASURER

**San Francisco
August 1, 1970**

To the Eighth Convention of the California Labor Federation, AFL-CIO . . .
Greetings:

This report highlights the many activities of the Federation over the two years since the 1968 Convention in Sacramento. The work of the Federation since its last convention has resolved around the historic role of the labor movement in California and throughout the nation to help build a better, more meaningful life for workers, their families, and all citizens within the context of a free, democratic society.

The extent of Federation activities since 1968 has been extremely broad, ranging from efforts in the field of taxation to work in the field of farm labor, and from continued emphasis on strong consumer programs to repeated assistance to affiliates.

The Federation's efforts have come during a time of tumultuous change. The past two years have been a period of mounting social problems and internal stresses in our society.

POLICY OF DRIFT AND INDECISION

Meanwhile, California and the nation's leadership have seemed generally incapable of dealing with the problems facing society. The response, invariably, of this state's elected leadership has been one of drift and indecision accompanied by major doses of intemperance. At the national level the movement has been backward, as drift and inaction have been mixed with notions of "Southern Strategy" cynicism.

Against this backdrop social crises have mounted as problems grow while positive action towards solving the nation's many problems is continually thwarted and budgets are cut to make paper programs remain on paper alone.

The gavel sounding the end of the 1968 Federation Convention in Sacramento came only a few short weeks after one of the most divisive political conventions in the history of the United States. The California labor movement, and the labor movement throughout the country, rolled up its sleeves following that near disaster in Chicago and, almost single-handedly, came within a hair's breadth of victory in the November, 1968, election. But, though close we came, the election was

lost. With it the forward thrust of social progress that had characterized the nation since 1960 ended.

The Federation's economic, legislative, and other policies since its 1968 Convention, then, have been acted out against the backdrop of major changes in the California political structure, stemming from an earlier election, and in the national political structure.

Four Years of Conservatism

Californians have now experienced nearly four years of conservative state government; a government guided apparently by what it believes is in the best interests of the select few rather than in the interests of the vast majority of California's 20 million residents.

The clear thrust of the present Administration is towards government of, by, and for special interest groups. This state's elected leadership, it should now be obvious to all, takes little interest in the needs of California's working people, nor in the needs of some two million union members and their families in California.

Because of this, much of the Federation's time in recent years has been spent defending what had been California's historic commitment to progress in such fields as higher education and social legislation. The Federation has viewed its role and responsibility as that of the protector of the majority of Californians against the onslaught of special interest groups.

Perhaps nowhere is this more true than in its efforts before the State Public Utilities Commission. There the Federation, on more than one occasion, has been the chief "consumer advocate" before a hostile Public Utilities Commission subservient to the economic interests of a select few who control the major utilities of the state.

LABOR PUSHES TAX REFORMS

In the field of taxation your Federation has continued to push for the enactment of liberal, progressive and responsible tax policies. This is not a new stance; the Federation has been active in this area for years. During the past two years it has become all the more important for the Federation's resources to be used in this area. The present Administration continues to push for the adoption of inequitable and regressive tax laws which would emphasize consumer taxes to an even greater degree than at present.

Similarly, in the field of social legislation your Federation has continued to fight for the improvements in California's social insurance system—unemployment insurance, workmen's compensation, and disability insurance. The need for major improvements in this vital area has become even more clear in the past nine months as the deliberate economic slow-down policies of the national administration in Washington create rising unemployment.

The economic plight of thousands upon thousands of workers has come into bold relief as the national administration has pursued a policy of cutbacks in the defense and aerospace sector, the very sector the California economy has been overly dependent upon for progress for too many years. In short, your Federation has continued to pursue those social and economic policies that, by convention mandate, it believes are in the best interests of the vast majority of the state's working population.

CRIME AND VIOLENCE RISE

In this regard it must be recognized that continuing, unpredictable changes in our society, both in California and elsewhere, as typified by rising crime, disorder and violence in our urban areas, coupled with negativism from many elected officials, place an even heavier burden on the trade union movement to fulfill its historic role. For in the final analysis it is the trade union movement that is the ultimate bulwark against totalitarianism in any form.

Recognizing this, the trade union movement must strive even harder in the future to assure that we build a truly free society for all citizens regardless of color, creed, or national origins.

The following sections of this biennial report summarize in detail the Federation's activities and efforts since its last convention. Only the details of the Federation's legislative activities in Sacramento since 1968 have been omitted because they have been reported in detail to all affiliates through the Federation's weekly newspaper, the *California AFL-CIO News*, and in a report titled, "1969 Legislative Report," mailed to all affiliates in August, 1969.

1968 CONVENTION RESOLUTIONS

Upwards of 50 resolutions adopted by the Federation's 1968 Convention called for further action by the Secretary-Treasurer in some form. These resolutions, together

with appropriate covering letters, were sent to appropriate individuals and organizations throughout the nation.

Resolutions sent to President George Meany:

Copies of 11 resolutions adopted at the 1968 Convention were sent to AFL-CIO President George Meany for implementation. Many of these resolutions called for action by the national AFL-CIO. The balance called for federal legislation or administrative action at the federal level of some nature. The resolutions were:

No. 6—"Israel and the Histadrut."

No. 7—"Support Merchant Marine Program."

No. 9—"Lower Social Security Retirement Age."

No. 22—"Restrictive Labor Laws."

No. 23—"Strike-Breaking and Scabbing."

No. 24—"National Disability Insurance."

No. 28—"Federal Medicare and State Medi-Cal Programs."

No. 49—"The Mexican Border."

No. 53—"Public Welfare."

No. 96—"Government Contracts and NLRB."

No. 110—"Amend the Bankruptcy Act."

Resolutions sent to California's U. S. Representatives and Senators:

Copies of the following seven resolutions were sent to all members of the California Congressional delegation in the U. S. Senate and the House of Representatives.

No. 7—"Support Merchant Marine Program."

No. 9—"Lower Social Security Retirement Age."

No. 22—"Restrictive Labor Laws."

No. 53—"Public Welfare."

No. 72—"Food Stamp Program."

No. 97—"Support Farm Workers."

No. 119—"Equalize Social Security Retirement."

In addition, the entire congressional delegation was sent the 15 Statements of Policy adopted by the delegates at the convention.

Resolution sent to specific Congressmen and Senators:

No. 7—"Support Merchant Marine Program."

This resolution was sent to U. S. Senator E. L. Bartlett (now deceased), chairman of the Merchant Marine Subcommittee of the U. S. Senate Commerce Committee,

and was also sent to Congressman Edward A. Garmatz, Chairman, Committee on Merchant Marine and Fisheries, U. S. House of Representatives.

Resolution sent to the President:

No. 96 — "Government Contracts and NLRB."

Resolutions sent to certain federal officials and agencies:

No. 30—"Freedom for Black Africa."

No. 31—"Imports and Green Card Commuters."

No. 33—"Middle-East."

No. 34—"Oppose Soviet Anti-Semitism."

No. 35—"Anti-Semitism in Poland."

No. 49—"The Mexican Border."

Each of the above resolutions were sent to the Honorable William P. Rogers, Secretary of State, Washington, D.C.

No. 31—"Imports and Green Card Commuters."

No. 49—"The Mexican Border."

The above two resolutions were sent to both the Honorable George P. Shultz, then Secretary of Labor, Washington, D.C., and the Honorable John N. Mitchell, Attorney General of the United States, Washington, D.C.

No. 55—"Social Service Standards."

The above resolution was sent to the Honorable Robert H. Finch, then Secretary of Health, Education, and Welfare, Washington, D.C.

Resolution sent to the Governor:

No. 95 — "Hours of Work for Women Workers."

Resolutions sent to the California State Legislature:

No. 95 — "Hours of Work for Women Workers."

No. 97—"Support Farm Workers."

Each of the above resolutions were sent to each member of the California State Assembly and the California State Senate.

Resolutions sent to various state agencies and boards:

No. 19—"Higher Education."

The above resolution was sent to the President and each member of the University of California Board of Regents, to the chancellor of the State College System and the State College Board of Trustees, and to the State Assembly and the State Senate Education Committee.

No. 47—"Safety in Railroad Shops and Yards."

The above resolution was sent to Albert Beeson, then Director of the Department of Industrial Relations, State of California.

No. 86 — "U. I. and Electronic Equipment."

The above resolution was sent to the Director of the State Department of Human Resources Development and to the members of the State Unemployment Insurance Appeals Board.

Resolution sent to affiliates:

No. 95—"Amend Women's Eight-Hour Law."

Resolutions sent to other groups and organizations:

No. 6—"Israel and the Histadrut."

No. 40—"Histadrut."

The above resolutions were sent to Mr. Chaim Gottlieb, Executive Director, Histadrut, San Francisco.

No. 36—"NAACP."

This resolution was sent to Mr. Leonard Carter, Regional Director of the National Association for the Advancement of Colored People, San Francisco.

No. 37—"Urban League."

This resolution was sent to Mr. Frank L. Stanley, Executive Director of the Greater Los Angeles Urban League, Los Angeles.

No. 38—"Community Service Organization."

This resolution was sent to Mr. Rico Chacon, Director of the Community Services Organization, San Jose.

No. 39—"Jewish Labor Committee."

This resolution was sent to Mr. Max Mont, Executive Director of the Jewish Labor Committee, Los Angeles.

No. 41—"O.R.T."

The above resolution was sent to Mrs. David Lockskin, President of the Northern California Coordinating Council—O.R.T. (Organization for Rehabilitation through Training), San Francisco.

No. 65—"Labor Education and Advancement Program."

The above resolution was sent to Mr. Frank L. Stanley, Executive Director, Los Angeles Urban League, Los Angeles and to Mr. John A. Cinquemani, Executive Secretary, Los Angeles County Building and Construction Trades Council.

No. 71—"Aid—United Givers."

This resolution was sent to Mr. George F. Elmendorf, President, AID United Givers, Los Angeles.

In addition, the following resolutions

were given publicity in the Federation's weekly newspaper, the **California AFL-CIO News**:

No. 25—"Day Care Centers."

No. 50—"Herald-Examiner Strike-Lock-out."

No. 64—"Support Community Chest and other Federated Fund-Raising drives."

No. 65—"Labor Education Advancement Program."

No. 69—"California Consumer Counsel."

No. 73—"Health and Welfare Plans."

No. 95—"Amend Women's Eight-Hour Law."

No. 98—"Union Insurance Agents."

No. 105—"In Memorium."

In addition, a number of resolutions were referred by the 1968 Convention to the Federation's Executive Council. The Executive Council's action on these resolutions is reported in that body's report to this convention.

CALIFORNIA AND THE ECONOMY

California, being a rapidly growing state heavily dependent upon defense and aerospace spending for much of its economic health, has a more volatile economy than most other industrial states. This is one of the reasons why the state's severe and persistent economic problems have over the years assumed a substantial portion of the time and efforts of the Federation's officers and staff.

For years the officers and staff of this Federation have urged that the California economy become less dependent upon defense and aerospace spending and have carried this message to government officials and repeated it at conferences throughout the state dealing with the problems facing the California economy. In addition, the Federation has addressed numerous groups and organizations and set forth the AFL-CIO's economic and social program to better the economic well-being of the 20 million people of California.

California's major economic problem up to approximately one year ago was its inability to create enough jobs to satisfy the needs of all the people willing to work. Part of this reflected the fact that California has a rapidly growing population, aided by high birth rates and abetted by continual immigration of people from other states.

JOBLESS RATE TOPS U.S. AVERAGE

The sorry fact has been that throughout much of the 1960's the state's unemployment rate has exceeded the national average by at least 20 percent. While it is true that California's economic health is heavily dependent on national economic policy and that there is a high degree of interrelatedness between the state's economy and that of the nation, there is no reason why California should have a higher unemployment level than exists in the nation as a whole.

As the statement of policy on Full Employment and the Economy adopted by delegates at the 1968 Convention pointed out, the fact that 38 percent of the state's (California's) 1.5 million factory workers are employed in defense-related industries does not, in itself, mean that the state must be plagued with continual high unemployment and economic insecurity. California continues to lag behind many other states in that there is no concentration on economic planning at the state level. Instead the prevailing view seems to be that private industry alone knows what is best for the people.

The 1968 policy statement concluded that this view must be modified to recognize that government is the servant of the people and must provide leadership in meeting state and regional needs. What is really necessary is "innovative leadership at the state level" to help diversify the state's industrial base by developing urban transit programs, combatting air and water pollution, sponsoring new housing programs, and adequately aiding and funding educational programs at all levels, elementary through college.

LIVING COST RISE OUTSTRIPS PAY

For some time it has been obvious that the state and national economy were headed for trouble. For the past two years inflation, meaning the rise in the cost-of-living, has outstripped the ability of workers to increase their standard of living. In other words, the real standard of living of many workers has declined because increases in wage rates have not kept pace with increases in the cost-of-living.

Repeatedly, the Federation and the national AFL-CIO have charged that the real inflationary pressures in the U.S. economy come from ever-soaring interest rates and from a profits and capital goods boom.

The validity of the Federation's viewpoint has been recognized by such groups as the Northern California Council of Churches which last year voiced its opposition to the Nixon Administration's policy of achieving greater price stability by pur-

posely increasing unemployment. Echoing the words of the labor movement, the Church Council pointed out that an increase in joblessness would "escalate the problems in the nation's already crisis-ridden urban areas."

Even the *Wall Street Journal*, a daily newspaper of finance and business, whose clientele is largely, though not totally, businessmen and investors, exploded the oft-repeated and erroneous claim that union-won wage increases cause inflation. The newspaper, in a recent article, concluded in words that have a striking similarity to those used by labor, that "today's inflation, to a remarkable extent, reflects factors that have little direct connection with labor costs."

NIXON SLASHES CONSTRUCTION

Despite this stern evidence, however, the Nixon Administration has embarked on a policy of deliberately increasing unemployment in order to reduce the rate of inflationary advance. Besides placing strict fiscal controls over non-defense spending and actually cutting federal expenditures in many widely needed areas, such as health, education, and welfare, the Administration moved to further dampen inflationary pressures by cutting back on construction expenditures.

Shortly after the announcement of this latter action, the state government in Sacramento decreed there would be a 75 percent cutback in state expenditures for construction. Despite the fact that it would obviously increase unemployment in the state, in September, 1969 the Governor indicated he was going to instigate a cutback in state building.

Your Federation moved quickly to try to head off such a cutback. In a wire sent to the Governor by former Secretary-Treasurer Thos. L. Pitts, the Federation pointed out that:

"California's seasonally adjusted jobless rate of 4.5 percent for July, the latest state figure available, is already 25 percent higher than the 3.6 percent national average and any major slice in state spending for construction would inevitably result in the loss of jobs for thousands of building trades workers as well as clerical and other workers in related fields."

The likelihood is that California will be one of the states hardest hit by Nixon's order for a 75 percent cutback in federal construction, the Federation pointed out to the Governor, "because of the many federal projects and installations in the Golden State."

"To compound this, additional slices in state construction would mean financial disaster for the thousands of California workers."

'REAL VILLAINS' PINPOINTED

Pitts went on to note that the "real villains in the current inflationary spiral are the still uncurbed and excessive profits of big business, the price hikes in our basic industries that go unprotested by the national administration, and the outrageously exorbitant interest rates which, with the prime rate now at 8½ percent, are the highest in more than a century of this nation's history."

Pitts concluded his wire to the Governor by saying,

"It makes no sense economically, socially, or morally to require workers to bear the full brunt of the fight against inflation while bankers and investors pocket higher and higher profits and big business isn't even asked to pull in the reigns on price increases."

Strong action by other labor organizations, most particularly the State Building and Construction Trades Council, forestalled the massive cuts in California construction planned by the Governor. Nonetheless, California's already serious economic problems are now in a period of rapid escalation.

The increase in the national jobless rate over the past six months has been matched by an increase in California unemployment. At present there are over 558,000 Californians out of work, a tragically high figure in a state that likes to call itself "the nation's number one state."

PARLEY ON JOBLESS CRISIS

Recognizing the great danger of increasing unemployment in a period of massive social stress, the Federation, in conjunction with the State Building and Construction Trades Council, in May, 1970, held a Joint Legislative Conference to deal with the problems of rising unemployment.

The facts were not pleasant. As the conference convened, over 500,000 California workers were then without jobs and the unemployment rate was approaching six percent. The Federation noted the disparity between unemployment in California and the nation as a whole and pointed out that "not only must steps be taken to meet the general rise in unemployment, but additional steps are urgently needed to bring California's job situation at least in line with the national average."

The Federation pointed out that "some state politicians, confronted with the fact

of California's growing unemployment, are inclined to shrug their shoulders and pass the buck to the federal government.

FACT SHEET DEVELOPED

In a fact sheet prepared for the Joint Legislative Conference, the Federation pointed out that while California's economic plight would be eased if the federal government pursued more enlightened policies, the state's responsibility does not evaporate because the federal government's economic policies are callous. Your Federation pointed out the State Administration can and must play a far more vigorous role than it has in dealing with the state's economic problems.

The Federation suggested the state could take the lead in developing broad economic plans by rationalizing and planning for population growth, and by working firmly to broaden its economic base.

In language echoing its long dedication to improving the social and economic position of California wage earners the Federation pointed out that the lack of adequate leadership in California has produced a misshapen economy and has "produced urban sprawl and urban slums, allowed agricultural land to be gobbled up by predatory speculators and ignored the real and future needs of the people."

FED LISTS THINGS TO BE DONE

The Federation listed a number of things that can be done at the state level including:

1. The state can play a more vigorous role in dealing with transportation problems that threaten to strangle the state's metropolitan areas.
2. It can put money and effort alongside its promises to deal effectively and constructively with air and water pollution.
3. It can substantially boost its manpower development programs looking more towards the encouragement of developing skills geared to long-term careers, not merely temporary jobs.
4. It can do much more to encourage the housing construction so badly needed for the state's low and middle-income families.
5. It can help rebuild and extend educational facilities to meet the unfulfilled educational needs of the people of this state.
6. It can increase its efforts in the areas of health, recreation and other general aspects of living that affect both the quality and the quantity of life.
7. It can act to improve the economic

plight of the unemployed worker by modernizing California's antiquated, outdated, unemployment insurance system. This system is geared to the realities of the 1930's, not to the realities of the 1970's. The Federation pointed out that not only do unemployed workers need more than the \$65 a week maximum now permitted under law, but that unemployed workers should be entitled to the full assistance of the state in the fields of training, relocation, job finding, and to placement in and holding onto full-time gainful employment.

In opening the Joint Legislative Conference sponsored by the Federation and the State Building and Construction Trades Council your Secretary-Treasurer demanded that California take action to quell the rise in joblessness, stating:

"We insist that attention be given to California's unemployment crisis." Your Secretary went on to note that despite the fact that more than half a million workers were jobless in the state there has been "no indication that relief is coming from the national or state Administrations."

'INDIFFERENCE' IN SACRAMENTO

On the contrary, your Secretary pointed out, there is "a great indifference on the part of the present Administration in Sacramento to the plight of the unemployed in California."

Despite the efforts of your State Federation, however, the problems of the jobless in California continue to be met by indifference. As Spring, 1970 ended the State Administration adopted a new policy of issuing unemployment insurance benefit checks in certain cities every two weeks instead of weekly.

This action, flying in the face of the economic need of the jobless, poses a severe hardship upon thousands of jobless workers. The Federation's Executive Council adopted a statement deploring this action and urging a return to prior practice. (This action is reported more fully in the Report of the Executive Council of this Convention.)

FED PRESSES FOR ACTION

Despite the lack of interest at the State Administration level, your Federation has continued to pound away at California's economic crisis. Expanding on previously held positions, your Secretary-Treasurer, in addressing the California Pipe Trades Council in late May, called for:

1. Creation of a State Council of Economic Advisors that would have as its primary purpose the development of a full

employment economy.

2. Elevation of planning for human resources to a priority above that of planning for material resources, private speculation and private profit.

This would mean that such things as social planning for schools, hospitals and recreation facilities and planning for water, land, and reclamation projects would be undertaken on the basis of the people's needs and environmental integrity.

Such planning should involve both public action and private enterprise.

3. Establishment of a shelf of public projects in the educational, medicare, road-building, power, and water areas to meet requirements private enterprise cannot satisfy.

Activation of such projects could be used to help balance anticipated job layoffs in California's aerospace and defense industries and counteract the state's rising unemployment rate.

Proper placement of such projects could do much to solve the needs of sectional unemployment.

4. Adoption of the California Labor Federation's program to modernize the state's unemployment insurance system which is now before the state legislature.

TAXES

In addition to the economic problems cited above, other potential threats to the California economy have surfaced in the past two years. One of the most severe came to the fore in 1968 when an initiative was placed on the ballot to supposedly reduce property taxes. This seemingly desirable goal, if it had been achieved through this initiative, because of the wording of the initiative, would have drastically increased California unemployment.

The measure on the ballot was Proposition 9, the so-called Watson Initiative, named after the assessor of Los Angeles County. Your Federation joined with other organizations throughout the state in the fight against Proposition 9. Warning that the bonding limitation contained in Proposition 9 "would throw thousands upon thousands of California building tradesmen and workers in construction and related fields out of work," the Federation stated at a hearing of the State Finance Committee in Sacramento that the promoters of Proposition 9 were engaged in an "outright falsehood" and pointed out that enactment of the proposition would adversely affect the more than 40 percent of California households who rent.

WHY FED OPPOSED PROP. 9

The Federation's statement noted that even though one may agree with the initiative's proponents, that property taxes are regressive and too high and that increasing governmental costs have been piled on the property tax because it is the simplest way of raising revenue, it does not follow that Proposition 9 should be enacted. Your Federation pointed out that renters would not receive any tax break because of Proposition 9 but "would pay much more in sales taxes, income taxes, and other taxes while large apartment house owners would make greater profits."

On its surface Proposition 9 appeared deceptively simple. It would have limited the tax burden on all property for property related services to one percent of market value after July 1, 1969 and would have established a bond limitation of 20 percent of the assessed value or five percent of market value of all property in the state. However, your Federation pointed out that California already has "a bonded indebtedness of approximately 15 percent above what Proposition 9 would permit" and, therefore, such a bonding limitation would "produce chaos."

Your Federation went on to assert that much planned construction "never would begin and much current construction would be terminated if the initiative passes.

KEY QUESTION RAISED

"The crucial question thus becomes how would the future growth of California be financed if Prop. 9 succeeds? New schools, libraries and hospitals must be built, rapid transit must be constructed, the state water project completed and other capital improvements must be made.

"These projects traditionally have been financed largely through bonds. Yet the bonding limitation of Prop. 9 would halt much of the construction in this state. This would be catastrophic."

In its testimony and its efforts against Proposition 9 the State Federation testified in October, 1968 before a Joint Hearing of the State Senate and Assembly Committees on Revenue and Taxation in Los Angeles. In its testimony the Federation took particular exception to the bonding limitations the proposed initiative, if successful, would impose. To back up its view that the proposition's bonding limitation would "throw thousands upon thousands of California building tradesmen and workers in construction-related fields out of work" the Federation pointed out that U.S. Department of Labor studies have indi-

cated that for every \$1 billion spent for new construction, 103,000 jobs are created.

500,000 JOBS AT STAKE

Noting that some 47,000 of these jobs are directly in the building trades and the balance, 56,000, are in such related industries as manufacturing, transportation, trades, services and finance and insurance and real estate, your Federation said:

"There are now over \$5 billion of authorized but unsold state and local bonds in California. The bonding limitation of Proposition 9 would mean that if the initiative were successful these bonds would remain unsold. The result: approximately 500,000 building trades and construction-related jobs would be wiped out. This would have a catastrophic effect upon the state's economy and every major industry in California would feel the pinch."

Stepping up its attack the Federation also called attention to the fact that over \$3 billion in new bonds would be voted upon at the November 5, 1968 general election.

"If Proposition 9 succeeds, even if all the new bond issues are approved, there would be no new construction and another 300,000 needed jobs would never exist," the Federation said.

AID TO LAND SPECULATORS

Summing up its attack on Proposition 9 the Federation pointed out that the proposition would greatly aid land speculators, large apartment house owners, and others in privileged positions while sharply increasing the amount of taxes paid by low and middle-income wage earners. Asserting that Proposition 9 "is playing with fire" and "would produce chaos," the Federation urged its defeat.

Shortly thereafter, at the November election, Proposition 9 was defeated by a margin of more than 2 to 1. The defeat was due, in major part, to the efforts of the Federation and labor unions throughout the state which recognized the dangers inherent in the proposition.

The dangers of measures such as Proposition 9 should not be underestimated, however, because as long as the Governor and State Legislature fail to develop a meaningful, rational, and progressive reform of the state's tax system, such threats will return in the future. Recognizing this, your Federation in the Fall of 1969 sponsored a two-day tax conference for affiliates in Fresno. (This conference is discussed more fully in the section of this report dealing with the educational activities of the Federation.)

NEED FOR TAX REFORM

Because of its strong belief that tax reform is essential to improving the economic health and viability of the California economy the State Federation over the past two years has continued to hammer away on the need for meaningful tax reform. In February, 1969, Governor Reagan proposed that because the State apparently has a "surplus" of general revenue funds it would be desirable for the state to adopt a one-year 10 percent across-the-board tax cut in the personal income tax field.

Your Federation immediately spoke out against this proposed cut as "inequitable." As an alternative the Federation urged the Governor to apply the \$100 million state budget surplus to property tax relief. Furthermore, the Federation urged the Governor to put the substantial weight of his office behind reducing property taxes in 1969 instead of waiting until 1970 as he proposed.

The Federation pointed out that "if \$100 million is truly available—after meeting the state's many needs in the fields of education, housing, and jobs—then the money should be used to reduce the heavy burden of regressive property taxes."

INEQUITY SPELLED OUT

Then Secretary-Treasurer Pitts pointed out in a letter to the Governor that the administration's tax proposal would mean a cut of only about \$2.00 for a homeowner with three dependents and an annual income of \$8,000 while a homeowner with three dependents and an income of \$32,000 would get a tax cut of about \$150 and wealthy persons even more.

A \$2.00 tax cut "is hardly a consequential amount" and would "bitterly disappoint" any homeowner who would erroneously conclude from the Governor's statement that he was to get meaningful tax relief, the Federation's letter said.

In contrast, the Federation pointed out, if the \$100 million "surplus" were distributed on a per capita basis to all homeowners eligible to receive the \$70 relief authorized by passage of Proposition 1A in November, 1968, each homeowner would benefit by an additional \$50 cut in property taxes.

Noting that the Governor has said that property taxes were inelastic and highly regressive and make it impossible for many of modest incomes to continue living in and owning their own home, your Federation stated the most equitable way to distribute the \$100 million "surplus" would be to provide each homeowner with \$50 in property tax relief. After all, it is "the

low and middle-income taxpayers, not the wealthy, who are most in need of tax relief," the Federation said.

REAGAN PLAN HITS WORKERS

Three months later, in mid-May, 1969, your Federation pointed out that Governor Reagan's so-called "tax reform" proposals then before the legislature would mean an income tax hike of \$108, or 168 percent for a rental family of four earning \$10,000 a year and this did not include the Administration's proposed additional sales tax bite. In so noting, the Federation was attacking publicly the Governor's recent statewide TV appeal for support of his tax program.

The Federation observed that about 40 percent of California families are renters and that rent levels are usually set high enough to cover the property owners' tax liabilities.

Going through an item-by-item analysis of the Governor's program, the Federation noted that while the labor movement in California is in agreement with the Governor's statement that "the only true tax reform will be that which places a major reliance on a more fair and more equitable income tax in which various exemptions are virtually eliminated, a much lower tax rate is imposed, and a great many existing inconsistencies and loopholes are closed," the Governor's program does not measure up to its own stated objective.

It is unfair to increase taxes on renters and young people and the elderly and low-income families, the Federation pointed out, for these groups are those that can least afford a whopping increase in their income taxes. Yet this is exactly what the Governor proposed under the name of tax reform.

IMPACT ON FAMILY OF FOUR

In a sharply-keyed analysis, the Federation asserted that a rental family of four, including two children, would face the following increases under the Governor's 1969 program:

- A family earning \$6,000 at present pays no state income tax but under the Governor's proposal this family would pay \$76 in state income tax.

- A family earning \$8,000 and paying taxes of \$14 would have their taxes hiked to \$116, an increase of \$102.

- A family earning \$10,000 and paying \$64 in taxes would find its state income tax hiked to \$172, a boost of \$108.

- A family earning \$12,000 and paying \$124 in taxes would wind up paying \$238

in state income tax, an increase of \$114.

On top of this, the Federation analysis pointed out, renters and all citizens would face a new sales tax on magazines and newspapers under the Governor's proposal and an indirect sales tax on milk and drugs due to a proposed extension of the sales tax to containers.

In California 40 percent of all households are renters. Chiefly these are the young families, low-income elderly, and minority groups. These people have long needed tax relief. The Governor's 1969 tax proposal proposed that "in cutting property taxes by some \$750 million and picking that amount up elsewhere by broadening the base and increasing the amount paid by all state income taxpayers, one group that will carry more of the burden than they have in the past will be the renters. To ease the situation we are proposing that the landlord be required to notify their tenants of that portion of their rent which could be reduced because of the cut in property taxes. Such a notification would stimulate the free play of the rental market. We further anticipate that this would encourage the landlord to share his property tax reduction with the tenant through reduced rent."

FALLACY IN REAGAN PLAN

Pointing out the utter fallacy of the Governor's proposed tax reform program your Federation said, "Renters would have to be both extremely naive and terribly idealistic to believe that such a notification requirement will result in any appreciable reduction in rents throughout the state."

The Federation went on to note, "It would be more realistic to afford renters a further increase in the standard deduction on their personal income tax or to allow renters to pay 90 or 95 percent of their income taxes instead of 100 percent." The Federation then detailed the ingredients it believed essential for any meaningful tax reform program in the state. They were:

1. Adoption of a mandatory withholding tax system such as has existed at the federal level for 30 years.

2. Increase the top personal income tax bracket to 15 percent. This level prevailed in California prior to World War II.

3. Leave the business inventory tax as is.

4. No increase in the sales tax and other consumer taxes.

Due to the strong efforts of the state's labor movement, led by the Federation, and the efforts of liberal state legislators

the Governor's so-called tax reform program was not adopted in 1969. As of this writing, however, a similar program, although not quite as inequitable, is awaiting passage in the State Senate after having passed the State Assembly.

Your Federation's view is that the 1970 so-called tax reform package of the Governor is neither much of a package nor contains any meaningful reform.

FAIRER SYSTEM NEEDED

Clearly, in the long run, the California economy, if it is to grow and prosper in the manner it must, will need a better, more reliable, and far fairer tax system. It is up to the labor movement and its allies in other walks of life to continue to place pressure on the legislature and the Governor to enact a meaningful, lasting tax reform system that will reduce property taxes for homeowners and renters alike while placing increased reliance on progressive, ability-to-pay tax sources such as the bank and corporation tax and the personal income tax.

FARM LABOR

Reflecting its long policy in support of the farm workers, the Federation since its last convention has continued its strong policy of trying to help the United Farm Workers' Organizing Committee, AFL-CIO, win union contracts with the state's grape growers and other farm employers.

At the time of the 1968 Convention the State Federation went on the attack and challenged claims made by the Governor that the grape boycott "has nothing to do with working or living conditions." Your Federation in telegrams to then Vice President Hubert H. Humphrey, Washington Governor Daniel J. Evans, Oregon Governor Thomas McCall, and San Francisco Mayor Joseph Alioto said that the Governor's contention that California farm workers' earnings were the highest in the nation "is false."

Condemning the Governor's continual intervention on the side of growers in the bitter, long-lasting farm labor dispute, then Secretary-Treasurer Pitts said that the very publication cited by the Governor to support his claim on wage rates, the U.S. Department of Agriculture's Statistical Reporting Service bulletin, *Farm Labor*, clearly shows that average hourly wage rates in Washington State were higher than in California and the Hawaiian rate much higher than that of both Washington and California.

The Federation pointed out that Governor Reagan in his attack against the

farm workers' union conveniently overlooked the fact that median earnings of California farm workers strongly attached to the farm labor work force "are less than \$1,400 a year."

FARM FACTS SPELLED OUT

The Federation noted that "contrary to the Governor's claim, the United Farm Workers' Organizing Committee, AFL-CIO, is not trying to compel workers to join a union against their own wishes. The workers want a union; the growers do not want to bargain collectively. The UFWOC has offered to meet with the growers. The growers have steadfastly refused. The UFWOC has agreed to representation elections; the growers have refused.

"In short, a majority of the growers adamantly oppose collective bargaining in agriculture."

The Governor of California had sent a wire to the above political leaders saying that he wished "to call your attention to the fact that large amounts of false information are being circulated regarding the grape boycott." The Federation listed point by point those areas in which the Governor either misstated the facts, overlooked the facts, or deliberately misled the recipients of the telegram regarding the facts. The Federation said:

1. Contrary to the Governor's claim the UFWOC was acting on workers' wishes in moving to create a union of agricultural workers in California.

2. The boycott, contrary to what the Governor had to say, had everything to do with working and living conditions. The Federation pointed out that in terms of annual earnings the median earnings of non-casual farm workers, that is, those strongly attached to the labor force, were less than \$1,400 a year and that the average weekly wage of those working—when they do work—was less than 50 percent of that of the average weekly manufacturing wage in California. Moreover, the Federation pointed out that unorganized farm workers do not receive any of the normal fringe benefits other workers have come to take for granted.

3. The Federation noted that the Governor's claim that California farm workers' earnings are the nation's highest is false, as mentioned above.

4. The Federation pointed out that the Governor, while discussing unemployment insurance, failed to note that the California legislature adjourned without enacting unemployment insurance legislation for farm workers and that, even worse, the major farm worker unemployment insur-

ance bill at the 1968 session of the legislature which did clear the Assembly, was not supported by the Governor.

5. Contrary to the Governor's impression, the use of strikebreakers in California agriculture is well known, particularly in the case of "green carders" from Mexico. The U.S. Department of Labor has confirmed this labor charge repeatedly.

6. The Governor stated that "concerned growers are preparing legislation to be presented at the next session of the legislature to establish procedures for handling agricultural labor problems."

The Federation observed that apparently this legislation, however drafted and whatever its content, will have the Governor's support sight unseen. Left unsaid by the Governor, the Federation noted, was the fact that efforts have been made for years to extend the National Labor Relations Act (NLRA) to cover farm workers and that the Governor could support such legislation at the national level but repeatedly failed to do so.

7. The Federation directly attacked the Governor's contention that the boycott of grapes is "illegal." The Federation said this is unsubstantiated and as a matter of fact the boycott has been conducted within the law. The Federation concluded by saying that:

"The Governor's wire is long on charges, but overlooks many uncomfortable, unpleasant facts. Instead of siding so vociferously with the grape growers, the Governor could more profitably devote his time toward developing constructive, peaceful labor-management relations in agriculture by urging the growers to bargain with the UFWOC, the representative of their workers."

NIXON OPPOSES BOYCOTT

Shortly thereafter, the then Presidential candidate of the Republican Party, Richard Nixon, aligned himself with the grape growers by coming out against the grape boycott. The Republican Presidential candidate in campaigning in California stated that, "We have laws in the books to protect workers who wish to organize—the National Labor Relations Act to impartially supervise the election of collective bargaining agents and to safeguard the rights of organizers." The Federation observed that the Republican candidate's statement ignored the fact that the very workers initiating the grape boycott were specifically excluded from the NLRA.

Shortly thereafter, in October, 1968, reacting to the strength of the California table grape boycott a number of grape

growers in California took out full page ads in the nation's press through their trade association, the California Grape and Tree Fruit League. The ads attempted to portray the California grape strike and boycott as an act being carried out by a handful of people without the support of farm workers.

The ad, the details of which suggested there was no strike in California agriculture and that farm worker wage rates in California were higher by far than the facts supported, was so misleading that the Federation announced it was planning to look into the legal questions regarding such advertising, noting that there was a state law against the making or disseminating of untrue or misleading statements. Perhaps because of this planned investigation on the part of the State AFL-CIO no further misleading ads were placed by the Grape and Tree Fruit League in its effort to destroy the grape boycott.

'AN EXERCISE IN INACTION'

A couple of months later in December, 1968 the Governor's office released a position paper on farm labor the thrust of which was that the state's agribusiness interests should police themselves. In the position paper the Governor clearly came out against extension of the National Labor Relations Act to farm labor.

Calling the Governor's position paper "an exercise in inaction," the Federation pointed out that "California has a direct responsibility to prevent the continued exploitation of hundreds of thousands of California citizens who toil in the fields of California producing 43 percent of all of the food and fiber produced in this nation.

"The fact of the matter is that the state government has only 48 field agents to police all 14 of the IWC's (Industrial Welfare Commission) wage orders covering practically all industries in the state. This is a grossly inadequate staff for the nation's most populous state with a work force of more than eight million."

REAGAN'S IGNORANCE EXPOSED

Zeroing in on the Governor's position, the Federation pointed out that "the Governor exposes his ignorance of the National Labor Relations Act when he maintains that such coverage for farm workers would provide 'no bargaining dispute or settlement procedures' for them.

"As most lay citizens know, the National Labor Relations Board established under the National Labor Relations Act in 1935 serves as a buffer to adjudicate unfair practices by either employers or employees. The fact that over 90 percent of the

collective bargaining agreements negotiated in the nation are resolved without resorting to strikes attests to the efficacy and effectiveness of this procedure."

The strong desire of the State Administration in California to thwart the UFWOC's efforts to organize farm workers who by their own choice seek unionization became crystal clear in January, 1970 when the California State Board of Agriculture, a body appointed by the Governor, said it planned to take part in a nationwide campaign opposing the consumer boycott of California table grapes initiated by the UFWOC. The Federation denounced this action in a letter to the Governor and termed the State Board of Agriculture's action, "a willful violation of public trust" and called on the Board to "immediately cancel its partisan promotional activities against the grape boycott."

STATE AGENCY OFF BASE

The Federation pointed out that the State Board of Agriculture is supposedly a servant of all the people of California and that it has no right to enter a labor-management dispute on the side of employers or to use its prestige to fight and oppose the claims of the farm workers of California. The Federation's letter to the Governor stated, "It is shocking for a state agency to frankly and bluntly declare itself to be partisan in a dispute between labor and management."

"It is suggested the State Board immediately cancel its partisan promotional activities against the grape boycott. The grower members of the Board as individuals have a right to private action. They have no right to place the seal of the state of California on their anti-worker policy."

Despite the efforts of grape growers and California's agribusiness interests to mislead the public, however, the clear difference a union can make in terms of wage rates and working conditions of farm workers was brought to light in a study released in August, 1969, by the U.S. Department of Labor. The study found that the national average farm wage rate for 1968 was only \$1.43 an hour, without room or board, just 10 cents above the 1967 level.

In contrast, however, the report pointed out the minimum hourly wage for farm workers protected by union contracts negotiated by the UFWOC in California is \$2.00 and harvest piece rates for wine grape workers must average between \$3.50 and \$3.75, according to UFWOC spokesmen.

FACTS CORROBORATED

These facts were corroborated two months later in October, 1969 when a long awaited report by the Assembly Agricultural Committee was released to the press. The report indicated that, . . . "(workers) who got jobs through a union had median earnings of almost four times those of the total sample." The report, in other words, clearly indicated something trade unionists have known for some time, namely that the extension of the union movement to California agriculture would result in increased wages and earnings for farm workers.

The report by the Assembly Agriculture Committee was the result of a study funded by the U.S. Department of Labor working through the committee's Advisory Committee on Farm Labor Research. The Advisory Committee included a staff member of the Federation.

Further indication of the bankrupt position of those grower organizations opposing the farm workers' table grape boycott came to light in December, 1968, when spokesmen for the first two firms to sign contracts with the UFWOC, Schenley Industries and the DiGiorgio Fruit Company, publicly rebutted charges by certain other growers that union contracts had brought "chaos" to their farming operations.

Speaking for Schenley Industries, attorney Sidney Korshak, stated that since organization of the Schenley field workers by the UFWOC "wages have gone up upwards of 50 percent," and that this "isn't causing us any real economic problems."

Korshak, who had represented Schenley in negotiations with the UFWOC went on to note that, "Wages were so low before that we felt the workers were certainly entitled to additional money and fringe benefits."

The President of the DiGiorgio Fruit Company, Max O'Neill, stated that the company's land in the lower San Joaquin Valley which it was forced to sell due to federal reclamation law, was selling in the open market for about the same price estimated by government appraisers. O'Neill went on to state that the signing of the union contract was not a factor in the company's sale of the land.

WAGES RISE 50 PERCENT

In addition, rebuttal charges by grower organizations were voiced by two other spokesmen for unionized vineyards. Al Hoft, treasurer of Paul Masson Vineyards, noted that the new guaranteed average hourly wage negotiated between the company and the UFWOC amounted to an in-

crease of about 50 percent over the wage level paid before the union represented the workers. He stated that "we have resolved all of our major problems and the minor ones aren't bothering us. They are to be expected in a new contract."

Similarly, a spokesman for Almaden Vineyards voiced a similar conclusion. The firm's labor relations representative, George Morrison, stated that, "Actually, we've had a very decent relationship with the union since we signed up for this contract in August, 1967."

BIG DELANO BREAKTHROUGH

Despite the strident efforts of various grower organizations, the UFWOC's record over the past two years has been one of outstanding success.

Not only has the union won contracts or renewed them with such old California farming and vineyard operations as Paul Masson, Inc., Schenley, Franzia Bros., Almaden Vineyards, and Christian Bros., but on July 29, 1970, 26 major Delano-area grape growers, including John Giumarra, Jr. of Giumarra Vineyards, the largest vineyard in the world, signed contracts with the UFWOC.

These contracts brought union protections to some 10,000 workers employed by the 26 growers at the peak of the harvest season and raised the state's table grape acreage under UFWOC contracts to 75 percent.

Since then additional contracts have been signed which bring the benefits of union protections to more than 85 percent of the state's total table grape acreage.

Shortly before the big breakthrough in Delano, the UFWOC won an election at the Coachella-Imperial Distributors, Inc. near Indio when the workers voted by an overwhelming margin of 168 to 4 in favor of the union. This victory quite clearly repudiated attempts by Governor Reagan, Senator George Murphy and agribusiness interests to convince the public that the farm workers don't want union representation or that their rights are being abused. The Coachella Valley victory brought about two-thirds of the 7,000 acres of table grapes in the valley under union contract.

Although some of the news media reported that the Delano victory marked an end of the grape boycott, this is not the case. Larry Itliong, Assistant UFWOC Director, emphasized that the Delano victory does not end the grape boycott. The boycott will remain in effect until contracts are signed with grape growers in Lodi, Fresno, Madera, and the Merced areas, he explained.

Among those on hand for the historic contract signing ceremonies in the union hall in Delano in addition to Cesar Chavez and Itliong were Bishop Joseph F. Donnelly of Connecticut, head of the Catholic Bishops Ad Hoc Committee which has made a substantial and continuing contribution in resolving the conflict, the Federation's Secretary-Treasurer, and William Kircher, AFL-CIO National Director of Organizations.

The magnitude of the Delano victory was exemplified when John Giumarra, Jr., long one of the most anti-union growers, observed:

"Unionism has finally come to this industry and there's no sense pretending it will go away. The thing to do is to come to the best possible terms."

Today union label grapes are now becoming available throughout the nation and a bitter but valiant struggle in California's vineyards is nearly resolved. But now the task turns to assuring similar union protections to all other California farm workers.

In addition to the effectiveness of the grape boycott, it should be noted that the continuing struggle of the farm workers has also met with increased support over the past two years by major civic and labor organizations including the NAACP, the World Council of Churches, the Berkeley City Council, and the New Zealand Federation of Labor, to name but a few.

The Federation's General Vice President is a member of the recently formed Committee on Economic Justice for the Agricultural Community. In this manner, a continuity is provided for our participation in this sensitive sector of California's society and economy.

Throughout this period the Federation has continued through the California AFL-CIO News, among other means, to drum up support for the farm workers' cause. For example, a steady feature in the State Federation's newspaper has been announcements of caravans taking food supplies and other resources to the farm workers in Delano.

'HUELGA' FILM AVAILABLE

In addition, in April, 1969, the Federation purchased, and made available on a loan basis to affiliates throughout the state, the 50-minute 16 m.m. color film, "Huelga" which depicts the farm workers' drive to win collective bargaining rights and union recognition. The film, which can be used as an organizing tool has been widely sought after.

A further indication of the continuing support by the Federation for the farm workers' organizing efforts was your Secretary-Treasurer's March, 1970 visit to Delano to participate in a conference of local, state, and national labor officials. In pledging the continued all-out support of the Federation for the organizing efforts of the UFWOC, your Secretary pledged that those growers that signed union contracts will have the labor movement's help in doing "everything in our power to sell union grapes while continuing to boycott the others."

The historic meeting at the farm workers' headquarters in Delano was attended by the executive officers of the vast majority of central labor bodies in California. At the one-day meeting policies and programs were hammered out by the labor officials to further aid in the building of a strong, permanent farm workers' union.

MAJOR SUCCESSES ACHIEVED

In short, the two years since the Federation's 1968 convention have witnessed a major expansion in the farm worker union's organizing activities and major successes in achieving contracts with a large majority of California table grape growers.

Realizing that the long battle to secure equal justice for farm workers—a struggle occurring without the protections of equitable laws guaranteeing farm workers the right to organize and bargain collectively with their employers—is a fight that will continue in California for some time and must eventually spread across the entire country, it seems clear that the breakthroughs of the last few months can be characterized, in Winston Churchill's phrase, as "not the beginning of the end but surely the end of the beginning."

Besides working closely with and supporting all efforts of the UFWOC over the past two years, the Federation has continued its policy of helping farm workers in other areas. For example, for years the Federation has testified on an annual basis before the U.S. Department of Agriculture regarding the setting of minimum wages for sugar beet field workers. Again and again the Federation has called for "fair and reasonable minimum wage rates for sugar beet field workers."

FED URGES \$2.25 PAY FLOOR

In December, 1968 the Federation urged that a \$2.25 an hour minimum be established. In contrast, grower spokesmen urged the Department of Agriculture make no change in the then present so-called "fair and reasonable" minimum wage of

\$1.50 an hour even though the growers acknowledged under questioning that the farm worker minimum wage of \$1.65 set by the California Industrial Welfare Commission was being paid sugar beet workers.

The Federation, in its lengthy testimony, pointed out the world market price of sugar is under two cents a pound yet in the Western United States the price is more than 10 cents a pound. "This substantial subsidy has benefited industrial users, processors, growers and consumers—every group but farm workers," the Federation said. The Federation went on to assert that the present USDA established minimum for sugar beet field workers of \$1.50 an hour was:

1. Below the prevailing wage in California agriculture, which according to the USDA's own figures, was \$1.73 per hour without room or board.
2. Below the \$1.65 per hour minimum wage for women in California agriculture.
3. Below the \$1.68 per hour "adverse affect" wage growers must offer domestic workers before being qualified to import foreign workers.
4. On a monthly basis, below the amount a married farm worker with three dependents can receive on welfare.

The inadequacy of \$1.50 an hour was further emphasized by the Federation when it pointed out that the average farm worker in California works only about 1,100 hours a year and that the \$1.50 rate yields an annual income of only \$1,650.

"Consider buying children's clothes, paying for shelter, food, utilities, an automobile, etc. on such a wage," the Federation said.

HAWAIIAN WAGES HIGHER

The statement also drew a comparison between the wages paid to California's sugar beet field workers and Hawaiian sugar cane workers. Noting that the wages of Hawaiian workers are achieved through collective bargaining rather than "bureaucratic fiat" the Federation pointed out that the Hawaiian workers' average hourly earnings last year were \$2.80, not counting fringe benefits amounting to another 90 cents per hour.

Then, turning the tables on the charge often made by California agribusiness interests, the State AFL-CIO said:

"The Hawaiian sugar industry is subject to unfair competition as a result of the great disparities in wage rates which the Department of Agriculture sets."

The Federation lashed out at past prac-

tices in setting so-called "fair and reasonable wage rates" by saying that if the Department has done a good job then its measuring rods must be "a climate of hopelessness and want and the perpetuation of poverty."

HOURLY PAY DISPARITY CITED

The Federation also noted that workers in sugar cane refining are paid \$3.64 per hour and sugar beet processing workers receive \$2.70 an hour plus fringe benefits while sugar beet field workers are paid a minimum of \$1.50 an hour with no fringe benefits. And the Federation observed:

"Processing workers have relatively steady employment. Yet both groups are employed in the sugar industry, both have families to support, both live in the same country and often in the same state and city. One works under the conditions of free labor the other has little or no say in the conditions of his labor."

Four months later, in April, 1969, the U.S. Department of Agriculture announced the figure it considered "fair and reasonable" for the 1969 crop sugar beets in California. Despite the extensive Federation testimony that a \$2.25 minimum wage would be fair, the Department of Agriculture boosted the figure in April, 1969, to \$1.65 from the prior \$1.50.

While it should be recognized that this 15 cent an hour increase represented the biggest hike ever in the hourly pay for sugar beet workers it still works out to an annual income of less than \$2,000.

LOW PAY A SCANDAL

Again, in the Winter of 1969, the Federation testified before the U.S. Department of Agriculture on the inadequacy of a \$1.65 an hour minimum wage for sugar beet field workers. The Federation asserted that the dreadfully low wages of workers in the heavily subsidized sugar industry "is a matter of scandal."

Your Federation noted that such a figure would provide an annual income of about \$1,815 a year. The Federation said that "a nation in the difficulties that America is now experiencing should not base a minimum wage structure on survival needs. It should at least look toward a 'moderate' standard of living for the workers who labor in the unmatched riches of our agricultural fields."

The Federation then called attention to U.S. Department of Labor figures that estimated that the income necessary to sustain a "moderate" standard of living in U.S. urban areas was \$9,076 a year. The Federation asked, "How far distant can

farm workers fall from the mainstream of U.S. life?"

It is clear that farm workers are not sharing in the American system, the Federation pointed out, because of the fact that customary farm worker minimum wages are determined by making wage comparisons with the lowest economic denominators, more notably the federal minimum wage for farm workers or the pay floors established in the 11 states that provide some form of state farm minimum wage coverage. All this does is to confine farm labor to a "wage ghetto."

ENORMOUS INDUSTRY SUBSIDIES

Noting that there are enormous subsidies paid to the sugar beet industry in the United States, the Federation noted that everyone but the farm worker gets his piece of this public subsidy. Industrial users get their share, processors get theirs, growers get theirs. But the sugar workers still get a ghetto wage that confines them and their families to lives of poverty. Civilized relationships cannot long remain with this kind of exploitation.

The Federation then noted the linkage between the rural poverty faced by the farm workers and the social unrest that is now rising to near crisis proportions in American society, stating that, "Group hatred, distrust of private enterprise and cynicism about government are the inevitable prices this society pays for tolerating such a situation."

Finally, your Federation concluded, "If those subsidized by public money say that they cannot economically survive on such a wage (\$2.25 an hour) we must then ask if their survival requires the exploitation of human beings. We don't believe that it does. We do believe that it is time they should share some of their wealth with the workers."

In other cases of farm activities, your Federation has continued to work, as it has in the past, with the California Rural Legal Assistance, an OED-funded organization of attorneys representing low-income farm workers, and with other organizations, who have worked to keep CRLA functioning in the face of repeated grower attacks.

REAGAN OEO VETO OPPOSED

In November, 1969, the Federation urged California's congressional delegation to reject an amendment attached to the Office of Economic Opportunity authorization bill by Senator George Murphy that would give Governors an absolute veto power over OEO programs designed to provide legal services to the poor. (For fuller explana-

tion of this action see the section of this report on Federal Legislation.

In still another area of activity in the farm labor field, in February, 1969, California farm workers achieved a significant victory when the San Francisco Superior Court Judge William O'Brien issued a permanent injunction to bar the use of convict labor in California fields. (See the Report of the Secretary-Treasurer to the 1968 Convention for background material on the suit.)

The Judge's decision, a follow-up to a suit filed against Governor Ronald Regan by your Federation in October, 1967, put some teeth into Article 10, Section 1, of the State Constitution. That Article states that, in part:

"... the labor of convicts should not be let out by contract to any person, co-partner, company or corporation, and the legislature shall, by law, provide for the working of convicts for the benefit of the state."

The Federation had brought suit in 1967 against the Governor when the Governor flatly ignored this Constitutional provision in authorizing the use of state prison labor to harvest the crops of non-union fig and grape growers.

ONE MORE DOOR CLOSED

Commenting on the decision then Secretary-Treasurer Pitts said:

"Judge O'Brien's authorization of the permanent injunction means that one more door to the use by California's corporate agribusiness interests of cheap, captive farm labor that denies domestic workers decent wages and tends to boost welfare costs to California taxpayers as a result of disemployment of domestic workers has been closed."

In authorizing the permanent injunction, Judge O'Brien said he was doing so "for all the reasons fully set forth in support of the issuance" of the preliminary injunction won by the Federation in November, 1967.

The preliminary injunction had been issued by San Francisco Superior Court Judge Robert J. Drewes. It upheld the State Federation's contention that Governor Reagan's authorization of the use of convicts to harvest fig crops in San Bernardino and Merced Counties was both unconstitutional and a gross violation of the rules of the "work furlough" program for prisoners.

NO REHABILITATIVE ASPECT

The Federation's suit also pointed out there was no rehabilitative aspect in the

use of convict labor in gangs to harvest private crops, a point with which Judge Drewes concurred in issuing the preliminary injunction when he observed that:

"It does not resemble a rehabilitation program in any important respect."

Judge Drewes' decision, with which Judge O'Brien in essence concurred, pointed out that Regan's authorization of the use of convict labor involved a situation in which "the state owned neither the crops harvested, nor the land upon which the work in question was performed, nor did it pay the workers. The interests of the growers are private, not public, and the work performed was therefore not done 'for the benefit of the state' within the meaning of Article 10, Section 1, of the Constitution of the the State of California"

Judge Drewes' decision in the case had directly corroborated the Federation's charge that Governor Regan had "flagrantly ignored" state law in authorizing the use of state convicts when it noted that:

"The provisions of the Work Furlough Rehabilitation Program are found in Section 1208 of the Penal Code. There it is provided that an eligible inmate of the county jail may 'be permitted to continue in his regular employment . . . or may secure employment for himself in the county . . . with or without the assistance of the administrator. Whenever the prisoner is not so employed he must be confined in the county jail."

"It is obvious that Section 1208 contemplates a program of individual rehabilitation wherein the prisoner is permitted to keep his regular employment, or secure employment if he has none, while serving his sentence; and to enjoy his freedom during regular hours of work. The plan conceived and executed by the defendants requires that the prisoner work as a member of a 'gang' or 'crew' on work arranged for by the defendant director of the Department of Employment, under guard, and isolated from other grower employees. It does not resemble a rehabilitation program in any important respect. (It may also be noted that no effort has been made to show that the inmates with which we are here concerned are eligible for parole as required by Penal Code 62-53, although the criteria used in their selection is described at length.) In short, there is nothing in the Work Furlough Rehabilitation Program which can justify the contracting out of convict labor crews in the manner done here."

Named as defendants in the Federa-

tion's suit were Governor Ronald Reagan; Ronald K. Procnier, director of the State Department of Corrections; and Peter Weinberger, director of the State Department of Employment.

"Issuance of the permanent injunction will bar authorization of the use of convict labor in California's fields this year and hereafter and hopefully have a positive effect on limiting the Work Furlough Program to the purposes for which it was intended, namely, realistic rehabilitation of prison inmates," the Federation noted.

In submitting the case to the court, the Federation had also pointed out that contrary to the Reagan Administration's claims:

- No labor shortage had been proved to exist; in fact, unemployment in Merced County was among the highest of the 58 counties in the state.
- That the Department of Employment had contacted the Merced County Board of Supervisors to inquire if they wanted convict labor instead of the other way around.
- And that Reagan's authorization of the use of convict labor occurred on the same day that the Merced Board of Supervisors adopted a resolution endorsing the use of such help providing that certain provisions were met which had not been met.

Among these latter provisions was the stipulation by the Merced County Supervisors that the Department of Employment get "the proper releases from legal sources, unions, etc.," and that the convicts be used in a manner that would "not interfere with the employment of local workers."

INDUSTRIAL WELFARE COMMISSION

The past two years of activity by the Industrial Welfare Commission (IWC) could better be characterized as years of inactivity. In the face of a rapidly rising cost-of-living and the need to update minimum wages and working conditions of women and minors in California, the present IWC has shown a total incapacity to act, reflecting its own composition.

For the first time in the history of the IWC two of the traditional five seats on it, which had always been held by labor union representatives, are now held by management representatives. Therefore, in addition to the two traditionally management-held seats, management now controls the entire commission and all five votes.

The "stacking" of the IWC again reflects the present administration's attitude toward the needs of the working people of

the state. It is an attitude of neglect, if not outright hostility.

DOMESTIC WORKERS EXCLUDED

All this has occurred against a backdrop of strong efforts by your Federation to improve the wages and working conditions of women and minors in California. At the present time IWC Wage Orders cover every major industry in the State of California with the exception of the 140,000 women and minors employed as domestic household workers. Therefore, extension of IWC coverage to domestic household workers has been a prime Federation goal.

Before the IWC can establish, under law, minimum wages and working conditions for women and minors employed as domestic workers it is first necessary for the IWC to establish what is called a Wage Board. The function of the Wage Board is to make recommendations to the IWC on the establishment of the proposed order.

In September, 1968, reflecting strong pressure from the Federation, the IWC created an 11-member Wage Board to draw up a new wage order to cover domestic household workers. The Board was named only after a move by the then two employer representatives on the five-man Commission (at that time two of the five members of the Commission were still representing organized labor) to delay the action was defeated by a 3 to 2 vote at the IWC's meeting in Los Angeles.

Named to chair the Wage Board and serve as its public member was Dr. Margaret Gordon, Associate Director of the Institute of Industrial Relations, University of California, Berkeley.

A 13-MONTH DELAY

The appointment of the Wage Board in October, 1968, came 13 months after creation of the Wage Board had been formally authorized by the IWC. The appointment was delayed for this period of time due to so-called "data requirements" which were stated to be necessary by the Division of Industrial Welfare, the administrative arm of the IWC.

Of course, the Division of Industrial Welfare has been controlled by the present administration since it took office in January, 1967.

Two months later the Federation submitted a lengthy statement detailing the reasons why a Wage Order was needed for workers in the domestic household industry. The Federation's submission to the IWC Wage Board pointed out that tens of thousands of domestic household workers in California, although working year-round,

earn less than \$2,000 a year and for this reason it was necessary to adopt a detailed wage order that would extend the concept of "parity" in minimum wage and working conditions standards to these workers as such standards had been extended to all other women and minors working in the California economy.

A MOST NEGLECTED GROUP

The Federation reminded the Wage Board that the 140,000 women and minors employed in private households throughout California are "the most neglected or forgotten group in the work force.

"They are regularly exploited and are totally excluded from state and federal protective labor legislation," the Federation pointed out, noting that they are denied such customary benefits as paid vacations and holidays, pension programs, medical coverage, unemployment insurance, workmen's compensation and overtime pay.

The Federation's detailed statement called for:

- A \$2 25 minimum hourly wage with a comparable monthly rate for "live-ins."
- Incorporation of an escalator clause to provide for an annual percentage increase in the wage floor equal to the over-the-year increase in the cost-of-living.

It also urged that the hours and other working condition provisions of the proposed wage order be at least equal to the provisions of the IWC Wage Order 5-68 covering employees in the Public House-keeping Industry.

IMPACT SPELLED OUT

If the wage board and the IWC followed the last proposal, it would have to mean, among other things, that:

- The order would apply to all private household workers without exception.
- Such employees would get one and one-half times the regular rate of pay for all hours worked beyond eight in a day and 40 in a week with double-time after 12 hours in a day and on the seventh day in a week.
- Workers would be entitled to at least two hours of pay if they "called in."
- That a meals and lodgings section recognizing the distinction between "live in's" and day workers would be included.
- And that employers would be required to keep detailed work records of such employees.

Anticipating that the wage board "will be subjected to the cries of those who

claim that payment of decent wages and the adoption of minimum standards of work will drive them out of business or have an adverse impact on the local 'labor market' or upset 'stable' employer-employee relations," the Federation reminded the board that its responsibility and the duty of the IWC "is solely to protect the health, welfare, and self-respect of employed women and minors by establishing minimum wages and working conditions that reflect demonstrated need."

MINNIE BUDGET INADEQUACIES

The Federation's statement also vigorously attacked the inadequacies of the so-called "Minnie Budget," a budget developed by the IWC as the minimum budget necessary for a self-supporting working woman entirely dependent on her own resources to maintain her job, her self respect and the respect of her friends and fellow workers.

When last updated in September, 1968, the "Minnie Budget" figure came to \$3,344.31.

Describing this as a "misery budget," the Federation pointed out that such a budget assumes that California's more than 2.7 million working women:

- Never eat—or at least never pay for a meal—in a restaurant.
- Have no telephone.
- Don't smoke or buy records or flowers, never entertain or go to concerts or the theatre.
- And that they always share an apartment with another woman.

The fact is, the Federation's statement said, that most working women do not share an apartment. They live alone.

REVISIONS PROPOSED

After making allowances for these and other austere assumptions incorporated in the "Minnie Budget," the Federation suggested that a more reasonable revised "Minnie Budget," updated to September, 1968, would total \$4,193.05 annually:

Pointing out that even this new modest annual income which would work out to \$2.06 an hour on the basis of a 40-hour week, 51 weeks a year, fails to take into account the Minnie Budget's "many weaknesses in such fields as medical costs, insurance and savings, and unexpected developments," the Federation declared:

"The fact is a \$2.25 an hour minimum wage in California is more than reasonable."

In backing this up, it noted among other things, that California's cost-of-living is

above the national average that domestic household workers are denied the fringe benefits most other workers enjoy.

Such benefits amount to 20 percent of hourly wage rates, it said.

It also observed that about 40 percent of the nation's private household workers are either widowed, divorced, or, if married, are not living with their husbands and that a high proportion of them are family heads with dependent children, aged parents, disabled husbands or other relatives to support.

GUARANTEE OF OBSOLESCENCE

In short, it declared, in view of the steady increase in prices that can be anticipated in future years, any wage floor less than \$2.25 would "contain a virtually iron-clad guarantee of obsolescence in short order . . . It would amount to a built-in and progressively deteriorating minimum wage lag."

A month later in late January, 1969, the IWC released the report of the 11-man Wage Board. At the same time the Commission announced there would be public hearings on the proposed wage order in April of that year.

The report, most of which consisted of 6 to 5 votes with the chairman supporting the labor representatives in many areas, detailed all the actions taken by the Wage Board in its investigation of the need for a Wage Order for domestic workers and recommended that a new Wage Order, which would be the Commission's 15th, should apply to all women and minors in domestic household work regardless of whether they are day workers or live-in workers and that coverage should include practical nurses. The Wage Board recommended that persons hired exclusively as baby sitters be excluded. Regarding wages and hours, the Wage Board recommended a \$1.65 hourly pay floor for women day workers and \$1.35 for minors, a figure equal to that prevailing for all other workers covered by the IWC orders.

OVERTIME PROVISIONS

In addition the Wage Board called for time and one-half for overtime for day workers working in excess of eight hours within a 12-hour day or for more than five days' work in one week and for overtime at the same rate for live-in workers paid on a monthly basis but working in excess of six days a week.

The Wage Board recommended a minimum monthly pay for live-in workers of \$200.

In addition the Wage Board recommend-

ed the adoption of provisions to provide the actual cost of transportation to and from jobs to day workers with no deductions from the minimum pay; to require employers to keep records of the total hours worked daily and of the wages paid to employees and to give each employee semi-monthly statement of wages paid.

EMPLOYER REPS OPPOSED

In contrast, the report of the employer members of the board, opposed adoption of any wage order and contended that government regulation of employment activities in the house represented "an unwarranted invasion" of a householder's privacy.

As the time for the April hearings neared, the Federation, in a letter to all affiliates, called for a major outpouring of union representatives to appear before the IWC at its hearings in Los Angeles and San Francisco to urge adoption of the proposed wage order to cover domestic workers. The Federation noted that this was only the beginning of a long struggle to include these workers under the protective coverage of the IWC and that it was by no means certain that the Commission would, in fact, promulgate such an order—a fear to be realized soon thereafter.

The following month an indication of the sentiments of the present administration in Sacramento became clear when the Governor appointed to a four-year term on the IWC, to succeed a labor representative, a southern California housewife whose apparent major qualification for the job was that, as the Governor's press release indicated, she "has been engaged in the retail food industry in southern California for the past 23 years, both as an employee and employer. From 1958-1966 she and her husband . . . operated supermarket chain outlets in Los Angeles and Orange Counties."

The following month the Federation appeared before the IWC at its Los Angeles hearing and in so doing pointed out that the Wage Board appointed by the Commission in 1968 had accepted a basic tenet long urged by the Federation, namely that household employment is basically similar to other forms of work. Acceptance of this fundamental concept, the Federation said, "is a major contribution to the establishment of an IWC order covering domestics."

PROPOSED WAGE RATE HIT

While concurring with a number of the Wage Board's recommendations, the Federation maintained that the recommended

wage floor of \$1.65 for adult women and \$1.35 for minors was too low. Instead, the Federation urged that the pay floor be set at \$2.25 an hour with a comparable monthly rate for "live-ins." In addition, the Federation opposed exclusion of registered nurses and licensed vocational nurses from coverage.

In addition, the Federation urged the Commission to strengthen the Wage Board's recommendations regarding overtime pay and called for provisions to assure domestic workers a minimum "call-in" pay.

The Federation's testimony at the hearing concluded by pointing out that:

"This IWC is supposed to create adequate minimum wage and working condition standards for domestic workers. Over 140,000 domestic workers in California, who have the same needs, aspirations, and desires as other working women, and like everyone else must support themselves 365 days a year, have every right to assume that the IWC will fulfill its obligation by adopting provisions outlined in this statement."

In addition to the Federation's testimony other labor organizations also testified at the hearings as did representatives of poverty groups and the National Federation of Settlement Houses.

Taking an opposite position were such organizations as the California State Restaurant Association, which urged the IWC to postpone enactment of any wage order for domestics for an indefinite period of time.

Following a similar hearing in San Francisco the following week the IWC set June 10, 1969 as the date for an executive session to consider further action on the proposed wage order.

IWC REFUSES TO ACT

At the June meeting, however, the IWC refused to take action on the creation of a new wage order for domestics and instead, after meeting in executive session, took no action whatsoever. While the Commission traditionally under law has the power not to act on wage board recommendations, it was regarded as significant by all observers that the Commission refused to act on this matter at its June meeting.

Two months later, in August, 1969, the Industrial Welfare Commission met again, and again delayed taking action on the adoption of minimum wages and working condition standards to protect the 140,000 domestic household workers in California.

This stalling tactic was denounced by

then Secretary-Treasurer Pitts who, in detailing the history of this matter, pointed out that:

"This agency is specifically charged with the responsibility of preventing the gross exploitation of women and minors. For it to take nearly two years to set up a wage order that would afford minimum wage and hour protections for the largest single group of women presently denied them amounts to gross neglect of the public responsibilities with which the IWC is charged.

"The simple fact is that this Reagan-dominated State Commission is unwilling to establish wage and hour protections for domestic workers.

"Instead, rather than give the proposed domestic worker wage order a speedy death, the commissioners apparently plan to kill it in stages by delay."

FED RAPS INACTION

The Federation pointed out that the Commission voted 23 months ago in September, 1967, to establish a wage order for domestics.

"The next step," Pitts said, "was to appoint a wage board of experts to make a preliminary determination of what type of coverage was needed. But this was put off for over a year. Once the wage board was appointed in October, 1968, it took just two months to draft and submit its recommendations to the IWC.

"But it took the Commission another four months, until mid-April, 1969, to get around to holding public hearings on the wage board's recommendations. Since that time the Commission has met twice, in June and July, in executive session, and each time did nothing but engage in further delays.

"The vote Wednesday to indefinitely delay action was 4 to 1 with only the Brown-appointed Commissioner, J. J. Rodriguez, executive secretary of Butchers' Local 563 of Los Angeles, voting against it.

"California trade unionists and other concerned citizens should recognize this recent IWC action for what it is: a sorry example of what happens to public bodies created to protect the workers' interests when they are stacked by appointees who are antipathetic to the workers' interests."

NO ACTION TAKEN SINCE

Since that time no action has been taken by the IWC on the proposed wage order for domestics. Instead the Commission has let the matter "die."

In fact, since the time the present Ad-

ministration has been able to control the IWC no action has been taken on anything other than procedural matters, with one exception.

In May of this year the Governor's office announced the appointment of two management representatives to the IWC bringing the total number of management and grower representatives on the Commission to five out of a possible five.

The current members of the IWC include a member of the National Management Club; a corporation president; a grower of avocados and citrus fruits; a wholesale food supplier and restaurateur; and a single female member who, jointly with her husband, is an operator of food chains in southern California.

A 'DO NOTHING' POLICY

Clearly, the IWC is now committed to a do-nothing policy. This contrasts sharply with the activities of the IWC appointed by the previous Governor, for as the 1968 Report of the Secretary-Treasurer of the convention pointed out, "the last two years (1966-67) have witnessed the greatest progress made in the history of this Commission." However, that Report of the Secretary-Treasurer went on to say that "it must be remembered, however, that this five-man Commission, three of whose members were appointed by the previous Administration will most likely undergo a major change in January, 1968, when the current Administration can appoint two additional members. This will give the present State Administration effective control of the Commission because it will have appointed four of its five members. Thus, your Federation will continue to watch closely the workings of this Commission, recognizing that it can move backwards as well as forwards. The Federation's prophesy, as reported the 1968 Convention, has, unfortunately, come true.

Farm Wage Orders Upheld by Courts

The past two years, however, have witnessed, on the legal front, success in regard to a number of IWC orders. Shortly after the IWC in September, 1967, established a minimum wage of \$1.65 an hour for farm workers as covered by three of the 14 orders of the Commission, a number of grower organizations went into court charging the new farm minimum was illegal. Throughout much of 1968 litigation progressed on this matter and in September of that year the validity of the three state minimum wage orders boosting the hourly wages of the 100,000 women and

children working on California's farms was unanimously upheld by the State Court of Appeals.

The 42-page Appellate Court decision, written by Judge Leonard M. Friedman, and concurred in by Judges Pierce and Regan, ruled that the IWC had full authority to act, ordered the three suits dissolved, and directed the IWC to enforce the new minimum wage laws for farm labor immediately.

In addition the court also upheld payment of overtime at time and one-half for all work in excess of eight hours a day or 40 hours a week for women and minors involved in packing and processing crops on and off the farm. However, the matter was not resolved this easily.

FIGHTING THE FOOT DRAGGING

Responding to foot-dragging on the part of the Division of Industrial Welfare, the administrative arm of the IWC, the Federation in October, 1968, obtained an opinion from the State Attorney General's office stating that the Division has a statutory duty to enforce the new orders against all employers, not only those involved in the litigation bringing about the court suit, and that such a duty to enforce the orders should commence immediately.

The following month the Third District Appellate Court in Sacramento issued a writ calling for the dismissal of suits filed by agribusiness interests seeking to block the boost in the minimum wage from \$1.30 to \$1.65.

The Appellate Court acted after the State Supreme Court had rejected the agribusiness interests' request for a hearing in late October.

In another court decision in the same area, in January, 1969, the State's Court of Appeals reversed a lower court decision dating back to 1964 that barred enforcement of two of the IWC orders applying to processing of food on and off the farms. In 1964 a lower court had upheld the contention of the California Grape and Tree Fruit League that the IWC had acted improperly in boosting minimum hourly wages from \$1.00 to \$1.25 effective August 30, 1963, and to \$1.30 an hour effective August 19, 1964. The workers were in after-harvest industries, covered by IWC's Wage Orders 8 and 13. The grounds for the lower court decision had been that the IWC had received no majority recommendation from the Wage Board on the hourly rate issue and had no authority to set up a wage escalator.

GROWERS' CONTENTION HIT

In rejecting this contention the Appellate

Court held that the Grape and Tree Fruit League's position "approaches absurdity."

In a landmark decision, as it applied to the IWC, the Appellate Court held that:

"We must assume that the legislature . . . considered the obvious probability that employer and employee Wage Board representatives would often disagree under circumstances where the chairman could conscientiously agree with neither side. If we concur with the League . . . we must conclude that the legislature intended that a Wage Board's failure to agree would result in the Commission's inability to pursue further the statutory goal of proper minimum wages, hours, and working conditions for women and minors.

"This conclusion would place in 'advisory' wage boards, often made up of discordant, intransigent factions, the power to nullify the beneficent purposes of the statute. Such a conclusion is non-acceptable. It is manifestly unreasonable and contrary to the intent of the legislature. It approaches absurdity."

The decision in this case came only a few months after other agribusiness interests lost in their court efforts (mentioned above) to overturn the 1967 IWC orders covering farm workers and other workers in farm-related industries.

Seven months later the San Francisco Superior Court ordered the California Grape and Tree Fruit League must pay back wages and overtime, including interest, to the thousands of women and minors in California's after-harvest industries who had gone without necessary overtime pay for the six years it took the courts to finally reach a decision in the case.

This action by the court closed out a long period of strong grower efforts to avoid paying decent minimum wages and decent working conditions to their farm work force and ushered in a period of drift, as the last two years of IWC history have been. These successful court actions were among the few bright spots for low-income workers affected by the IWC Wage Orders during the past couple of years.

Motion Picture Order Ruled Valid

One other favorable court action did occur regarding the IWC in the past two years. In late December, 1968, a Los Angeles Superior Court found IWC Order 10-68, which covers women and minors in motion picture theaters valid. This was the last of the 14 IWC Orders going into effect February 1, 1968, that was under strenuous court attack and was upheld as valid.

The decision by the Los Angeles Superior Court meant that in the case of women and minors working in motion picture theatres the minimum wage of \$1.65 an hour for women and \$1.35 an hour for minors and student workers would have to be paid, retroactive to the effective date of the order, February 1, 1968.

MANPOWER AND POVERTY PROGRAMS

The past two years have witnessed continuing Federation interest and support for the development of realistic job training programs to meet the manpower requirements of California's work force. The Federation has appeared at conferences on vocational and industrial education and has met with various labor and other groups throughout the state in order to make the labor movement's views known regarding the all too great tendency for manpower programs, whether directed at the federal or state level, to focus on short-run job skills in an era when technological change means that such training programs increase workers' employability in the short-run, but at long-run expense to both workers and the economy.

Apprenticeship

As it has in the past, the Federation strongly participated in the 1970 California Council on Apprenticeship Conference which was held in April in Los Angeles. Officers of the Federation participated in the program planning for the conference and in drawing up the various work shop programs.

In this regard the Federation's President as well as other officers have continued over the past two years to maintain a close working relationship not only with the Apprenticeship Council but with the State Division of Apprenticeship Standards and the Federal Bureau of Apprenticeship within the U. S. Department of Labor. It has used every opportunity at its command to make clear its strong interest in expanding apprenticeship programs to meet job needs in a changing time and to emphasize its strong belief that training approaches must be guarded against that would result in the undermining of long sought after and established apprenticeship standards.

SOME PROGRESS MADE

An indication of the success of labor and other groups in increasing the number of minorities in apprenticeship programs can be gleaned from the report issued in March, 1970, by the State Department of

Industrial Relations' Division of Apprenticeship Standards. The report indicated a 66 percent increase in the number of minority youths entering apprenticeship programs between 1968 and 1969. This major increase results, in part, from the full implementation of the basic California Plan for equal opportunity in apprenticeship developed by the Federation in 1960. Specific increases for particular minority groups were: Negroes from 490 to 842, a 62 percent increase; Mexican-Americans and other Spanish-Americans 868 to 1,535, a 66 percent increase; American Indians 99 to 200, a 90 percent increase and other minorities 118 to 210, a 68 percent increase.

The Division of Apprenticeship Standards credited the Apprenticeship Information Program under which minority specialists go into poverty areas to recruit disadvantaged youths and help them find a place in apprenticeship programs for the significant increase in minority registrants over the year. The Federation has strongly supported the development of the Apprenticeship Training Information Centers Plan which calls for the creation of centers where detailed information could be given out at one central point to youths interested in apprenticeship training.

Since 1965, the General Vice President of the Federation has served as Chairman of the Statewide Committee for Equal Opportunity in Apprenticeship Training.

In addition, this increase in minority enrollments can be attributed to the efforts of such AFL-CIO sponsored programs as Apprenticeship Outreach and the Human Resources Development Institute, the manpower arm of the AFL-CIO.

BUT ALL'S NOT WELL

All is not well, however, in the apprenticeship area. For example, in April of this year your Secretary-Treasurer found it necessary to charge the Office of the Legislative Analyst of the California State Legislature with a lack of social responsibility for recommending that the Division of Apprenticeship Standards' budget be sliced 17 percent. Pointing out that such an action could produce extreme social problems because of its adverse effect upon the training of minority group people in the various trades, your Secretary urged that the budget not be cut. Subsequently, responding to the efforts of labor, the legislature decided to maintain the program as is.

A further indication of the need both to strengthen and to defend the apprenticeship system came in May at the 1970 Conference of the California Council on Apprenticeship, meeting in Los Angeles.

The Conference went on record, acting upon the suggestion of its Recommendations Committee, chaired by the President of this Federation, that it oppose that portion of President Nixon's newly proposed comprehensive Manpower Act which would, if adopted, incorporate state apprenticeship agencies within a comprehensive State Manpower Agency.

The Conference also indicated opposition to any federal effort that would force state apprenticeship agencies into some other agency or destroy or damage the independent and voluntary character of apprenticeship.

Poverty Programs

In the war on poverty area the Federation has continued to work closely with various economic opportunity centers throughout the state and with federal and state officials interested in alleviating poverty. A particularly important and long-lasting relationship has developed between your Federation and the California Rural Legal Assistance (CRLA), an organization with a legal staff of 33 attorneys whose function is to represent farm workers and other low-income residents of rural areas. The CRLA has come under constant and repeated attacks by conservative political leaders in California who feel the agency has been far too successful in working in behalf of farm workers.

In addition, the Federation has made clear again and again its deep belief that the best way to deal with poverty, is to develop a healthy economy. The need to sort fact from fiction in this field was never made more clear than in a speech by then Secretary-Treasurer Pitts to the California Department of the American Legion in June, 1969, in San Diego. In remarks to the Legionnaires, Secretary Pitts noted that:

"The nation's economic progress over the past eight years has cut poverty almost in half," yet "22 million Americans are still poor and an additional 10 million people are near-poor."

Exploding Myths of Poverty

In emphasizing that the causes of poverty vary greatly, your Federation ticked off a number of specific points to refute widely held misconceptions regarding the poor. It pointed out, for example, that "contrary to a widely held misconception, the poor are not idlers. In fact, most poor people are in families headed by an employed person and one-third are in families with a breadwinner employed throughout the year. Further:

“● 25 percent of poor families are headed by women;

“● 75 percent of the poor are white but proportionately far more Negroes are poor than whites;

“● 40 percent of the poor are children;

“● 20 percent of the poor are 65 or over.

“To claim the poor are poor because they don't want to work is a myth.”

Instead, the Federation pointed out, people are “poor because they cannot find all-year, full-time jobs, or because their employers do not pay them even subsistence level wages.”

A PROGRAM TO END POVERTY

The Federation then called for the following national program to eliminate poverty.

1. A commitment to a policy of full employment in the United States.

2. A large scale public service employment program to provide real jobs in hospitals, health facilities, schools, parks, recreation centers, and libraries for workers who cannot land private or private jobs because of lack of education, skills, training, or other reasons.

3. A hike in the federal minimum wage floor to over \$2.00 an hour and extension of coverage of the federal minimum wage to millions now denied it.

4. Enforcement of anti-discrimination laws everywhere.

5. Adequate educational opportunities for all children.

6. A nationwide federal employment service.

7. A comprehensive national health insurance plan.

9. Adequate day care centers for working mothers.

10. Social services to meet family and personal needs and the problems of all the poor.

If such programs are really enacted and adopted in California and in the nation, your Federation said, the scourge of poverty would be lifted and the severe problems of social tensions and strains that have now produced a near crisis situation in our country, would be averted.

CONSUMERS AFFAIRS

In the field of consumer affairs your Federation has continued its policy of heavy activity over the past two years. In fact, the Federation has been particularly active in representing not only labor union members but also consumers in

general before various regulatory bodies in the consumer area over the past two years and in fact has provided leadership throughout the state in this most important effort.

Group Legal Aid

In the field of group legal aid in November, 1968, the Federation voiced its strong opposition to a proposed rule by the State Bar of California that would severely hamper, if not totally prohibit, the development of effective group legal services to protect union members and other consumers. The proposed change, then known as Proposed Rule 20, was ostensibly aimed at assuring continuation of the traditional attorney-client relationship in group legal service programs. But in fact the proposal would limit the group services an attorney could provide to members of such groups to the “common principle purposes” of such groups and prohibit an attorney from accepting employment with regard to individuals’ personal affairs. Legal aid societies and similar groups approved by the bar, however, would not be bound by such restrictions.

The Federation pointed out that organized labor “is vitally concerned about any action the State Bar takes in this field.”

Noting that rules adopted by the State Bar have the force of statutes, the Federation said that adoption of any rule that would tend to inhibit the development of group legal services would be contrary to the best interests of this state’s consumers and workers.

Your Federation said that “Labor feels quite strongly that the development of effective group legal practices, like the development of group medical insurance, would substantially improve the workers’ ability to be aware of and enforce his legal rights. At the same time it would be a boon to the legal profession itself since it would open an area of service in which the needs are at present substantially unmet.”

A BRIEF TO STATE BAR ASSN.

In a brief presented to the Board of Governor’s of the State Bar Association, the Federation urged that the proposed Rule 20 be withdrawn. The Federation pointed out that the proposed rule ignored the report of the State Bar’s Committee on Group Legal Services that found that legal services should be regarded as an economic commodity which must be made available to the consuming market at a price that is within the means of the consumer, attractive to the consumer in terms of quality, and accessible to him

in a form at a time and place he can utilize.

Moreover, the Federation noted the proposed rule fails to take into account the impact of recent U. S. Supreme Court decisions on the question of group legal services. In this instance the Federation's brief cited a Supreme Court decision involving the Mine Workers' Union of America in which the trial court had enjoined the union for representing its members on workmen's compensation claims "and any and all other claims which they may have under the laws of the statutes of the State of Illinois."

The Federation pointed out that the U. S. Supreme Court found that the trial court's action "substantially impairs the associational rights of the Mine Workers. "In addition, the Federation called to the State Bar's attention the fact that the emphasis of the nation's highest court "was not on the fact that federal or state rights were involved but rather that freedom of speech, petition, and assembly were guaranteed."

Subsequently, reflecting in part to the Federation's strong efforts and the efforts of other labor attorneys and consumer advocates the matter was held in abeyance.

VICTORY ON GARNISHMENTS

In another area of consumer interest and concern, the Federation hailed in June, 1969, the U. S. Supreme Court decision invalidating wage garnishments prior to hearings as "a significant affirmation of the basic rights of working people." The Federation pointed out that organized labor had long been fighting for legislation at both the federal and state levels to correct harsh and discriminatory wage garnishment procedures. Your Federation pointed out that California's then existing wage garnishment laws represented "a situation in which an alleged debtor is considered guilty until proved innocent," and then noted that the U. S. Supreme Court decision invalidates this long-held and unfair contention.

The Federation's interest in this matter has been long standing as witnessed by the fact that the 1968 Convention adopted a resolution which protested the fact that the method of garnishment of wages in California "creates a discrimination in the collection of debts between those owed by the wage earner and by the non-wage earner." The resolution also called for "allowing garnishment of wages only found in court judgment." The U. S. Supreme Court decision, then, buttressed the

position adopted by the delegates at the 1968 Convention.

Association of California Consumers

Over the past two years the Federation has continued to work closely with the Association of California Consumers, a statewide consumer group created in 1960 through the strong efforts of the Federation, a number of co-ops, and other interested groups.

The Federation's President serves as the chairman of the Nominating Committee at the annual Association conventions and is a member of its Executive Board. Working with the Federation, the Association has strongly represented the interests of consumers before the State Legislature and before such important state regulatory bodies as the Public Utilities Commission. This strong working relationship, which has been nurtured over many years, affords labor union members as well as consumers strong representation during a period of time in which the consumer is often under attack by special interest groups.

Public Utilities Commission

In 1967 and through much of 1968 the Federation was involved in the largest utility rate hearing ever heard in the United States. This was the Pacific Telephone and Telegraph Company's request for a \$181 million increase in phone rates in California. Hearings in this case lasted 82 days and consumed over 12,000 pages of testimony. (The Federation activities over this period are covered in detail in the Report of the Secretary-Treasurer to the 1968 Convention.)

Following within a week of the November, 1968, General Election, the Public Utilities Commission (PUC) handed down its final decision in this monumental rate case.

The PUC granted Pacific Telephone a \$50 million rate increase or less than one-third the sum the company sought while ordering significant improvements in service and calling for an investigation of the manufacturing and pricing policies of Western Electric, a wholly owned subsidiary of Pacific Telephone's parent company, the American Telephone and Telegraph Company.

The Federation, which had registered as an "interested party" in the case in behalf of California union members and consumers, filed a 128-page brief with the PUC earlier in 1968. The PUC decision,

by a 3 to 2 margin, with the two negative votes coming from Commissioners appointed by the present State Administration, was a victory for California consumers. In the words of then Secretary-Treasurer Pitts, "While the rate boost substantially exceeds the increase that we believe justifiable by objective evidence, it is nonetheless a significant victory for California consumers and justified the efforts of this Federation in their behalf."

The Federation's brief in this case, recognizing the need for some increase in the rate of return due to inflation and other factors, had recommended a boost of \$30 million or roughly three-fourths of that handed down by the PUC.

Subsequent to this decision by the PUC the terms of two of the five-man Commission's members, appointed by the previous Administration, expired. They were replaced by two pro-industry people by the present Administration. Reflecting this, the Pacific Telephone Company early in 1970 again filed for a major rate increase, this time requesting \$195 million in additional yearly revenues from California consumers. While this case has only begun, the Federation filed a protest and will be appearing before the PUC on behalf of union members and consumers in an effort to sort fact from fancy.

In June of this year the Federation stated its vigorous opposition to the Pacific Telephone Company's demand for \$195 million in new revenues. This request, if adopted in total, would boost the basic residential phone service rate 40 percent and business phone service by 45 percent.

NEW PT&T BID UNJUSTIFIED

In a statement submitted to the PUC your Secretary-Treasurer stated that "a contemplated 40 percent increase in basic rates heaped upon today's customers who are already staggering under the load of inflation is, simply stated, totally unjustified."

The Federation in its statement pointed out that much of the evidence submitted by the phone company involved subjects that had already repeatedly been adjudicated before the PUC and before the State Supreme Court and that the company apparently now, because it felt there was a more favorable "regulatory climate" wished these matters rehashed in order that a more favorable position could be obtained.

This case, as of this writing, is only beginning. Public hearings are scheduled in various areas of the state during the next few months and it may be mid-1971 before the case is finally decided.

PG&E Case

Following on the heels of the PUC's decision to grant the Pacific Telephone Company a \$50 million rate increase in late 1968, the Pacific Gas and Electric Company, the nation's largest non-telephone utility, filed a request with the State PUC asking for a hike in its gas rates totaling more than \$37 million and an increase in its authorized rate of return on investment from 6.25 to 7.5 percent. The Federation immediately intervened in these hearings and was there on the first day, in February, 1969, when they began.

An immediate issue in the case was whether the two million California customers serviced by PG&E should pick up the tab for the utility's federal surtax. The company was requesting that the surtax be passed on to its customers so that its customers would, in effect, pay two surtaxes, their own as individuals and that of PG&E. Your Federation said it was unfair and inequitable to expect California consumers to pay a double tax.

TWO PHASES TO CASE

The PG&E rate case immediately fell into two phases.

In the first phase the huge utility slashed its demand for a \$13.7 million so-called "offset increase" by more than half in the face of the vigorous opposition of the Federation and other labor and consumer interest groups. The Federation supported the PUC staff contention in regard to the offset hearing with the proviso that none of the estimated \$6.8 million increase in revenues to be decided in phase one of the hearing should be attributable to the federal surtax. Instead, the Federation took the position that the federal surtax question should be left to phase two of the hearings, which would deal principally with the utility's demand for an additional \$30 million a year in rate hikes.

In declaring its strong opposition to allowing PG&E to pass on its surtax to its customers the Federation called PUC's attention to the fact that the purpose of the surtax was to share the burden of sacrifice caused by increased government expenditures due to the Vietnam war and the pressures of inflation equally between businesses and individuals. This was made crystal clear, the Federation pointed out, in the **Economic Report of the President** that was transmitted to the Congress in February, 1969. In it, then President Johnson declared that: "The increase in taxes is intended to moderate the growth of demand and to allocate a portion of the nation's extraordinary defense costs broadly

and equitably among individuals and businesses."

After a couple of days of hearings phase one ended with the PUC granting PG&E an increase of \$6.8 million or approximately one-half of its original request of \$13.7 million.

SECOND PHASE STARTS

A couple of months later, in May, 1969, the second and major phase of the case began. The Federation was again represented by staff before the Commission.

Under strong Federation cross-examination PG&E attempted to partially justify its demands for a \$30 million rate hike increase by stating it was made necessary because of higher labor and material costs over the past 10 years. This was stricken from the record by the PUC Hearing Examiner after the Federation asserted in its cross-examination that such a presentation by the company, by overlooking increased worker efficiency, was "at best one sided" and actually, "immaterial and irrelevant."

All of the one-sided testimony and exhibits submitted by PG&E were subsequently stricken from the record by the PUC Hearing Examiner.

The following month, again under rigorous cross-examination by the Federation, PG&E's case for the rate hike was further weakened when spokesmen for the company admitted under cross-examination that some of the data submitted by the public utility to the PUC in an attempt to justify its demand for a major rate increase, was developed by a method the company had since discarded as inadequate.

A spokesman for the company had testified that a key part of PG&E's justification for its rate boost, its estimated expenditures for construction of new gas generating and distributing facilities over the next few years, would cost the company at least \$320 million a year by 1972. Yet, in answer to questions raised by the Federation's cross-examination, the PG&E spokesman disclosed that the bulk of these figures represented projections based on the company's electrical load, not its gas load, and the projected expenditures by public utilities throughout the United States. The PG&E witness conceded that neither of these factors have much to do with gas consumption.

Following this, the PUC Hearing Examiner in the case asked the witness if it was correct that the figures presented had "no necessary cause and effect relations?" The PG&E witness admitted, "That's true."

PRELIMINARY REPORT ASKED

Two months later the Federation, in a move to protect consumers from unnecessary or exorbitant increases called on the PUC to direct the Hearing Examiner in the case to issue a preliminary report at the conclusion of the hearings on the merits of the company's request for a \$30 million rate hike. The Federation's petition was supported by, among others, the Association of California Consumers; the Attorney General of the State of California; the California Farmer-Consumer Information Committee; California Rural Legal Assistance; City of Palo Alto; City and County of San Francisco; County of Marin; the Building and Construction Trades Council of California; and the Western Conference of Teamsters. The Federation said a proposed report would also serve to clarify the issues confronting the PUC and eliminate the necessity of much repetition in the briefs to be filed by the various parties.

The Federation's petition for the proposed report pointed out that the PG&E case involved a number of basic public policy issues such as:

1. Should the PUC allow PG&E to pass its federal surtax on to its consumers?
2. Should the PUC adopt a "rate spread" that places the good part of any increase on general service customers as opposed to the industrial users?
3. What is the proper role in advertising for a public utility like PG&E?

Unfortunately, however, months later the PUC denied the Federation's request.

WHY SOAK HOMEOWNERS?

In September, 1969, further Federation cross-examination of PUC witnesses brought out the fact that the company proposed that general service users—that is, homeowners and renters—were expected to pay 93 percent of the increase in rates the company was seeking while its giant industrial customers would pay no increased rates. The company's stated reason for this proposal was that its large industrial users would shift to other forms of fuel if their rates were hiked.

Under strenuous cross examination, however, a company witness could cite only one company that ever suggested it might go out of business if its gas rates were increased. Following Federation cross-examination the Hearing Examiner said the evidence of damage to industrial users that might result from requiring them to bear a fair share of the sought-after rate increase was, at best, "vague."

One month later, in November, 1969, the formal part of the rate case came to a close. Shortly thereafter the Federation filed an extensive brief that urged the PUC to cut PG&E's demand for a rate increase to \$4 million or only approximately one-sixth the sum sought by the company. (The company had earlier reduced its request from \$30 million to \$24 million.) The Federation's brief took sharp exception to PG&E's demand for a 7.5 percent rate of return for its Gas Department and attacked the proposed rate spread that would require PG&E's general service customers (homeowners) to shoulder more than 90 percent of the rate hike while big business would shoulder less than 10 percent.

RATE OF RETURN AT ISSUE

On the rate of return issue, the Federation recommended a rate of 6.85 percent, pointing out that such a rate would provide PG&E "with earnings on average common equity of about 10.7 percent."

In contrast, the PUC Staff recommended a rate of return ranging between 6.95 and 7.25 percent. The midpoint of the PUC Staff's recommended rate is 7.1 percent, just four-tenths of a percentage point below that demanded by PG&E.

In justifying the lower 6.85 percent rate, the Federation pointed out that the company conceded that it "has no knowledge of its gas department capital needs" and that exhibits presented by PG&E itself showed that PG&E's rate of return earned on average invested capital was already equal to or better than 26 of the nation's 50 largest utilities.

The Federation's brief also pointed out that PG&E had earnings on average common equity ranging from 10.69 percent to 12.38 percent during the past six years and that during the 1963-68 period its earnings rose nearly 13 percent while the trend in earnings for 17 other utilities used for comparison purposes was downward during the same period.

It also noted that PG&E's net operating income from gas operations climbed nearly 54 percent compared to a less than 38 percent increase for nine comparable gas utilities.

AD BUDGET PROTESTED

In protesting PG&E's \$4 million advertising budget, the Federation cited a PG&E institutional ad titled, "We're spending \$340 million keeping up with the Joneses." The ad, which appeared in the March-April, 1969, issue of the California State Chamber of Commerce publication, "Pacific," stated:

"New PG&E facilities pay additional local taxes which share the costs of your local schools and government."

Taking issue with this claim, the Federation said:

"The implication is that customers benefit from this because their own local taxes are lower. Obviously, this is not the case; they simply pay, through their monthly billings, PG&E's local taxes."

Instead of the \$4 million sought by the company for sales services and promotion, or the \$3.3 million recommended by the PUC Staff, the Federation recommended just \$2.1 million.

The Federation also pointed out that on July 11, 1968, the South Carolina Public Service Commission ruled that the Carolina Power and Light Company could not pass the 10 percent federal surtax on to its customers.

CLOSING BRIEF FILED

Two weeks later the Federation filed its closing brief in the case and in so doing urged the PUC to weigh "the rights and needs of PG&E's ratepayers as well as the company's financial requirements in reaching a decision." The Federation concluded that, "PG&E had demonstrated no need for increased revenues and in the context of the rate case it has de-emphasized its extreme success."

In January, 1970, the PUC handed down its decision. The decision was a blow to California consumers. While the Federation had recommended a rate of return of 6.85 percent in the case and while the PUC Staff had recommended a rate of return ranging from 6.85 to 7.25 percent the conservatively-dominated PUC, with all but one of its five members appointed by the current administration, decided on a rate of return of 7.3 percent!

This rate of return, which exceeded the highest range of that recommended by its staff, was justified by the PUC in a lame way. It said, "Considering . . . all the factors mentioned in the staff showing and the constantly increasing costs of capital, it is apparent the Commission must authorize the upper limit of the staff's recommendation."

In dollar terms this meant that PG&E got a rate increase of \$16 million, four times the amount urged by the Federation.

PUC DECISION DENOUNCED

Laying it on the line, then Secretary-Treasurer Pitts said:

"The Reagan dominated State Public Utilities Commission's decision to give the

Pacific Gas and Electric Company a rate boost more than 60 percent higher than the boost recommended by its own staff will serve as an open invitation to major public utilities throughout the state to form a line at the right to seek excessive rate increases at the expense of California consumers and taxpayers. In fact, this is already underway. Six of California's major utilities filed for rate increases just last month."

The Federation further denounced the PUC's action as "inflationary and irresponsible," pointing out that the PUC decided the case by a 4 to 1 vote with all of the present Administration's appointees voting together. And that in so doing they ignored the proposed decision drafted by the Hearing Examiner who heard the entire case and recommended a much smaller rate of return.

Unfortunately, the action of the PUC in this case is a further indication of the lack of regard the present Administration has for consumers.

PG&E NOW SEEKS MORE

Shortly thereafter, PG&E asked for a rate increase for its Electric Division that would boost its rate of return from 6.25 percent to 7.8 percent and would amount, in dollar terms, to \$67.4 million in new revenues. If this pending request is granted it would increase the bills of residential subscribers of PG&E's electrical service an average of \$1.25 a month.

In April of this year the Federation formerly protested PG&E's demand for this rate increase.

In a statement submitted to the State Public Utilities Commission the Federation said:

"The proposal of the Pacific Gas and Electric Company to increase its rate for electric services in California in excess of \$60 million a year is highly untimely. Since the cost of living continues to rise at an alarming rate, any major increase in the public utility charges laid to this state's consumers is coercive since the consumer has no reasonable alternative to the use of electricity."

FED PLANS TO FIGHT

The Federation maintained that an increase of the magnitude sought by PG&E "is unthinkable" and made it clear that the Federation planned to fight such an increase in behalf of the 1.5 million AFL-CIO union members in California. Previously the public utility's vice president for finance was cross examined on PG&E's demand for a 7.8 percent rate of return

on its capital investment. He said the firm is currently making 6.62 percent.

The Federation's statement pointed out that such a demand by "a virtually riskless company" demonstrated "a questionable amount of concern for the ratepaying public."

As the present PG&E Electrical Department rate hike request continued into June, 1970, the Federation posed the following question to the PUC:

"Why should PG&E be allowed all or any fraction of the \$67.4 million rate hike it is demanding when it earned a total of \$1,158,567,875 more than the rate of return on which its rates were based between 1964 and 1968 and failed to return any of its excess earnings to ratepayers as it should be obliged to do?"

The Federation pointed out to the PUC that PG&E was authorized a rate of return of 6.25 percent for each of the years 1964 through 1968 but its actual rate of return was substantially higher in each of those years. In fact, the Federation pointed out, PG&E's excess earnings in each of those years are substantially higher than the \$67.4 million rate hike it is currently demanding.

As of this writing PG&E's Electrical Department rate hike request is now proceeding and there are hearings scheduled throughout northern California to hear from consumer and labor groups. The decision will not be rendered for some time but it is clear from the actions of the PUC to date that the decision, when it is rendered, probably after November, 1970, elections, will not be in the best interests of California consumers.

The Federation will continue to appear before the PUC in the coming months in an effort to present the best case possible for California consumers. As noted previously, however, the outlook for California consumers, both in this case and in the giant \$195 million rate hike request by Pacific Telephone, is not bright.

CIVIL RIGHTS

In the two years since the 1968 Convention, your Federation has continued to support strongly programs to bring about equal rights under law for all Californians. These efforts cover activities in many fields. For example, some have already been noted in the section of this report dealing with the struggles to bring equal justice to farm workers in California. Likewise, other examples of the Federation's efforts in the civil rights area

are noted in the section dealing with federal legislation, most particularly in the fight to defeat the appointments of Judges Haynsworth and Carswell to the U. S. Supreme Court.

Certainly the lesson of the last two years—and the years before—is that the continued existence of poverty and racial injustice and discrimination in the fields of housing, employment, education, and the administration of justice must be solved if our society is not to become totalitarian. For until equal opportunity for all approaches reality, the internal stresses and strains that our society has experienced will intensify.

This view is clearly enunciated, in the policy statement on Civil Rights adopted at the 1968 Convention. It noted that “until responsible men in all walks of life become as militant in their demands for equality and justice as firebrands and revolutionaries are for destruction, racism and grave internal disorder will continue.”

The Federation, through its weekly newspaper the *California AFL-CIO News* has throughout the past two years continued to provide leadership in the field of civil rights. For example in the field of minority employment in the construction industry, the Federation has carried repeated stories and articles pointing the way to affiliates to successfully expand programs such as the Labor Education Advancement Program (LEAP), which was initiated a few years ago in the Los Angeles area under the joint sponsorship of the Los Angeles Building and Construction Trades Council and the Los Angeles Urban League.

‘PHILADELPHIA PLAN’ PITFALLS

The Federation repeatedly pointed out this year, for example, that the national administration’s highly publicized “Philadelphia Plan” which on paper was supposed to increase the number of minority group jobs in the construction industry, will do little of the sort and in fact during a period in which the national administration is pursuing a policy of increased unemployment in order to fight inflation, such a so-called “affirmative action” plan is nothing but a “concoction.”

The Federation has pointed out repeatedly that efforts such as the “Philadelphia Plan,” which applies only to construction work and then only on a job-to-job basis, could mean new employment for only a few months. It makes no provision for getting minority group members into permanent places in the area

work force. It allows contractors to comply with the so-called plan by transferring workers from private jobs to government jobs without bringing any new workers into the work force. It only requires a so-called “good faith effort” by the employer.

In contrast, your Federation has pointed out the best, and in the long run the only, sound method of bringing minority representatives into the skilled construction trades is through comprehensive programs such as Apprenticeship Outreach or the LEAP program in southern California. As pointed out in the portion of this report dealing with apprenticeship programs, your Federation has repeatedly urged that efforts be made to increase the number of minority group enrollees in the building trades. But the way to do this is not through imposition of harsh and unworkable government plans formulated far distant from the work site, but rather through the cooperative effort of minority groups, labor, and contractors in local areas.

‘CHICAGO PLAN’ CITED

In contrast to such efforts as the Philadelphia Plan your Federation has pointed out that locally arrived at solutions, such as the Chicago Plan, which was signed by the Chicago Building Trades Council, various employer groups, and minority groups in the area is a far better way to increase minority employment in the building trades.

In addition to these efforts, which have been on a continuing basis for many years, the Federation through its political arm, the California Labor Council on Political Education (COPE), moved in June, 1970, to strengthen its relationships with minority groups throughout the state.

It did so by placing on the full-time COPE staff two long-time trade unionists who have backgrounds in the minority communities. One of the new staff members comes from the Plasterers Union and is of Mexican-American ancestry. He will work with the Mexican-American community. The other new staff member, a Black, is from the Laborers Union and will work with the Black community throughout the state.

FEDERAL LEGISLATION

The Federation has continued to work closely with the National AFL-CIO in seeking to further the legislative goals of the American labor movement in our nation’s capital. The Federation has made numerous contacts with California’s senators and congressmen over the past two years, often

at the request of the National AFL-CIO. Usually these contacts have urged the California congressional delegation to support or oppose federal legislation or to use their good offices to intervene in areas of administrative decision-making.

In addition to repeated contacts with California's congressional delegation, your Federation, depending on timeliness, also has contacted local central bodies and affiliates in order to secure the broadest possible support for the National AFL-CIO's legislative efforts.

The following is a rundown of the Federation's activities in regard to federal legislation over the past two years:

School Aid Bill

In March 1969 the Federation contacted the entire congressional delegation to urge support for a five year extension of the Federal Elementary and Secondary Education Act to help ease the financial crisis confronting many of the state's school districts.

The letter to the congressional delegation stated in part, "in our view, H.R. 514 is a most important bill. It would extend the Elementary and Secondary Education Act for five years and will maintain the present, highly successful formula in providing federal funds for disadvantaged children.

"Although the (Nixon) Administration apparently supports only a two year extension, we firmly believe a five-year extension is needed in order to provide for the necessary long-range planning by school districts without the uncertainty that would mar such efforts if legislation were only extended for two years."

Failing Newspaper Act

The following month, in April 1968, the Federation stated its vigorous opposition to pending federal legislation aimed at exempting certain joint newspaper operating arrangements from the nation's anti-trust laws.

In a letter to all California congressmen, your Federation pointed out that if the legislation before the Congress were to succeed, it "would result, as it has in San Francisco since the merger of the printing facilities of the *San Francisco Chronicle* and *Examiner*, in vastly increased advertising rates for consumers, diminished competition in news coverage, and major layoffs of skilled printing tradesmen and other newspaper industry workers.

"It would also diminish the forum available in this country for the competition of ideas and opinions vital to the preservation of our democratic institutions."

The Federation action in this matter stemmed from a 1968 Convention resolution regarding the so-called "Failing Newspaper Act," also called the "Newspaper Preservation Act," and from its long standing concern about attempted monopolization of the news media.

Job Corps Centers

Your Federation, working with the National AFL-CIO, in May, 1969, went on record strongly in support of a resolution calling on President Nixon to delay closure of 59 Job Corps Centers. The Federation's views in this regard were transmitted to California Senators Alan Cranston and George Murphy.

Haynsworth Fight

In September, 1968, the Federation began an all-out campaign, working with the National AFL-CIO and other labor groups, to stop Senate confirmation of Federal Judge Clement F. Haynsworth, Jr. as a U.S. Supreme Court Justice. The Federation began by sending letters to California's two U.S. Senators, Alan Cranston and George Murphy, pointing out that normally the AFL-CIO and the Federation do not oppose Presidential nominations proposed by the executive branch of the government even when organized labor may disagree with the choices. However in this case your Federation said, "We feel compelled to ask you to oppose Senate confirmation."

Pointing out that nominee Haynsworth "apparently was involved in a clear conflict of interest situation when he cast the crucial vote in the Deering-Milliken and Company case while holding stock in Carolina Vend-A-Matic Company, a company with installations in Deering-Milliken plants," the Federation called for a complete investigation. The battle to block the nomination of Judge Haynsworth went on for a few months with your Federation repeatedly calling for California's Senators to vote against the Haynsworth nomination. The effort was successful.

Tax Reform

In October, 1969 your Federation again went on record in support of meaningful and lasting tax reform to close the capital gains loophole, the oil depletion allowance, and other massive loopholes in the

federal tax structure in letters to Senators Murphy and Cranston. This effort by the Federation had begun in Spring, 1969, at which time the Federation repeatedly urged, by letter, wires, and personal contacts that the California congressional delegation support the massive tax reform bill then being considered by the House of Representatives.

CRLA Matter

In November, 1969, California's congressional delegation was urged by the Federation, in a lengthy letter, to reject an amendment tacked onto the Office of Economic Opportunity Authorization bill by Senator George Murphy that would give Governors absolute veto power over OEO programs designed to provide legal services for the poor, such as the successful California Rural Legal Assistance program.

The following is the text of the Federation's letter on this matter which culminated in a successful effort to kill the amendment:

"At a point in history when the tragedies of America's rural poor have become a matter of international discussion, it is proposed that the scandal be worsened by congressional action.

"The Senator Murphy amendment to the Office of Economic Opportunity Authorization bill directs the power of the American government against the interests of the American poor.

"The amendment provides that Governors may kill OEO legal aid programs.

"Here in California Senator Murphy's amendment would deprive thousands of farm workers and their families of the services of the California Rural Legal Assistance (CRLA), the incorruptible defense force that has already written significant social history. The CRLA has gone to the courts on such farm area issues as family welfare rights, school lunch programs, medical services, pesticides, unemployment insurance, and the exploitation of domestic and foreign field workers.

"The violence of Senator Murphy's amendment would give state Governors the power to approve or disapprove 'in whole or in part' legal service projects in their respective states. We have no illusions as to what this amendment would mean in states where Governors sustain poverty in the name of commercial profit.

"The shocking character of the Murphy amendment has earned it the opposition of the American Bar Association and the US Judicial Conference. Neither or-

ganization is primarily identified with the social causes of American life but both believe the public good here requires that the OEO director retain the power to override a Governor's veto of OEO-sponsored legal service programs.

"Divisive forces would today thrust Americans against one another on many fronts. The Murphy amendment would place the poor and the government against each other in shameful confrontation. Please vote against this destructive measure."

Fannin Anti-Labor Amendment

Later in November, 1969, your Federation went on record, by writing California's two Senators and by urging affiliates to do likewise, in opposition to the so-called Fannin Amendment. The amendment, strongly supported by the National Right to Work Committee, would have lifted any union's tax exempt status if any dues or assessments paid to the organization were used to support or oppose any candidate for public office or for other political purposes. The amendment was defeated.

HEW Appropriation

In January, 1970, your Federation urged California's entire congressional delegation to override, if necessary, President Nixon's threatened veto of the \$19.7 billion appropriation bill for the Departments of Health, Education, and Welfare, the Department of Labor, the Office of Economic Opportunity, and other related agencies. In calling on California congressmen to go on record in support of overriding the proposed veto, the Federation called this action "a crucial test of whether this nation is willing to adequately finance domestic programs vital to the health, education, and welfare of the citizenry."

The Federation pointed out that "the contention of White House officials that funds for the education of the nation's children and the care of the sick and the poor must be slashed in order to curb inflation is simply not true. Nor is it fair, nor is it in the public interest."

Carswell Fight

After defeat by the U.S. Senate of the President's nomination of Judge Haynsworth for the Supreme Court, the President submitted to the Senate the name of Judge G. Harrold Carswell of Florida for nomination to the high court. Similar objections were raised by labor and liberal

groups to the nomination of Carswell as had been raised in the case of Haynsworth.

In February, 1970 your Federation sent letters to California's two Senators saying that Carswell's nomination by this Senate could seriously undermine "the prestige" of the Supreme Court and "cause millions of Black Americans to lose faith in our democratic process."

The Federation then began a second all-out effort to block appointment of the Judge whose anti-labor and anti-minority group sentiments were clear to all but the most obtuse. As in the case of the Haynsworth nomination, the labor movement of California and the nation was ultimately successful in blocking the nomination.

18-Year-Old Vote

In March, 1970 the U.S. Senate by a vote of 64 to 17 passed a proposal to lower the voting age to 18 in the United States. Prior to this action the Federation indicated to California's Senators its strong support for reducing the voting age to 18 and urged them to vote affirmatively on the measure.

Postal Reform Bill

In June, 1970 your Federation's Secretary-Treasurer wired California's congressional delegation urging them to vote against an anti-union amendment introduced by a southern Democratic Congressman to the then pending Postal Reform Bill that would require an "open shop" in the postal service.

The Federation's wire said:

"Henderson Amendment to postal reorganization bill would deny union shop to U.S. postal workers. Government employees should enjoy same organizing rights as workers in private industry. Union shop legal under federal law. Exists only when majority have voted for a union. Please vote against Henderson Amendment."

Unfortunately, despite the efforts of the Federation and unions throughout California and the nation, the open shop amendment was adopted and the bill was sent on to the U.S. Senate.

Safety Bill

In July, 1970 the Federation went on record urging the California congressional delegation in the House of Representatives to support H.R. 16785 which would

establish strong federal standards for occupational health and safety. In the light of reports that the national Administration and business groups were doing all they could to weaken the bill, your Federation's letter said:

"H.R. 16785, a bill of vital concern to the working people of America, has been reported by the House Committee on Education and Labor and is expected to be voted on later this month. This bill by Rep. Dominick Daniels of New Jersey would establish and enforce federal standards for occupational health and safety.

"California Labor strongly backs this measure. I urgently request your support and affirmative vote for this important legislation. As President Meany of the AFL-CIO pointed out, 'Workers should never be called upon to pay for their jobs with their lives.'"

Water Developments

The past two years have witnessed continued Federation efforts to press for the enforcement of the anti-monopoly provision of federal reclamation law as it applies throughout California. In this effort the Federation has worked closely with the National AFL-CIO's Legislative and Research Departments, as well as with numerous other interested groups, including the California Rural Legal Assistance, and selected farm groups.

The Federation has also continued to press for hearings by the U.S. Congress on the non-enforcement of the anti-monopoly provisions of federal reclamation law in California.

Working with such groups as the Board of Directors of Northern California Council of Churches, your Federation provided staff and other help in drafting a far-reaching resolution on conservation and land use problems which was adopted by the church group in December, 1968.

The Northern California Council of Churches, which represents Protestant denominations from Kern County to the Oregon border, adopted a resolution mirroring the Federation policy.

It stated that the 160-acre limitation of federal reclamation law provides a useful mechanism for preserving agricultural green belts and open spaces. By adopting the resolution, the church group aligned itself with the National AFL-CIO as well as your Federation, the Sierra Club and other conservation groups in the continuing effort to insure that the benefits of large-scale public irrigation projects go to many recipients rather than a few

large agribusiness interests.

In January, 1970 the Federation through its weekly newspaper, the *California AFL-CIO News*, in an article titled "Who Benefits From the Big Water Project Boondoggle?" pointed out that the questionable exemption from federal reclamation law of the State Water Project, an exemption now being contested in the courts, is vital to the selfish special interest groups promoting state development of water because it means that California taxpayers will foot the bill for much of this project while much of the gains will go to large landholders and huge corporations owning tens of thousands of acres along the California water project's route.

Ticking off the few beneficiaries that will really be aided by the State Water Project and contrasting this with the tremendous cost of the project, which is now over \$2 billion, your Federation pointed out the present Governor's total disregard for the state's higher education system and his preference for water projects over educational programs, noting that he was reported as having said the previous year in Seattle that, "We'll trade a university for some water."

In short, the Federation's activities in the water development area over the past two years have continued to reflect its long-standing belief that federal and other reclamation projects designed to improve the state's economic and social well-being must in fact do so rather than benefit only a handful of wealthy land speculators and developers, and agribusiness interests.

In addition, in the water area, the Federation has continued to be represented on the California Church Council's Committee for the Economic Justice in the Agricultural Community. The Federation has been represented and worked with this body since its inception in 1966.

EDUCATION

The past two years have witnessed the continued deterioration of California's educational system, reflecting the present Administration's apparent disregard and dislike for what was once the nation's best public higher educational system. In addition to providing some of the leadership in the state in opposition to the constant budget cuts in higher education and the fight against the imposition of tuition, which was lost at the University level but still remains an issue at the state college level, your Federation has continued to expand its large annual scholarship program and has co-spon-

sored conferences on subjects of major concern to union members throughout the state. Also, it has continued to work closely with the labor education centers at the University of California, Berkeley and Los Angeles.

Tuition Fight

In January, 1970 the Federation detailed its views in the fight against imposition of tuition at the University of California regardless of whatever it was called, be it "tuition," an increase in "fees," or other charges.

The Federation laid it on the line saying that "Governor Reagan's assertion . . . that a proposal to impose tuition and other charges that would more than double the cost of attending the University of California . . . makes it perfectly clear that Reagan is determined to subvert and destroy the basic concept of free public higher education in this state."

The Federation detailed its position on the tuition controversy saying:

"Through repeated unrealistic slashes in the university's budget during the past three years, slashes that ignored the state's growth needs, Reagan has succeeded in driving responsible university administrators to the point where they are forced to recommend imposition of tuition and other charges that would hike the present \$300 registration fee to a range of \$685-\$715 during the next two years, making the University of California the most expensive public university for resident students in the nation.

"This 120 percent hike in fees, coupled with the \$2,100 to \$2,400 it costs the average U.C. student for room, board, books, etc., would boost the cost to trade union families attempting to put a son or daughter through college to nearly \$3,000 a year."

INSTRUCTION COSTS NOTED

The University has estimated that it costs \$1,900 a year for instruction-related costs per student.

"This means," the Federation continued, "that Reagan would apparently like to see the cost of attending the University of California increased more than fivefold.

"And if you add the student's \$2,100 living costs to the \$1,900 in instructional costs this would hike the cost of attendance at U.C. to \$4,000 a year.

"Trade union families, indeed all California families, must protest both of these

proposals with all the vigor they can command."

To drive home the point that California is not an impoverished state, the Federation noted that since Reagan's election, personal income in California has risen nearly 30 percent—from \$65 billion in 1966 to \$84 billion in 1969.

President Hitch's proposal for a \$180 increase in tuition and fees next Fall and another \$180 increase in 1971-72 has been estimated to raise \$18.6 million in 1970-71 and \$38 million in 1971-72.

AN ALTERNATIVE PROPOSED

"It would be far better," the Federation said, "to raise this sum by requiring the state's \$4.6 billion agribusiness community and other industries to begin to pay for some of the free research and development work they receive from the University instead of erecting insurmountable financial barriers to higher education for most California families.

"Another alternative would be to adopt a mandatory withholding system for the state income tax, a move that could produce more than \$100 million in state revenues, even if it means binding Governor Reagan hand and foot and applying a hot iron to his feet."

The Federation said that "during the past two decades the growing eminence of the University of California as a top-rated public institution of higher learning served as a 'brain gainer' for the state.

"By attracting bright students not only throughout California but throughout the nation, it has figured significantly in attracting many electronic, aerospace, and other industries into California.

"Aside from being in keeping with organized labor's traditional position in favor of free public education for all, including higher education for all able students, the tuition-free university has thus also served to generate job opportunities for hundreds of thousands of California workers who did not pursue a university education."

TAXPAYERS WILL SUFFER

The Federation also pointed out that if tuition and other boosts are imposed on U.C. students, local property taxpayers will be the ones who suffer because an estimated 14,000 students will be obliged to turn to community colleges that are supported by property taxpayers instead of attempting to go to the university or state colleges which, until Reagan took office, were more adequately

financed through the state's general fund.

The Federation urged the Board of Regents to defer any action on tuition charges and at the same time to exercise their influence on the Governor's office and the state legislature to authorize a supplemental appropriation to the U.C. budget to eliminate the need for any increase in student fees.

"While it is true that economic conditions for many workers have become worse since Reagan's election, the only thing that can account for the rapid deterioration in the state's support of public education and the concomitant excessive increase in the burden borne by local property taxpayers are the budget decisions made by Governor Reagan who appears to be playing a shell game with educational financing in this state—a game that involves robbing poor Peter to provide a payoff for rich Paul.

"Whether the public will recognize this soon enough for it to boomerang on Governor Reagan's political aspirations is doubtful but it is sure to boomerang to the detriment of the state's economy in the long-run," the Federation concluded.

FED'S STAND WINS BACKING

Strong support for the Federation's position came immediately from various sources around the state. For example, the lead editorial in the *Sacramento Bee* in late January picked up much of the Federation's statement and used it in support of the paper's own conclusion that imposition of tuition at the University would destroy the concept of free higher public education in California.

Unfortunately, despite the efforts of many educators, your State Federation, and other groups, the Board of Regents of the University of California shortly thereafter increased student "fees" in a move equal to that of imposing, for all practical purposes, a tuition system.

Thus, California's 100 year tradition of free public higher education at the university level has now been effectively dismantled.

In March of this year, despite opposition from your Federation and state college presidents, faculty, and college student groups, the California State College Board of Trustees voted to support imposition of tuition on the 225,000 students in California's 19 state colleges. This action, however, is meaningless without enactment by the State Legislature of legislation allowing for the imposition of tuition at the state colleges.

Prior to this action, your Secretary-

Treasurer wired the Governor, who serves as President of the State College Board of Trustees, urging a delay in any action by the Board. Your Secretary's wire said that:

"Imposition of tuition on state college students would amount to a major tax increase for thousands of trade union families attempting to put their sons and daughters through college.

"In behalf of the 1.5 million AFL-CIO members in California, I urge you to delay any imposition of tuition at the state college level until a series of public hearings can be held throughout the state to inform California taxpayers of the full ramifications of such a move."

As of this writing, tuition has yet to be imposed at the state college level.

Higher Education Crisis

Continuing the Federation's deep concern over the course of higher education in California, your Secretary-Treasurer in May, 1970, publicly urged the appointment of a broadly based committee to meet the state's higher education crisis. Reflecting on the four-day closure of the state's universities and colleges in the wake of the tragic deaths at Kent State University in Ohio, your Secretary-Treasurer wired Governor Reagan urging him to appoint a committee of up to 25 people to cope with the crisis in higher education.

The Federation urged that the committee should include broad community representation, including the labor movement, the news media, the legislature, the religious community, and the educational community, including in the latter category both faculty and student spokesmen. Your Secretary-Treasurer also pointed out that the state's current educational crisis is "too much for any man who holds that office (Governor) whether it be the present Governor or either of the Democratic aspirants."

FIGHT FOR PROFS' PAY HIKE

In another area related to the crisis in education, the Federation took action early in June 1970 to seek restoration of a five percent salary increase for state college and University of California faculty members that have been knocked out of the state budget by the Senate Finance and Assembly Ways and Means Committees.

On June 4, your Secretary-Treasurer sent letters to all AFL-CIO central labor councils to urge labor leaders throughout

the state to contact all Assemblymen and State Senators within their jurisdiction to "urge them to fight to restore this five percent salary increase for state college and university faculty members."

It was pointed out that the administration's budget message itself called for a five percent pay increase for all state employees and specifically recognized the need to prevent the erosion of their purchasing power by inflation.

Despite this it was reported that the Governor supported the Legislative Committees' action excluding faculty members from the pay hike. This move was seen as a punitive and discriminatory affront to the entire academic community since it penalized all university and state college faculty members apparently for the turmoil on the state's campuses, turmoil which was not of their making nor for the most part within their capability to control.

Three weeks later, when the issue was before the Joint Legislative Conference Committee, your Secretary - Treasurer wired Committee members to urge restoration of the five percent hike saying:

"The cause of public education is properly an issue above party or political consideration. We believe the salary increase is essential if the state is to retain and recruit qualified faculty members."

In the absence of support for restoration from the Governor's Office, however, the budget, as adopted, denied the five percent increase to university and state college faculty members even though living costs have risen in excess of five percent in the interim.

Labor Centers

Over the past two years the Federation has continued to work actively with and help support the Centers for Labor Research and Education at the University of California at Berkeley and Los Angeles. These Centers were originally established in 1964 with the assistance of the Federation. The Centers carry on a regular program of labor education for trade unionists throughout the state.

In addition, your Federation, through the offices of the Secretary-Treasurer, has been involved from the start in the creation at the Berkeley Labor Center of a program to train minority union members for leadership positions in the trade union movement.

This program, the first of its kind in the nation, is financed by private foundation funds and provides that minority

trade unionists spend six months at the University with "lost wages" being paid, up to a certain ceiling. Your Secretary-Treasurer along with noted national leaders, such as Bayard Rustin of the A. Philip Randolph Institute and Walter Davis, Director, Department of Education, National AFL-CIO, is a member of the National Advisory Committee of the project.

Scholarship Program

The past two years have witnessed a continuation, in cooperation with various groups, of the Federation's Annual Scholarship Program. The program, developed in cooperation with participating affiliates, local labor officials and high school and university authorities, has grown substantially both in terms of numbers of participants and in the number of scholarships offered since its inception 20 years ago.

In the 19th annual competition, in 1969, 19 \$500 scholarship awards were offered and approximately 1,600 high school seniors applied to take the examination. The scholarship awards in 1969 were made available by the following Federation affiliates:

Butchers Local No. 120, Oakland; Butchers Local No. 498, Sacramento; Carpenters Ladies Auxiliary, California State Council; California State Council of Carpenters; California State Council of Culinary Workers, Bartenders and Hotel and Motel Service Employees; California State Council of Lathers—Lloyd A Mashburn Memorial Scholarship; California State Council of Retail Clerks—Warren G. "Pop" DeSepte Award;

Communications Workers of America, Bay Area Council—William G. Gruwell Scholarship; Communications Workers of America, Southern California Council—George W. Gorman Memorial Scholarship; Federated Fire Fighters of California; Los Angeles Building and Construction Trades Council;

Los Angeles County District Council of Carpenters; Studio Utility Employees, Local No. 724—Henry C. Rohrbach Memorial Scholarship; United Cannery and Industrial Workers of the Pacific—James Waugh Memorial Scholarship; United Transportation Union, California State Legislative Board and the Western Federation of Butchers.

In addition, three additional scholarships were sponsored by the Federation.

The 19 award winners in 1969 were:

Luke D. Bailey, 17, 724 Green Way,

Santa Rosa, Cardinal Newman High;

Kathleen Costa, 17, 1966 Pattiz Ave.,

Long Beach, St. Joseph High;

Lucy Dechene, 18, 888 Bodega Ave., Petaluma, St. Vincent High;

Kenneth S. Flamm, 17, 1232 43rd Ave., Sacramento, John F. Kennedy High;

Norma Hammes, 17, 2609 Highwood Dr., San Jose, James Lick High;

Michael Lai, 16, 1351 Munger Way, Sacramento, John F. Kennedy High;

Mike Lipson, 18, 2755 Vuelta Grande, Long Beach, Robert A. Millikan High;

Gayle A. Louie, 17, 530 Pennsylvania Ave., San Francisco, Lowell High;

Cynthia N. McCain, 17, 855 Nisqually Dr., Sunnyvale, Homestead High in Cupertino;

Cynthia S. McDowell, 18, 17 Jolie Lane, Walnut Creek, Pleasant Hill High;

Robert E. Moore, 18, 11201 Meads Ave., Orange, Villa Park High;

Peggi Anne Morrison, 18, 3130 Hackett Ave., Long Beach, Robert A. Millikan High;

Marleen Newburn, 18, 2905 East Michigan Ave., Fresno, C. L. McLane High;

Arne Pearlstein, 17, 7538 West 89th St., Los Angeles, Westchester High;

Margaret Piper, 17, 4821 Grass Valley Rd., Oakland, Bishop O'Dowd High;

Robert M. Porter, 17, 9762 Willis Ave., Sepulveda, James Monroe High;

Scott Smith, 17, 5326 West Wisteria, Santa Ana, La Quinta High;

Peggy Sonnenschein, 17, 53 Orchard Road, Orinda, Campolindo High; and

Bruce R. Wilde, 17, 2810 Vuelta Grande Ave., Long Beach, Robert A. Millikan High.

SCHOLARSHIPS RISE TO 24

This year the number of scholarship awards sponsored by affiliates rose sharply to an all-time high. Federation affiliates sponsored 21 out of the 24 \$500 awards offered. The number of students applying to take the examination this year, at 2,200, was the greatest of all time.

This year the following organizations were sponsors in addition to the Federation, which sponsored three scholarships:

Butchers Union Local 120, Oakland; Butchers Union Local 498, Sacramento; California State Association of Journeymen Barbers, Hairdressers, Cosmetologists, Masseurs and Guilds; the California State Conference of Operating Engineers

of the IUOE; Carpenters Ladies Auxiliary, California State Council; California State Council of Carpenters; California State Council of Culinary Workers, Bartenders and Hotel and Motel Service Employees; California State Council of Lathers—Lloyd A. Mashburn Memorial Scholarship;

California State Council of Retail Clerks—Warren G. "Pop" DeSepte Award; Communications Workers of America, Bay Area Council—William G. Gruwell Scholarship; Communications Workers of America, Southern California Council—George W. Gorman Memorial Scholarship; Federated Fire Fighters of California; Los Angeles Building and Construction Trades Council;

Los Angeles District Council of Carpenters; Los Angeles District Council of Painters No. 36—Roderick Mackenzie Scholarship Award; Marine Cooks and Stewards Union, AFL-CIO; Northern California District Council of Laborers; Southern California District Council of Laborers; United Cannery and Industrial Workers of the Pacific—James Waugh Memorial Scholarship; United Transportation Union, California State Legislative Board; and the Western Federation of Butchers.

The 24 winners in 1970 were:

Daniel L. Aseltine, 17, 763 36th Ave., San Francisco, St. Ignatius College Preparatory;

Michael Colton, 17, 11649 Verada Ave., Granada Hills, Granada Hills High;

Richard Dahlgren, 17, 332 Sunset Way, Palm Springs, Palm Springs High;

A. Lani Daniels, 17, 5104 Onyx St., Torrance, West High;

Andrew Dowsett, 17, 1451 Crespi Drive, Pacifica, Terra Nova High;

John R. Ebner, 18, 16738 Dubesor St., La Puente, Bishop Amat Memorial High;

Daniel Gutman, 17, 5120 Greenbush Ave., Sherman Oaks, Grant High;

Eric Hemel, 17, 244 South El Monte, Los Altos, Los Altos High;

Patricia Herring, 18, 105 Jalisco St., Vacaville, Vacaville High;

Robert Hurd, 17, 1754-35th Ave., San Francisco, Lowell High;

Kevin Bruce Kenyon, 18, 106 San Diego Rd., NAS, Alameda, Encinal High School;

Marybeth Larson, 17, 1184 Crescent Drive, San Jose, Willow Glen High;

Sharon Mah, 17, 118 San Jose St., Salinas, Salinas High;

Philip R. Matthews, 17, 27 Lakeshore

Dr., San Francisco, Lowell High;

Daniel Musser, 18, 2117 El Rancho Vista, Fullerton, Servite High;

Arthur D. Olson, 17, 330 E. Dryden St., #18, Glendale, Herbert Hoover High;

Lawrence A. Palinkas, 17, 1018 W. Oakdale St., West Covina, Bishop Amat Memorial High;

Linda R. Ramsey, 17, 2013 Robin Drive, Fairfield, Fairfield High;

Steven A. Rasmussen, 17, 3215 Gold Court, Lafayette, Del Valle High;

Robert Rydell, 17, 20 Joann Court, Walnut Creek, Del Valley High;

Nancy Sackman, 17, 576 The Alameda, Berkeley, Berkeley High;

Randall N. Sherman, 18, 13612 Hewes Ave., Santa Ana, Foothill High;

Stephen W. Subber, 17, 10412 San Vicente Blvd., Spring Valley, Monte Vista High; and

Susan C. Taylor, 17, 11932 Marble Arch, Santa Ana, Foothill High.

In addition, in 1970 your Federation awarded "Honorable Mention" certificates to an additional 26 top ranking seniors who had been runnersup. The runnersup receiving "Honorable Mention" certificates of merit were:

Randall Abram, 5737 Golondrina Drive, San Bernardino, Aquinas High;

Richard Achatz, 5302 West Ave., L-10, Quartz Hill, Quartz Hill High;

Jeffrey C. Blair, 4938 Anna Drive, San Jose, Leigh High;

David M. Breuer, 8718 Murietta Ave., Panorama City, James Monroe High;

Kathleen Budke, Box 433, Lone Pine, Lone Pine High;

Janet Calcaterra, 18701 Almaden Road, San Jose, Leland High;

Stephen W. Cole, 7233 Horner St., San Diego, University of San Diego;

Victor Cork, 3111 Bradley Circle, Marina, Seaside High;

James Couberly, 1601 Evans St., Gridley, Gridley Union High;

Marc J. Douglas, 15858 Bryant St., Sepulveda, James Monroe High;

Linda Fujie, 5630 McMillan Ave., Oakland, Oakland Technical High;

Richard Herzberg, 503 S. Gilbert St., Anaheim, Los Alamitos High;

Kenneth D. Hoffman, 5005 Auckland Ave., North Hollywood, North Hollywood High;

Marie F. King, 12919 Purche Ave., Gar-

dena, St. Mary's Academy in Inglewood;

Karen Matsui, 714 So. Danvers Circle, Newbury Park, Newbury Park High;

Zachary Nathan, 16829 Margate St., Encino, Birmingham High;

Lawrence E. Nelms, 37 Laken Drive, Watsonville, Watsonville High;

Patricia Newton, 57791 Coronado, Yucca Valley, Yucca Valley High;

Charles Painter II, 3780 La Hacienda Drive, San Bernardino, Pacific High;

Neil Rubenstein, 618 Scott Lane, Anaheim, Magnolia High;

Shelby Siegel, 5761 Hillview Park Ave., Van Nuys, Ulysses S. Grant High;

Kathy Smith, P. O. Box 11116, Tahoe Paradise, South Tahoe High;

Susan B. Snell, 3216 Del Monte St., San Mateo, Hillsdale High;

Gregory W. Wike, 4445 Colbath Ave., #208, Sherman Oaks, Ulysses S. Grant High;

Wendy Winkler, 5254 Rhonda Drive, San Jose, Prospect High; and

Christopher Zito, 13522 Eton Place, Foothill High, Santa Ana.

PROGRAM EXPANDED

As can be seen, the Federation's scholarship program has been greatly expanded and further developed during the past two years. In expanding the program, your Secretary-Treasurer and the Federation's President work closely with local central labor councils and school authorities in order to encourage greater awareness of the program and its goals.

The announcements of the program are mailed to all affiliates with requests that the scholarship competition be given broad publicity among their membership in order to increase participation of trade union facilities. In addition, of course, the Federation has given widespread publicity to the program through its weekly newspaper and has been successful in placing stories in the daily press about the program.

An integral part of the scholarship program is the efforts of the committee of judges and the work of college and university scholars who grade the examination papers, and screen them for ultimate selection of the winners by the judges.

Serving on the judges' committee for the 1969 award program were Frederick H. Breier, Ph D., Professor of Economics, University of San Francisco, San Francisco; Leland S. Russell, Joint Study Committee on Guidance, California Asso-

ciation of Secondary School Administrators, Lafayette, and Fred H. Schmidt, Center for Labor Research & Education, Institute of Industrial Relations, University of California, Los Angeles.

The judges for 1970 were the same, except for Fred H. Schmidt who was replaced by Jack Blackburn, Coordinator for Labor Programs, Center for Labor Research and Education, Institute of Industrial Relations, University of California, Los Angeles, and Dr. Michael Lehman, Assistant Professor of Economics, University of San Francisco, replacing Dr. Breier.

Conferences

While, of course, being consulted by many organizations and groups and attending a large number of conferences of various types itself, your Federation over the past two years has continued to sponsor conferences for affiliates.

In 1969 and 1970 it sponsored one-day conferences on unemployment insurance and disability insurance. In 1969 the conference was held in May in conjunction with the annual meeting of the Administrative Referees Association in San Diego. The conference included a searching analysis of the problems involved in workers' claims for unemployment and disability insurance benefits. Participating in the conference, in addition to more than 150 trade union officials throughout the state, were various referees and experts in the fields of unemployment insurance in state government.

In 1970 the conference was again held in May and again in San Diego. It was attended by more than 250 union officials. The delegates were brought up-to-date on recent precedent decisions and policy changes affecting the state's unemployment insurance and disability insurance system.

TAX REFORM PARLEY

In November, 1969, your Federation sponsored a major conference on tax reform in Fresno. The two day conference was attended by more than 200 trade unionists. The role of taxes in the economy was examined at both the federal and state levels.

The conference focused primarily on the urgent need for major tax reform and included an address by U.S. Senator Alan Cranston at a dinner session the first night and presentation on tax reform at the federal level by Nat Goldfinger, Director of Research, National AFL-CIO, and on the need for reform at the state and

local government levels by Michael Peevey, Coordinator of Community Programs. University of California.

In addition, a number of experts attended the conference, including State Senator Nicholas Petris; Harold Somers, Chairman, Department of Economics, UCLA; Don Collin, Consultant, State Senate Committee on Revenue and Taxation; and Gerhard Rostvold, Consulting Economist, Claremont, California.

The conference which was reported in detail in the November 14, 1969 issue of the California AFL-CIO News, was a success in every regard. Subsequently, the Federation prepared a fact sheet on California's tax structure titled, "The Need for Tax Reform."

PROTECTING WOMEN'S LAWS

The Federation also sponsored a special, one-day conference in February, 1970, to consider how California's protective laws for women and minors could best be preserved in the light of changes in federal laws and requirements and during a period of strong movement towards equal rights for all.

The outcome of the Conference was that union representatives throughout the state strongly supported the Federation's position that it is particularly important to preserve present protective laws for women because women tend to have less protections and are more discriminated against than other workers.

LEGISLATIVE CONFERENCE

In addition to the above conferences the Federation, in conjunction with the State Building and Construction Trades Council of California and the California State Council of Carpenters, sponsored a three-day joint legislative conference in April, 1969.

The purpose of this conference, and a similar conference sponsored in May, 1970 by the Federation and the State Building and Construction Trades Council, was to focus attention on the need to pass legislation at the state level to improve the economic and social needs of California's work force.

Additionally, your Federation was a co-sponsor, with the University of California Berkeley's Institute of Industrial Relations, of two annual conferences on industrial relations held in May, 1969 and 1970. These conferences were attended by hundreds of union, management, and government representatives. Your Secretary-Treasurer was the principal speaker at the 1970 conference.

Foreign Visitors

Since the last convention your Federation has continued its program of providing assistance to the U.S. Department of Labor and the Department of State, as well as the American Institute for Free Labor Development, and various overseas organizations in arranging labor education programs for labor leaders from abroad.

Teams of foreign trade unionists from Argentina, Chad, Dahomey, Ecuador, Finland, France, Germany, Japan, Lebanon, Mauritius, New Zealand, Philippines, Singapore, Turkey, and United Kingdom have visited the Federation offices and been briefed on the functions and activities of the Federation and its affiliates. In addition, affiliated organizations, with the assistance of the Federation, have helped develop programs for some of these foreign visitors.

The positive results of the Federation's efforts for the California labor movement and the nation at large is reflected in the following letter to the Federation's President from Sargent Shriver, the U.S. Ambassador to France. Shriver wrote:

"I wish to express my appreciation for the hospitality you recently extended to a delegation of French labor leaders. All said that their San Francisco visit was a highlight of their trip to the United States.

"I am most appreciative of the excellent arrangements your Federation undertook on their behalf in this project to further international labor understanding."

The Federation received similar letters from other nations.

COMMUNITY SERVICES

As in the past the Federation has continued to lend its strong support to a wide range of community services. A successful example was the fund appeal in January 1969 to affiliates urging them to make contributions to help the American Red Cross aid California flood victims. The appeal was most successful.

Your Federation in a letter to affiliates throughout the state noted that Red Cross workers had been on the scene of the extremely destructive Winter floods throughout the state "assisting evacuees in many communities threatened by rain-swollen rivers and creeks," and that there was an immediate need for financial assistance to the Red Cross to help replace clothing, household goods and homes rav-

aged by the floods.

The letter noted that flood damage was estimated to exceed \$150 million in the state and that most of the major damage had been in Southern California and the San Joaquin Valley.

In June, 1970, the Federation's weekly newspaper carried a major story on the need to provide relief to the victims of the disastrous Peruvian earthquake, noting that \$300,000 worth of medicine and baby food had already been supplied through funds from the National AFL-CIO.

Other examples of the Federation's activities in the community service area include keeping affiliates posted on the number of counties eligible for disaster relief due to various national disasters.

Constitution Revision Commission

Another area of Federation community activity has been its participation in the work of the State Constitution Revision Commission. Through the efforts of the Federation's President this Commission has been kept aware of historic goals of the labor movement.

For example, in February, 1969, the Federation was successful in getting the Commission to adopt a resolution lowering the voting age in California from 21 to 19 (earlier efforts were made to reduce the age limit to 18). Of course, the Commission's action is only the first step in the struggle to reduce the voting age because all of the Commission's recommendations must be approved by the State Legislature and then to the people for a vote.

Hire the Handicapped

Over the past few years the Federation has continued to participate in and help support the "California Ability Counts Contest," sponsored by the Governor's Committee for the Employment of the Handicapped. In this regard, the Federation provides an all-expense-paid trip to Washington, D.C., plus \$100 in spending money for the winner of this contest each year. Last year's winner was Alicia Nerez, a 17-year-old senior at Alisal High School in Salinas. Miss Nerez was her student body secretary and a four year member of the California Scholarship Federation and a National Honor Society winner.

The Federation is represented on the Governor's Committee for Employment of

the Handicapped by its General Vice President, who is presently vice chairman of the committee.

Labor Press

Your Federation has continued to be an active participant in the California Labor Press Association, an organization of labor press editors from throughout the state. The CLPA has an annual convention and the Federation plays an active part in the drafting of the agenda and of the activities at these conventions.

The 1969 Convention, held in San Diego, included a critique of the labor press as well as a panel on student protest and why it exists. The 1970 convention, again held in San Diego in May of this year, included discussions of the urban crisis and measures to improve the layout and readability of the labor press.

The Federation also has continued through its labor press section to monitor activities in the labor press field in order to insure that promoters of "phony labor papers" do not get a foothold in California.

In the past few years this effort has met with success and there has been relatively little evidence of the publication in California of papers falsely claiming the endorsement of AFL-CIO affiliates. This apparent decline in the efforts of the phony labor press operators does not mean that affiliates can afford to let down their guards, however, as such operators tend to spring-up overnight.

To keep Federation affiliates aware of developments in this area, the Federation's weekly newspaper has carried stories over the past two years on the few promoters who solicit advertising for bogus or non-existing labor publications. In this regard the Federation has worked closely with the California Labor Press Association and the International Labor Press Association to thwart the efforts of the phony labor paper racketeers.

FED. PAPER WINS AWARD

The Federation's weekly newspaper won an "Award of Merit" in September, 1969, from the National Labor Press Association, which meets immediately prior to the opening of the National AFL-CIO Convention.

at the biennial convention of the International Labor Press Association. The award, in the form of a handsome 11 x 14 inch enameled wooden plaque, represented the first prize for "General Excellence" among ILPA affiliated state and local central body publications of less than 10,000 circulation in the United States and Canada.

The award was one of 18 made in various categories from a field of more than 400 entries which won the praises of a three-man panel of judges for their "high overall standards and performance."

The judge commended the publications particularly for the "scope and breadth" of the subject matter they presented and for "the large amount of space devoted to social, political and economic issues."

The labor press, the judges observed, "fills an important informational gap not met by the public press." And, they added:

"Persons outside the labor movement can substantially benefit through reading the labor press."

Judges for the contest were Curtis MacDougal of Northwestern University, Stan Rosen of the Chicago Institute of Labor and Industrial Relations, and Norman Dolnick, a former labor editor.

United Givers

The Federation also has continued to support the fund-raising efforts of groups such as the AID-United Givers. Federation officers have been active in Aid-United Givers for years. Reflecting this, in December, 1969, the Federation called upon affiliates to give strong support to the Aid-United Givers in southern California.

Health Care

Over the past two years the Federation has continued to work with the California Council for Health Plan Alternatives, a group of unions, both affiliated and non-affiliated with the AFL-CIO, that is vitally concerned with improving the level means of delivery, and reducing the costs of health care to California trade unionists and other health care consumers.

A Federation staff member is on the Board of Directors of the California Council of Health Plan Alternatives. Your Federation's activity in this organization reflects deep-seated concern over the poor quality of health care in California and the nation and is an indication of its belief that measures must be taken to reduce the cost and improve the quality of health care for all citizens, be they rich or poor.

An additional indication of Federation concern in the health care field was indicated in January, 1970, when coal miners totally disabled due to pneumoconiosis—more commonly known as "black lung disease"—or their survivors were urged by the Federation to apply for benefits under the Federal Coal Mine Health and Safety

Act of 1969. The Federation sent out this appeal because it recognized that many disabled coal miners and/or their survivors live in California.

Housing

In another area of community concern, the Federation has continued to support efforts to improve the number of decent housing units built annually in California. Over the past few years, in fact, since the mid-1960's, the quality and level of housing in California has deteriorated. The number of new housing starts has dropped sharply in the face of ever-increasing population.

The extent and implications of the decline has not been recognized clearly by everyone. For this reason in December, 1969, the Federation's weekly newspaper carried a lengthy report on the State of California's housing industry. The report noted in part that:

"In an unprecedented period of prosperity, this state is in the middle of a housing disaster of proportions not seen since the Great Depression of the 1930's.

"The crisis is no longer confined to the low and moderate income families who have been forced to live in our slums and ghettos. The crisis has now spread so thoroughly into our society that four out of five Californians can no longer purchase a modest home to meet their present needs.

A VICTIM OF POLICIES

"In addition, California's giant housing industry has become the victim once again of economic policies originating in Washington and Sacramento. In their efforts to control a spiraling economy, the decision-makers have taken the easy way out. Rather than exercise restraint on those who set the prices which determine the cost of living, they have chosen to accept a rising rate of unemployment. This unemployment must be absorbed by the 'average American worker'—many of whom are construction workers who build our new homes.

"Government action which decreases the average American worker's ability to purchase a home has been based on the theory of decreasing his propensity to spend and increasing his propensity to save. Thus, by slowing down purchases, the government hopes to cool off an inflationary economy. This is, in fact, a false theory.

"The purchase of a home is the soundest investment or savings a family can make. Real estate has continued to increase in value throughout the years. At the same time, a homeowner has use of the house

and obtains an increasing equity in the property. This home purchase is perhaps the only real savings that retains its value that the average American worker will make during his lifetime.

EASE CREDIT RESTRAINTS

"Government action to curb inflation should be directed toward purchases of this year's new car or color television—not the purchase of a new home. High interest rates and high building costs have coincided to make it impossible for the average American worker to be able to purchase a new home for his family. There must be a decrease in credit restraints for housing.

"Four year ago, the average American worker had to have an unencumbered annual income of \$9,600 in order to purchase a top line tract house costing \$20,000. A modest home could then be purchased for \$14,000 and this required an unencumbered annual income of \$7,000.

"Interest rates, which were at six percent four years ago, are now at eight percent or above. Costs of construction have risen at a rate of at least \$2,000 per year. Yet, the average American worker's annual wage has not yet begun to keep pace with the cost of living increases or the cost of new housing.

"Today, it costs at least \$20,000 for that modest home in the suburbs. In those areas, even the older stock of housing commands a premium price. In addition, as a buyer moves farther out to escape high housing costs and to be able to get mortgage credit, his transportation costs go up.

INTEREST RATE ISSUE

"To get an FHA insured mortgage for \$20,000 today, a buyer must pay eight percent in Sacramento or Fresno. Interest rates in San Francisco and Los Angeles are at 8½% or 9%. A 30-year mortgage at eight percent on \$20,000 requires an unencumbered annual income of over \$12,000 according to FHA requirements. That means if you earn \$12,000 a year and make payments on a new car or a Sears credit account for a new washer, you can't get across the threshold to make an FHA application for a new home mortgage.

"Four out of five Californians, according to the Franchise Tax Board's recently released statistics on reported 1968 incomes, have an annual income of less than \$13,000. Four out of five Californians need not even apply for an FHA insured mortgage. Their credit is good for a new car, television or washer, but not for a new home.

"During the past three years under the present administration, almost nothing has been done by the state to help solve festering problems in housing. At the same time, states such as New York and Pennsylvania, under Republican administrations, have done remarkable jobs in attacking similar housing and construction industry problems.

KEY RESOURCE IGNORED

"For instance, the state has heretofore ignored one of the major resources. California can utilize its credit in housing similar to the FHA and FNMA and VA programs. These federal programs require very little actual expenditures of federal funds but great amounts of private financial power are brought to bear to support programs as directed by Congress. California can supplement the federal programs and assist in bringing more private money into providing good housing for our fellow citizens.

"Further, we must realize California is an economic area of its own; it is a growth economy with unique problems. What is good for the nation as a whole is not always in the best interests of California.

"... a special legislative program on housing should be presented which will bring to bear resources of the State of California to aid in this crisis.

"A comprehensive program of housing should be introduced in the next session of the legislature. Further, the problems of the Cal Vet Home Loan program should be thoroughly reviewed to determine how best to revitalize this important and unique state housing program and to be sure that it is adequately funded. The eligibility period of many veterans expires in 1970. This should be extended... This program should not be allowed to bog down at a critical time such as this.

"We want to make one thing clear: the average American worker—the guy who pays his taxes and holds one or two jobs to see his children through school and buys his wife a washer and drives a three-year-old car—must be able to own his own home. And, in addition, the industry that builds that home must no longer be the whipping boy of economic policy-makers."

The Federation's officers and staff have continued to actively participate on various community boards and commissions over the past two years. Your President, for example, was the Vice-Chairman of the Governor's 1970 Summer Job Campaign for Youth; a member of the Advisory Committee to the California Vocational Industrial Clubs of America; a member of the Ad-

visory Panel for the Statewide Study of Vocational Education; a member of the Statewide Advisory Committee on Private Schools and Colleges; and a member of the California Council on Children and Youth. The General Vice President is also a member of the Governor's 1970 Summer Job Campaign for Youth.

Assistance to Affiliates

The Federation has provided considerable assistance to affiliated organizations on strike or taking economic action against the employer, since the last convention. While the number of stories carried by the Federation's weekly newspaper regarding strikes and economic actions taken by affiliates and other unions throughout the state and nation are far too numerous to detail here, the following are examples of major specific cases in which the Federation helped unions in need.

G. E. Strike

Perhaps the most important labor-management struggle in the United States in recent years was between the 147,000 union members, affiliated with more than 10 AFL-CIO and non-AFL-CIO unions and the giant General Electric Company. The Federation provided leadership in California in this lengthy strike. In addition, the Federation's Executive Council voted a \$5,000 contribution to help the G.E. strikers. The California AFL-CIO News carried a full page ad urging union families: "Please, Don't Buy G.E. Products." The Federation was very active in the statewide effort in support of the nation-wide boycott of G.E. products. The strike and boycott action led to a successful conclusion of the strike from the union's point of view.

Herald-Examiner Strike

The continuing strike-lockout at the Los Angeles Herald-Examiner is easily one of the most bitter labor disputes in California in recent years. Throughout the past two years the Federation has been active in the effort of the Herald-Examiner Strike-Lockout Committee unionists to try to bring the situation to a successful conclusion. In October, 1968, the Federation, in letters to all affiliates, called upon them to make a five-cent per-member per-month voluntary contribution on a sustaining basis to help win the fight. Unfortunately, at the writing of this report, the struggle against the Hearst combine is still going on.

Builders' Strike Insurance Plea

In May, 1969, your Federation warned California unionists of the efforts of the Association of General Contractors (AGC) to develop a strike insurance program in the building industry in California and elsewhere. Your Federation said that "some long, tough, and probably bitter contract battles are likely to face union building trades workers and organized labor at large in California and throughout the nation next year if current plans of the Association of General Contractors to arm themselves with 60 days of strike insurance go through without a hitch."

Alerting Federation affiliates to this threat, your Federation sent copies of a brochure prepared by the Los Angeles County Building and Construction Trades Council to all central labor and craft councils throughout the state. Due to the strong efforts of building trades unions and the contributory efforts of the Federation and other labor groups, the AGC strike insurance plan was finally shelved.

Blue Cross Anti-Union Effort

In October, 1969, reports that the managerial personnel of the Blue Cross Hospital Service were attempting to badger employees into voting against union representation prompted a strong reaction from your Federation. In a letter to Blue Cross President J. Philo Nelson, then Secretary-Treasurer Pitts said:

"In behalf of hundreds of thousands of AFL-CIO trade unionists in northern California, I am writing to express deep concern at reports that your organization is presently engaged in an intensive anti-union campaign to discourage the unionization of your own employees.

"Most union members learned the hard way that they could not get a fair deal—either in terms of wages and fringe benefits or in terms of the adjudication of legitimate grievances—if they left themselves subject to the mercy or benevolence of their employers regardless of how well intentioned their employers may have been.

"This fact was pointed up recently by figures from the U.S. Labor Department's Bureau of Labor Statistics indicating that on a national basis the average worker in private non-farm employment with a union contract earned about \$2,371 a year more than non-union employees in 1966.

"Thousands of California union members presently utilize Blue Cross Serv-

ices, but as you must know, organized labor cannot support organizations that engage in selfish campaigns that deny workers their right to unionization and independent representation in matters virtually affecting their economic and social well being.

"Therefore I urge you to call an immediate halt to any anti-union campaign that may be underway in your organization and to inform your employees that representation by a union would be in the best interests of all concerned."

Independent-Journal

A strike-lockout similar to that at the Los Angeles Herald-Examiner began in January, 1970, at Marin County's only daily newspaper, the San Rafael Independent-Journal. The strike-lockout situation was caused by an employer decision to destroy what had been a good labor-management relationship for many years.

In the effort of trade unionists to thwart management's goal of smashing labor unionism at the newspaper, the Federation has again been active, carrying numerous newspaper stories on the importance of strong labor efforts to thwart management in this case, and in placing the newspaper on the Federation's "Unfair List." (A full accounting of the placing of various firms on the Federation's "Unfair List" and an updated compilation of the list is contained in the Executive Council's report to this Convention.)

In addition, as noted earlier, the Federation through the California AFL-CIO News, repeatedly has carried stories of union-initiated boycotts and of strike activities across the nation. Beyond these actions, your Federation has taken advantage of every opportunity to address the general public, business, and community groups on the nature of the labor movement and why all citizens have a basic stake in preserving the right-to-strike and free collective bargaining.

FEDERATION CHANGES

Over the past two years, as with any organization, there have been changes within the Federation. In March, 1970, only a few days shy of 10 years after taking office, the Federation's Executive Secretary-Treasurer, Thos. L. Pitts retired on the basis of medical disability.

It would be impossible to list the many accomplishments achieved by the Federation during Pitts' stewardship but

they would include:

- His leadership in the battle to wipe Public Law 78 from the books, an action terminating the bracero program which helped clear the way for the organization of California farm workers;

- His successful battle against insurance carriers who attempted to skim the cream off of the state's disability insurance program;

- Improvements in the benefits and administration of the workmen's compensation program;

- Increases in unemployment insurance and disability insurance benefits;

- The ongoing battles to improve the wages and working conditions for women and minors covered by the Industrial Welfare Commission's 14 wage orders;

- The successful battle to permanently enjoin the state government from permitting the use of convict labor for the private profit of agri-business interests;

- His vigorous opposition to the imposition of tuition at the University of California; and

- His leadership in the field of consumer protections such as the fights to bar public utilities from obtaining excessive and inflationary rate increases.

It was in recognition of these and many other accomplishments that Pitts was accorded the honorary title of Secretary-Treasurer Emeritus of the Federation by the Executive Council immediately after it elected your present Secretary-Treasurer to succeed him.

Subsequently testimonial dinners were held for former Secretary-Treasurer Pitts in both San Francisco and Los Angeles in June. The Federation's editorial, published in the California AFL-CIO News in May, 1970 described the feelings of trade unionists throughout California on these occasions:

"It would not be possible for these testimonials to acknowledge fully the 34 years of dedication and leadership Tom gave to organized labor in California. However, they will indicate the appreciation and affection felt by all of us who admired his mind and courage and dynamism over the years.

"His leadership of the California Labor Federation took the AFL-CIO through one of the most tumultuous decades in American history. The Federation emerged from the divisions of California liberalism as the one constant and certain force for progress in the fight for a democratic society of abundance and

equality for all.

"Tom Pitts has met disabling illness with the same iron will and stout heart that identified his career in the labor movement.

"The dinners in San Francisco and Los Angeles will be symbols of the respect due a union brother who never failed the cause."

OTHER CHANGES

Over the past two years the Federation has continued to maintain year-round offices in Los Angeles and Sacramento as well as the major office in San Francisco, where the Federation has been headquartered since its inception 69 years ago.

There have been a number of staff changes since the 1968 conventions including the addition of two new, full-time staff members to the Federation's political arm, COPE, a new Director of Research and the appointment of a new Administrative Assistant to the Secretary-Treasurer.

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 August 16, 1968 and July 15, 1970, as reported by him to your Secretary-Treasurer, is summarized herewith as follows:

I. COURT CASES

A. California Grape and Tree Fruit League, et al. vs. Industrial Welfare Commission, et al. 1 Civil 23101, California District Court of Appeal.

Since my last report, a favorable decision was issued by the District Court of Appeal on January 9, 1969, sustaining the establishment of a minimum wage by the Industrial Welfare Commission including an interim bracket increase and reversing the Superior Court holding the action of the Commission invalid.

B. Pitts vs. Reagan, et al. San Francisco Superior Court No. 583961, District Court of Appeal, First Appellate District, 1 Civil 27320.

Since my last report, the following has transpired in regard to the above matter, which involves an injunction against the Governor permitting use of prisoners in certain types of private employment.

October 2, 1968, trial was held before

San Francisco Superior Court Judge William A. O'Brien.

Briefs were then filed and an Order and Decision granting us a permanent injunction was filed on February 12, 1969. Dispute then followed with respect to the Findings of Fact and Conclusions of Law, and a Writ was issued on April 17, 1969, served and filed on April 28, 1969.

Notice of appeal was then filed by the Governor. The Governor's Opening Brief was filed on October 21, 1969 and our Reply Brief was filed on November 20, 1969. The matter is currently pending for argument before the District Court of Appeal but the date of argument has not as yet been set.

C. Bishop vs. City of San Jose, et al. Supreme Court of the State of California 1 Civil 24764.

The issue involved in this proceeding is whether or not a chartered city may pay less than the prevailing wage on the ground it is exclusively a matter of municipal consideration and not controlled by the provisions of the Labor Code.

July 28, 1969, an application to file a brief amicus curiae and the brief were filed with the Supreme Court of the State of California requesting a reversal of the District Court decision, which held that the question of prevailing wages involving a chartered city was a municipal affair and not controlled by the provisions of the Labor Code.

On October 30, 1969, an Opinion was issued by the Supreme Court, by a vote of 4 to 3, affirming the decision of the District Court of Appeal that the matter was a municipal affair and a petition for rehearing was denied November 26, 1969.

D. Rosenfeld v. Southern Pacific, et al. United States Court of Appeals for the Ninth Circuit, No. 23984.

The issue involved in this case is a decision by the United States District Court of Appeals holding in effect that all of the California statutory provisions providing protective legislation for women were pre-empted by the Federal Act preventing discrimination between men and women.

On August 25, 1969, application for leave to file a brief amicus curiae was filed on behalf of the Federation with the Ninth Circuit Court of Appeals and upon permission being granted, the brief amicus curiae was filed on September 11, 1969, contending that the District Court had erred in its decision and that the California protective laws for women

were not invalidated by the Federal Act.

All briefs have now been filed in the matter but oral argument has not as yet been scheduled although the matter should be heard in the reasonably near future.

II. LEGISLATION

A. Drafting Legislation

(1) 1969 and 1970 Sessions

Pursuant to instructions, all bills recommended for introduction were drafted by me and introduced at each of the respective sessions. It is my understanding that a separate report on legislative activity for each of these sessions is being presented by the Secretary-Treasurer and accordingly I will not submit the details in this report.

B. Attendance at Legislative Sessions

(1) 1969 and 1970 Sessions

As requested by the Secretary-Treasurer, I appeared at various periods of time during each of these years to express the view of the Federation before various committees of the Legislature and conferred with legislators in regard to the legislative program of the Federation.

C. Interim Committees

(1) Finance and Insurance on Workmen's Compensation.

On October 9, 1969, I appeared before the Assembly Committee on Finance and Insurance in San Diego to present the position of the Federation in regard to AB 696 sponsored by the Federation and calling for freedom of choice of doctors in workmen's compensation cases.

I expressed the opinion of the Federation in support of the legislation and this view was supported by representatives of various labor groups, the Applicants' Attorneys Association, and the California Medical Association. It was opposed by the various representatives of the employer and insurance industry groups.

No report was submitted by the committee to the Legislature during the course of the 1970 session up to the date of the preparation of this report. Such legislation was again introduced during the 1970 session of the Legislature. It was not favorably considered by the Assembly and the Senate Committee on Industrial Relations deferred the subject matter for study by an Interim Committee.

(2) November 4 and 5, 1969, a hearing was held in Sacramento of the Assembly

Finance and Insurance Committee to consider AB 1704 and AB 1181. These bills dealt with the subject matter of permanent disability. AB 1181 was a favorable bill improving the payments for permanent disability and AB 1704 was a bad bill introduced by the employer and insurance industries substantially restricting payments of permanent disabilities.

In regard to AB 1181, in addition to myself expressing the views of the Federation, representatives of the Applicants' Attorneys Association and the Teamsters organization spoke in favor of the bill. The representatives of the Chamber of Commerce, the insurance industry and others spoke in opposition.

In regard to AB 1704, representatives of the California Self-Insurance Association, State Chamber of Commerce, California Manufacturers Association, the insurance industry, and others, spoke in favor of the bill and it was opposed by ourselves, representatives of the Applicants' Attorneys Association, the Teamsters organization, the ILWU and Professor Riesenfeld, Professor of Law at the University of California, Berkeley, who was speaking as an individual and as a law professor in opposition to the proposal.

In the 1970 session no report was made by the committee in regard to these subject matters and no legislation was introduced by the committee. However, the Federation introduced bills proposing improvements in this area but as of the date of the writing of this report, no favorable legislative action has been taken in regard to the proposals.

III. EXECUTIVE COUNCIL MEETINGS

A. I attended the following meetings of the Executive Council and rendered advice as requested:

September 18-19, 1968—Sacramento
 December 3-5, 1968—San Diego
 February 12, 1969—Los Angeles
 March 7, 1969—San Francisco
 May 1-2, 1969—Sacramento
 August 5-6, 1969—Konocti
 December 9-11, 1969—Palm Springs
 March 10-12, 1970—Burbank
 April 7, 1970—San Francisco
 June 10, 1970—San Francisco

IV. CONVENTION

A. I attended the convention of the Federation in Sacramento and assisted the committees as requested between September 20 and 26, 1968.

V. MISCELLANEOUS

A. National AFL-CIO Attorneys' Conference

During the 1969 AFL-CIO Convention in Atlantic City, at the request of President Meany and General Counsel Woll, transmitted through and concurred in by Secretary-Treasurer Pitts, I attended the conference of the attorneys in Atlantic City where I was present from October 5 through October 7, 1969.

B. Proposed Rules 20 and 21, State Bar of California

Proposed Rules 20 and 21 would, in effect, have prohibited the normal representation of labor attorneys of unions and their members on the ground it constituted illegal practice of the law.

I prepared a written presentation on behalf of the Federation in opposition to the proposed rules and at a public hearing in Los Angeles of the entire Board of Governors of the State Bar on October 23, 1968, I elaborated on the position of the Federation.

Substantially all of the objections by the Federation were eliminated and a revision was transmitted for consideration. On June 4, 1969, I submitted a written statement in regard to the proposal, although the objections were minor in nature.

The Board of Governors issued its recommendations during the month of June, 1969, and recommended to the Supreme Court that liberal rules permitting group legal services should be adopted and this proposal was, in fact, adopted by the Supreme Court.

Although far more limited rules were subsequently proposed by the American Bar Association, they have not been followed or adopted by the State Supreme Court and accordingly the liberal rule of practice is now permitted in the State of California.

C. Miscellaneous Workmen's Compensation Matters

(1) January 21, 1970, I met in a conference with Chairman Colvin of the Workmen's Compensation Appeals Board and representatives of Management and Labor to discuss the problem of possibly eliminating of filings of a multiplicity of petitions for reconsideration. The consensus of the meeting was that it was not a problem of filing too many petitions for reconsideration but rather a failure of the referees to properly set forth the reasons for the determinations in the initial deci-

sion. As a result of this conference, the consensus was that no change in the procedures was recommended.

(2) January 30, 1970, a luncheon conference was held with Secretary-Treasurer Pitts and Mr. Young, representative of the State Compensation Insurance Fund, and myself, in an attempt to eliminate the bad practice of the State Fund in engaging in, as a matter of course, the taking of depositions of applicants without providing them copies of the transcript or reimbursing them for the wage loss and/or expenses of travel. Although Mr. Young conceded that the practice was engaged in by the State Fund to a sizeable degree, no substantial agreement was reached to eliminate the practice and accordingly it was necessary to introduce legislation to attempt to correct the situation. At the time of the writing of this report, the legislation has received a favorable recommendation from the Senate Committee on Industrial Relations, but no final action has been taken on it as of this date.

(3) March 25, 1970, a luncheon conference was held with Secretary-Treasurer Henning, Senator Marks and his administrative assistant, Mr. Hecht, to review the workmen's compensation program which was introduced by the Senator at the request of the Federation in the hopes that we might obtain favorable consideration during the 1970 session.

D. Opinions and Miscellaneous Advice

Throughout the period from my last report, I have, on numerous occasions, been requested to respond orally and in writing with regard to various matters coming before the Federation for consideration. This ranged from consultation with the President with regard to the Constitutional Revision Commission to review and comment on various State Ballot propositions. Since this will undoubtedly be covered in the report of the Secretary-Treasurer, further discussion is not set forth at this time in this report.

E. Legislative Conference

Pursuant to the request of the Secretary-Treasurer, I participated in the Legislative Conference held in Sacramento on May 11, 1970. In addition to preparing the Fact Sheet involving the Social Insurance Program, I presented orally to the conference the Federation views in regard to this subject matter.

Respectfully submitted,
Charles P. Scully
General Counsel

CONCLUSION

The two years since the Federation's 1968 Convention has witnessed many changes. The 1960's are now behind us and a new decade is beginning. The man that steered the Federation's course through the 1960's has retired and I feel deeply honored and humble at being elected by the Executive Council in March of this year as the Federation's new Executive Secretary-Treasurer.

Since assuming this position your Secretary-Treasurer was appointed by President George Meany of the national AFL-CIO to the Advisory Committee to the AFL-CIO Coordinator of State and Local Central Bodies. Through this position your Secretary-Treasurer will continue

earlier Federation efforts to achieve greater unity throughout the official structure of the AFL-CIO.

In concluding this report, which is, in fact, the report of both myself and my predecessor, I would like to express the deepest appreciation for the cooperation received from the Federation's many affiliates. This cooperation, coupled with the assistance of the President, the General Vice President, and the Federation's staff was essential in meeting past challenges and remains essential if the responsibilities of this office are to be met in the coming years.

Fraternally submitted,

John F. Henning

Secretary-Treasurer

FEDERATION MEMBERSHIP STATISTICS**June 1, 1968 to May 31, 1970****NEW AFFILIATIONS AND REINSTATEMENTS**

Locality	Union	Local No.	Date
Anaheim			
	Carpenters & Joiners	2203	11/13/68
Antioch			
	Pittsburgh-Antioch Fed. of Teachers	2001	12/9/69
	Professional Fire Fighters of Antioch	1794	10/1/68
	Steelworkers Union	6845	4/21/70
Berkeley			
	University Employed Graduate Students	1570	2/3/70
Beverly Hills			
	Beverly Hills Fed. of Teachers	1863	10/21/69
Buena Park			
	Anaheim Federation of Teachers	1967	10/7/69
Burbank			
	Burbank Federation of Teachers	1608	5/12/70
Burlingame			
	Burlingame Fire Fighters	1872	8/28/69
Chula Vista			
	Montgomery Fire Fighters	1884	10/31/69
Coalinga			
	Oil, Chemical & Atomic Workers	1-2	11/8/68
Concord			
	Diablo Valley Federation of Teachers	1902	8/23/68
Coronado			
	Language Teachers	1976	10/2/69
Culver City			
	Culver City Federation of Teachers	1343	12/4/69
Daly City			
	Daly City Fire Fighters	1879	12/2/69
Davis			
	Steelworkers Union	5261	1/20/70
Dublin			
	Dublin Fire Fighters	1885	10/31/69
El Centro			
	Electrical Workers	447	4/21/70
Eldridge			
	Sonoma State Hospital Fed. of Teachers	1945	3/12/70
El Monte			
	Glass Bottle Blowers	39	8/22/68
Eureka			
	Humboldt Fire District	1770	6/28/68
Fairfax			
	Tamalpais Federation of Teachers	1985	11/12/69
Fremont			
	Steelworkers Union	5649	12/16/69
	Upholsterers	32	11/18/68
Fresno			
	Bookbinders Union	37	1/14/69
	United Glass & Ceramic Workers	474	3/18/69
Half Moon Bay			
	Half Moon Bay Fire Fighters	1824	4/2/69
Hayward			
	Hayward Fire Fighters	1909	2/3/70

Locality	Union	Local No.	Date
Hollister			
	Hollister Fire Fighters	1956	5/5/70
La Habra			
	La Habra Fire Fighters	1969	5/5/70
Lakewood			
	Public Employees Local	1110	3/23/70
Lompoc			
	Lompoc Fire Fighters	1906	12/2/69
Los Altos Hills			
	Foothill Federation of Teachers	1676	3/25/69
Los Angeles			
	Dining Car Employees	582	10/1/68
	Federation of Nursery School Teachers	1475	2/3/70
	Los Angeles Park & Recreation Empls.	517	10/30/69
	Oilfield Maintenance Workers	1234	2/4/70
	Rubber Workers	142	5/22/70
	Rubber Workers	678	12/19/69
Manteca			
	Manteca Fire Fighters	1874	8/28/69
Marysville			
	Marysville Musicians Protective Union	158	4/10/70
	Communications Workers	9429	3/21/69
Millbrae			
	Millbrae Fire Fighters	1877	9/30/69
Modesto			
	Communications Workers	9418	3/27/69
Moorpark			
	Ventura County Fed. of College Teachers	1828	12/10/69
Morro Bay			
	Morro Bay Fire Fighters	1855	7/1/69
Napa			
	Napa Federation of Teachers	1336	12/26/68
Newark			
	Barbers	516	10/20/68
Oakland			
	California Conference of Machinists		4/2/70
	Machinists-Alameda Naval Aircraft	739	12/30/69
	Peralta Federation of Teachers	1603	12/30/69
	Steelworkers Union	4689	7/16/68
	Steelworkers Union	7616	2/19/70
Orangevale			
	San Juan Unified Fed. of Teachers	1743	12/3/69
Oxnard			
	Ventura County Fed. of Teachers	1273	3/23/70
Palmdale			
	Painters & Decorators	1793	3/18/69
	High Desert Teachers	1793	1/14/69
Paradise			
	Paradise Fire Fighters	1829	4/2/69
Pasadena			
	Pasadena Federation of Teachers	1050	1/20/70
Pittsburg			
	Steelworkers Union	5084	11/26/68
Porterville			
	Porterville Fire Fighters	1819	5/5/70
Redding			
	Communications Workers	9419	4/29/69
	Redding Fire Fighters	1934	3/3/70
	Shasta County Fed. of Teachers	1320	12/3/69

CALIFORNIA LABOR FEDERATION

271

Locality	Union	Local No.	Date
Redwood City			
	Painters & Decorators	1146	9/6/68
Richmond			
	Oil, Chemical & Atomic Workers	1-561	12/11/68
Roseville			
	Electrical Workers	1682	11/14/68
Sacramento			
	Steelworkers Union	6849	11/6/68
San Bruno			
	San Bruno Fire Fighters	1944	4/2/70
San Diego			
	California Musicians Conference		5/20/70
	Greater Grossmont Fed. of Teachers	1930	12/12/68
	Grossmont Federation of Teachers	1934	12/12/68
	Machinists	2392	4/24/70
	Palomar College Teachers Guild	1935	12/12/68
	San Diego Community College Guild	1931	12/12/68
	San Diego Federation of Teachers	370	11/25/68
	San Dieguito Federation of Teachers	1933	12/12/68
	Sweetwater Federation of Teachers	1932	12/12/68
San Francisco			
	Assoc. Aides, Assistants (S.F. State College)	1928	12/24/69
	Electrical Workers	689	1/13/69
	Presidio of S.F. Federal Fire Fighters	F-145	5/28/69
San Gabriel			
	Rubber Workers	829	4/8/69
Sanger			
	Sanger Fire Fighters	1809	11/1/68
San Jose			
	College Council-Calif. Fed. of Teachers		11/25/69
	Santa Clara County Probation Dept.	1587	4/27/70
	Stanford Fire Fighters	I-12	10/31/69
San Pablo			
	Contra Costa College Fed. of Teachers	1754	12/3/69
San Rafael			
	Marin County Fire Fighters	1775	7/29/68
	Novato Federation of Teachers	1986	11/4/69
Santa Ana			
	Rubber Workers	639	10/16/69
Santa Cruz			
	Machinists & Mechanics	1983	2/12/70
Santa Monica			
	Santa Monica Muni. Empls. Assn.	423	3/30/70
Santa Susana			
	Simi Federation of Teachers	1773	11/7/68
Stockton			
	Delta College Fed. of Teachers	1486	12/10/68
	Plasterers	222	8/9/68
	Steelworkers Union	7019	10/10/69
	Steelworkers Union	6729	4/23/70
Taft			
	Communications Workers	9477	10/15/69
Temple City			
	Temple City Federation of Teachers	1791	12/16/69
Torrance			
	El Camino College Fed. of Instructors	1388	12/10/68
	Rubber Workers	817	1/24/69

Locality	Union	Local No.	Date
Union City			
Union City Fire Fighters		1946	5/5/70
Ventura			
Painters & Decorators		955	8/29/68
Whittier			
Steelworkers Union		4997	9/19/69

MERGERS

June 1, 1968 to May 31, 1970

Sugar Workers No. 183 in Alvarado merged with Sugar Workers No. 181 in Tracy	12/8/69
Four Counties Bldg. & Const. Trades Council in Auburn merged with Bldg. & Const. Trades Council in Sacramento	3/17/70
Meat Cutters & Butchers No. 526 in Berkeley merged with Meat Cutters & Butchers No. 120 in Oakland	10/10/69
Amalgamated Meat Cutters No. P-769 in Coachella merged with Meat Cutters & Butchers No. 78-5 (Not Affil.)	12/24/69
Sacramento Fire Fighters No. 1412 in Carmichael merged with Fire Fighters Assn. No. 522 in Sacramento	11/1/68
Printing Pressmen & Assistants No. 279 in Eureka merged with Web Pressmen No. 4 in San Francisco	4/21/69
Communications Workers No. 9582 in Huntington Beach merged with Communications Workers in Santa Ana	3/4/70
Bakers No. 31 in Long Beach merged with Bakers No. 66 in Buena Park (Not Affil.)	1/1/69
Meat Cutters & Butchers No. P-200 in Los Angeles merged with Meat Cutters & Butchers No. 439 in Pasadena	10/1/69
Los Gatos Fire Fighters No. 1566 in Los Gatos merged with Fire Fighters Assn. No. 1165 in Los Gatos	5/1/70
Napa Central Labor Council in Napa merged with Napa-Solano Central Labor Council in Vallejo	10/1/69
Newspaper Printing Pressmen No. 39 in Oakland merged with Web Pressmen No. 4 in San Francisco	7/2/68
Printing Pressmen No. 125 in Oakland merged with Western Graphic Arts No. 14 in San Francisco	7/1/68
Steelworkers Union No. 4468 in Oakland merged with Steelworkers Union No. 7616 in Oakland	12/24/69
Steelworkers Union No. 4689 in Oakland merged with Steelworkers Union No. 7616 in Oakland	12/24/69
Meat Cutters & Butchers No. 460 in Oroville merged with Meat Cutters & Butchers No. 498 in Sacramento	8/1/69
Bindery Workers No. 21 in Palo Alto merged with Bookbinders & Bindery-workers No. 3 in San Francisco	10/17/69
United Transport Union (Trainmen) No. 1003 in Pasadena merged with United Trans. Union (Trainmen) No. 385 in Burbank	7/24/68
Oil, Chemical & Atomic Workers No. 1-561 in Richmond merged with Oil, Atomic Workers No. 5 in Martinez	6/1/69
Whse. Plumbing House Employees, Aux. No. 447 in Sacramento merged with Plumbers & Steamfitters No. 447 in Sacramento	1/1/69
Office Employees No. 83 in San Bernardino merged with Office Employees No. 30 in Los Angeles	1/14/69
Packinghouse Workers No. 263 in San Bruno merged with Meat Cutters & Butchers No. 115 in San Francisco	11/1/68
Paint & Brush Makers No. 1071 in San Francisco merged with Paint Makers & Allied Trades No. 1975 in Oakland	2/24/70

CALIFORNIA LABOR FEDERATION

273

Printing Pressmen No. 24 in San Francisco merged with Western Graphic Arts No. 14 in San Francisco	6/1/68
Hod Carriers & Laborers No. 97 in San Mateo merged with Hod Carriers & Laborers No. 36 in San Francisco (Not Affil.)	10/1/68
Hotel & Restaurant Employees No. 742 in Santa Cruz merged with Hotel & Restaurant Empls. No. 483 in Monterey	4/18/69
Printing Pressmen No. 354 in Santa Rosa merged with Western Graphic Arts No. 14 in San Francisco	11/15/68
Typographical Union No. 577 in Santa Rosa merged with Typographical Union No. 21 in San Francisco	3/1/69
Building Service Employees No. 24 in Stockton merged with Service Employees No. 22 in Sacramento (Not Affil.)	6/1/69
Sunnyvale City Employees No. 521 merged with Santa Clara Muni. Empls. No. 107 in Santa Clara	11/13/69
Boilermakers No. 718 in Torrance merged with Boilermakers No. 351 in El Segundo (Not Affil.)	11/18/68
Operating Engineers No. 731 in Vallejo merged with Operating Engineers No. 3 in San Francisco	10/14/68
Printing Pressmen No. 297 in Vallejo merged with Western Graphic Arts No. 14 in San Francisco	1/1/69
Barbers No. 856 in Visalia merged with Barbers No. 333 in Fresno	4/21/69
Plasterers & Cement Masons No. 895 in Visalia merged with Plasterers & Cement Masons No. 188 in Fresno	12/28/69
Yountville Veterans Home Empls. No. 755 in Yountville merged with Napa State Hospital Empls. No. 174 in Napa	11/18/68

SUSPENSIONS

June 1, 1968, to May 31, 1970

Locality	Union	Local No.	Date
Azusa			
	Chemical Workers	112	10/3/69
Bell			
	Steelworkers Union	2018	12/5/69
Beverly Hills			
	Winery Workers	51	10/8/69
Bijou			
	Carpenters & Joiners	1789	1/15/69
Camarillo			
	Musicians	581	2/10/70
Chico			
	Building & Construction Trades Council		10/8/69
	Plasterers & Cement Masons	836	11/14/69
Compton			
	Chemical Workers Joint Council No. 4		10/3/69
Corona			
	Brick & Clay Workers	615	5/31/70
El Centro			
	Plasterers & Cement Masons	572	5/31/70
El Monte			
	Chemical Workers	78	10/3/69
Eureka			
	Humboldt County Employees Assn.	1684	9/19/68
Fresno			
	City Civil Service Employees	565	5/31/70
	Fresno County Public Employees	458	4/18/69
	Retail, Food, Drug & Liquor Clerks	1288	2/10/70
	Service Employees	110	5/31/70

OFFICERS' REPORTS

Locality	Union	Local No.	Date
Hollywood			
	Building Service Employees	278	3/10/70
	Studio Carpenters	946	12/5/69
Ione			
	Brick & Clay Workers	844	9/19/68
Livermore			
	Chemical Workers	422	10/3/69
	Machinists	1577	5/31/70
Lodi			
	Carpenters & Joiners	1418	11/20/68
Lompoc			
	Chemical Workers	146	10/3/69
Long Beach			
	Chemical Workers	1	10/3/69
	Chemical Workers	255	10/3/69
	Dry Dock & Ordinance Painters	1501	5/5/70
	Lifeguards	1292	1/15/69
Los Angeles			
	Bill Posters & Billers	32	3/20/69
	Bldg. Service Empls. (Spec. Officer Guards)	193	1/9/70
	Chemical Workers	11	10/3/69
	Chemical Workers	350	10/3/69
	Chemical Workers	452	10/3/69
	Dining Car Employees	582	2/10/70
	Jewelry Workers	23	2/10/70
	L. A. City Employees	347	12/5/69
	L. A. City & County School Empls.	99	2/10/70
	L. A. County Employees Union	434	11/14/69
	L. A. County Guards	790	3/10/70
	Public Service Carpenters	2231	5/31/70
	Service & Maintenance Employees	399	1/9/70
	Social Workers Union	535	1/4/70
Los Gatos			
	Communications Workers	9570	5/31/70
Manteca			
	Sugar Workers	177	11/20/68
Martinez			
	Carpenters & Joiners	2046	1/28/69
	Contra Costa County Employees	1675	4/22/69
Maywood			
	Steelworkers Union	2058	7/8/68
Merced			
	City & County Employees	1285	8/7/69
Modesto			
	Carpenters & Joiners	1235	12/5/69
	Chemical Workers	190	10/3/69
	Stanislaus Fed. of Teachers	1626	5/31/70
Newark			
	Chemical Workers	62	10/3/69
	Chemical Workers	802	10/3/69
Niles			
	Steelworkers Union	3367	3/10/70
Norwalk			
	Chemical Workers	748	10/3/69
Oakland			
	Building Service Employees	18	2/10/70
	Carpenters & Joiners	1473	1/9/70
	Cemetery Workers & Greens Attendants	322	3/10/70
	District Council of Chemical Workers No. 2		10/3/69
	Technical Engineers	39	10/8/69

CALIFORNIA LABOR FEDERATION

275

Locality	Union	Local No.	Date
Omo Ranch			
	Lumber & Sawmill Workers	2728	2/10/70
Palm Springs			
	Carpenters & Joiners	1046	12/18/68
Panorama			
	Communications Workers	9503	3/10/70
Petaluma			
	Barbers	419	6/24/69
Pittsburg			
	Chemical Workers	23	10/3/69
Pomona			
	Chemical Workers	58	10/3/69
	Glass Bottle Blowers	34	5/31/70
	Retail Clerks	1428	5/5/70
Port Chicago			
	Chemical Workers	25	10/3/69
Redding			
	Lumber & Sawmill Workers	2608	3/1/69
	Musicians	113	5/20/69
Richmond			
	Public Employees of Contra Costa County	302	1/9/70
Riverside			
	Painters & Decorators	286	5/20/69
	Retail Clerks	1167	1/9/70
Roseville			
	Switchmen	263	8/14/68
Sacramento			
	Building Service Employees	22	1/9/70
	Calif. Dept. of Industrial Relations	1031	2/18/69
	Folsom-Cordova Fed. of Teachers	1891	5/5/70
	Retail Clerks	588	1/9/70
	Teachers	31	1/4/70
	Union of State Employees	411	12/5/69
San Andreas			
	Carpenters & Joiners	386	11/14/69
San Bernardino			
	Culinary Workers & Bartenders	535	5/31/70
San Diego			
	Building Service Employees	102	11/14/69
	County & Municipal Employees	127	11/14/69
San Francisco			
	Apart. Motel, Hotel & Elevator Operators	14	2/10/70
	Building Service Employees	87	1/9/70
	Chemical Workers	466	10/3/69
	City & County Employees	400	1/9/70
	City & County Employees	747	1/9/70
	Civil Service Bldg. Maintenance Empls.	66-A	5/31/70
	Clothing Workers	42	2/18/69
	Hospital & Institutional Workers	250	1/9/70
	Optical Technicians	505	1/9/70
	Railway Clerks	248	5/20/69
	Theatrical Janitors	9	2/10/70
	United Industrial Wkrs. of No. America		9/1/69
San Jose			
	Chemical Workers	294	10/3/69
	Clothing Workers	108	2/18/69
San Leandro			
	Chemical Workers	733	10/3/69

OFFICERS' REPORTS

Locality	Union	Local No.	Date
San Luis Obispo			
	Communications Workers	9424	5/31/70
	Painters & Decorators	1336	5/20/69
	Steelworkers Union	5766	1/7/69
San Mateo			
	Building Service Employees	81	12/5/69
	Cement Finishers	583	11/14/69
San Pablo			
	Chemical Workers	53	10/3/69
Santa Ana			
	Chemical Workers	66	10/3/69
Santa Barbara			
	Chemical Workers	404	10/3/69
	Plasterers & Cement Finishers	341	1/9/70
	Plumbers & Steamfitters	114	8/7/69
Santa Cruz			
	Carpenters & Joiners	829	2/10/70
Santa Maria			
	Chemical Workers	224	10/3/69
Santa Monica			
	Retail Clerks	1441	2/10/70
Stockton			
	Carpenters & Joiners	266	12/5/69
	County Employees	183	3/1/69
	Municipal Employees	102	3/1/69
	Plasterers	222	1/28/69
	Retail Clerks	197	2/10/70
Taft			
	Communications Workers	9477	3/10/70
Torrance			
	Chemical Workers	138	10/3/69
	Chemical Workers	598	10/3/69
	Steelworkers Union	2586	12/18/68
Vallejo			
	Roofers	35	11/20/68
	Shipwrights, Joiners & Shipbuilders	1068	2/10/70
Van Nuys			
	Chemical Workers	805	10/3/69
Westend			
	Chemical Workers	398	10/3/69

DISBANDED

June 1, 1968 to May 31, 1970

Locality	Union	Local No.	Date
Bakersfield			
	United Transportation Union (Trainmen)	1082	8/29/68
Bell Gardens			
	Rubber Workers	417	5/1/70
Coronado			
	Masters, Mates & Pilots	12	7/1/69
Dunsmuir			
	United Transport. Union (Firemen & Enginemen)	312	5/19/70
Eureka			
	United Transport. Union (Trainmen)	729	8/29/68
Fresno			
	United Transport. Union (Trainmen)	1060	8/29/68
	United Transport. Union (Firemen & Enginemen)	566	11/4/69

CALIFORNIA LABOR FEDERATION

277

Locality	Union	Local No.	Date
Lodi			
	Fire Fighters Assn.	1225	7/1/69
Los Angeles			
	Brick & Clay Workers	661	1/1/70
	Packinghouse Wkrs. District Council		1/30/69
	Railway News Service	357	12/31/69
	United Transport. Union (Trainmen)	970	11/1/69
Needles			
	United Transport. Union (Firemen & Enginemen)	327	11/4/69
Oakland			
	United Transport. Union (Trainmen)	850	11/1/69
Pittsburg			
	Steelworkers Union	4534	1/30/69
Portola			
	United Transport. Union (Firemen & Enginemen)	795	5/19/70
Roseville			
	United Transport. Union (Trainmen)	994	8/29/69
San Francisco			
	Government Employees	923	1/1/70
	United Transport. Union (Trainmen)	321	11/1/69
	United Transport. Union (Firemen & Enginemen)	817	11/4/69
San Jose			
	City Employees	1058	7/1/69
	State, County & Municipal Employees	1564	7/10/68
San Luis Obispo			
	United Transport. Union (Firemen & Enginemen)	672	11/4/69
Santa Cruz			
	Santa Cruz Municipal Employees	1906	11/8/68
Stockton			
	United Transport. Union (Firemen & Enginemen)	794	11/4/69
Tracy			
	United Transport. Union (Trainmen)	849	8/29/68

WITHDRAWALS

June 1, 1968 to May 31, 1970

Locality	Union	Local No.	Date
Bakersfield			
	Post Office Clerks	472	11/26/68
Bell			
	American Fed. of Grain Millers	79	4/22/69
Culver City			
	Stove Mounters	68	3/6/69
Glendale			
	Plumbers & Pipe Fitters	761	12/30/68
Hollywood			
	Studio Utility Employees	724	5/27/69
Huntington Park			
	Allied Industrial Workers	990	11/27/68
Long Beach			
	Cement Finishers	791	2/24/69
	Communications Workers	9571	6/27/68
Los Angeles			
	Auto-Marine Prod. Finishers & Equip. Painters	1798	11/26/68
	Carpenters & Joiners	929	2/21/69
	Lithographers & Photoengravers	262	9/17/68
	Paper Makers	349	11/18/69
	Railway Clerks	3049	6/13/69
	Sleeping Car Porters		12/1/68
	Tile Layers	18	3/27/69

OFFICERS' REPORTS

Manteca		
Carpenters & Joiners	1869	11/21/68
Martinez		
Oil, Chemical & Atomic Workers	1-5	8/20/69
Napa		
Plasterers & Cement Finishers	766	6/30/69
Oakland		
Laundry Workers	2	12/31/68
Oxnard		
Communications Workers	9575	3/1/70
Pasadena		
Plumbers	280	9/16/68
Pomona		
Painters & Decorators	979	2/14/69
Redding		
Hod Carriers & Common Laborers	961	2/24/69
Reseda		
Carpenters & Joiners	844	3/4/69
Sacramento		
Amer. Fed. of State, Co. & Muni. Empls.	258-A	1/6/69
Carpenters & Joiners	586	10/31/68
Millmen	1618	1/13/69
San Bernardino		
Railway Carmen	842	1/25/69
San Diego		
Retail Clerks	1222	1/6/69
San Francisco		
Bill Posters & Billers	44	1/11/69
Government Employees	1466	1/1/69
Labor Dept. Lodge (Amer. Fed. Gov. Empls.) ..	2391	8/21/68
Millinery Workers	40	7/12/68
Repeatermen & Toll Testboardmen	1011	7/22/68
Upholsterers	3	3/20/69
San Mateo		
Lathers	278	12/5/69
San Pedro		
Pile Drivers	2375	4/18/69
Santa Barbara		
Barbers	832	2/28/69
Retail Clerks	899	7/23/68
Santa Monica		
Communications Workers	9574	4/27/70
Painters & Decorators	821	1/17/69
Saugus		
Glass Bottle Blowers	69	12/16/69
Wilmington		
Ship Carpenters	1335	11/13/68

EXONERATIONS

June 1, 1968 to May 31, 1970

Locality	Union	Local No.	Date
Bakersfield			
Oil, Chemical & Atomic Wkrs.		19	5/19/69
Coalinga			
Oil, Chemical & Atomic Wkrs.		1-2	3/12/69
Corona			
Glass Bottle Blowers		192	2/12/69
El Segundo			
Oil, Chemical & Atomic Wkrs.		547	3/7/69

CALIFORNIA LABOR FEDERATION

279

Locality	Union	Local No.	Date
Long Beach			
	Oil, Chemical & Atomic Wkrs.	128	3/7/69
Los Angeles			
	Insurance Workers	83	6/24/68 & 8/12/69
	I. U. Electrical Workers	850	1/21/70
	Newspaper Guild	69	2/12/68
Oakland			
	Communications Workers	9415	6/27/68
San Jose			
	I. U. Electrical Workers	1507	1/27/70
Santa Maria			
	Oil, Chemical & Atomic Workers	534	3/7/69
Taft			
	Oil, Chemical & Atomic Workers	1-6	3/7/69

SUMMARY OF MEMBERSHIP

June 1, 1968 to May 31, 1970

Labor Unions 6/1/68	1424	
Labor Councils 6/1/68	160	
TOTAL		1584
Labor Unions Newly Affiliated to 5/31/70	111	
Labor Councils Newly Affiliated to 5/31/70	3	114
TOTAL		1698

Mergers, Suspensions, Withdrawals, etc. June 1, 1968 to May 31, 1970

Mergers			
	Labor Unions	34	
	Labor Councils	2	
Suspensions			
	Labor Unions	122	
	Labor Councils	3	
Withdrawals			
	Labor Unions	43	
	Labor Councils		
Disbanded			
	Labor Unions	25	
	Labor Councils	1	
	TOTAL UNIONS	224	
	TOTAL COUNCILS	6	
	TOTAL		230
Labor Unions 5/31/70	1311		
Labor Councils 5/31/70	157		
TOTAL			1468

**REPORT ON PER CAPITA PAID MEMBERSHIP
AND ESTIMATED MEMBERSHIP PER LOCALS
AS OF MAY 31, 1970**

California Labor Federation, AFL-CIO

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Alameda			
Carpenters & Joiners	194	139	139
Alhambra			
Electrical Workers	47	421	421
Communications Workers	9505	1320	1320
Anaheim			
Carpenters & Joiners	2203	1412	1412
United Rubber Workers	657	204	204
Anderson			
Woodworkers of America	433	611	611
Antioch			
Glass Bottle Blowers	16	42	42
Pittsburg-Antioch Fed. of Teachers	2001	9	9
Steelworkers	6845	18	18
Arcadia			
American Fed. of Teachers	1424	101	101
Horseshoers	12	17	17
Horseshoers	17	15	15
Arcata			
Lumber & Sawmill Workers	2808	480	480
Plywood & Veneer Workers	2789	326	326
Auburn			
Communications Workers	9431	193	193
Avalon			
Painters & Decorators	1226	28	28
Bakersfield			
Barbers	317	73	73
Bookbinders	117	5	5
Butchers	193	500	500
Carpenters & Joiners	743	1135	1135
Communications Workers	9416	391	391
Electrical Workers	428	400	400
Hod Carriers & Laborers	220	836	836
Hotel & Restaurant Empls.	550	1143	1143
Lathers	300	44	44
Machinists	139	177	177
Machinists	5	72	72
Musicians' Protective Union	263	39	39
Newspaper Guild	202	99	99
Oil, Chemical & Atomic Workers	19	667	667
Painters & Decorators	314	157	157
Petroleum Workers	11	31	31
Plasterers & Cement Finishers	191	196	196
Plumbers & Steamfitters	460	156	156
Retail Clerks	137	852	852
Theatrical Stage Employees	215	21	21
Transport Workers	3005	80	80
Typographical Union	439	157	157

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Bell			
I. U. Electrical Workers	1501	360	360
I. U. Electrical Workers	1504	86	86
Steelworkers	3941	55	55
Benicia			
Machinists	1687	268	268
Berkeley			
Carpenters & Joiners	1158	325	325
Clerical, Tech. Empls. U.C.	1695	222	222
Painters & Decorators	40	251	251
Teachers	1078	366	366
University Empl. Graduate Studs.	1570	2	2
Betteravia			
Sugar Workers	178	225	225
Beverly Hills			
Bev. Hills Fed. of Teachers	1863	26	26
Bishop			
Painters & Decorators	1688	28	28
Const. & Gen. Laborers	302	115	115
Brawley			
Beet Sugar Refinery Workers	174	162	162
Buena Park			
Anaheim Fed. of Teachers	1967	12	12
Burbank			
Burbank Fed. of Teachers	1608	17	17
Plasterers	739	421	421
Studio Teachers	884	41	41
Burlingame			
Butchers	516	665	665
Burney			
Woodworkers	269	199	199
Chester			
Lumber & Sawmill Workers	3074	913	913
Chico			
Barbers	354	31	31
Carpenters & Joiners	2043	197	197
Carpenters & Joiners	2838	135	135
Millmen	1495	611	611
M.P. Projectionists	501	10	10
Musicians	508	80	80
Plumbers & Steamfitters	607	153	153
Typographical Union	667	30	30
City of Commerce			
Glass Bottle Blowers	224	150	150
City of Industry			
Rubber Workers	585	259	259
Rubber Workers	721	52	52
Clarksburg			
Sugar Workers	182	103	103
United Transportation Union			
Railroad Trainmen	0239	320	320
Railroad Trainmen	0240	332	332
Railroad Trainmen	0492	246	246
Railroad Trainmen	0694	148	148
Railroad Trainmen	0771	260	260
Railroad Trainmen	0811	163	163
Railroad Trainmen	0835	147	147
Railroad Trainmen	0986	51	51
Railroad Trainmen	1200	76	76
Railroad Trainmen	1201	95	95
Railroad Trainmen	1241	51	51

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Railroad Trainmen	1252	162	162
Railroad Trainmen	1260	54	54
Railroad Trainmen	1336	266	266
Railroad Trainmen	1422	490	490
Railroad Trainmen	1544	276	276
Railroad Trainmen	1556	84	84
Railroad Trainmen	1561	128	128
Railroad Trainmen	1563	642	642
Railroad Trainmen	1564	620	620
Railroad Trainmen	1565	666	666
Railroad Trainmen	1581	159	159
Railroad Trainmen	1604	34	34
Railroad Trainmen	1607	629	629
Railroad Trainmen	1667	42	42
Railroad Trainmen	1694	83	83
Railroad Trainmen	1714	132	132
Railroad Trainmen	1730	126	126
Railroad Trainmen	1732	115	115
Railroad Trainmen	1741	188	188
Railroad Trainmen	1785	81	81
Railroad Trainmen	1812	121	121
Railroad Trainmen	1846	92	92
Railroad Trainmen	1896	62	62
Railroad Trainmen	1915	156	156
Railroad Trainmen	1942	20	20
Coalinga			
Oil, Chemical & Atomic Wkrs.	1-2	59	59
Colma			
Cemetery Wkrs. & Greens Att.	265	106	106
Colton			
Operative Potters	226	107	107
Railway Clerks	1376	119	119
Steelworkers Union	5647	67	67
United Cement, Lime & Gypsum	89	207	207
Compton			
Carpenters & Joiners	1437	626	626
Concord			
Diablo Valley Fed. of Teachers	1902	116	116
Machinists	1173	869	869
Corona			
Glass Bottle Blowers	192	194	194
Coronado			
Language Teachers	1976	5	5
Crockett			
Sugar Workers	1	1085	1085
Culver City			
Culver City Fed. of Teachers	1343	41	41
Cupertino			
United Cement, Lime & Gypsum	100	118	118
Daly City			
Daly City Municipal Empls.	919	71	71
San Mateo County Classified School Employees	377	438	438
Teachers	1481	144	144
Davenport			
United Cement, Lime & Gypsum	46	196	196
Davis			
Steelworkers Union	5261	13	13
Delano			
United Farm Wkrs. Org. Committee		1958	1958

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Diamond Springs			
United Cement, Lime & Gypsum	158	41	41
Downey			
Communications Workers	9595	769	769
Rubber Workers	451	745	745
Rubber Workers	171	101	101
El Cajon			
Carpenters & Joiners	2398	686	686
El Centro			
Construction & Gen. Laborers	1119	166	166
Electrical Workers	447	12	12
Theatrical Employees	656	13	13
El Cerrito			
Teachers	866	225	225
Eldridge			
Sonoma State Hospital Fed. of Teachers	1945	1	1
El Monte			
Carpenters & Joiners	1507	1705	1705
Glass Bottle Blowers	39	255	255
Hod Carriers & Laborers	1082	1146	1146
Painters & Decorators	254	478	478
El Segundo			
Air Transport Workers	502	381	381
Oil, Chemical & Atomic Wkrs.	547	1001	1001
Elsinore			
Brick & Clay Workers	843	108	108
Elk Creek			
Lumber & Sawmill Wkrs.	2688	71	71
Emeryville			
Oil, Chemical & Atomic Wkrs.	589	267	267
Steelworkers Union	1304	805	805
Eureka			
Bakers	195	34	34
Barbers	431	69	69
Bartenders	318	160	160
Butchers—Unit 2	516	105	105
Cooks & Waiters	220	449	449
Electrical Workers	482	111	111
Hod Carriers & Laborers	181	292	292
Hospital & Institutional Wkrs.	327	87	87
Laundry Workers	156	38	38
Lumber & Sawmill Workers	2592	559	559
Lumber & Sawmill Workers	3019	329	329
Machinists	540	140	140
Plasterers & Cement Finishers	481	29	29
Plumbers	471	40	40
Plywood & Veneer Workers	2931	271	271
Retail Clerks	541	326	326
Typographical Union	207	50	50
Fire Fighters			
Fed. Naval Fire Fighters of Bay Area ...	F-15	67	67
Alameda Fire Fighters	689	75	75
Alhambra Fire Fighters	1578	56	56
Professional Fire Ftrs. Antioch	1794	24	24
Fire Fighters Assn.	1428	15	15
Bakersfield Fire Fighters	844	103	103
Kern Co. Fire Fghtrs.	1301	285	285
Benicia Fire Fighters	1610	8	8
Fire Fighters Assn.	1227	167	167
Bonita-Sunnyside Fire Fghtrs.	1827	6	6
Brisbane Fire Fighters	1725	9	9

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Fire Fighters Assn.	778	101	101
Burlingame Fire Fighters	1872	14	14
Campbell Fire Fighters	1939	2	2
China Lake Fire Fighters	F-32	69	69
Montgomery Fire Fighters	1884	3	3
Claremont Fire Fighters	1705	14	14
Clovis Fire Fighters	1695	7	7
Fire Fighters Assn. of Contra Costa Co.	1230	314	314
Fire Fighters Assn.	1475	8	8
Fire Fighters Assn.	1465	33	33
Culver City Fire Fighters	1927	11	11
Daly City Fire Fighters	1879	17	17
Dublin Fire Fighters	1885	6	6
Fire Fighters Assn.	652	41	41
Humboldt Fire District	1770	14	14
Fontana Fire Fighters	1274	29	29
Fremont Fire Fighters	1689	77	77
Calif. State Forestry Assn.	1388	37	37
Fresno County Fire Fghtrs.	1180	29	29
Professional Fire Fghtrs.	753	249	249
Half Moon Bay Fire Fghtrs.	1824	5	5
Hamilton Air Force Base	F-134	15	15
Hayward Fire Fighters	1909	19	19
Hollister Fire Fighters	1956	2	2
La Habra Fire Fighters	1968	2	2
Lemoore Fire Fighters	F-102	48	48
Fire Fighters Assn. Lawrence Radiation Lab.	1477	13	13
Lompoc Fire Fighters	1906	5	5
Fire Fighters Assn.	372	394	394
Fire Fighters Assn.	1167	30	30
Fire Fighters of L.A. City	112	964	964
L. A. County Fire Fighters	1014	1576	1576
Santa Clara Co. Fire Fighters	1165	134	134
Madera City Fire Fighters	1466	11	11
Manteca Fire Fighters	1874	4	4
Merced Co. Fire Fighters	1396	56	56
Fire Fighters Assn.	1479	31	31
Millbrae Fire Fighters	1877	5	5
Milpitas Fire Fighters	1699	31	31
Modesto Fire Fighters	1289	60	60
Fire Fighters Assn.	1473	9	9
Morro Bay Fire Fighters	1855	3	3
Newark Fire Fighters	1483	18	18
Fire Fighters Assn.	55	706	706
Fed. Fire Fighters	F-85	70	70
Fire Fighters Assn.	1430	51	51
Oxnard Fire Fighters	1684	26	26
Pacifica Fire Fighters	1543	21	21
Paradise Fire Fighters	1829	3	3
Fire Fighters Assn.	809	156	156
Petaluma Fire Fighters	1415	19	19
Porterville Fire Fighters	1819	2	2
Fed. Fire Fghtrs. Flight Test Cen.	F-53	108	108
Fire Fighters Assn.	1934	4	4
Fire Fighters Assn.	1354	29	29
Fire Fighters Assn.	188	117	117
Roseville Fire Fighters	1592	19	19
Fed. Fire Fighters Greater Sacramento Area	F-57	66	66

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Fire Fighters Assn.	522	494	494
Fire Fighters Assn.	1270	55	55
Fire Fighters Assn.	891	167	167
San Bruno Fire Fighters	1944	2	2
Fed. Fire Fighters San Diego Area	F-33	109	109
Presidio S.F. Fed. Fire Fighters	F-145	27	27
Sanger Fire Fighters	1809	6	6
Fire Fighters Assn.	873	444	444
Stanford Fire Fighters	I-12	10	10
Marin County Fire Fighters	1775	14	14
Santa Clara Fire Fighters	1171	76	76
Santa Cruz Fire Fighters	1716	27	27
Santa Monica Fire Fighters	1109	89	89
Fire Fighters Assn.	1401	53	53
Seaside Fire Fighters	1218	23	23
Fire Fighters Assn.	810	22	22
So. S.F. Fire Fighters	1507	51	51
Spring Valley Fire Fighters	1434	25	25
Fire Fighters Assn.	1229	181	181
San Joaquin Co. Fire Fighters	1243	46	46
Torrance Fire Fighters Assn.	1138	133	133
Union City Fire Fighters	1946	2	2
Vallejo Fire Fighters Assn.	1186	77	77
Vandenburg Fire Fighters	F-116	31	31
Vista Fire Fighters Assn.	1429	25	25
Santa Cruz Co. Fire Fighters	1272	15	15
West Sacramento Fire Fighters	1482	25	25
Whittier Fire Fighters	1503	69	69
Fairfax			
Tamalpais Fed. of Teachers	1985	13	13
Fairfield			
Communications Workers	9422	228	228
Feather Falls			
Lumber & Sawmill Workers	2801	120	120
Fontana			
Steelworkers Union	2869	144	144
Steelworkers Union	5632	204	204
Fort Bragg			
Carpenters & Joiners	1376	37	37
Fremont			
Steelworkers Union	5649	22	22
Teachers	1494	66	66
Upholsterers	32	126	126
Fresh Pond			
Lumber & Sawmill Workers	2561	54	54
Fresno			
Bakers	43	394	394
Barbers & Beauticians	333	140	140
Bookbinders Union	37	11	11
Bricklayers	1	100	100
Butchers	126	1739	1739
Classified School Empls.	562	254	254
Communications Workers	9408	628	628
Culinary, Bart. & Hotel Serv.	62	1210	1210
Electrical Workers	100	157	157
Hod Carriers & Laborers	294	955	955
Iron Workers	155	102	102
Iron Workers	624	61	61
Lathers	83	27	27
Machinists	653	771	771

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Machinists	1309	912	912
Millmen	1496	110	110
Motion Picture Operators	599	37	37
Motor Coach Operators	1027	64	64
Musicians	210	98	98
Plasterers & Cement Finishers	188	204	204
Plumbers & Steamfitters	246	376	376
Sheet Metal Workers	252	167	167
Stereotypers	104	27	27
Theatrical Stage Empls.	158	21	21
Typographical Union	144	204	204
United Glass & Ceramic Wkrs.	474	175	175
Winery & Distillery Workers	45	100	100
Fullerton			
Flat Glass Workers	187	61	61
Painters Union	1817	450	450
Gardena			
South Bay Teachers	1301	28	28
Steelworkers Union	2273	141	141
Glendale			
Brick & Clay Workers	774	663	663
Brick & Clay Workers	820	168	168
Cement Finishers	893	488	488
Painters & Decorators	713	416	416
Post Office Clerks	841	185	185
Typographical Union	871	77	77
Grass Valley			
Bartenders & Culinary Wkrs.	368	426	426
Hanford			
Rubber Workers	703	527	527
Hawthorne			
Stove, Furnace & Allied Appl.	123-B	287	287
Hayward			
Brewery Workers	293	146	146
Carpenters & Joiners	1622	2013	2013
Communications Workers	9412	639	639
Culinary Wkrs. & Bartenders	823	2490	2490
Glass Bottle Blowers	53	257	257
Glass Bottle Blowers	82	105	105
Hayward Fed. of Teachers	1423	42	42
Painters & Decorators	1178	496	496
Steelworkers Union	5004	372	372
Hollywood			
Actors' Equity Assn.		310	310
Affiliated Property Crafts	44	2000	2000
American Fed. of Television & Radio Artists		1044	1044
Amer. Guild of Musical Artists		1321	1321
Broadcast, Tele. & Record, Engr.	45	388	388
Film Exchange Employees	61-B	93	93
Film Technicians	683	2500	2500
Hollywood Painters	5	391	391
Machinists	1185	264	264
Make-Up Artists	706	367	367
Motion Picture Costumers	705	551	551
M. P. Crafts Service	727	166	166
M. P. Film Editors	776	840	840
M. P. Photographers	659	300	300
M. P. Screen Cartoonists	839	872	872
M. P. Set Painters	729	265	265

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
M. P. Sound Technicians	695	291	291
M. P. Studio Art Craftsmen	790	52	52
M. P. Studio Cinetechnicians	789	608	608
M. P. Studio 1st-Aid Empls.	767	94	94
M. P. Studio Projectionists	165	279	279
National Broadcast Employees	53	900	900
Office Employees	174	804	804
Publicists	818	328	328
Scenic Artists	816	165	165
Screen Actors Guild		5000	5000
Screen Extras Guild, Inc.		3000	3000
Script Supervisors	871	122	122
Set Designers & Model Makers	847	150	150
Soc. M.P. Art Directors	876	182	182
Story Analysts	854	63	63
Studio Electrical Technicians	728	500	500
Studio Electricians	40	325	325
Studio Grips	80	628	628
Treasurers & Ticket Sellers	857	107	107
Huntington Park			
Amal. Meat Cutters & Butcher Wk.	P-67	317	317
Amal. Meat Cutters & Butcher Wk.	P-78-C	120	120
Butchers	563	3174	3174
Furniture Workers	1010	577	577
Glass Bottle Blowers	114	300	300
Glass Bottle Blowers	141	41	41
Glass Bottle Blowers	137	1492	1492
Machinists	1571	1464	1464
Inglewood			
Painters & Decorators	1346	417	417
Ione			
Brick & Clay Workers	750	25	25
Glass Bottle Blowers	80	86	86
Klamath			
Lumber & Sawmill Workers	2505	175	175
La Jolla			
Carpenters & Joiners	1358	216	216
Lakewood			
Laborers	507	1768	1768
Public Employees Local	1110	17	17
La Mesa			
National Broadcast Employees	54	43	43
Lancaster			
Communications Workers	9577	138	138
La Puente			
Rubber Workers	766	1098	1098
Lathrop			
United Glass & Ceramic Wkrs.	418	748	748
Lawndale			
Glass Bottle Blowers	19	245	245
Livermore			
Barbers	270	26	26
Lodi			
Amer. Fed. of Grain Millers	59	367	367
Typographical Union	983	28	28
Long Beach			
Asbestos Workers	20	31	31
Barbers	622	107	107
Bartenders	686	952	952
Bricklayers	13	250	250

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Culinary Alliance	681	5408	5408
Machinists	1235	477	477
M. P. Projectionists	521	65	65
Long Beach			
Musicians Assn.	353	97	97
Oil, Chemical & Atomic Wkrs.	128	4769	4769
Painters & Decorators	256	594	594
Printing Pressmen	285	93	93
Retail Clerks	324	8572	8572
Roofers	72	112	112
Rubber Workers	560	286	286
Sheet Metal Workers	420	550	550
Teachers	1263	74	74
Teachers	1384	92	92
Typographical Union	650	185	185
Utility Workers	246	704	704
Los Altos Hills			
Foothill Fed. of Teachers	1676	28	28
Los Angeles			
Advertising & Pub. Rel. Empls.	518	29	29
Amal. Meat Cutters & Butcher Wk. P-1138		221	221
Amalgamated Transit	1277	901	901
American Flint Glass Wkrs.	139	276	276
American Guild Variety Artists		263	263
Amusement Area Employees	B-192	56	56
Asbestos Workers	5	277	277
Bakers	453	200	200
Barbers	1000	1278	1278
Bartenders	284	1623	1623
Beauticians	295-A	69	69
Boilermakers	92	800	800
Bookbinders	63	600	600
Brewery & Distillery Wkrs.	7	34	34
Bricklayers	2	450	450
Bus Drivers	1222	200	200
Cabinet Makers & Millmen	721	2408	2408
Cap Makers	22	39	39
Carpenters & Joiners	1976	442	442
Cement Masons	627	196	196
Cleaners, Dyers & Pressers	268	84	84
Cloak Makers	58	347	347
Clothing Workers	55-D	53	53
Clothing Workers	81	32	32
Clothing Workers	278	274	274
Clothing Workers	408	116	116
Communications Workers	9502	650	650
Cooks	468	2145	2145
Dental Technicians	100	102	102
Designers Guild of Ladies Apparel	452	28	28
Electrical Workers	11	1725	1725
Electrical Workers	18	611	611
Electrical Workers	1710	590	590
Electrotypers Union	137	46	46
Elevator Constructors	18	168	168
Fed. of Nursery School Teachers	1475	36	36
Fur Workers	87-F	176	176
Furniture Union	500	200	200
Glass Bottle Blowers	29	309	309
Gunite Workers	345	242	242
Health Workers	1036	30	30

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Hod Carriers & Com. Laborers	300	8175	8175
Hotel Service Employees	765	900	900
Housing Authority, Los Angeles	143	44	44
Insurance Workers	83	1049	1049
Iron Workers (Shopmen)	509	700	700
I. U. Electrical Workers	850	262	262
I. U. Electrical Workers	854	569	569
I. U. Electrical Workers	1511	87	87
I. U. Electrical Workers	1514	109	109
Laborers Local	696	142	142
Ladies Garment Workers	55	786	786
Ladies Garment Workers	84	230	230
Ladies Garment Workers	96	200	200
Ladies Garment Workers	97	154	154
Ladies Garment Workers	451	150	150
Ladies Garment Workers	482	400	400
Ladies Garment Workers	483	126	126
Ladies Garment Workers	496	100	100
Ladies Garment Workers	497	506	506
Ladies Garment Workers	512	124	124
Lathers	42	305	305
L. A. County Employees	119	331	331
L. A. County Probation Officers	685	732	732
L. A. County Sup. Court Clerks	575	115	115
L. A. Dept. Water & Power Emp.	233	226	226
L. A. Leather, Lug. Workers	213-L	500	500
L. A. Municipal Employees	319	41	41
Los Angeles Prk. & Rec. Empls.	517	127	127
Machinists & Aerospace Workers	311	3177	3177
Machinists	1186	2383	2383
Mailers	9	400	400
Meat Cutters	421	2383	2383
Metal Polishers	67	61	61
Millwrights	1607	666	666
Misc. Employees (Restaurant)	440	2567	2567
Misc. Foreman & Pub. Wrks. Sup.	413	225	225
Molders & Foundry Workers	374	112	112
Motion Picture Projectionists	150	592	592
Musicians	47	1942	1942
Newspaper Guild	69	1606	1606
Newspaper Pressmen	18	600	600
Office Employees	30	1699	1699
Offset Wrks. Print. Pressmen, Asst.	78	550	550
Oilfield Maintenance Workers	1234	16	16
Operating Engineers	12	13105	13105
Ornamental Iron Workers	792	374	374
Painters & Decorators	1348	415	415
Paper Handlers	3	104	104
Paper Makers	208	121	121
Pari-Mutuel Employees Guild	280	374	374
Pattern Makers Assn.		80	80
Plumbers	78	1979	1979
Printing Spec. & Paper Products	495	123	123
Printing Spec. & Paper Convert.	388	1076	1076
Printing Spec. & Paper Products	522	297	297
Provision House Workers	274	4199	4199
Pulp, Sulphite & Paper Mill Wkrs.	268	56	56
Pulp, Sulphite & Paper Mill Wkrs.	307	1184	1184
Reinforced Iron Workers	416	600	600
Railway & Steamship Clerks	2114	68	68

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Rubber Workers	43	567	567
Rubber Workers	44	582	582
Rubber Workers	131	1237	1237
Rubber Workers	141	284	284
Rubber Workers	142	5	5
Rubber Workers	335	126	126
Rubber Workers	428	87	87
Rubber Workers	430	27	27
Rubber Workers	458	943	943
Rubber Workers	656	81	81
Rubber Workers	678	20	20
Sheet Metal Workers	108	4011	4011
Sign & Pictorial Painters	831	94	94
Sportswear & Cotton Gar. Wkrs.	266	800	800
Sprinkler Fitters	709	350	350
Stage Employees	33	290	290
State, County & Muny Employees	800	200	200
Stationary Operating Engineers	501	1002	1002
Steelworkers Union	1547	26	26
Steelworkers Union	5504	214	214
Stereotypers	58	293	293
Structural Iron Workers	433	127	127
Teachers	1021	300	300
Textile Workers	99	381	381
Textile Workers	915	207	207
Textile Workers	1291	148	148
Theatrical Press Agents & Mngrs.	18032	39	39
Theatrical Wardrobe Attnds.	768	39	39
Typographical Union	174	1419	1419
United Fed. of Postal Clerks	82-T	41	41
United Garment Workers	125	214	214
United Telegraph Workers	48	262	262
Upholsters	15	320	320
Utility Workers	132	1000	1000
Waiters	17	3088	3088
Waitresses	639	5878	5878
Wholesale Wine & Liq. Salesmen	151	87	87
Wholesale Wine & Liq. Salesmen	187	80	80
Los Gatos			
Carpenters & Joiners	2006	793	793
Los Nietos			
Brick & Clay Workers	824	335	335
Madera			
Madera Federation of Teachers	1694	36	36
Martinez			
Construction & Gen. Laborers	324	2045	2045
Electrical Workers	302	760	760
Painters & Decorators	741	150	150
Plumbers & Pipe Fitters	159	382	382
Retail Clerks	1179	2062	2062
Typographical Union	597	60	60
Marysville			
Bartenders & Culinary Alliance	715	193	193
Communications Workers	9429	89	89
Hod Carriers & Gen. Labrs.	121	405	405
Marysville Musicians Prot. Union	158	4	4
Menlo Park			
Utility Workers	160-C	112	112
Merced			
Communications Workers	9407	213	213

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Constr. & Gen. Laborers	995	248	248
Musicians' Protect. Union	454	89	89
Milpitas			
Hardwood Floor Layers	1861	331	331
Modesto			
Barbers	787	40	40
Communications Workers	9418	261	261
Culinary Workers & Bartenders	542	674	674
Electrical Workers	684	293	293
Glass Bottle Blowers	17	269	269
Hod Carriers & Gen. Laborers	1130	437	437
Musicians	652	82	82
Plasterers	429	111	111
Plumb. & Pipe Trades Union	437	219	219
Sheet Metal Workers	495	104	104
Sign & Pictorial Artists	1629	28	28
Stage Employees	564	28	28
Typographical Union	689	70	70
Monterey			
Barbers	896	60	60
Carpenters & Joiners	1323	520	520
Communications Workers	9426	250	250
Electrical Workers	1072	84	84
Fish Cannery Workers of Pac.		89	89
Hod Carriers & Common Labrs.	690	343	343
Hotel, Rest. Empls. & Bartend.	483	1434	1434
Roofers	50	76	76
Seine & Line Fishermen		126	126
Monterey Park			
Steelworkers Union	1502	624	624
Moorpark			
Ventura County Fed. of College Teachers	1828	14	14
Mountain View			
Carpenters & Joiners	1280	1279	1279
McCloud			
Woodworkers	3-64	570	570
Napa			
Barbers	595	54	54
Bartenders & Cul. Wkrs.	753	511	511
Carpenters & Joiners	2114	163	163
Hod Carr. & Gen. Labrs.	371	334	334
Machinists	1419	295	295
Musicians Prot. Union	541	45	45
Napa Fed. of Teachers	1336	24	24
Sonoma State Hospital	14	165	165
United Garment Workers	197	457	457
Newark			
Barbers	516	42	42
Newark Fed. of Teachers	1804	22	22
New York			
National Maritime Unions-Calif.		500	500
Niles			
Brick & Clay Workers	793	48	48
North Fork			
Lumber & Sawmill Wkrs.	2762	150	150
Norwalk			
Operative Potters	307	53	53
Rubber Workers	158	86	86
Oakland			
Auto & Ship Painters	1176	558	558

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Auto. Salesman's Union	1095	543	543
Automotive Machinists	1546	5380	5380
Barbers	134	409	409
Bartenders	52	1118	1118
Boilermakers	10	407	407
Bricklayers	8	200	200
Butchers	120	2530	2530
Carpenters & Joiners	36	1649	1649
Carpet & Lin. & Soft Tile Workers	1290	281	281
Cement Masons	594	328	328
Clean. & Dye Hse. Wkrs.	3009	1227	1227
Clrks & Lum. Handlers	939	75	75
Communications Workers	9490	1456	1456
Communications Workers	9415	715	715
Constr. & Gen. Workers	304	3000	3000
Cooks	228	1433	1433
Culinary Alliance	31	3182	3182
Din. Car Cooks & Waiters	456	201	201
East Bay Muni. Dist. Emp.	444	323	323
Electrical Workers	595	1240	1240
Electronic, Plastic & Metal Production	1518	813	813
Gardeners, Florists & Nurserymen	1206	111	111
Glass Bottle Blowers	2	98	98
Glass Bottle Blowers	141	600	600
Glass Bottle Blowers	142	115	115
Glass Bottle Blowers	155	328	328
Hod Carriers	166	403	403
Industrial Iron & Metal Processing Wkrs.	1088	201	201
Ink & Roller Makers	5	302	302
Insurance Workers	30	110	110
Iron Workers	378	207	207
Lathers	88	162	
Machinists	284	2000	2000
Machinists—Alameda Naval Aircraft	739	84	84
Motion Picture Project.	169	98	98
Oakland, Calif. Unified School Employees ..	257	296	296
Office Employees	29	2149	2149
Paint Makers & Allied Trades	1975	820	820
Peralta Fed. of Teach.	1603	34	34
Plasterers	112	108	108
Plumb. & Gas Fitt.	444	858	858
Print. Spec. & Paper	382	773	773
Print. Spec. & Paper	677	120	120
Print. Spec. & Paper	678	464	464
Railway Carmen	735	74	74
Railway Clerks (Terminal Div. Lodge)....	1304	131	131
Retail Food Clerks	870	3077	3077
Roofers	81	254	254
Rubber Workers	64	109	109
Rubber Workers	78	113	113
Sheet Metal Wkrs.	216	500	500
Shipyard & Marine Shop Laborers	886	556	556
Sleeping Car Porters (Oakland Division) ..		159	159
Steamfitters & Helpers	342	1294	1294
Steelworkers Union	1798	326	326
Steelworkers Union	7616	561	561
Street Carmen	192	1000	1000
Teachers	771	375	375
Theatrical Janitors	121	174	174
Theatrical Stage Empl.	107	47	47

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Typographical Union	36	557	557
United Telegraph Workers	208	206	206
Univ. of Calif. Employ.	371	142	142
Oceanside			
Oceanside-Carlsbad Teachers	1344	22	22
Ontario			
Operative Potters	319	164	164
Machinists Lodge	821	686	686
Oregon			
Electrical Workers	659	100	100
Orangevale			
San Juan Unified Fed. of Teachers	1743	9	9
Oro Grande			
Cement Workers (Lime & Gypsum)	192	177	177
Oroville			
Barbers	643	28	28
Bartenders & Culinary Wkrs.	654	447	447
Carpenters & Joiners	1240	190	190
Oxnard			
Barbers	959	39	39
Carpenters & Joiners	2042	417	417
Steelworkers Union	2029	63	63
Ventura Co. Fed. of Teachers	1273	10	10
Palm City			
Carpenters & Joiners	1490	220	220
Palmdale			
Painters & Decorators	1793	81	81
High Desert Teachers	1793	91	91
Palm Springs			
Lathers	454	21	21
Painters & Decorators	1627	90	90
Palo Alto			
Carpenters & Joiners	668	801	801
Communications Workers	9409	905	905
Painters & Decorators	388	310	310
Typographical Union	521	228	228
Pasadena			
Carpenters & Joiners	769	690	690
Cement Masons	923	181	181
Hod Carriers	439	208	208
Hotel-Rest. Empls. & Bartend.	531	2284	2284
Meat Cutters	439	2684	2684
Operative Potters	222	60	60
Painters & Decorators	92	102	102
Pasadena Fed. of Teachers	1050	6	6
Pasadena Sch. Dist. Employees	606	211	211
Plasterers & Cement Finishers	194	134	134
Typographical	583	143	143
Petaluma			
Bartenders & Culinary Workers	271	282	282
Lathers	268	40	40
Machinists	1596	294	294
Typographical Union	600	11	11
Pittsburg			
Barbers	917	253	253
Bartenders & Culinary Wkr.	822	812	812
Communications Workers	9400	31	31
Glass Bottle Blowers	160	235	235
Paper Makers	329	162	162
Plast. & Cement Finish.	825	168	168

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Steelworkers Union	1440	1922	1922
Steelworkers Union	5084	154	154
Placerville			
Carpenters & Joiners	1992	121	121
Hotel & Rest. Workers	793	136	136
Pleasant Hill			
Communications Workers	9402	265	265
Pomona			
Hod Carriers	806	572	572
Plumbers & Steamfitters	398	682	682
Typographical Union	994	201	201
Redding			
Auto & Machinists	1397	260	260
Barbers Union	6	82	82
Butchers	352	402	402
Carpenters & Joiners	1599	503	503
Communications Workers	9419	84	84
Culinary Workers, Bartenders & Hotel Service Employees	470	1019	1019
Electrical Workers	442	300	300
Motion Picture Project.	739	11	11
Plasterers & Cement Masons	805	68	68
Retail Clerks	1364	985	985
Shasta Co. Fed. of Teach.	1320	22	22
Typographical Union	993	37	37
United Cement Lime & Gypsum Workers	427	59	59
Redlands			
Operative Potters	214	109	109
Redondo Beach			
Carpenters & Joiners	1478	804	804
Redwood City			
Cement Mill Workers	760	105	105
Electrical Workers	1969	300	300
Painters & Decorators	1146	223	223
Teachers	1163	123	123
Reedley			
Communications Workers	9584	91	91
Richmond			
Barbers	508	147	147
Bartenders & Culinary Workers	595	1950	1950
Beauticians	508-A	37	37
Boilermakers	317	153	153
Boilermakers	513	442	442
Carpenters & Joiners	642	967	967
Communications Workers	9401	52	52
Machinists	824	1430	1430
Marine Engineers' Beneficial Assn. (West Coast Branch Dist. #1)		254	254
Motion Picture Projectionists	560	22	22
Musicians Union	424	131	131
Operative Potters	89	132	132
Painters & Decorators	560	225	225
Steelworkers Union	4113	97	97
Typographical Union	738	67	67
Ridgecrest			
Electrical Workers	729	8	8
Riverside			
American Fed. of State, County & Municipal Empls.	1239	382	382
Barbers	171	94	94

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Electrical Workers	440	270	270
Hod Carriers & Gen. Laborers	1184	506	506
Machinists	1104	185	185
Riverside Co. Fed. of Teachers	1414	29	29
Sheet Metal Workers	509	609	609
United Cement, Lime & Gyp. Wkrs.	48	198	198
United Cement, Lime & Gyp. Wkrs.	464	78	78
Roseville			
Carpenters & Joiners	1147	461	461
Electrical Workers	1682	125	125
Sacramento			
Amalgamated Transit Union	256	182	182
Automotive Lodge	2182	1397	1397
Barbers	112	171	171
Bartenders	600	553	553
Boilermakers	94	241	241
Bookbinders	35	174	174
Butchers	498	1869	1869
Carpet, Lin. & Tile Workers	1237	267	267
Cement Finishers	582	381	381
Communications Workers	9421	900	900
Constr. & Gen. Laborers	185	2208	2208
Cooks	683	658	658
County Employees	146	157	157
Electrical Workers	340	254	254
Hod Carriers	262	143	143
Iron Workers	118	688	688
Jewelry Workers	112	36	36
Lathers	109	74	74
Machinists	33	233	233
Misc. Employees (Culinary)	393	992	992
Motion Picture Machine Oper.	252	69	69
Musicians	12	250	250
Painters	487	572	572
Plasterers	295	49	49
Plumbers & Steamfitters	447	320	320
Printing Pressmen	60	145	145
Print. Spec. & Paper Convert.	460	61	61
Railway Carmen	1344	73	73
Roofers	47	119	119
Sacto. Newspaper Guild	92	318	318
Sheet Metal Workers	162	510	510
Stage Employees	50	41	41
Steelworkers	6849	144	144
Stereotypers	86	22	22
Theater Employees	B-66	55	55
Typographical Union	46	452	452
Waiters & Waitresses	561	973	973
State Employees			
Patton State Hospital Employees	128	209	209
Napa State Hospital	174	86	86
Dept. of Corrections	179	71	71
Agnew's State Hospital	247	76	76
Nelles School for Boys	479	17	17
Stockton State Hospital	513	43	43
Mendocino State Employees	519	106	106
Fairview State Hospital	887	158	158
Calif. Labor Commissioners	975	34	34
Calif. State Employees, L.A.	1406	46	46
Metro. State, County & Muny Employees	1492	189	189

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Pacific State Hospital	1515	331	331
State Employees	1676	29	29
Salinas			
Amalgamated Meat Cutters & Butcher Workmen	P-78-A	1084	1084
Barbers	827	78	78
Carpenters & Joiners	925	500	500
Communications Workers	9425	266	266
Hod Carriers & Common Lbrs.	272	164	164
Hotel & Rest. Employees	355	205	205
Mechanics & Machinists	1824	243	243
Monterey Bay Area Typo. Union ..	651	113	113
Printing Pressmen	328	57	57
Retail Clerks	839	774	774
Rubber Workers	726	749	749
Teachers	1020	157	157
San Andreas			
United Cement, Lime & Gyp.	57	250	250
San Bernardino			
Barbers	253	98	98
Boilermakers	232	53	53
Carpenters & Joiners	944	778	778
County Employees	122	1040	1040
Electrical Workers	477	534	534
Electrical Workers	543	295	295
Electrical Workers	848	190	190
Hod Carriers & Labrs.	783	800	800
Lathers	252	103	103
Machinists	214	191	191
Machinists	1047	172	172
Motion Pict. Machine Op.	577	40	40
Musicians (Orange Belt)	167	111	111
Painters & Decorators	775	240	240
Plast. & Cement Finish.	73	163	163
Printing Pressmen	138	60	60
Stage Employees	614	24	24
Steelworkers Union	4765	179	179
Plumbers & Steamfitters	364	589	589
San Bruno			
Air Transport Employees	1781	5000	5000
Transport Workers	505	200	200
San Diego			
Barbers	256	184	184
Bindery Workers	40	61	61
Bridgemen	229	172	172
Bus Driver-Amalgamated Tran.	1309	331	331
Butchers & Meat Cutters	229	1800	1800
Cab Drivers	101	619	619
Carpenters & Joiners	1296	1146	1146
Carpenters & Joiners	1571	728	728
Carpenters & Joiners	2020	908	908
Carpet, Linoleum & Resilient			
Tile Workers	1711	204	204
Clothing Workers	288	72	72
Communications Workers	9509	1171	1171
Culinary Alliance & Hotel			
Service Employees	402	2757	2757
Electrical Workers	465	560	560
Electrical Workers	569	1634	1634
Fire Fighters Assn.	145	548	548

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Fish Can. Wkrs. of the Pacific		1244	1244
Furniture Workers	577	31	31
Greater Grossmont Federation of Teachers	1930	55	55
Grossmont College Federation of Teachers	1934	23	23
Hod Carriers & Constr. Lbrs.	89	3000	3000
Iron Workers	627	2175	2175
Machinists	1125	495	495
Machinists	755	1485	1485
Machinists	685	715	715
Machinists	389	550	550
Machinists	1960	30	30
Machinists	2193	715	715
Machinists	2215	1430	1430
Machinists	2218	82	82
Machinists	2392	9	9
Mailers	75	46	46
Motion Picture Projectionists	297	125	125
Musicians Association	325	293	293
Newspaper Printing Pressmen	48	84	84
Office Employees	139	126	126
Palomar College Teachers Gld.	1935	15	15
Plast. & Cement Finishers	346	350	350
Printing Pressmen	140	54	54
San Diego Newspaper Guild	95	530	530
San Diego Co. Fed. of Teach.	1278	84	84
San Diego State Fed. of Teach.	1407	109	109
San Diego Comm. College Guild	1931	53	53
San Diego Fed. of Teachers	370	117	117
San Dieguito Fed. of Teach.	1933	30	30
Sheet Metal Workers	206	406	406
Shinglers	553	41	41
Shipwrights, Boatbldrs. & Cau.	1300	754	754
Stereotypers	82	47	47
Sweetwater Fed. of Teach.	1932	33	33
Theatrical Stage Employ.	122	34	34
Typographical Union	221	437	437
United Telegraph Workers	150	81	81
Waiters & Bartenders	500	783	783
Firemen & Enginemen			
Locomotive Firemen & Engmn.	31	94	94
Locomotive Firemen & Engmn.	32	125	125
Locomotive Firemen & Engmn.	99	61	61
Locomotive Firemen & Engmn.	100	110	110
Locomotive Firemen & Engmn.	47	65	65
Locomotive Firemen & Engmn.	241	53	53
Locomotive Firemen & Engmn.	710	64	64
Locomotive Firemen & Engmn.	1026	46	46
Locomotive Firemen & Engmn.	1115	42	42
Locomotive Firemen & Engmn.	1584	29	29
Locomotive Firemen & Engmn.	1207	68	68
Locomotive Firemen & Engmn.	1662	23	23
Locomotive Firemen & Engmn.	1674	67	67
Locomotive Firemen & Engmn.	1791	23	23
San Francisco			
Amalgamated Transit Union	1225	1500	1500
Amalgamated Transit Workers	1471	502	502
A.F.T.R.A.		43	43

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
American Guild of Var. Artist.		150	150
American Radio Association		373	373
Asbestos Workers	16	265	265
Associates, Aides, Assistants (S. F. State College)	1928	3	3
Automotive Machinists	1305	2565	2565
Bakers	24	1500	1500
Barbers & Beauticians	148	1046	1046
Bartenders	41	2493	2493
Asbestos Workers	29	28	28
Boilermakers	6	674	674
Bookbinders & Binderyworkers of No. Calif.	3	481	481
Butchers	115	3504	3504
Butchers	508	954	954
Candy & Glace Fruit Wkrs.	158	500	500
Carpenters & Joiners	22	2000	2000
Carpenters & Joiners	483	1078	1078
Carpet & Linoleum Layers	1235	420	420
Cement Finishers	580	238	238
Clean. & Dye Hse. Wkrs.	3010	639	639
Cloakmakers	8	580	580
Communications Workers	9410	3162	3162
Communications Workers	9470	100	100
Constr. & Gen. Laborers	261	2951	2951
Cooks	44	2711	2711
Dental Tech. of No. Calif.	99	75	75
Dressmakers	101	967	967
Electrical Workers	6	814	814
Electrical Workers	689	70	70
Elevator Constructors	8	153	153
Film Exchange Employees	B-17	42	42
Film Exchange Employees	F-17	65	65
Fire Fight. of San Fran.	798	1699	1699
Furniture Workers	262	702	702
Garment Cutters	45	44	44
Glaziers & Glaz. & Glass Wkrs.	718	362	362
Granite Cutters		57	57
Hotel & Club Serv. Wkrs.	283	2897	2897
Industrial Carpenters	2565	310	310
In. Boatmn. Union of Pac.		324	324
Insurance Workers	73	66	66
Iron Workers	377	200	200
Iron Workers	790	1097	1097
Jewelry Workers	36	142	142
Ladies Garment Cutters	213	121	121
Leather & Novelty Workers	31	102	102
Litho. & Photo Engravers	8	376	376
Machinists	68	2867	2867
Machinists Product. Workers	1327	2000	2000
Mailers (S.F. & Oakland)	18	284	284
Marine Cooks & Stewards		4854	4854
Marine Engineers Beneficial Assn. of the Pacific Coast		1105	1105
Marine Engineers Beneficial Assn. Dist. No. 2		314	314
Marine Firemen		2000	2000
Marine Staff Officers		200	200
Masters, Mates & Pilots	40	113	113
Masters, Mates & Pilots (Bar Pilots)	89	28	28

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Masters, Mates & Pilots	90	1200	1200
Military Sea Transport Union		700	700
Misc. Employees (Culinary)	110	1905	1905
Molders & Foundry Workers	164	350	350
Mortuary Employees Union		71	71
Motion Picture Projectionist	162	160	160
Musicians	6	1500	1500
Nat'l. Broadcast Employees	51	159	159
Newspaper Guild	52	1310	1310
Office Employees	3	841	841
Operating Engineers	3	11627	11627
Operating Engineers	39	1316	1316
Painters & Decorators	4	1088	1088
Pattern Makers Assn.		153	153
Pile Drivers	34	500	500
Plasterers	66	191	191
Plumbers & Pipe Fitters	38	2583	2583
Post Office Clerks	2	969	969
Print. Spec. & Paper Convert.	362	975	975
Professional & Tech. Eng.	17	151	151
Retail Dept. Store Employees	1100	5916	5916
Retail Grocery Clerks	648	3252	3252
Retail Shoe & Tex. Salesmen	410	972	972
Roofers	40	354	354
Sailors Union of the Pac.		5333	5333
Sausage Makers	203	593	593
Scrap Iron, Metal, Salvage & Waste, Material Workers	965	132	132
Seafarers, Atlantic & Gulf District		674	674
Sheet Metal Workers	104	509	509
Ship Painters	961	135	135
Sign & Pictorial Painters	510	220	220
Sprinkler Fitters	483	173	173
State, County & Muny Empl.	1569	80	80
Steelworkers Union	1069	70	70
Steelworkers Union	1684	652	652
Stereotypers & Electrotypers	29	261	261
Teachers	61	1289	1289
Teachers	1119	90	90
Theatrical Employees	B-18	408	408
Theatrical Stage Employees	16	104	104
Theatrical Wardrb. Attend.	784	45	45
Transport Workers Union	250-A	1000	1000
Typographical Union	21	1605	1605
United Garment Workers	131	602	602
United Telegraph Workers	34	800	800
Upholsterers	28	204	204
Waiters	30	3510	3510
Waitresses	48	4326	4326
Watchmakers	101	200	200
Web Pressmen	4	651	651
Welders	1330	280	280
Western Graphic Arts	14	1325	1325
Window Cleaners	44	163	163
Wood, Wire & Metal Lathers	65	136	136
San Gabriel			
Rubber Workers	829	36	36
San Jose			
Auto Mechanics	1101	1793	1793
Bartenders	577	919	919

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Bricklayers	10	102	102
Butchers	506	2695	2695
Carpenters & Joiners	316	2233	2233
Cement Masons	25	434	434
Communications Workers	9423	825	825
Constr. & Gen. Laborers	270	2254	2254
Electrical Workers	332	365	365
Electronics	547	168	168
Glass Bottle Blowers Assn.	267	126	126
Hod Carriers	234	282	282
Hotel, Rest. & Hotel Serv. Em.	180	5210	5210
I. U. Electrical Workers	1507	210	210
Lumber & Sawmill Workers	3102	80	80
Machinists	504	2363	2363
Machinists	562	1929	1929
Machinists	565	1234	1234
Millmen	262	1082	1082
Motion Picture Projectionists	431	32	32
Musicians	153	51	51
Newspaper Guild	98	403	403
Painters & Decorators	507	767	767
Plasterers	224	161	161
Plumbers	393	237	237
Police Dept. Employees	170	71	71
Print. Spec. & Paper Prod.	609	89	89
Print. Spec. & Paper Prod.	659	132	132
Print. Spec. & Paper Prod.	777	664	664
Retail Store Employees, Santa Clara Co. & Menlo Park	428	5678	5678
Roofers	95	186	186
Santa Clara Co. Probation Dept.	1587	183	183
Service Employees	77	557	557
Sheet Metal Workers	309	419	419
Stereotypers & Electrotypers	120	69	69
Street Carmen	265	100	100
Teachers—San Jose St. Coll.	1362	169	169
Theatrical Stage Employees	134	25	25
Typographical Union	231	400	400
Utility Workers	259	165	165
West Valley Fed. of Teachers	953	13	13
San Juan Bautista			
United Cement, Lime & Gyp.	148	115	115
San Leandro			
Glass Bottle Blowers	85	200	200
Electrical Workers	2131	200	200
Musicians Union	510	51	51
Teachers	1285	35	35
Teachers	1440	25	25
San Luis Obispo			
Barbers	767	33	33
Carpenters & Joiners	1632	412	412
Const. & Gen. Laborers	1464	153	153
Electrical Workers	639	102	102
Motion Pict. Mach. Oper.	762	27	27
Musicians Protect. Union	305	178	178
Plumbers & Steamfitters	403	95	95
San Mateo			
Bartenders & Cul. Wkrs.	340	5449	5449
Carpenters & Joiners	162	1051	1051
Communications Workers	9430	400	400

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Constr. & Gen. Laborers	389	1031	1031
County Employees of San Mateo	829	1160	1160
Electrical Workers	617	102	102
Horseshoes	11	20	20
Laundry Workers	143	300	300
Machinists	1414	158	158
Paint, Varnish & Lacquer Mk.	1053	415	415
Painters & Decorators	913	324	324
Plasterers	381	53	53
Plumbers	467	240	240
Retail Clerks	775	1308	1308
Sheet Metal Workers	272	51	51
Theatrical Stage Employees	409	83	83
San Pablo			
Contra Costa College Fed of Teachers	1754	8	8
San Pedro			
Auto Machinists	1484	485	485
Bartenders	591	313	313
Beauticians	881-A	41	41
Carpenters & Joiners	1140	632	632
Hotel, Rest. Cafe & Motel	512	1344	1344
Lathers	366	31	31
Lumber & Sawmill Workers	1407	477	477
Marine & Shipbld. Workers	9	196	196
Masters, Mates & Pilots	18	76	76
Plasterers & Cement Finish.	838	306	306
Retail Clerks	905	768	768
Seine & Line Fishermen		300	300
Shipyard Laborers	802	1318	1318
Steelworkers Union	5303	126	126
Typographical Union	862	103	103
San Rafael			
Barbers	582	137	137
Bartenders & Cul. Workers	126	1197	1197
Communications Workers	9404	418	418
Hod Carriers & Gen. Lbrs.	291	477	477
Machinists	238	589	589
Novato Fed. of Teachers	1986	5	5
Painters & Decorators	83	240	240
Plasterers & Cem. Finish.	355	100	100
Retail Clerks	1119	1075	1075
Teachers	1077	92	92
Theatrical Stage & Motion Picture Oper.	811	13	13
Santa Ana			
Barbers	549	74	74
Carpenters & Joiners	1815	1927	1927
Communications Workers	9510	1483	1483
Electrical Workers	441	789	789
Electrical-Electronic Wkrs.	2125	705	705
Glass Bottle Blowers	81	399	399
Hod Carriers & Gen. Lbrs.	652	1626	1626
Lathers	440	215	215
Musicians	7	96	96
Painters & Decorators	686	589	589
Plumbers & Steamfitters	582	300	300
Printing Pressmen	166	28	28
Rubber Workers	639	271	271
Sugar Workers	175	172	172
Theatrical Stage Employees	504	119	119
Typographical Union	579	147	147

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Santa Barbara			
Carpenters & Joiners	1062	762	762
Communications Workers	9576	436	436
Constr. & Gen. Laborers	591	487	487
Culinary Alliance & Bart.	498	1117	1117
Electrical Workers	413	497	497
Lathers	379	43	43
Meat Cutters	556	732	732
Musicians Protect. Assn.	308	266	266
Post Office Clerks	264	81	81
Printing Pressmen	426	24	24
Sheet Metal Workers	273	279	279
Theatrical Stage Employees & Motion Picture Operators	442	12	12
Santa Clara			
Glass Bottle Blowers	262	311	311
Santa Clara Muni Employees	107	137	137
United Cement Lime & Gypsum	334	97	97
Santa Cruz			
Barbers	891	40	40
Communications Workers	9428	151	151
Constr. & Gen. Laborers	283	194	194
Leather Workers	L-122	170	170
Machinists & Mechanics	1983	7	7
Musicians Protect. Union	346	14	14
Painters & Decorators ..	1026	118	118
Santa Maria			
Barbers	941	28	28
Carpenters & Joiners	2477	163	163
Communications Workers	9581	277	277
Constr. & Gen. Oil Field Laborers	1222	260	260
Culinary Wkrs. & Bartend.	703	1186	1186
Oil, Chem. & Atomic Wkrs.	534	80	80
Santa Monica			
Carpenters & Joiners	1400	969	969
Culinary Wkrs. & Bartend.	814	5065	5065
Meat Cutters	587	800	800
Plumbers	545	506	506
Printing Pressmen	429	24	24
Santa Monica Municipal Employees Assn.	423	63	63
Typographical Union	875	24	24
Santa Rosa			
Bartenders & Cul. Wkrs.	770	683	683
Boot & Shoe Workers	446	153	153
Butchers	364	623	623
Carpenters & Joiners	751	798	798
Electrical Workers	551	251	251
Hod Carriers & Labrs.	139	461	461
Motion Picture Mach. Op.	420	28	28
Musicians Union	292	42	42
Retail Clerks	1532	1156	1156
Santa Susana			
Simi Fed. of Teachers	1773	31	31
Sherman Oaks			
Hotel, Motel, Rest. & Bart.	694	3178	3178
Shingle Springs			
United Cement, Lime & Gypsum	417	58	58
Southgate			
I.U. Electrical Workers	1502	77	77
Rubber Workers	100	907	907
Utility Workers	283	66	66

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Spreckels			
Sugar Workers	180	327	327
Stockton			
Amalgamated Transit Union	276	65	65
Automotive Machinists	428	600	600
Barbers	312	79	79
Bartenders	47	461	461
Boilermakers	749	456	456
Box Makers	3088	436	436
Butchers	127	1317	1317
Cement Finishers	814	100	100
Communications Workers	9417	558	558
Culinary Alliance	572	1524	1524
Delta College Federation of Teachers	1486	31	31
Electrical Workers	591	112	112
Hod Carriers & Common Lbrs.	73	750	750
Machinists Lodge	364	735	735
Motion Picture Projectionists	428	22	22
Musicians	189	218	218
Plumbers & Steamfitters	492	165	165
Sheet Metal Workers	283	100	100
State, County & Muny Employ.	1577	38	38
Steelworkers Union	7019	95	95
Steelworkers	6729	7	7
Stockton Fed. of Teachers	1287	65	65
Stockton Newspaper Guild	100	136	136
Theatrical Stage Employees	90	19	19
Typographical Union	56	136	136
United Brick & Clay Workers	528	29	29
Utility Workers	160	44	44
Sunnyvale			
Barbers	498	51	51
Missiles & Electronics Local	2230	112	112
Theatrical Stage & Motion Picture Operators	796	22	22
Sun Valley			
Rubber Workers	621	228	228
Susanville			
Barbers & Beauticians	311	28	28
Taft			
Barbers	869	28	28
Oil, Chem. & Atomic Wkrs.	1-6	296	296
Utility Workers	289	7	7
Tehachapi			
United Cement, Lime & Gypsum Workers	52	263	263
Temple City			
Temple City Fed. of Teachers.....	1791	4	4
Terminal Island			
United Cannery & Industrial Workers of the Pacific		3666	3666
Torrance			
El Camino College Federation of Instructors	1388	33	33
Operative Potters	218	213	213
Rubber Workers	146	70	70
Rubbers	817	7	7
Torrance Muny Employees	1117	200	200
Torrance School Employees	1101	167	167
Tracy			
Glass Bottle Blowers	177	146	146
Sugar Workers	181	236	236

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Trinidad			
Loggers	3006	444	444
Tustin			
Rubber Workers	510	225	225
Ukiah			
Communications Workers	9420	196	196
Union City			
Teachers Union	1657	21	21
Vallejo			
American Fed. of Grain Mill	71	110	110
Asbestos Workers	70	29	29
Barbers	335	144	144
Butchers & Meat Cutters	532	865	865
Carpenters & Joiners	180	749	749
Communications Workers	9411	402	402
Culinary Workers & Bartenders	560	660	660
Electrical Workers	180	241	241
Hod Carriers & Gen. Labrs.	326	445	445
Lathers	302	13	13
Machinists	1492	160	160
Musicians	367	77	77
Painters & Decorators	376	185	185
Plasterers & Cem. Finish.	631	34	34
Plumbers	343	165	165
Retail Clerks	373	1570	1570
Sheet Metal Workers	75	246	246
Teachers	827	52	52
Theatrical Stage Employees	241	46	46
Typographical Union	389	98	98
Van Nuys			
Carpenters & Joiners	1913	1595	1595
Industrial Union	1662	313	313
Painters & Decorators	1595	500	500
Post Office Clerks	1159	150	150
Ventura			
Barbers Union	912	67	67
Electrical Workers	952	409	409
Hod Carriers & Gen. Labrs.	585	1280	1280
Lathers	460	59	59
Oil, Chem. & Atomic Wkrs.	120	290	290
Operating Engineers	732	26	26
Painters & Decorators	955	286	286
Plasterers & Cement Finish.	741	217	217
Ventura Fed. of Teachers	1981	14	14
Ventura Muny Employees	181	50	50
Ventura Typographical Union	909	80	80
Victorville			
United Cement, Lime & Gypsum Workers	49	261	261
United Cement, Lime & Gypsum Workers	365	91	91
Visalia			
Carpenters & Joiners	1109	233	233
Communications Workers	9406	422	422
Hod Carriers & Gen. Labrs.	1060	149	149
Stage Employees & Motion Picture Operators	605	16	16
Typographical Union	519	40	40
Vista			
Carpenters & Joiners	2078	707	707
Walnut			
Operative Potters	223	172	172

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Walnut Creek			
Electrical Workers	1245	8737	8737
Steelworkers	5450	30	30
Watsonville			
Barbers	749	20	20
Brick & Clay Workers	998	129	129
Carpenters & Joiners	771	206	206
Lathers	122	32	32
Machinists & Mechanics	1939	33	33
Railway Carmen	765	34	34
Theatrical Stage Employees	611	44	44
Weed			
Lumber & Sawmill Workers	2907	881	881
Weimar			
Weimar Sanatorium Employees	745	147	147
Whittier			
Steelworkers Union	4511	85	85
Steelworkers Union	4997	238	238
Transport Workers	518	82	82
Typographical Union	899	53	53
Wilmington			
Butchers	551	3662	3662
Inlandboatmen of the Pacific (San Pedro)		200	200
Pulp, Sulphite & Paper Mill Workers	341	177	177
Seafarers, Atlantic & Gulf Dist.		182	182
Woodland			
Sugar Workers	179	197	197
Zephyr Cove			
Barbers	292	15	15

REPORT OF THE AUDITORS

California Labor Federation, AFL-CIO

995 Market Street

San Francisco, California

We have examined the statement of cash receipts and disbursements of the California Labor Federation, AFL-CIO for the two-year period ended June 30, 1970, and the statement of cash as of June 30, 1970. 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.

In our opinion, the accompanying statements present fairly the cash receipts and disbursements of the California Labor Federation, AFL-CIO for the two-year period ended June 30, 1970 and the cash as of June 30, 1970 classified on a basis consistent with that of the preceding period.

Lybrand, Ross Bros. & Montgomery
Certified Public Accountants

July 23, 1970

CALIFORNIA LABOR FEDERATION, AFL-CIO STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS for the two-year period ended June 30, 1970

CASH RECEIPTS:

Per capita receipts and affiliation fees	\$1,199,708.91
Refund of pro rata expenses from California Labor Council on Political Education	19,200.00
Interest earned	17,702.67
Conference receipts	13,280.82
Sundry	2,345.40
Total cash receipts	1,252,237.80

CASH DISBURSEMENTS:

Executive salaries	\$178,281.88
Expenses and allowances:	
Executives	46,301.76
Geographical vice presidents	28,175.88
At-large vice presidents	6,894.50
General office salaries	269,719.72
Assistant to Secretary-Treasurer	43,262.28
Accounting	10,960.00
Automobile purchases	16,458.08
Automobile maintenance	2,679.01
Conferences—general	31,161.17
Conferences—labor education	12,713.99
Convention	56,944.96
Contributions	16,803.06
Furniture and equipment	1,512.47
Insurance	28,723.29
Legislative	43,139.06
Legal	69,879.09
Library	6,608.29
Maintenance	6,367.13
Newsletters	53,840.98
Office rents	72,371.32
Postage and mailing	12,772.00
Printing	7,480.18
Retirement plan contributions	132,064.54
Retirement plan consultants	5,600.00
Scholarships	3,250.00
Services	1,329.88
Stationery and supplies	26,880.74

CALIFORNIA LABOR FEDERATION

307

Taxes	20,316.69
Telephone and telegraph	37,880.48
General expenses	12,965.57
Total cash disbursements	1,263,338.00
Excess of cash disbursements over cash receipts...	11,100.20
CASH, JULY 1, 1968	317,409.50
CASH, JUNE 30, 1970—details annexed	\$ 306,309.30

CALIFORNIA LABOR FEDERATION, AFL-CIO

STATEMENT OF CASH

June 30, 1970

Office cash fund	\$ 300.00
Deposits	1,430.00
Bank of America N.T. & S.A.:	
Commercial	125,728.61
Certificate of deposit	150,000.00
Savings	6,615.16
The Hibernia Bank—savings	10,349.59
United California Bank—savings	11,885.94
	\$306,309.30

Note: A blanket position surety bond in the amount of \$50,000 was in effect during the period covered by this examination.

DETAIL OF PER CAPITA RECEIPTS AND AFFILIATION FEES

for the two-year period ended June 30, 1970

ALAMEDA		AUBURN	
Carpenters and Joiners		Communications Workers	
No. 194	\$ 247.41	No. 9431	330.84
ALHAMBRA		AVALON	
Electrical Workers No. 47	720.00	Painters and Decorators	
Communications Workers		No. 1226	48.00
No. 9505	2,400.02	AZUSA	
ANAHEIM		Chemical Workers No. 112	161.33
Carpenters and Joiners		BAKERSFIELD	
No. 2203	2,552.54	Barbers No. 317	125.32
United Rubber Workers		Bookbinders No. 117	8.70
No. 657	366.77	Building and Construction	
ANDERSON		Trades Council	24.00
International Woodworkers of		Butchers No. 193	870.00
America No. 433	1,115.79	Carpenters and Joiners No. 743	1,972.26
ANTIOCH		Central Labor Council	24.00
Glass Bottle Blowers No. 16	71.30	Communications Workers	
Pittsburg-Antioch Federation of		No. 9416	780.00
Teachers No. 2001	16.80	Electrical Workers No. 428	696.00
Steelworkers No. 6845	31.20	Hod Carriers and Common	
ARCADIA		Laborers No. 220	1,458.00
American Federation of		Hotel and Restaurant	
Teachers No. 1424	173.39	Employees No. 550	2,021.68
Horseshoers No. 12	28.77	Lathers No. 300	76.00
Horseshoers No. 17	25.60	Machinists No. 139	326.00
ARCATA		Machinists No. 5	124.48
Lumber and Sawmill Workers		Musicians' Protective Union	
No. 2808	843.55	No. 263	67.20
Plywood and Veneer Workers		Newspaper Guild No. 202	183.60
No. 2789	569.48	Oil, Chemical and Atomic	
		District Council	24.00

Oil, Chemical and Atomic Workers No. 19	1,039.30
Painters and Decorators No. 314	295.71
Petroleum Workers No. 11	53.77
Plasterers and Cement Finishers No. 191	342.00
Plumbers and Steamfitters No. 460	272.08
Post Office Clerks No. 472	50.90
Retail Clerks No. 137	1,507.60
Theatrical Stage Employees No. 215	36.36
Transport Workers No. 3005	139.16
Typographical No. 439	273.18

BARSTOW	
Barstow Local Federation of Railway Employees No. 120	24.00
Machinists No. 706	530.62
Theatrical Stage and Motion Picture Operators No. 730	57.60

BELL	
American Federation of Grain Millers No. 79	42.30
I. U. Electrical Workers No. 1501	619.63
I. U. Electrical Workers No. 1504	150.85
Steelworkers No. 2018	1,400.00
Steelworkers No. 3941	98.12

BELL GARDENS	
Rubber Workers No. 417	227.91

BENICIA	
Machinists No. 1687	448.00

BERKELEY	
Carpenters and Joiners No. 1158	555.03
Clerical, Technical and Professional Employees No. 1695	387.80
Painters and Decorators No. 40	436.36
Teachers No. 1078	625.04
University Employed Graduate Students No. 1570 ..	2.64

BETTERAVIA	
Sugar Workers No. 178	407.71

BEVERLY HILLS	
Federation of Teachers No. 1863	44.66
Winery Workers No. 51	75.00

BIJOU	
Carpenters and Joiners No. 1789	21.70

BISHOP	
Painters and Decorators No. 1688	46.00
Construction and General Laborers No. 302	207.96

BRAWLEY	
Beet Sugar Refinery Workers No. 174	283.74

BUENA PARK	
Federation of Teachers No. 1967	20.88

BURBANK	
Federation of Teachers No. 1608	29.76
Plasterers No. 739	738.50
Studio Teachers No. 884	71.30

BURLINGAME	
Butchers No. 516	1,340.65

BURNEY	
Woodworkers No. 269	354.54

CAMARILLO	
Musicians No. 581	53.50

CHESTER	
Lumber and Sawmill Workers No. 3074	1,587.72

CHICO	
Building and Construction Trades Council	13.00
Barbers No. 354	52.80
Carpenters and Joiners No. 2043	326.43
Carpenters and Joiners No. 2838	235.71
Millmen No. 1495	1,065.25
Motion Picture Projectionists No. 501	17.40
Musicians No. 508	139.20
Pipe Trades District Council No. 36	24.00
Plasterers and Cement Masons No. 836	69.15
Plumbers and Steamfitters No. 607	274.56
Retail Clerks No. 17	306.80
Typographical No. 667	45.08

CITY OF COMMERCE	
Glass Bottle Blowers No. 224 ..	249.00

CITY OF INDUSTRY	
Rubber Workers No. 585	450.01
Rubber Workers No. 721	92.23

CLARKSBURG	
Sugar Workers No. 182	213.77

CLEVELAND, OHIO	
California Legislative Board, United Transportation Union	24.00
United Transportation No. 239	534.18
United Transportation No. 240	550.86
United Transportation No. 492	411.00
United Transportation No. 694	246.39
United Transportation No. 771	432.60
United Transportation No. 811	270.03
United Transportation No. 835	243.84
United Transportation No. 986	85.71
United Transportation No. 1200	127.71

CALIFORNIA LABOR FEDERATION

309

United Transportation No. 1201	158.82	United Cement, Lime and	
United Transportation No. 1241	84.42	Gypsum Workers No. 89	362.52
United Transportation No. 1252	269.55	COMPTON	
United Transportation No. 1260	89.64	Carpenters and Joiners	
United Transportation No. 1336	439.92	No. 1437	1,084.56
United Transportation No. 1422	815.46	CONCORD	
United Transportation No. 1544	457.20	Diablo Valley Federation of	
United Transportation No. 1556	139.29	Teachers No. 1902	221.02
United Transportation No. 1561	212.79	Machinists No. 1173	1,511.09
United Transportation No. 1563	1,069.50	CORONA	
United Transportation No. 1564	1,028.88	Brick and Clay Workers	
United Transportation No. 1565	1,107.48	No. 615	193.30
United Transportation No. 1581	264.36	Glass Bottle Blowers No. 192 ..	328.30
United Transportation No. 1604	56.04	CORONADO	
United Transportation No. 1607	1,045.47	Language Teachers No. 1976 ..	9.20
United Transportation No. 1667	69.36	Masters, Mates and Pilots	
United Transportation No. 1694	138.39	No. 12	13.92
United Transportation No. 1714	218.25	CROCKETT	
United Transportation No. 1730	208.65	Sugar Workers No. 1	1,854.57
United Transportation No. 1732	189.78	CULVER CITY	
United Transportation No. 1741	313.41	Federation of Teachers	
United Transportation No. 1785	134.13	No. 1343	70.48
United Transportation No. 1812	202.41	Stove Mounters No. 68 .....	.75
United Transportation No. 1846	152.37	CUPERTINO	
United Transportation No. 1896	104.10	United Cement, Lime and	
United Transportation No. 1915	259.29	Gypsum Workers No. 100	206.03
United Transportation No. 1942	32.82	DALY CITY	
United Transportation		Municipal Employees No. 919 ..	123.60
No. C-115	8.88	San Mateo County Classified	
United Transportation		School Employees No. 377	762.97
No. E-312 .....	.48	Teachers No. 1481	240.74
United Transportation		DAVENPORT	
No. C-392	8.88	United Cement, Lime and	
United Transportation		Gypsum Workers No. 46	342.00
No. C-440	3.84	DAVIS	
United Transportation		Steelworkers No. 5261	25.52
No. C-470	3.60	DELANO	
United Transportation		United Farm Workers	
No. C-518	5.04	Organizing Committee	3,541.06
United Transportation		DIAMOND SPRINGS	
No. C-570	1.68	United Cement, Lime and	
United Transportation		Gypsum Workers No. 158	70.45
No. C-597	4.56	DOWNEY	
United Transportation		Communications Workers	
No. C-677	3.60	No. 9595	1,378.48
United Transportation No. 321	14.64	Rubber Workers No. 451	1,325.17
United Transportation No. 850	27.90	Rubber Workers No. 171	176.51
United Transportation No. 970	26.94	EL CAJON	
COACHELLA		Carpenters and Joiners	
Amalgamated Meat Cutters		No. 2398	1,203.93
No. P-769	255.66	EL CENTRO	
COALINGA		Building and Construction	
Oil, Chemical and Atomic		Trades Council	24.00
Workers No. 1-2	81.46	Central Labor Council	
COLMA		Imperial Valley	24.00
Cemetery Workers and		Construction and General	
Greens Attendants No. 265	173.90	Laborers No. 1119	253.35
COLTON		Electrical Workers No. 447	31.20
Operative Potters No. 226	183.00		
Railway Clerks No. 1376	203.88		
Steelworkers No. 5647	118.38		

Plasterers and Cement		FEDERATED FIRE FIGHTERS	
Masons No. 572	30.20	Federated Fire Fighters of	
Theatrical Employees No. 656	22.92	California	24.00
EL CERRITO		Federal Naval Fire	
Teachers No. 866	424.77	Fighters of Bay Area	
ELDRIDGE		No. F-15	118.03
Sonoma State Hospital		Alameda Fire Fighters	
Federation of Teachers		Association No. 689	125.22
No. 1945	3.28	Alhambra Fire Fighters	
EL MONTE		No. 1578	96.90
Carpenters and Joiners		Professional Fire Fighters of	
No. 1507	2,974.30	Antioch No. 1794	43.04
Chemical Workers No. 78	223.87	Fire Fighters Association	
Glass Bottle Blowers No. 39	436.00	No. 1428	26.05
Hod Carriers and General		Bakersfield Fire Fighters	
Laborers No. 1082	1,981.28	No. 844	181.24
Painters and Decorators		Kern County Fire Fighters	
No. 254	833.60	Association No. 1301	500.61
EL SEGUNDO		Benicia Fire Fighters	
Air Transport Workers		No. 1610	12.60
No. 502	696.00	Fire Fighters Association	
Oil, Chemical and Atomic		No. 1227	291.57
Workers No. 547	1,561.37	Bonita-Sunnyside Fire	
ELSINORE		Fighters No. 1827	9.68
Brick and Clay Workers		Brisbane Fire Fighters	
No. 843	179.62	No. 1725	15.31
ELK CREEK		Fire Fighters Association	
Lumber and Sawmill Workers		No. 778	176.23
No. 2688	123.41	Burlingame Fire Fighters	
EMERYVILLE		No. 1872	26.40
Oil, Chemical and Atomic		Campbell Fire Fighters	
Workers No. 589	456.90	No. 1939	4.80
Steelworkers No. 1304	1,378.94	China Lake Fire Fighters	
EUREKA		No. F-32	120.09
Bakers No. 195	60.69	Montgomery Fire Fighters	
Barbers No. 431	113.70	No. 1884	5.28
Bartenders No. 318	301.62	Claremont Fire Fighters	
Building and Construction		No. 1705	24.29
Trades Council	24.00	Clovis Fire Fighters No. 1695	11.41
Butchers No. 516	210.10	Fire Fighters Association of	
Central Labor Council	24.00	Contra Costa Co. No. 1230.....	577.11
Cooks and Waiters No. 220	743.40	Fire Fighters Association	
Electrical Workers No. 482	207.28	No. 1475	13.94
Hod Carriers No. 181	501.86	Fire Fighters Association	
Hospital and Institutional		No. 1465	61.81
Workers No. 327	158.80	Culver City Fire Fighters	
Laundry Workers No. 156	65.72	No. 1927	23.36
Lumber and Sawmill		Daly City Fire Fighters	
Workers No. 2592	982.82	No. 1879	33.52
Lumber and Sawmill		Dublin Fire Fighters No. 1885..	11.68
Workers No. 3019	563.38	Fire Fighters Association	
Machinists No. 540	242.25	No. 652	72.36
Plasterers and Cement		Humboldt Fire District	
Finishers No. 481	49.56	No. 1770	24.18
Plumbers No. 471	69.60	Fontana Fire Fighters	
Plywood and Veneer		No. 1274	50.25
Workers No. 2931	471.32	Fremont Fire Fighters	
Redwood Dist. Council Lumber		No. 1689	135.40
and Sawmill Workers	30.00	California State Forestry Fire	
Retail Clerks No. 541	574.76	Fighters Assn. No. 1388	66.62
Typographical No. 207	85.00	Fresno County Fire Fighters	
		No. 1180	51.32
		Professional Fire Fighters	
		Association No. 753	433.60

CALIFORNIA LABOR FEDERATION

311

Half Moon Bay Fire Fighters No. 1824	9.60	Paradise Fire Fighters No. 1829	5.76
Hamilton Air Force Base Fire Fighters No. F-134	25.57	Fire Fighters Association No. 809	271.63
Hayward Fire Fighters No. 1909	39.60	Petaluma Fire Fighters Association No. 1415	33.15
Hollister Fire Fighters No. 1956 .....	.80	Porterville Fire Fighters No. 1819	2.40
La Habra Fire Fighters No. 1968	5.60	Federal Fire Fighters Flight Test Center No. F-53	187.73
Lemoore Federal Fire Fighters No. F-102	83.57	Fire Fighters Association No. 1934	8.32
Fire Fighters Association No. 1477	22.99	Fire Fighters Association No. 1354	51.17
Fire Fighters Association No. 1225	6.49	Fire Fighters Association No. 188	203.43
Lompoc Fire Fighters No. 1906	9.52	Roseville Fire Fighters No. 1592	33.83
Fire Fighters Association No. 372	688.94	Federal Fire Fighters No. F-57	114.73
Fire Fighters Association No. 1167	52.14	Fire Fighters Association No. 522	863.37
Mountain View Fire Fighters No. 1965	4.24	Fire Fighters Association No. 1270	96.05
Pleasanton Fire Fighters No. 1974	1.04	Fire Fighters Association No. 891	306.54
Fire Fighters Association of Los Angeles City No. 112	1,599.36	San Bruno Fire Fighters No. 1944	5.20
Los Angeles County Fire Fighters No. 1014	2,622.05	Federal Fire Fighters No. F-33	190.14
Fire Fighters Association of Santa Clara County No. 1165	235.19	Presidio of San Francisco Fed- eral Fire Fighters No. F-145	23.44
Madera City Fire Fighters No. 1466	18.37	Sanger Fire Fighters No. 1809	10.88
Manteca Fire Fighters No. 1874	6.88	Fire Fighters Association No. 873	776.90
Merced County Fire Fighters Association No. 1396	98.07	Stanford Fire Fighters No. I-12	18.96
Fire Fighters Association No. 1479	54.92	Marin County Fire Fighters No. 1775	24.49
Millbrae Fire Fighters No. 1877	9.68	Santa Clara Fire Fighters Association No. 1171	133.33
Milpitas Fire Fighters No. 1699	53.79	Santa Cruz Fire Fighters No. 1716	46.19
Modesto Fire Fighters Association No. 1289	105.29	Santa Monica Fire Fighters No. 1109	154.58
Fire Fighters Association No. 1473	19.81	Fire Fighters Association No. 1401	92.47
Morro Bay Fire Fighters No. 1855	6.96	Fire Fighters Association of Seaside No. 1218	38.98
Newark Fire Fighters No. 1483	31.47	Fire Fighters Association No. 810	36.45
Fire Fighters Association No. 55	1,230.09	South San Francisco Fire Fighters No. 1507	89.26
Federal Fire Fighters Association No. F-85	135.40	Spring Valley Fire Fighters Association No. 1434	43.45
Fire Fighters Association No. 1430	93.27	Fire Fighters Association No. 1229	316.68
Oxnard Fire Fighters No. 1684	48.23	Fire Fighters Association of San Joaquin Co. No. 1243	79.49
Pacifica Fire Fighters No. 1543	36.24	Torrance Fire Fighters Association No. 1138	233.41

Union City Fire Fighters No. 1946	2.72	Iron Workers No. 624.....	100.80
Vallejo Fire Fighters Association No. 1186	134.97	Lathers No. 83	46.95
Vandenberg Fire Fighters No. F-116	55.30	Machinists No. 653	1,280.61
Vista Fire Fighters Association No. 1429	43.98	Machinists No. 1309	1,584.67
Fire Fighters of Santa Cruz County No. 1272	29.22	Millmen No. 1496	188.82
West Sacramento Fire Fighters No. 1482	43.32	Motion Picture Operators No. 599	63.36
Whittier Fire Fighters No. 1503	119.53	Motor Coach Operators No. 1027	112.35
Brawley Fire Fighters No. 1967	1.36	Musicians No. 210	179.20
Calexico Fire Fighters No. 1966 .....	.56	Plasterers and Cement Finishers No. 188	346.92
FAIRFAX		Plumbers and Steamfitters No. 246	649.38
Tamalpais Federation of Teachers No. 1985	22.40	Retail Food, Drug and Liquor Clerks No. 1288	1,326.00
FAIRFIELD		Sequoia District Council of Carpenters	24.00
Communications Workers No. 9422	407.19	Service Employees No. 110 ...	636.17
FEATHER FALLS		Sheet Metal Workers No. 252	290.50
Lumber and Sawmill Workers No. 2801	208.81	Stereotypers No. 104	39.96
FONTANA		Theatrical Stage Employees No. 158	35.52
Steelworkers No. 2869	248.00	Typographical No. 144	348.00
Steelworkers No. 5632	358.00	United Glass and Ceramic Workers No. 474	320.10
FORT BRAGG		Winery and Distillery Workers No. 45	174.00
Carpenters and Joiners No. 1376	61.86	FULLERTON	
FREMONT		Flat Glass Workers No. 187....	106.60
Steelworkers No. 5649	44.80	Painters No. 1817	813.30
Teachers No. 1494	106.13	GARDENA	
Upholsterers No. 32	227.98	South Bay Teachers No. 1301..	47.70
FRESH POND		Steelworkers No. 2273	239.88
Lumber and Sawmill Workers No. 2561	97.50	GLENDALE	
FRESNO		Brick and Clay Workers No. 774	1,351.06
Bakers No. 43	680.56	Brick and Clay Workers No. 820	265.07
Barbers and Beauticians No. 333	247.04	Cement Finishers No. 893	849.75
Bookbinders No. 37	23.12	Painters and Decorators No. 713	722.34
Bricklayers No. 1	174.00	Plumbers and Pipe Fitters No. 761	345.10
Butchers No. 126	3,048.31	Post Office Clerks No. 841	321.80
Central Labor Council	24.00	Typographical No. 871	133.90
City Civil Service Employees No. 565	17.92	GRASS VALLEY	
Classified School Employees No. 562	462.38	Bartenders and Culinary Workers No. 368	741.74
Communications Workers No. 9408	1,092.00	HANFORD	
Culinary, Bartenders and Hotel Service Workers No. 62	2,155.76	Rubber Workers No. 703	914.88
Electrical Workers No. 100.....	285.00	HAWTHORNE	
Fresno County Public Employees No. 458.....	94.45	Stove, Furnace and Allied Appliance Workers No. 123-B	486.83
Hod Carriers and Common Laborers No. 294	1,655.32	HAYWARD	
Iron Workers No. 155	174.00	Brewery Workers No. 293	258.48
		Carpenters and Joiners No. 1622	3,537.20
		Communications Workers No. 9412	1,027.21

CALIFORNIA LABOR FEDERATION

313

Culinary Workers and Bartenders No. 823	4,344.83
Glass Bottle Blowers No. 53.....	460.08
Glass Bottle Blowers No. 82	175.40
Hayward Federation of Teachers No. 1423	79.36
Painters and Decorators No. 1178	860.85
Steelworkers No. 5004	635.58

HOLLYWOOD

Actors' Equity Association.....	565.50
Affiliated Property Craftsmen No. 44	3,480.00
American Federation of Television and Radio Artists	1,890.00
American Guild of Musical Artists	2,258.64
Broadcast, Television and Recording Engineers No. 45.....	696.00
Building Service Employees No. 278	477.77
Film Exchange Employees No. 61-B	144.16
Film Technicians No. 683	4,350.00
Hollywood AFL Film Council.....	24.00
Hollywood Painters No. 5.....	675.94
Machinists No. 1185	443.32
Make-Up Artists No. 706.....	623.77
Motion Picture Costumers No. 705	977.10
Motion Picture Crafts Service No. 727	261.00
Motion Picture Film Editors No. 776	1,461.60
Motion Picture Photographers No. 659	522.00
Motion Picture Screen Cartoonists No. 839	1,518.75
Motion Picture Set Painters No. 729	461.00
Motion Picture Sound Technicians No. 695	522.00
Motion Picture Studio Art Craftsmen No. 790	88.77
Motion Picture Studio Cine-technicians No. 789	1,040.31
Motion Picture Studio Electrical Technicians No. 728	870.00
Motion Picture Studio First-Aid Employees No. 767	163.50
Motion Picture Studio Projectionists No. 165	499.34
National Broadcast Employees No. 53	1,566.00
Office Employees No. 174	1,397.70
Publicists No. 818	560.52
Scenic Artists No. 816	259.80
Screen Actors Guild	8,700.00
Screen Extras Guild, Inc.....	5,220.00
Script Supervisors No. 871.....	208.80
Set Designers and Model Makers No. 847	256.17

Society of Motion Picture Art Directors No. 876	334.35
Story Analysts No. 854	120.27
Studio Carpenters No. 946	104.65
Studio Electricians No. 40	588.00
Studio Grips No. 80	1,044.00
Studio Utility Employees No. 724	402.90
Treasurers and Ticket Sellers No. 857	187.05

HUNTINGTON PARK

Allied Industrial Workers , No. 990	45.00
Amalgamated Meat Cutters and Butcher Workmen No. P-78-C	205.00
Butchers No. 563	5,535.90
California Federation of Post Office Clerks	24.00
Furniture Workmen No. 1010.....	1,004.30
Glass Bottle Blowers No. 114.....	483.00
Glass Bottle Blowers No. 141.....	81.24
Glass Bottle Blowers No. 137.....	2,597.75
Machinists No. 1571	2,527.09

INGLEWOOD

Painters and Decorators No. 1346	713.16
IONE	
Brick and Clay Workers No. 750	39.98
Glass Bottle Blowers No. 80.....	147.25

KLAMATH

Lumber and Sawmill Workers No. 2505	319.63
---	--------

LA JOLLA

Carpenters and Joiners No. 1358	380.05
---------------------------------------	--------

LAKEWOOD

Laborers No. 507	3,078.00
Public Employees No. 1110	42.56

LA MESA

National Broadcast Employees No. 54	87.80
---	-------

LANCASTER

Communications Workers No. 9577	243.43
---------------------------------------	--------

LA PUENTE

Rubber Workers No. 766	1,851.16
------------------------------	----------

LATHROP

United Glass and Ceramic Workers No. 418	1,288.33
--	----------

LAWNDALE

Glass Bottle Blowers No. 19.....	419.44
----------------------------------	--------

LIVERMORE

Barbers No. 270	45.69
Chemical Workers No. 422.....	38.92
Machinists No. 1577	46.32

OFFICERS' REPORTS

LODI			
American Federation of Grain			
Millers No. 59	643.87	Bakers No. 453	348.00
Carpenters and Joiners		Barbers No. 1000	2,216.46
No. 1418	8.80	Bartenders No. 284	2,819.56
Typographical No. 983	48.00	Beauticians No. 295-A	122.99
LOMPOC		Bill Posters and Billers	
Chemical Workers No. 146....	465.67	No. 32	20.00
LONG BEACH		Boilermakers No. 92	1,392.00
Asbestos Workers No. 20	52.80	Bookbinders No. 63	1,044.00
Bakers No. 31	43.90	Brewery and Distillery	
Barbers No. 622	195.66	Workers No. 7	58.48
Bartenders No. 686	1,662.88	Bricklayers No. 2	783.00
Bricklayers No. 13	435.00	Brick and Clay Workers	
Building and Construction		No. 661	39.70
Trades Council	24.00	Building Service Employees ...	402.50
Cement Finishers No. 791	69.30	Bus Drivers No. 1222	348.00
Chemical Workers No. 1	439.75	Cabinet Makers and Millmen	
Chemical Workers No. 255	306.03	No. 721	4,198.00
Culinary Alliance No. 681	9,418.71	California State Association	
Dry Dock and Ordinance		of Barbers and Beauticians..	24.00
Painters No. 1501	51.22	California State Association	
Joint Executive Board of		Electrical Workers	29.00
Culinary Workers	24.00	California State Council of	
Lifeguards No. 1292	5.25	Service Employees	20.00
Machinists No. 1235	870.00	California State Association of	
Motion Picture Projectionists		Letter Carriers	31.00
No. 521	110.56	Cap Makers No. 22	55.90
Musicians Association No. 353..	169.05	Carpenters and Joiners	
Oil, Chemical and Atomic		No. 929	232.10
Workers No. 128	7,164.72	Carpenters and Joiners	
Painters and Decorators		No. 1976	775.87
No. 256	1,032.34	Cement Masons No. 627	342.00
Printing Pressmen No. 285	166.45	Chemical Workers No. 11.....	459.00
Retail Clerks No. 324	15,934.08	Chemical Workers No. 350	60.49
Roofers No. 72	186.73	Chemical Workers No. 452.....	678.25
Rubber Workers No. 560	537.15	Cleaners, Dyers, Pressers	
Sheet Metal Workers No. 420....	957.00	No. 268	156.00
Teachers No. 1263	126.41	Cloak Makers No. 58	619.00
Teachers No. 1384	157.50	Clothing Workers No.55-D	90.00
Typographical No. 650	321.24	Clothing Workers No. 81	58.50
Utility Workers No. 246	1,203.28	Clothing Workers No. 278	507.00
LOS ALTOS HILLS		Clothing Workers No. 408	214.50
Foothill Federation of		Communications Workers	
Teachers No. 1676	48.64	No. 9502	1,131.00
LOS ANGELES		Cooks No. 468	3,743.00
Advertising and Public Rela-		Council of Federated Municipal	
tion Employees No. 518	49.05	Crafts	24.00
Amalgamated Meat Cutters		Dental Technicians No. 100....	174.00
and Butcher Workmen		Designers Guild of Ladies	
No. P-1138	396.70	Apparel No. 452	48.00
Amalgamated Transit No. 1277	1,567.85	Dining Car Employees	
American Federation of State,		No. 582	254.00
County and Municipal Em-		District Council Brick and	
ployees No. 36	21.00	Clay Workers No. 11	24.00
American Flint Glass		District Council of Carpenters	24.00
Workers No. 139	493.89	District Council of Machinists	
American Guild of Variety		No. 94	24.00
Artists	450.00	District Council of Painters	
Amusement Area Employees		No. 36	24.00
No. B-192	96.00	District Council of Plasterers	
Asbestos Workers No. 5	474.00	and Cement Masons of	
Auto-Marine Production		Southern California	18.00
Finishers and Equipment		Electrical Workers No. 11	2,700.00
Painters No. 1798	100.00	Electrical Workers No. 18	1,044.00
		Electrical Workers No. 1710....	1,009.20

CALIFORNIA LABOR FEDERATION

315

Electrotypers No. 137	76.91	Los Angeles City and County	
Elevator Constructors No. 18....	292.32	School Employees No. 99	375.00
Federation of Nursery School		Los Angeles County	
Teachers No. 1475	76.72	Employees No. 434	975.00
Fur Workers No. 87-F	316.46	Los Angeles County	
Furniture No. 500	348.00	Federation of Labor.....	24.00
Glass Bottle Blowers No. 29....	563.76	Los Angeles County	
Gunite Workers No. 345	420.79	Guards No. 790	30.76
Health Workers No. 1036	56.61	Los Angeles County	
Hod Carriers and Common		Probation Officers No. 685....	1,283.74
Laborers No. 300	14,200.00	Los Angeles County Su-	
Hotel Service Employees		perior Court Clerks No. 575	195.42
No. 765	1,658.27	Los Angeles Department	
Housing Authority, Los		Water and Power	
Angeles No. 143	75.90	Employees No. 233	466.80
Insurance Workers No. 83	1,473.20	Los Angeles Leather, Luggage	
Iron Workers No. 509	1,218.00	Workers No. 213-L	870.00
I. U. Electrical Workers		Los Angeles Municipal	
No. 850	385.31	Employees No. 319	60.41
I. U. Electrical Workers		Los Angeles Park and Recrea-	
No. 854	942.85	tion Employees No. 517	234.48
I. U. Electrical Workers		Los Angeles Union Label	
No. 1511	156.80	Council	24.00
I. U. Electrical Workers		Machinists and Aerospace	
No. 1514	195.04	Workers No. 311	5,846.45
Jewelry Workers No. 23	142.00	Machinists No. 1186	4,350.00
Joint Council Building Service		Mailers No. 9	696.00
Employees of Southern		Meat Cutters No. 421	4,150.00
California No. 8	12.00	Metal Polishers No. 67.....	116.80
Joint Executive Board Cu-		Metal Trades Council of	
linary Workers	24.00	Southern California	24.00
Joint Executive Conference		Millwrights No. 1607	1,259.47
Electrical Workers of		Miscellaneous Employees	
Southern California	12.00	No. 440	4,464.72
Laborers Local No. 696	165.34	Miscellaneous Foremen and	
Ladies Garment Workers		Public Works Superin-	
No. 55	1,404.00	tendents No. 413	407.38
Ladies Garment Workers		Molders and Foundry	
No. 84	411.00	Workers No. 374	192.40
Ladies Garment Workers		Motion Picture Projectionists	
No. 96	348.00	No. 150	1,077.54
Ladies Garment Workers		Musicians No. 47	3,480.00
No. 97	275.25	Newspaper Pressmen No. 18...	1,044.00
Ladies Garment Workers		Office Employees No. 30	3,192.75
No. 451	249.00	Offset Workers, Printing	
Ladies Garment Workers		Pressmen and Assistants	
No. 482	696.00	No. 78	957.00
Ladies Garment Workers		Oilfield Maintenance Workers	
No. 483	226.25	No. 1234	27.28
Ladies Garment Workers		Operating Engineers No. 12 ...	23,500.00
No. 496	174.00	Ornamental Iron Workers	
Ladies Garment Workers		No. 792	652.16
No. 497	905.00	Painters and Decorators	
Ladies Garment Workers		No. 1348	726.01
No. 512	222.50	Paper Handlers No. 3	168.08
Lathers No. 42	523.85	Paper Makers No. 208	216.38
Los Angeles Allied Printing		Paper Makers No. 349	124.08
Trades Council	24.00	Pari-Mutuel Employees Guild	
Los Angeles Building and		No. 280	640.00
Construction Trades Council		Pattern Makers Association...	139.20
Los Angeles City Employees		Plumbers No. 78	3,345.89
No. 347	145.60	Printing Specialties and Paper	
Los Angeles City Employees		Products No. 495	212.40
No. 119	598.20		

Printing Specialties and Paper Converters No. 388	1,790.00	Stationary Operating Engineers No. 501	1,791.00
Printing Specialties and Paper Products No. 522	520.00	Steelworkers No. 1547	44.05
Provision House Workers No. 274	7,400.03	Steelworkers No. 5504	377.95
Public Service Carpenters No. 2231	234.45	Stereotypers No. 58	505.90
Pulp, Sulphite and Paper Mill Workers No. 268	88.67	Structural Iron Workers No. 433	218.00
Pulp, Sulphite and Paper Mill Workers No. 307	2,220.00	Teachers No. 1021	522.00
Railway Clerks No. 3049	388.04	Textile Workers No. 99	656.01
Railway News Service No. 357	28.80	Textile Workers No. 915	365.28
Reinforced Iron Workers No. 416	1,074.00	Textile Workers No. 1291	264.08
Railway and Steamship Clerks No. 2114	116.16	Theatrical Press Agents and Managers No. 18032	72.24
Rubber Workers No. 43	992.50	Theatrical Wardrobe Attendants No. 768	65.88
Rubber Workers No. 44	987.75	Tile Layers No. 18	150.00
Rubber Workers No. 131	2,166.82	Typographical No. 174	2,627.51
Rubber Workers No. 141	472.41	United Federation of Postal Clerks No. 82-T	69.60
Rubber Workers No. 142	8.64	United Garment Workers No. 125	371.71
Rubber Workers No. 335	219.03	United Telegraph Workers No. 48	435.00
Rubber Workers No. 428	151.15	Upholsterers No. 15	556.80
Rubber Workers No. 430	52.45	Utility Workers No. 132	1,740.00
Rubber Workers No. 458	1,612.67	Waiters No. 17	5,370.00
Rubber Workers No. 656	140.23	Waitresses No. 639	10,299.28
Rubber Workers No. 678	34.56	Wholesale Wine and Liquor Salesmen No. 151	152.33
Service and Maintenance Employees No. 399	940.00	Wholesale Wine and Liquor Salesmen No. 187	132.99
Sheet Metal Workers No. 108	6,980.01	LOS GATOS	
Sign and Pictorial Painters No. 831	162.50	Carpenters and Joiners No. 2006	1,383.24
Sleeping Car Porters	45.00	Communications Workers No. 9570	57.60
Social Workers No. 535	654.00	LOS NIETOS	
Southern California Communi- cations Workers Council	24.00	Brick and Clay Workers No. 824	556.05
Southern California Confer- ence of Allied Printing Trades Councils	24.00	MADERA	
Southern California District Council of Laborers	24.00	Federation of Teachers No. 1694	65.98
Southern California District Council of Lathers	24.00	MANTECA	
Southern California Joint Board of Amalgamated Clothing Workers	9.00	Carpenters and Joiners No. 1869	46.95
Southern California Printing Specialties and Paper Products Joint Council No. 2	25.00	Sugar Workers No. 177	5.20
Southern California Pipe Trades District Council No. 16	24.00	MARTINEZ	
Southern California Typo- graphical Conference	24.00	Building and Construction Trades Council	24.00
Sportswear and Cotton Gar- ment Workers No. 266	1,392.00	Central Labor Council	24.00
Sprinkler Fitters No. 709	609.00	Carpenters and Joiners No. 2046	505.05
Stage Employees No. 33	496.50	Construction and General Laborers No. 324	3,555.43
State, County and Municipal Employees No. 800	342.72	Contra Costa County Employees No. 1675	255.00
		Electrical Workers No. 302	1,322.40
		Northern California Joint Executive Conference of Electrical Workers	24.00
		Oil, Chemical and Atomic Workers No. 1-5	635.00

CALIFORNIA LABOR FEDERATION

317

Painters and Decorators No. 741	261.00	Carpenters and Joiners No. 1323	904.35
Plumbers and Pipe Fitters No. 159	652.50	Central Labor Council	24.00
Retail Clerks No. 1179	3,777.12	Communications Workers No. 9426	461.18
Typographical No. 597	103.02	Electrical Workers No. 1072	138.43
MARYSVILLE		Fish Cannery Workers of Pacific	153.04
Bartenders and Culinary Alliance No. 715	330.00	Hod Carriers and Common Laborers No. 690	708.12
Central Labor Council	24.00	Hotel, Restaurant Employees and Bartenders No. 483	2,664.20
Communications Workers No. 9429	152.00	Roofers No. 50	130.08
Hod Carriers and General Laborers No. 121	694.29	Seine and Line Fishermen	217.80
Marysville Musicians Protec- tive No. 158	10.72	MONTEREY PARK	
MENLO PARK		Steelworkers No. 1502	1,157.65
Utility Workers No. 160-C	191.79	MOORPARK	
MERCED		Ventura County Federation of College Teachers No. 1828	33.68
Central Labor Council	24.00	MOUNTAIN VIEW	
City and County Employees No. 1285	39.89	Carpenters and Joiners No. 1280	2,235.35
Communications Workers No. 9407	364.16	McCLOUD	
Construction and General Laborers No. 995	434.62	Woodworkers No. 3-64	990.36
Musicians' Protective No. 454	155.00	MORAGA	
MILPITAS		Acalanes Teachers No. 2037....	8.40
Hardwood Floor Layers No. 1861	575.66	NAPA	
MODESTO		Barbers No. 595	93.19
Barbers No. 787	67.60	Bartenders and Culinary Workers No. 753	936.88
Building and Construction Trades Council	24.00	Carpenters and Joiners No. 2114	283.13
Carpenters and Joiners No. 1235	433.94	Hod Carriers and General Laborers No. 371	671.87
Central Labor Council	24.00	Machinists No. 1419	503.95
Chemical Workers No. 190	137.90	Musicians Protective No. 541	76.80
Communications Workers No. 9418	480.80	Napa Federation of Teachers No. 1336	40.36
Culinary Workers and Bartenders No. 542	1,194.90	Plasterers and Cement Finishers No. 766	22.50
Electrical Workers No. 684	508.73	Sonoma State Hospital No. 14	281.62
Glass Bottle Blower No. 17	460.00	United Garment Workers No. 197	794.37
Hod Carriers and General Laborers No. 1130 ..	776.00	NEWARK	
Musicians No. 652	149.82	Barbers No. 516	75.71
Plasterers No. 429	183.84	Chemical Workers No. 62	94.10
Plumbing and Pipe Trades No. 437	384.00	Chemical Workers No. 802	122.96
Sheet Metal Workers No. 495	184.00	Newark Federation of Teachers No. 1804	36.77
Sign and Pictorial Artists No. 1629	50.00	NEW YORK	
Stage Employees No. 564	48.00	National Maritime	870.00
Federation of Teachers No. 1626	4.80	NILES	
Typographical No. 689	121.80	Brick and Clay Workers No. 793	88.14
MONTEREY		Steelworkers No. 3367	585.21
Barbers No. 896	102.02	NORTH FORK	
Building and Construction Trades Council	24.00	Lumber and Sawmill Workers No. 2762	260.19

NORWALK		Gardeners, Florists and	
Chemical Workers No. 748	120.98	Nurserymen No. 1206	194.22
Operative Potters No. 307	93.79	Glass Bottle Blowers No. 2.....	171.00
Rubber Workers No. 158	149.06	Glass Bottle Blowers No. 141....	1,044.00
OAKLAND		Glass Bottle Blowers No. 142....	196.88
Allied Printing Trades Council	24.00	Glass Bottle Blowers No. 155....	574.58
Auto and Ship Painters		Hod Carriers No. 166	738.72
No. 1176	972.00	Industrial Iron and Metal	
Automobile Salesmen No. 1095	948.96	Processing Workers	
Automotive Machinists		No. 1088	377.69
No. 1546	9,396.32	Ink and Roller Makers No. 5....	516.60
Barbers No. 134	706.00	Insurance Workers No. 30	189.15
Bartenders No. 52	1,943.99	Iron Workers No. 378	354.00
Boilermakers No. 10	696.00	Lathers No. 88	278.20
Bricklayers No. 8	348.00	Laundry Workers No. 2	356.90
Building and Construction		Machinists No. 284	3,480.00
Trades Council of		Machinists No. 739	168.00
Alameda County	24.00	Motion Picture Projectionists	
Building Service Employees		No. 169	186.34
No. 18	1,756.89	Northern California Auto	
Butchers No. 120	3,981.73	Machinists Council	24.00
California Conference of		Northern California District	
Machinists	12.00	Joint Council	24.00
California Legislative and		Northern California	
Co-Ordinating Council	24.00	Typographical Conference	24.00
Carpenters and Joiners		Oakland Unified School	
No. 36	2,875.34	Employees No. 257	514.52
Carpenters and Joiners		Office Employees No. 29	3,750.00
No. 1473	334.16	Paint Makers and Allied	
Carpet, Linoleum and		Trades No. 1975	1,426.04
Soft Tile Workers No. 1290 ..	513.00	Peralta Federation of	
Cement Masons No. 594	561.00	Teachers No. 1603	70.24
Cemetery Workers and Greens		Plasterers No. 112	184.00
Attendants No. 322	162.61	Plumbers and Gas Fitters	
Central Labor Council	20.00	No. 444	1,494.00
Cleaning and Dye House		Printing Specialties and Paper	
Workers No. 3009	2,128.08	Products No. 382	1,340.21
Clerks and Lumber		Printing Specialties and Paper	
Handlers No. 939	130.50	Products No. 677	209.23
Communications Workers		Printing Specialties and Paper	
Bay Area Council	30.00	Products No. 678	805.77
Communications Workers		Railway Carmen No. 735	119.88
No. 9490	2,610.00	Railway Clerks No. 1304	221.98
Communications Workers		Retail Food Clerks No. 870	5,724.24
No. 9415	1,207.50	Roofers No. 81	435.00
Construction and General		Rubber Workers No. 64	203.28
Laborers No. 304	5,220.00	Rubber Workers No. 78	202.10
Cooks No. 228	2,530.48	Sheet Metal Workers No. 216....	870.00
Dining Car Cooks and		Shipyard and Marine Shop	
Waiters No. 456	343.44	Laborers No. 886	940.50
District Council of Chemical		Sleeping Car Porters	252.00
Workers No. 2.....	24.00	Steamfitters and Helpers	
District Council of Painters		No. 342	2,250.67
No. 16	26.00	Steelworkers No. 1798	559.74
District Lodge of Machinists		Steelworkers No. 7616	946.94
No. 115	24.00	Street Carmen No. 192	1,740.00
East Bay Municipal District		Teachers No. 771	725.73
Employees No. 444	539.02	Technical Engineers No. 39....	24.67
Electrical Workers No. 595	2,256.80	Theatrical Janitors No. 121	306.39
Electrical Workers No. 1245	14,940.00	Theatrical Stage Employees	
Electronic, Plastic and Metal		No. 107	85.56
Production No. 1518	1,420.00	Typographical No. 36	966.78
		United Telegraph Workers	
		No. 208	353.10

University of California		PANORAMA	
Employees No. 371	254.31	Communications Workers	
Waitresses No. 31	5,525.96	No. 9503	1,105.00
OCEANSIDE		PASADENA	
Oceanside-Carlsbad Teachers		Carpenters and Joiners	
No. 1344	35.24	No. 769	1,244.15
OMO RANCH		Cement Mason No. 923	327.06
Lumber and Sawmill		Hod Carriers No. 439	373.00
Workers No. 2728	148.85	Hotel-Restaurant Employees	
ONTARIO		and Bartenders No. 531	3,952.90
District Council of Machinists		Meat Cutters No. 439	4,649.82
No. 120	18.00	Operative Potters No. 222	96.89
Operative Potters No. 319	280.89	Painters and Decorators	
Machinists No. 821	1,173.16	No. 92	174.00
OREGON		Pasadena Federation of	
Electrical Workers No. 659	174.00	Teachers No. 1050	18.56
ORANGEVALE		Pasadena School District	
San Juan Unified Federation		Employees No. 606	367.17
of Teachers No. 1743	18.48	Plasterers and Cement	
ORO GRANDE		Finishers No. 194	234.38
Cement Workers No. 192	309.30	Typographical No. 583	242.85
OROVILLE		PETALUMA	
Barbers No. 643	48.00	Barbers No. 419	42.75
Bartenders and Culinary		Bartenders and Culinary	
Workers No. 654	770.15	Workers No. 271	490.10
Carpenters and Joiners		Lathers No. 268	69.60
No. 1240	313.55	Machinists No. 1596	491.12
Central Labor Council	24.00	Typographical No. 600	18.24
OXNARD		PITTSBURG	
Barbers No. 959	67.19	Barbers No. 917	438.42
Carpenters and Joiners		Bartenders and Culinary	
No. 2042	735.37	Workers No. 822	1,414.56
Communications Workers		Chemical Workers No. 23	355.84
No. 9575	564.01	Communications Workers	
Steelworkers No. 2029	107.71	No. 9400	65.80
Ventura County Federation		Glass Bottle Blowers No. 160....	409.70
of Teachers No. 1273	20.32	Paper Makers No. 329	282.05
PALM CITY		Plasterers and Cement	
Carpenters and Joiners		Finishers No. 825	290.84
No. 1490	375.58	Steelworkers No. 1440	3,329.13
PALMDALE		Steelworkers No. 4534	27.44
Painters and Decorators		Steelworkers No. 5084	278.64
No. 1793	144.24	PLACERVILLE	
High Desert Teachers		Carpenters and Joiners	
No. 1793	168.80	No. 1992	216.43
PALM SPRINGS		Hotel and Restaurant Workers	
Carpenters and Joiners		No. 793	242.77
No. 1046	36.40	PLEASANT HILL	
Lathers No. 454	35.60	Communications Workers	
Painters and Decorators		No. 9402	496.92
No. 1627	156.89	POMONA	
PALO ALTO		Chemical Workers No. 58	252.80
Carpenters and Joiners		Glass Bottle Blowers No. 34....	332.68
No. 668	1,394.01	Hod Carriers No. 806	1,044.00
Communications Workers		Painters and Decorators	
No. 9409	1,492.00	No. 979	43.20
Painters and Decorators		Plumbers and Steamfitters	
No. 388	542.08	No. 398	1,223.08
Typographical No. 521	396.44	Retail Clerks No. 1428	2,975.60
		Typographical No. 994	347.80
		PORT CHICAGO	
		Chemical Workers No. 25	97.86

OFFICERS' REPORTS

REDDING					
Auto and Machinists No. 1397	465.40		Beauticians No. 508-A	63.63	
Barbers No. 6	142.42		Boilermakers No. 317	265.58	
Building and Construction			Boilermakers No. 513	696.00	
Trades Council of			Carpenters and Joiners		
Northeastern California	18.00		No. 642	1,680.26	
Butchers No. 352	699.86		Communications Workers		
Carpenters and Joiners			No. 9401	90.00	
No. 1599	867.39		Machinists No. 824	2,370.00	
Central Labor Council			Marine Engineers' Beneficial		
Five Counties	24.00		Association	435.00	
Communications Workers			Motion Picture Projectionists		
No. 9419	144.00		No. 560	38.40	
Culinary Workers, Bartenders			Musicians No. 424	223.20	
and Hotel Service			Operative Potters No. 89	241.91	
Employees No. 470	1,772.49		Painters and Decorators		
Electrical Workers No. 442	522.00		No. 560	391.64	
Hod Carriers and Common			Public Employees of Contra		
Laborers No. 961	150.00		Costa County No. 302	287.76	
Lumber and Sawmill			Steelworkers No. 4113	171.57	
Workers No. 2608	263.70		Typographical No. 738	132.02	
Motion Picture Projectionists			RIDGECREST		
No. 739	18.24		Electrical Workers No. 729	19.81	
Musicians No. 113	45.00		Indian Wells Valley		
Northern California District			Metal Trades Council	24.00	
Council of Lumber and			RIVERA		
Sawmill Workers	24.00		Amalgamated Meat Cutters		
Plasterers and Cement			and Butcher Workmen		
Masons No. 805	115.78		No. P-67	537.82	
Retail Clerks No. 1364	1,792.70		RIVERSIDE		
Shasta County Federation of			American Federation of State,		
Teachers No. 1320	37.44		County and Municipal		
Typographical No. 993	64.78		Employees No. 1239	664.64	
United Cement Lime and			Barbers No. 171	158.57	
Gypsum Workers No. 427	105.95		Building and Construction		
REDLANDS			Trades Council	24.00	
Operative Potters No. 214	197.05		Central Labor Council	24.00	
REDONDO BEACH			District Council of Painters	24.00	
Carpenters and Joiners			District Council of Cement,		
No. 1478	1,393.00		Lime and Gypsum Workers		
REDWOOD CITY			No. 3	24.00	
Cement Mill Workers No. 760	190.80		Electrical Workers No. 440	469.69	
Electrical Workers No. 1969	522.00		Hod Carriers and General		
Painters and Decorators			Laborers No. 1184	880.00	
No. 1146	381.80		Machinists No. 1104	308.26	
South San Mateo Peninsula			Painters and Decorators		
Cities, State, County and			No. 286	55.85	
Municipal Employees			Retail Clerks No. 1167	350.00	
No. 756	68.17		Riverside County Federation		
State, County and Municipal			of Teachers No. 1414	51.02	
Employees Council No. 57	24.00		Sheet Metal Workers No. 509	1,073.57	
Teachers No. 1163	235.28		United Cement, Lime and		
REEDLEY			Gypsum Workers No. 48	338.08	
Communications Workers			United Cement, Lime and		
No. 9584	171.64		Gypsum Workers No. 464	55.76	
RESEDA			ROSEVILLE		
Carpenters and Joiners			Carpenters and Joiners		
No. 844	325.05		No. 1147	799.30	
RICHMOND			Electrical Workers No. 1682	237.74	
Barbers No. 508	254.16		SACRAMENTO		
Bartenders and Culinary			Allied Printing Trades Council	12.00	
Workers No. 595	3,563.47		Amalgamated Transit No. 256	315.04	
			American Federation of State,		
			County and Municipal		
			Employees No. 258-A	75.45	

CALIFORNIA LABOR FEDERATION

321

American Federation of State, County and Municipal Employees No. 49	11.00	Steelworkers No. 6849	245.68
Automotive No. 2182	2,434.55	Stereotypers No. 86	37.92
Barbers No. 112	314.70	Teachers No. 31	66.65
Bartenders No. 600	957.62	Theater Employees No. B-66...	94.50
Boilermakers No. 94	431.76	Typographical No. 46	784.95
Bookbinders No. 35	297.60	Union of State Employees No. 411	106.00
Building and Construction Trades Council No. C-84	59.00	Waiters and Waitresses No. 561	1,740.07
Building Service Employees No. 22	210.00	STATE EMPLOYEES	
Butchers No. 498	3,252.68	Patton State Hospital No. 128	373.38
California Department of Industrial Relations No. 1031	7.50	Napa State Hospital No. 174...	154.07
California State Federation of Teachers	24.00	Department of Corrections No. 179	127.26
Carpenters and Joiners No. 586	277.95	Agnews State Hospital No. 247	135.41
Carpet, Linoleum and Tile Workers No. 1237	468.75	Nelles School for Boys No. 479	30.29
Cement Finishers No. 582	696.00	Stockton State Hospital No. 513	75.55
Central Labor Council	24.00	Mendocino State Employees No. 519	188.03
Communications Workers No. 9421	1,566.00	Fairview State Hospital No. 887	283.09
Communications Workers Central Area Council	26.00	California Labor Commissioner No. 975	61.32
Communications Workers Council District No. 9.....	21.00	California State Employees No. 1406	82.72
Construction and General Laborers No. 185	3,800.00	State, County and Municipal Employees No. 1492	334.48
Cooks No. 683	1,138.80	Pacific State Hospital No. 1515	589.64
County Employees No. 146	316.00	State Employees No. 1676	52.72
District Council of Carpenters Electrical Workers No. 340	18.00 435.00	SALINAS	
Federation of Teachers No. 1891	15.47	Amalgamated Meat Cutters and Butcher Workmen No. P-78-A	1,869.17
Hod Carriers No. 262	219.00	Barbers No. 827	132.96
Iron Workers No. 118	1,197.00	Carpenters and Joiners No. 925	870.00
Jewelry Workers No. 112	62.00	Communications Workers No. 9425	464.80
Lathers No. 109	132.20	Hod Carriers and Common Laborers No. 272	306.21
Machinists No. 33	408.28	Hotel and Restaurant Employees No. 355	369.46
Millmen No. 1618	63.35	Mechanics and Machinists No. 1824	434.58
Miscellaneous Employees No. 393	1,771.88	Monterey Bay Area Typographical No. 651	224.37
Motion Picture Machine Operators No. 252	118.08	Printing Pressmen No. 328	95.69
Musicians No. 12	435.00	Retail Clerks No. 839	1,417.23
Painters No. 487	978.12	Rubber Workers No. 726	1,306.48
Plasterers No. 295	84.00	Teachers No. 1020	281.75
Plumbers and Steamfitters No. 447	551.75	SAN ANDREAS	
Printing Pressmen No. 60	253.50	Carpenters and Joiners No. 386	256.92
Printing Specialties and Paper Converters No. 460	106.37	United Cement, Lime and Gypsum Workers No. 57	435.30
Railway Carmen No. 1344	124.08	SAN BERNARDINO	
Retail Clerks No. 588	1,880.00	Barbers No. 253	175.42
Roofers No. 47	215.02	Boilermakers No. 232	92.80
Sacramento Newspaper Guild No. 92	584.57		
Sheet Metal Workers No. 162....	846.53		
Stage Employees No. 50	71.02		
State Building and Construction Trades Council	24.00		

Carpenters and Joiners		County and Municipal	
No. 944	1,367.10	Employees No. 127	1,117.85
Central Labor Council	30.00	Culinary Alliance and Hotel	
County Employees No. 122	1,638.41	Service Employees No. 402 ..	5,030.69
Culinary Workers and		District Council of Carpenters	
Bartenders No. 535	2,010.19	San Diego County	24.00
District Council of Carpenters		Electrical Workers No. 465	1,001.00
and Joiners	24.00	Electrical Workers No. 569	2,794.44
Electrical Workers No. 477	928.20	Fire Fighters Association	
Electrical Workers No. 543	504.00	No. 145	984.89
Electrical Workers No. 848	328.69	Fish Cannery Workers of the	
Hod Carriers and Laborers		Pacific	2,112.00
No. 783	1,488.00	Furniture Workers No. 577	55.76
Lathers No. 252	186.25	Greater Grossmont	
Machinists No. 214	316.00	Federation of Teachers	
Machinists No. 1047	342.02	No. 1930	93.88
Motion Picture Machine		Grossmont College	
Operators No. 577	68.34	Federation of Teachers	
Musicians No. 167	194.00	No. 1934	39.40
Painters and Decorators		Hod Carriers and Construction	
No. 775	419.46	Laborers No. 89	4,980.00
Plasterers and Cement		Iron Workers No. 627	3,860.77
Finishers No. 73	286.05	Machinists Silvergate District	
Plumbers and Steamfitters		Council #50	24.00
No. 364	1,026.00	Machinists No. 1125	861.30
Printing Pressmen No. 138	104.40	Machinists No. 755	2,583.90
Railway Carmen No. 842	24.00	Machinists No. 685	1,244.10
Stage Employees No. 614	41.36	Machinists No. 389	957.00
Steelworkers No. 4765	315.20	Machinists No. 1960	52.32
SAN BRUNO		Machinists No. 2193	1,244.10
Air Transport Employees		Machinists No. 2215	2,488.20
No. 1781	8,700.00	Machinists No. 2218	142.68
Transport Workers No. 505	348.00	Machinists No. 2392	24.00
SAN DIEGO		Mailers No. 75	79.11
Allied Printing Trades		Motion Picture Projectionists	
Council	24.00	No. 297	213.84
Barbers No. 256	321.75	Musicians Association No. 325	497.00
Bindery Workers No. 40	104.40	Newspaper Printing Pressmen	
Bridgemen No. 229	299.25	No. 48	151.22
Building and Construction		Office Employees No. 139	213.71
Trades Council	24.00	Palomar College Teachers	
Building Service Employees		Guild No. 1935	31.52
No. 102	282.00	Plasterers and Cement	
Bus Drivers Amalgamated		Finishers No. 346	589.93
Transit No. 1309	611.04	Printing Pressmen No. 140	102.70
Butchers and Meat Cutters		Retail Clerks No. 1222	1,366.35
No. 229	3,132.00	San Diego Newspaper Guild	
Cab Drivers No. 101	1,067.72	No. 95	925.54
California Musicians		San Diego County	
Conference	12.00	Federation of Teachers	
Carpenters and Joiners		No. 1278	124.98
No. 1296	2,116.84	San Diego State	
Carpenters and Joiners		Federation of Teachers	
No. 1571	1,271.73	No. 1407	219.42
Carpenters and Joiners		San Diego Community College	
No. 2020	1,623.47	Guild	96.92
Carpet, Linoleum and		San Diego Federation of	
Resilient Tile Workers		Teachers No. 370	234.65
No. 1711	348.00	San Diego Federation of	
San Diego-Imperial Counties		Teachers No. 1933	51.92
Labor Council	24.00	Sheet Metal Workers No. 206 ..	721.50
Clothing Workers No. 288	117.00	Shinglers No. 553	66.40
Communications Workers		Shipwrights, Boatbuilders and	
No. 9509	1,948.51	Caulkers No. 1300	1,338.29
		Stereotypers No. 82	80.94

CALIFORNIA LABOR FEDERATION

323

Sweetwater Federation of Teachers No. 1932	55.66	American Guild of Variety Artists	256.00
Theatrical Stage Employees No. 122	62.66	American Radio Association	660.00
Typographical No. 221	760.66	Apartment, Motel, Hotel and Elevator Operators No. 14	585.00
United Telegraph Workers No. 150	138.00	Asbestos Workers No. 16	452.40
Waiters and Bartenders No. 500	1,398.41	Asbestos Workers No. 29	58.00
UNITED TRANSPORTATION UNION		Associates, Aides, Assistants No. 1928	4.48
California State Legislative Board of Locomotive Firemen and Enginemen	24.00	Automotive Machinists No. 1305	4,251.88
Locomotive Firemen and Enginemen No. 31	154.06	Bakers No. 24	2,610.00
Locomotive Firemen and Enginemen No. 32	203.42	Barbers and Beauticians No. 148	1,870.00
Locomotive Firemen and Enginemen No. 99	102.32	Bartenders No. 41	4,517.51
Locomotive Firemen and Enginemen No. 100	177.10	Bay Cities Metal Trades Council	24.00
Locomotive Firemen and Enginemen No. 47	106.92	Bay Counties District Council of Carpenters	24.00
Locomotive Firemen and Enginemen No. 241	80.57	Bay District Joint Council Building Service Employees	24.00
Locomotive Firemen and Enginemen No. 312	72.01	Bill Posters and Billers No. 44	16.60
Locomotive Firemen and Enginemen No. 710	105.15	Boilermakers No. 6	1,152.00
Locomotive Firemen and Enginemen No. 327	74.58	Bookbinders and Binderyworkers of Northern California No. 3	800.22
Locomotive Firemen and Enginemen No. 1026	76.52	Building and Construction Trades Council	24.00
Locomotive Firemen and Enginemen No. 672	9.29	Building Service Employees No. 87	1,128.00
Locomotive Firemen and Enginemen No. 1115	67.03	Butchers No. 115	6,097.50
Locomotive Firemen and Enginemen No. 1584	48.35	Butchers No. 508	1,657.69
Locomotive Firemen and Enginemen No. 794	9.95	California Allied Printing Trades Conference	24.00
Locomotive Firemen and Enginemen No. 795	75.80	California Musicians Conference	12.00
Locomotive Firemen and Enginemen No. 1207	109.86	California Pipe Trades Council	24.00
Locomotive Firemen and Enginemen No. 817	23.32	California State Council of Carpenters	24.00
Locomotive Firemen and Enginemen No. 1662	38.95	California State Council of Lumber and Sawmill Workers	24.00
Locomotive Firemen and Enginemen No. 1674	112.18	California State Council of Retail Clerks #2	24.00
Locomotive Firemen and Enginemen No. 1791	38.31	California State Theatrical Federation	24.00
Locomotive Firemen and Enginemen No. 566	15.64	Candy and Glace Fruit Workers No. 158	870.00
SAN FRANCISCO		Carpenters and Joiners No. 22	3,480.00
Allied Printing Trades Council	24.00	Carpenters and Joiners No. 483	1,876.25
Amalgamated Transit No. 1225	2,610.00	Carpet and Linoleum Layers No. 1235	731.88
American Federation Television and Radio Artists	596.82	Cement Finishers No. 580	447.50
Amalgamated Transit Workers No. 1471	875.00	Central California District Council of Lumber and Sawmill Workers	24.00
		Central Labor Council	24.00
		Chemical Workers No. 466	83.66
		City and County Employees No. 400	940.00

City and County Employees No. 747	39.20	Mailers No. 18	510.00
Civil Service Building Maintenance Employees No. 66-A	1,089.99	Marine Cooks and Stewards	8,700.00
Cleaning and Dye House Workers No. 3010	1,163.50	Marine Engineers Beneficial Association of the Pacific Coast	1,770.00
Cloakmakers No. 8	1,038.00	Marine Engineers Beneficial Association District #2	537.00
Clothing Workers No. 42	75.00	Marine Firemen	3,540.00
Communications Workers No. 9410	5,752.31	Marine Staff Officers	348.00
Communications Workers No. 9470	179.00	Masters, Mates and Pilots No. 40	181.73
Construction and General Laborers No. 261	5,069.00	Masters, Mates and Pilots No. 89	48.00
Cooks No. 44	5,034.00	Masters, Mates and Pilots No. 90	2,088.00
Dental Technicians of Northern California No. 99 ..	140.50	Military Sea Transport	1,162.00
District Council of Iron Workers	24.00	Miscellaneous Employees No. 110	3,309.55
District Council of Painters #8 Dressmakers No. 101	15.00 1,729.52	Molders and Foundry Workers No. 164	581.75
Electrical Workers No. 6	1,392.00	Mortuary Employees	123.93
Electrical Workers No. 689	127.44	Motion Picture Projectionists No. 162	265.92
Elevator Constructors No. 8 ...	265.50	Musicians No. 6	2,610.00
Film Exchange Employees No. B-17	72.66	National Broadcast Employees No. 51	272.00
Film Exchange Employees No. F-17	118.87	Newspaper Guild No. 52	2,277.00
Fire Fighters of San Francisco No. 798	2,954.61	Northern California District Council of Laborers	24.00
Furniture Workers No. 262	1,159.11	Northern California Joint Board of Amalgamated Clothing Workers	12.00
Garment Cutters No. 45	75.28	Office Employees No. 3	1,407.36
Glaziers and Glass Workers No. 718	661.20	Operating Engineers No. 3	19,842.80
Government Employees No. 922	37.72	Operating Engineers No. 39 ...	2,370.00
Government Employees No. 1466	18.00	Optical Technicians No. 505 ...	70.50
Granite Cutters	99.60	Painters and Decorators No. 4	1,874.28
Hospital and Institutional Workers No. 250	564.00	Pattern Makers Association ...	261.00
Hotel and Club Service Workers No. 283	5,026.64	Pile Drivers No. 34	870.00
Industrial Carpenters No. 2565	500.00	Plasterers No. 66	332.98
Inland Boatmen's Union of the Pacific	564.10	Plumbers and Pipe Fitters No. 38	4,651.96
Insurance Workers No. 73	127.80	Post Office Clerks No. 2	1,599.20
Iron Workers No. 377	348.00	Printing Specialties and Paper Converters No. 362	1,680.01
Iron Workers No. 790	2,002.20	Professional and Technical Engineers No. 17	247.66
Jewelry Workers No. 36	249.00	Railway Clerks No. 248	155.95
Labor Department No. 2391 ...	23.60	Retail Department Store Employees No. 1100	10,335.59
Ladies Garment Cutters No. 213	216.55	Retail Grocery Clerks No. 648	5,455.36
Leather and Novelty Workers No. 31	174.00	Retail Shoe and Textile Salesmen No. 410	1,620.68
Lithographers and Photo Engravers No. 8	659.00	Roofers No. 40	630.90
Local Joint Executive Board of Culinary Workers, Bartenders and Hotel Service Workers	24.00	Sailors Union of the Pacific	9,279.42
Machinists No. 68	4,911.58	Sausage Makers No. 203	1,032.18
Machinists Production Workers No. 1327	3,489.04	Scrap Iron, Metal, Salvage and Waste Material Workers No. 965	227.21
		Seafarers, Atlantic and Gulf District	1,152.00
		Sheet Metal Workers No. 104 ..	870.00

CALIFORNIA LABOR FEDERATION

325

Ship Painters No. 961	216.75	Cement Masons No. 25	758.65
Sign and Pictorial Painters		Central Labor Council	24.00
No. 510	382.80	Chemical Workers No. 294	192.45
Sprinkler Fitters No. 483	312.50	City Employees No. 1058	56.13
State Conference of Operating		Clothing Workers No. 108	7.50
Engineers	24.00	College Council-California	
State, County and Municipal		Federation of Teachers	7.00
Employees No. 1569	142.88	Communications Workers	
Steelworkers No. 1069	180.00	No. 9423	1,651.00
Steelworkers No. 1684	1,081.63	Construction and General	
Stereotypers and		Laborers No. 270	3,945.83
Electrotypers No. 29	452.28	District Council of Carpenters	24.00
Teachers No. 61	2,069.92	District Council of Painters	24.00
Teachers No. 1119	153.78	Electrical Workers No. 332	624.00
Theatrical Employees No. B-18	697.56	Electronics No. 547	295.74
Theatrical Janitors No. 9	129.00	Glass Bottle Blowers	
Theatrical Stage Employees		Association No. 267	246.27
No. 16	178.56	Golden Gate District Council of	
Theatrical Wardrobe		Lathers	24.00
Attendants No. 784	76.80	Hod Carriers No. 234	468.32
Transport Workers No. 250-A	1,790.00	Hotel, Restaurant and Hotel	
Tri-State Council California,		Service Employees No. 180	9,047.04
Arizona and Nevada	24.00	I. U. Electrical Workers	
Typographical No. 21	2,795.98	No. 1507	296.71
Union Label Section	24.00	Lumber and Sawmill Workers	
United Garment Workers		No. 3102	136.08
No. 131	1,086.03	Machinists No. 504	4,153.89
United Industrial Workers of		Machinists No. 562	3,308.45
North America	158.20	Machinists No. 565	2,129.45
United Telegraph Workers		Millmen No. 262	1,883.34
No. 34	1,392.00	Motion Picture Projectionists	
United Transportation-		No. 431	55.08
Enginemen Council	24.00	Musicians No. 153	87.00
Upholsterers No. 28	348.00	Newspaper Guild No. 98	742.51
Upholsterers No. 3	438.48	Painters and Decorators	
Waiters No. 30	6,112.05	No. 507	1,329.45
Waitresses No. 48	7,510.08	Plasterers No. 224	268.20
Watchmakers No. 101	348.00	Plumbers No. 393	410.00
Web Pressmen No. 4	1,153.70	Police Department Employees	
Welders No. 1330	488.01	No. 170	145.81
Western Conference of		Printing Specialties and Paper	
Bookbinders	12.00	Products No. 609	157.73
Western Conference of		Printing Specialties and Paper	
Specialty Unions	24.00	Products No. 659	229.42
Western Federation of		Printing Specialties and Paper	
Butchers	24.00	Products No. 777	1,171.54
Western Graphic Arts No. 14...	2,300.52	Retail Store Employees	
Window Cleaners No. 44	284.00	No. 428	9,939.09
Wood, Wire and Metal Lathers		Roofers No. 95	332.80
No. 65	241.39	Santa Clara County	
		Federation of Teachers	
SAN GABRIEL		No. 957	2.64
Rubber Workers No. 829	61.36	Santa Clara County Probation	
		Department No. 1587	322.64
SAN JOSE		Service Employees No. 77	982.00
Allied Printing Trades		Sheet Metal Workers No. 309	729.62
Council No. C-125	24.00	Stereotypers and Electrotypers	
Auto Mechanics No. 1101	3,143.82	No. 120	115.09
Bartenders No. 577	1,599.07	Street Carmen No. 265	174.00
Bricklayers No. 10	174.00	Teachers No. 1362	300.10
Building and Construction		Theatrical Stage Employees	
Trades Council	24.00	No. 134	42.56
Butchers No. 506	4,355.89	Typographical No. 231	696.00
California State Council of		Utility Workers No. 259	286.95
Lathers	24.00	West Valley Federation of	
Carpenters and Joiners No. 316	3,893.00	Teachers No. 1953	29.76

SAN JUAN BAUTISTA

United Cement, Lime and
Gypsum Workers No. 148 209.45

SAN LEANDRO

Chemical Workers No. 733 54.21
Glass Bottle Blowers No. 85 348.00
Electrical Workers No. 2131 348.00
Musicians No. 510 94.08
Teachers No. 1285 61.47
Teachers No. 1440 42.68

SAN LUIS OBISPO

Barbers No. 767 57.04
Carpenters and Joiners
No. 1632 704.04
Central Labor Council 24.00
Communication Workers
No. 9424 252.00
Construction and General
Laborers No. 1464 261.00
Electrical Workers No. 639 174.00
Motion Picture Machine
Operators No. 762 46.08
Musicians Protective No. 305 .. 318.08
Painters and Decorators
No. 1336 28.80
Plumbers and Steamfitters
No. 403 163.00
Steelworkers No. 5766 52.50

SAN MATEO

Bartenders and Culinary
Workers No. 340 9,042.00
Building and Construction
Trades Council 24.00
Building Service Employees
No. 81 499.55
California State Conference of
Painters 24.00
Carpenters and Joiners
No. 162 1,828.74
Cement Finishers No. 583 30.00
Central Labor Council 24.00
Communications Workers
No. 9430 696.00
Construction and General
Laborers No. 389 1,713.65
County Employees of
San Mateo No. 829 2,088.48
Electrical Workers No. 617 174.00
Hod Carriers No. 97 6.00
Horseshoers No. 11 34.56
Lathers No. 278 26.88
Laundry Workers No. 143 522.00
Machinists No. 1414 272.00
Paint, Varnish and Lacquer
Makers No. 1053 714.91
Painters and Decorators
No. 913 561.80
Plasterers No. 381 90.90
Plumbers No. 467 411.00
Retail Clerks No. 775 2,436.72
Sheet Metal Workers No. 272 88.00
Theatrical Stage Employees
No. 409 152.25

SAN PABLO

Contra Costa College
Federation of Teachers
No. 1754 14.08

SAN PEDRO

Auto Machinists No. 1484 902.74
Bartenders No. 591 548.59
Beauticians No. 881-A 74.68
Carpenters and Joiners
No. 1140 1,137.73
Chemical Workers No. 53 52.76
Hotel, Restaurant,
Cafeteria and Motel
Workers No. 512 2,336.84
Lathers No. 366 53.28
Lumber and Sawmill Workers
No. 1407 830.00
Marine and Shipbuilding
Workers No. 9 358.00
Masters, Mates and Pilots
No. 18 131.56
Pile Drivers No. 2375 280.00
Plasterers and Cement
Finishers No. 838 531.30
Retail Clerks No. 905 1,790.15
Seine and Line Fishermen 522.00
Shipyard Laborers No. 802 2,425.29
Steelworkers No. 5303 216.01
Typographical No. 862 179.92

SAN RAFAEL

Barbers No. 582 243.87
Bartenders and Culinary
Workers No. 126 2,080.41
Building and Construction
Trades Council 24.00
Central Labor Council Marin
County 24.00
Communication Workers
No. 9404 695.31
Hod Carriers and General
Laborers No. 291 864.00
Machinists No. 238 1,026.00
Novato Federation of Teachers
No. 1986 8.32
Painters and Decorators No. 83 415.19
Plasterers and Cement
Finishers No. 355 174.00
Retail Clerks No. 1119 1,878.49
Teachers No. 1077 171.42
Theatrical Stage and Motion
Picture Operators No. 811 21.66

SANTA ANA

Barbers No. 549 136.46
Building and Construction
Trades Council 24.00
Carpenters and Joiners
No. 1815 3,377.97
Central Labor Council 24.00
Chemical Workers No. 66 306.71
Communications Workers
No. 9510 2,504.32
District Council of
Carpenters 24.00
Electrical Workers No. 441 1,349.76

CALIFORNIA LABOR FEDERATION

327

Electrical-Electronic Workers No. 2125	1,292.48	Leather Workers No. L-122	289.89
Glass Bottle Blowers No. 81	715.48	Machinists and Mechanics No. 1983	15.92
Hod Carriers and General Laborers No. 652	2,800.00	Musicians Protective No. 346 ..	24.00
Lathers No. 440	371.52	Painters and Decorators No. 1026	206.48
Musicians No. 7	174.00	Santa Cruz County Central Labor Council	24.00
Painters and Decorators No. 686	1,064.94	SANTA MARIA	
Plumbers and Steamfitters No. 582	522.00	Barbers No. 941	48.00
Printing Pressmen No. 166	48.00	Carpenters and Joiners No. 2477	486.14
Rubber Workers No. 639	520.08	Central Labor Council	24.00
Sugar Workers No. 175	301.02	Chemical Workers No. 224	60.08
Theatrical Stage Employees No. 504	208.20	Communications Workers No. 9581	486.37
Typographical No. 579	256.50	Construction and General Oil Field Laborers No. 1222	469.60
SANTA BARBARA		Culinary Workers and Bartenders No. 703	2,064.55
Barbers No. 832	25.00	Oil, Chemical and Atomic Workers No. 534	129.99
Building and Construction Trades Council	24.00	SANTA MONICA	
Carpenters and Joiners No. 1062	1,326.25	Carpenters and Joiners No. 1400	1,693.57
Central Labor Council	24.00	Communications Workers No. 9574	1,862.99
Chemical Workers No. 404	61.92	Culinary Workers and Bartenders No. 814	9,324.93
Communications Workers No. 9576	766.84	Meat Cutters No. 587	1,392.00
Construction and General Laborers No. 591	845.93	Painters and Decorators No. 821	93.35
Culinary Alliance and Bartenders No. 498	2,061.28	Plumbers No. 545	884.89
District Council of Painters	24.00	Printing Pressmen No. 429	41.58
Electrical Workers No. 413	850.50	State Council Culinary Workers, Bartenders, and Hotel Service Employees	24.00
Lathers No. 379	76.16	Retail Clerks No. 1442	1,606.07
Meat Cutters No. 556	1,274.84	Santa Monica Municipal Employees Association No. 423	134.16
Musicians Protective Association No. 308	477.90	Typographical No. 875	40.80
Plasterers and Cement Finishers No. 341	172.44	SANTA ROSA	
Plumbers and Steamfitters No. 114	325.67	Bartenders and Culinary No. 751	1,395.50
Post Office Clerks No. 264	138.30	Carpenters and Joiners Workers No. 770	1,303.26
Printing Pressmen No. 426	39.21	Boot and Shoe Workers No. 446 ..	267.11
Sheet Metal Workers No. 273 ..	485.83	Building and Construction Trades Council	24.00
Theatrical Stage Employees and Motion Picture Operators	42.24	Butchers No. 364	1,074.46
SANTA CLARA		Central Labor Council	24.00
California State Council of Roofers	24.00	Electrical Workers No. 551	444.00
Glass Bottle Blowers No. 262 ..	570.60	Hod Carriers and Laborers No. 139	785.69
Santa Clara Municipal Employees No. 107	230.69	Motion Picture Machine Operators No. 420	37.44
United Cement Lime and Gypsum Workers No. 334	164.60	Musicians No. 292	72.00
SANTA CRUZ		Retail Clerks No. 1532	2,022.87
Barbers No. 891	68.80	SANTA SUSANA	
Carpenters and Joiners No. 829	61.20	Simi Federation of Teachers No. 1773	52.46
Communications Workers No. 9428	258.00	SAUGUS	
Construction and General Laborers No. 283	331.12	Glass Bottle Blowers No. 69 ...	602.16

SHERMAN OAKS
Hotel, Motel, Restaurant and
Bartenders No. 694

5,540.64

SHINGLE SPRINGS
United Cement, Lime and
Gypsum Workers No. 417

109.34

SOUTH GATE
I. U. Electrical Workers
No. 1502

127.32

Rubber Workers No. 100

1,581.04

Utility Workers No. 283

107.08

SPRECKELS
Sugar Workers No. 180

582.89

STOCKTON
Amalgamated Transit No. 276
Automotive Machinists No. 428

112.80

1,044.00

Barbers No. 312

172.68

Bartenders No. 47

800.91

Boilermakers No. 749

800.00

Box Makers No. 3088

755.86

Building and Construction
Trades Council

24.00

Building Service Employees
No. 24

46.00

Butchers No. 127

2,310.23

Carpenters and Joiners
No. 266

364.00

Cement Finishers No. 814

174.00

Central Labor Council

24.00

Communications Workers
No. 9417

927.42

County Employees No. 183

24.00

Culinary Alliance No. 572

2,641.96

Delta College Federation of
Teachers No. 1486

52.69

Electrical Workers No. 591

192.00

Hod Carriers and Common
Laborers No. 73

1,305.00

Machinists No. 364

1,301.10

Motion Picture Projectionists
No. 428

44.11

Municipal Employees No. 102 ..

93.75

Musicians No. 189

342.00

Plasterers No. 222

9.85

Plumbers and Steamfitters
No. 492

287.40

Retail Clerks No. 197

255.00

Sheet Metal Workers No. 283 ..

174.00

State, County and Municipal
Employees No. 1577

73.88

Steelworkers No. 7019

162.40

Steelworkers No. 6279

20.00

Stockton Federation of
Teachers No. 1287

107.30

Stockton Newspaper Guild
No. 100

235.04

Theatrical Stage Employees
No. 90

32.58

Typographical No. 56

235.40

United Brick and Clay
Workers No. 528

52.00

Utility Workers No. 160

75.16

SUNNYVALE

Barbers No. 498

98.92

Missile and Electronics
No. 2230

192.48

Theatrical Stage and Motion
Picture Operators No. 796 ...

37.44

SUN VALLEY

Rubber Workers No. 621

422.14

SUSANVILLE

Barbers and Beauticians
No. 311

48.00

TAFT

Barbers No. 869

48.00

Communications Workers
No. 9477

5.84

Oil, Chemical and Atomic
Workers No. 1-6

440.47

Utility Workers No. 289

11.61

TEHACHAPI

United Cement, Lime and
Gypsum Workers No. 52

457.96

TEMPLE CITY

Federation of Teachers
No. 1791

6.00

TERMINAL ISLAND

United Cannery and
Industrial Workers of the
Pacific

6,268.74

TORRANCE

Boilermakers No. 718

7.05

Chemical Workers No. 138

133.95

Chemical Workers No. 598

80.31

El Camino College
Federation of Instructors
No. 1388

55.98

Operative Potters No. 218

364.37

Rubber Workers No. 146

121.59

Rubber Workers No. 817

12.48

Steelworkers No. 2586

2.65

Torrance Municipal
Employees No. 1117

359.64

Torrance School Employees
No. 1101

270.44

TRACY

Glass Bottle Blowers No. 177 ..

264.40

Sugar Workers No. 181

387.67

TRINIDAD

Loggers No. 3006

779.22

TUSTIN

Rubber Workers No. 510

398.16

UKIAH

Central Labor Council

24.00

Communications Workers
No. 9420

304.58

North Coast Counties District
Council of Carpenters

24.00

UNION CITY

Teachers No. 1657

32.69

VALLEJO

American Federation of Grain
Millers No. 71

191.12

CALIFORNIA LABOR FEDERATION

329

Asbestos Workers No. 70	48.96	Ventura Typographical	
Barbers No. 335	255.80	No. 909	139.30
Building and Construction			
Trades Council	24.00	VICTORVILLE	
Butchers and Meat Cutters		United Cement, Lime and	
No. 532	1,505.10	Gypsum Workers No. 49	472.53
Carpenters and Joiners		United Cement, Lime and	
No. 180	1,302.49	Gypsum Workers No. 365 ...	151.36
Central Labor Council	39.00		
Communications Workers		VISALIA	
No. 9411	719.75	Carpenters and Joiners	
Culinary Workers and		No. 1109	438.75
Bartenders No. 560	1,150.98	Central Labor Council	24.00
Electrical Workers No. 180	412.00	Communications Workers	
Hod Carriers and General		No. 9406	713.70
Laborers No. 326	765.68	Hod Carriers and General	
Lathers No. 302	25.43	Laborers No. 1060	263.40
Machinists No. 1492	278.40	Stage Employees and Motion	
Mare Island Navy Yard Metal		Picture Operators No. 605 ...	28.14
Trades Council	18.00	Typographical No. 519	69.60
Musicians No. 367	130.50		
Painters and Decorators		VISTA	
No. 376	321.90	Carpenters and Joiners	
Plasterers and Cement		No. 2078	1,245.32
Finishers No. 631	59.60		
Plumbers No. 343	301.60	WALNUT	
Retail Clerks No. 373	2,733.50	Operative Potters No. 223	322.84
Sheet Metal Workers No. 75 ...	420.48		
Shipwrights, Joiners and		WALNUT CREEK	
Shipbuilders No. 1068	115.25	Steelworkers No. 5450	53.20
Teachers No. 827	89.12		
Theatrical Stage Employees		WATSONVILLE	
No. 241	72.00	Barbers No. 749	36.24
Typographical No. 389	168.30	Brick and Clay Workers	
		No. 998	224.48
VAN NUYS		Carpenters and Joiners	
Carpenters and Joiners		No. 771	364.00
No. 1913	2,862.50	Lathers No. 122	55.44
Chemical Workers No. 805	196.14	Machinists and Mechanics	
Industrial No. 1662	503.60	No. 1939	52.64
Painters and Decorators		Railway Carmen No. 765	57.66
No. 1595	870.00	Santa Cruz County	
Post Office Clerks No. 1159 ...	261.00	Building and Construction	
		Trades Council	27.00
VENTURA		Theatrical Stage Employees	
Barbers No. 912	115.79	No. 611	76.00
Building and Construction			
Trades Council	24.00	WEED	
Central Labor Council	24.00	Lumber and Sawmill Workers	
District Council of		No. 2907	1,526.73
Carpenters	24.00		
Electrical Workers No. 952	723.00	WEIMAR	
Hod Carriers and General		Weimar Sanatorium Employees	
Laborers No. 585	2,196.50	No. 745	254.54
Lathers No. 460	93.90		
Oil, Chemical and Atomic		WESTEND	
Workers No. 120	499.06	Chemical Workers No. 398	228.86
Operating Engineers No. 732 ...	44.52		
Painters and Decorators		WHITTIER	
No. 955	543.93	Steelworkers No. 4511	149.09
Plasterers and Cement		Steelworkers No. 4997	407.76
Finishers No. 741	378.40	Transport Workers No. 518 ...	140.14
Ventura Federation of		Typographical No. 899	92.06
Teachers No. 1981	23.52		
Ventura Municipal Employees		WILMINGTON	
No. 181	86.00	Butchers No. 551	6,389.14
		Inlandboatmen of the	
		Pacific	348.00
		Maritime Trades	
		Department	24.00
		Pulp, Sulphite and Paper Mill	
		Workers No. 341	306.98

OFFICERS' REPORTS

Seafarers, Atlantic and Gulf

District	312.00
Ship Carpenters No. 1335	60.00

WOODLAND

Sugar Workers No. 179	376.91
United Sugar Workers Council	24.00

ZEPHYR COVE

Barbers No. 292	26.00
Sundry	6.00

Total per capita receipts	
and affiliation fees	<u>\$1,199,708.91</u>

CALIFORNIA LABOR FEDERATION, AFL-CIO

DETAIL OF DISBURSEMENTS

for the two-year period ended June 30, 1970

EXECUTIVE SALARIES:

Henning, John F., Secretary-Treasurer	\$ 11,129.30
Pitts, Thos. L., Secretary-Treasurer	70,104.15
Gruhn, Albin J., President	53,229.07
Dias, Manuel, General Vice President	43,819.36

\$ 178,281.88

EXPENSES AND ALLOWANCES—EXECUTIVES:

Henning, John F., Secretary-Treasurer	2,419.75
Pitts, Thos. L., Secretary-Treasurer	10,900.77
Gruhn, Albin J., President	12,200.64
Dias, Manuel, General Vice President	6,148.19
Western Airlines	1,107.77
United Air Lines	3,534.83
Golden Gate Avenue Garage	1,785.90
Atlantic Richfield Company	675.14
Texaco, Inc.	1,285.33
Hotel El Dorado	500.89
Pacific Southwest Airlines	1,349.89
International Hotel	316.18
Van Ness Oldsmobile	140.19
Commonwealth Club	43.00
Hilton Inn	248.98
Hertz System, Inc.	374.25
Palm Springs Spa Hotel	467.11
Mansion Inn	464.87
Amelia's	56.50
Holiday Inn	72.63
Senator Hotel	104.96
Del Webb's TowneHouse	603.11
Sheraton Hotel	604.43
Oreste's	184.66
The Cave	31.85
Hotel Lafayette	76.15
Konocti Harbor Inn	83.21
The Traymore	354.57
Huntington-Sheraton Hotel	49.07
Miscellaneous	116.94

46,301.76

EXPENSES AND ALLOWANCES—

GEOGRAPHICAL VICE PRESIDENTS:

Osslo, Max J.	\$ 1,419.31
Callahan, M. R.	1,406.88
Mendoza, R. S.	1,050.00
Bogdanowicz, A. J.	1,357.20
Dales, John L.	522.85
Cinquemani, J. A.	1,066.85
Larson, K. D.	1,326.77
Wilson, R. M.	551.50
McCulloch, G. A.	1,206.50

CALIFORNIA LABOR FEDERATION

331

Fillippini, Wilbur	1,380.35
Lackey, H. D.	1,471.30
Small, T. A.	1,764.15
Garcia, J. R.	1,094.30
Amadio, Chris	947.25
Dowd, Wm. G.	1,272.25
Jones, Paul L.	1,312.00
Reed, Howard	1,435.00
Lathen, Stanley	1,370.15
Finks, Harry	947.00
Adair, Marvin	951.00
Hansen, Harry	56.74
Green, C. A.	1,260.84
Weisberger, M.	518.29
Groulx, R. K.	935.85
Seymour, Joseph	426.00
Cahill, Leonard	1,125.55

\$ 23,175.88

EXPENSES AND ALLOWANCES— AT-LARGE VICE PRESIDENTS.

Angelo, Joseph	604.00
Hackler, Richard	278.20
Shedlock, Edward T.	799.20
Posner, Jerome	1,280.00
Mazzola, Joseph P.	838.80
O'Malley, E. P.	593.55
Conway, G. J.	1,426.70
Fletcher, Fred D.	666.20
Arywitz, Sigmund	407.85

6,894.50

GENERAL OFFICE SALARIES:

Alverson, Madeline	\$ 13,607.93
Boring, David	22,678.14
Castillo, Greg R.	18,211.73
Chang, Beverly K.	14,984.53
Finks, Harry	36,500.05
Golovin, Judith M.	118.09
Hamilton, Gordon S.	16,960.40
Hines, Charles A., Jr.	18,868.68
Keys, Ferne	7,573.81
King, Bert	15,371.63
Moran, Myrtle	18,131.06
Mullen, Bara	2,115.53
Peevey, Michael	21,722.87
Richard, Vern	15,396.40
Spencer, Margaret	15,727.94
O'Raidy, Ann-Marie	12,694.76
Arrington, Nicholas	24.16
Knab, Christopher	3,023.44
Fagis, Byron	241.60
Shelbourne, James	122.61
Adams, Dallas M.	120.93
Perez, Gustavo	44.52
Henning, John F.	7,500.05
Merrill, Katherine M.	2,271.64
Snow, William G.	2,690.65
Barrett, Douglas W.	577.00
Hood, John C.	74.20
Taylor, Paul S.	2,365.37

\$ 269,719.72

ASSISTANT TO SECRETARY-TREASURER:

Webb, Ernest B.:

Salary	33,995.92
Expenses and allowances	6,141.20
Texaco, Inc.	40.09
Atlantic Richfield Company	1,475.43
Pacific Southwest Airlines	461.83
United Air Lines	211.49
Air California	572.21
Hertz System, Inc.	220.11
Hilton Inn	144.00

43,262.28**ACCOUNTING:**

Lybrand, Ross Bros. & Montgomery	10,960.00
--	-----------

AUTOMOBILE PURCHASES:

Kohlenberg Cadillac, Inc. (1969 Cadillac)	\$ 8,945.00
Less proceeds from trade-in of 1968 Cadillac	(5,145.00)
Kohlenberg Cadillac, Inc. (1970 Cadillac)	9,273.00
Less proceeds from sale of 1969 Cadillac	(5,335.00)
Kohlenberg Cadillac, Inc. (1970 Cadillac)	8,720.08

\$ 16,458.08**AUTOMOBILE MAINTENANCE:**

Standard Oil Company	140.26
Rector Cadillac	123.44
Atlantic Richfield Company	576.06
Golden Gate Avenue Garage	1,377.89
Texaco, Inc.	190.91
Kohlenberg Cadillac, Inc.	270.45

2,679.01**CONFERENCES—GENERAL:**

Finks, Harry	21,958.01
Atlantic Richfield Company	431.01
Texaco, Inc.	1,517.37
Hotel El Dorado	152.20
Western Airlines	30.00
University of California	5.00
E. D. Conklin, Inc.	511.05
United Air Lines	692.67
Press Club	201.50
Peevey, Michael	2,439.74
Keys, Ferne	311.28
Bi Rite Restaurant Supply Co.	9.11
Pacific Southwest Airlines	671.54
Hilton Inn	255.08
Hertz Systems, Inc.	75.71
International Hotel	17.38
Del Webb's TowneHouse	284.46
Moran, Myrtle	608.60
Hines, Charles A., Jr.	175.38
International Labor Press Association	30.00
The McCurry Company	37.17
Henning, John F.	536.76
Palm Springs Spa Hotel	76.80
California Labor Press	50.00
Senator Hotel	45.58
Bancroft-Whitney Company	37.77

31,161.17**CONFERENCES—LABOR EDUCATION:**

Garrett Press	\$ 2,791.68
Sign Art	123.90

CALIFORNIA LABOR FEDERATION

333

Hotel El Dorado	2,091.82
International Business Machines Corporation	84.00
Rostvold, Gerhard N.	229.10
Del Webb's TowneHouse	1,989.91
Somers, Harold M.	171.70
Selvin, David F.	250.00
Woodlake Inn	4,947.24
Zellerbach Paper Company	34.64

\$ 12,713.99

CONTRIBUTIONS:

United Farm Workers Organizing Committee	3,541.06
Bryan Deavers Testimonial Dinner	40.00
Israel Histadrut	475.00
Western States Water and Power Consumers	250.00
Archbishop McGucken Dinner	100.00
Union Label Section Orphans Christmas Party	200.00
Portland Reporter Publishing Company, Inc.	1,000.00
Terry O'Sullivan Testimonial Dinner	350.00
California Council for Health Plan Alternatives	850.00
National Institute on Rehabilitation and Health Services....	200.00
Western Shipbuilding Association	200.00
Association of California Consumers	700.00
South of Market Boys Inc.	72.00
A. Phillip Randolph Dinner	35.00
United Negro College Fund	100.00
LeRoy Woods Retirement Dinner	75.00
Gary Collins Testimonial Dinner	10.00
G. E. Strike Fund	5,000.00
Ralph Clare Testimonial Dinner	40.00
Frank Gomar Retirement Dinner	100.00
James Symes Luncheon	50.00
World Affairs Council of Northern California	25.00
Consumer Federation of America	50.00
Mammoth Lake—Bishop Area Organizing Fund	2,500.00
T. L. Pitts Testimonial Dinner	850.00
Less reimbursements	(10.00)

16,803.06

CONVENTION:

Garrett Press	\$ 23,152.78
Heinrich Specialty Co.	4,380.35
Sacramento Memorial Auditorium	90.00
Transco-Western Envelope	521.75
Keys, Ferne	160.00
Doyle, Rose	220.00
Polletta, Dorothy	220.00
Hines, Charles A., Jr.	300.00
Spencer, Margaret	220.00
Moran, Myrtle	220.00
Castillo, Greg	220.00
Alverson, Madeline	220.00
Boring, David	220.00
Martin, Glenn	200.00
Peevey, Michael	660.00
Stuart-Sauter Co.	54.93
Wobber Brothers	3.73
Ken Harvey—music	395.00
Cash—Convention Committees	7,565.00
Friden Incorporated	172.08
Petty cash—miscellaneous	273.34
Cal-Central Press	8,266.01
Hotel El Dorado	2,640.94
Tom Folck Sound Systems	444.00

OFFICERS' REPORTS

E. D. Conklin, Inc.	3,108.00
A. B. Dick Co.	166.49
International Business Machines Corporation	182.49
Pacific Telephone and Telegraph Company	436.66
Comstock Office Furniture Service	337.67
E. F. Corbin Co.	184.28
King's Services, Inc.	263.25
Haggerty, C. J.	573.30
Blake, Moffitt & Towne	22.45
Honerlah, Earl W.	35.00
City and County of San Francisco	1,000.00
The Charles Company, Inc.	85.00
Refund from Convention Committees	(269.54)

\$ 56,944.96

FURNITURE AND EQUIPMENT:

H. Friedman Company	70.00
Friden Incorporated	256.73
Addressograph Multigraph Corporation	698.99
Burroughs Corporation	486.75

1,512.47

INSURANCE:

Office Employees Insurance Trust Funds	\$ 19,752.84
The Charles Company, Inc.	5,532.00
Office and Technical Employees Welfare Fund	819.34
Office and Professional Employees Trust Funds	667.57
State Compensation Insurance Fund	767.04
International Union Insurance Services	1,228.50
Less refund from Norbert Cronin and Co.	(44.00)

\$ 28,723.29

LEGISLATIVE:

Salaries:	
Barrett, Douglas	20,495.89
DuFrene, Charlene	14,427.16
Davis, Sheldon L.	3,507.59
Duccini, Marcia	487.20
Gray, Charles	1,904.13
Other:	
Legislative Bill Room	2,066.07
Marty & Curry	4.20
Sacramento Answering Service	45.00
Sierra Spring Water Co.	20.23
Sleeper Stationery Co.	71.50
Lebeck's	79.59
Senator Florists	10.50
Senator Hotel	20.00

43,139.06

LEGAL:

Charles P. Scully:	
Retainer	12,000.00
Services rendered and costs advanced	57,879.09

69,879.09

LIBRARY:

National Housing Conference, Inc.	25.00
Western Publishing Company	530.19
California Library Association	20.00
World Affairs Council of Northern California	40.00
Bonanza Inn Book Store	156.96
Congressional Quarterly, Inc.	298.85

CALIFORNIA LABOR FEDERATION

335

Congressional Digest	25.00
Gaylord Bros., Inc.	52.92
International Labor Press Association	50.00
Superintendent of Documents	310.50
AFL-CIO	254.20
The Frontier Press Co.	46.85
International Hospitality Center of the Bay Area	200.00
Bancroft-Whitney Company	921.12
California Council for Health Plan Alternatives	300.00
Sacramento Bee	152.00
Group Research, Inc.	75.00
California Labor Press	50.00
Sacramento Newsletter, Inc	60.50
The Wall Street Journal	90.00
University of California	5.55
Industrial & Labor Relations Review	6.00
Mathew Bender Co.	92.23
McGraw Hill Book Company	624.96
J. Herlings Letter	60.00
Legislative Bill Room	992.15
Group Research Inc.	75.00
The Washington Monthly	10.00
Prentice-Hall Inc.	108.00
New York Times	37.00
Consumer Reports	13.50
California Association of Secondary School Administrators	16.15
Commerce Clearing House	18.64
Department of General Services	64.08
Ayerpress	42.00
Miscellaneous	783.94

\$ 6,608.29

MAINTENANCE:

Addressing Machine Company of California	108.26
Addressing Machine Sale Company	167.73
Pitney-Bowes, Inc.	616.87
Addressograph-Multigraph Corporation	1,838.80
General Office Equipment Co.	175.89
Victor Comptometer Corporation	104.00
Bell's Office Machines	228.35
International Business Machines Corporation	1,879.17
A. B. Dick Co.	70.25
Burroughs Corporation	97.09
Friden Incorporated	344.40
Lebeck's	68.50
Milton H. Graham	102.25
Simplex Time Recorder Co.	53.50
Ward Harris, Inc.	148.00
General Camera Repair	7.50
Addressing Machine Service Center	180.51
Smith Corona Marchant	15.00
Bell Typewriter Company	105.75
Smith Electric Company	32.64
Miscellaneous	22.67

\$ 6,367.13

NEWSLETTERS:

Garrett Press	53,840.98
---------------------	-----------

OFFICE RENTS.

Bonnie Brae—Olympic Building	5,685.00
------------------------------------	----------

Capital Building Company (11th and L Building)	6,814.50	
Baldwin and Howell	59,871.82	
		72,371.32
POSTAGE AND MAILING:		
Postmaster		12,772.00
PRINTING:		
Garrett Press	6,017.09	
Haluska & Wisler	312.90	
The James H. Barry Co.	1,150.19	
		7,480.18
RETIREMENT PLAN CONTRIBUTIONS:		
Office and Professional Employees' Pension Trust Fund....	5,478.94	
Occidental Life Insurance Company	126,186.00	
Western States Office and Professional Employees Pension Fund	399.60	
		132,064.54
RETIREMENT PLAN CONSULTANTS:		
Martin E. Segal Company		5,600.00
SCHOLARSHIPS:		
Sacramento State College—Gale Louie	500.00	
City College of San Francisco—Keith Mobbs	500.00	
Bakersfield College—Carolyn Carrasco	500.00	
Occidental College—Luke Bailey	500.00	
California State College—Kathleen Costa	500.00	
Yale University—Cynthia McCain	500.00	
University of Southern California—Cynthia McDowell	500.00	
Reed College—Peggy Morrison	500.00	
Case Western Reserve University—Arne Pearlstein	500.00	
Pacific College—Marleen Newburn	500.00	
Harvard University—Robert Porter	500.00	
Columbia University—Bruce Wilde	500.00	
San Francisco State College—Ellen Delany	500.00	
Claremont Men's College—Stephen Hartsell	500.00	
University of Washington—Alice Williams	500.00	
Georgetown University—Judith Fitzgerald	500.00	
California Polytechnic College—Howard Sagaser	500.00	
Pomona College—Alan Sonne	500.00	
UNIVERSITY OF CALIFORNIA:		
Mitchell Abbott	500.00	
Brian Bentley	500.00	
Kevin Collins	500.00	
Robert Gonella	500.00	
Phillip Hagopian	500.00	
Norma Hammes	500.00	
Karl Keating	500.00	
Michael King	500.00	
Michael Lai	500.00	
Deloras McKinnon	500.00	
Robert Moore	500.00	
Myra Rutherfordale	500.00	
Scott Smith	500.00	
Marsha Wechsler	500.00	
STANFORD UNIVERSITY:		
Kenneth Flamm	500.00	
Mike Lipson	500.00	
Mason Sacks	500.00	
Peggy Sonnenchein	500.00	
UNIVERSITY OF SAN FRANCISCO:		
Lucy Dielene	500.00	

CALIFORNIA LABOR FEDERATION

337

Margaret Riper	500.00
Janet Scheuerman	500.00
UNIVERSITY OF SANTA CLARA:	
Timothy Lutzweit	500.00
Fred Santana, Jr.	500.00
Amounts Received from participating labor organizations (17,250.00)	

\$ 3,250.00

SERVICES:

National Linen Service	\$ 390.75
Alhambra Water Co.	204.12
Sacramento Answering Services	303.45
Sierra Spring Water Co.	337.46
General Office Equipment	50.00
Pitney-Bowes Company	44.10

\$ 1,329.88

STATIONERY AND SUPPLIES:

Addressograph-Multigraph Corporation	662.53
Aldine Co.	90.88
Blake, Moffitt & Towne	2,053.52
General Office Equipment Co.	96.89
Morgan and Barclay Co., Inc.	2,308.78
Xerox Corporation	4,534.39
Garrett Press	9,696.95
The James H. Barry Co.	5,175.07
Wobber Brothers	58.72
International Business Machines Corporation	649.18
Lebeck's	341.79
Sacramento Answering Service	15.00
Diamond National Corporation	45.25
Martyr and Curry	69.10
Sleeper Stamp and Stationery Co.	449.94
California Association of Secondary School Administrators	425.50
Zellerbach Paper Company	34.10
Miscellaneous	173.15

26,880.74

TAXES:

Assessor, City and County of San Francisco	2,369.77
Internal Revenue Service	15,448.94
Los Angeles County Tax Collector	51.70
Sacramento County Tax Collector	15.94
Department of Human Resources Development	2,430.34

20,316.69

TELEPHONE AND TELEGRAPH.

Pacific Telephone and Telegraph Company	35,481.78
Western Union Telegraph Company	2,398.70

37,880.48

GENERAL EXPENSES:

Bus Express Service	\$ 142.15
Bekins Moving and Storage	931.78
J. Gilmour Flowers	629.57
Stuart-Sauter Co.	168.00
Coffee Equipment Service	22.57
M. J. B. Coffee Company	333.75
Bi Rite Restaurant Supply Co.	616.65

OFFICERS' REPORTS

Sparkies Delivery Service	109.25	
Delivery Service Inc.	2.63	
San Francisco Luggage Co.	27.30	
Burns the Florist	39.66	
Golden Gate Disposal	10.00	
Lebeck's	14.70	
Brodie's	72.77	
Mont Blanc Liquors	74.71	
Gratuities	2,075.00	
Morning Glory Caterers	129.45	
The House of Mirrors	38.80	
Senator Florist	41.75	
Elisa Verreg	100.00	
Cerneys Locksmiths	178.63	
Garrett Press	1,777.11	
United Air Lines	695.10	
B & B Flowers	15.75	
California Labor Press	50.00	
Scholarship Examiners	1,559.46	
Baron's Supplies	54.86	
San Francisco Newspaper Service	21.00	
Los Angeles County Heart Association	25.00	
Marilyn Myers	100.00	
Lin Fa Gardens	137.56	
The Gray Line, Inc.	108.00	
Martin J. Cooney Studio	35.81	
New Sixth Street Market	85.07	
Action Photo Service	162.58	
Sundry purchases and expenses	2,379.15	
		<u>\$ 12,965.57</u>
Total cash disbursements		<u><u>\$1,263,338.00</u></u>

ROLL OF DELEGATES

**This comprises the completed roll of delegates to the
1970 convention of the California Labor Federation, AFL-CIO**

ALHAMBRA

Electrical Utility Wkrs.
No. 47 (421)
A. J. Coughlin, Jr., 421
Communications Wkrs.
No. 9505 (1320)
Robert Rivers, 1320

ANAHEIM

Carpenters No. 2203 (1412)
John H. Tietz, 706
Anthony Ferro, 706

ANTIOCH

Fire Fighters No. 1794 (24)
Samuel L. Golden, 24
Steelworkers No. 6845 (18)
Jerry Ogden, 9
Joseph Angelo, 9

ARCATA

Lumber & Sawmill Wkrs.
No. 2808 (480)
Otha O. Ray, 480

ASHLAND

Fire Fighters No. 1428 (15)
John H. Bigelow, 15

BAKERSFIELD

Bldg. & Const. Trades
Council (2)
H. D. Lackey, 1
Butchers No. 193 (500)
Michael A. Sabol, 250
Eddie A. Pogue, 250
Carpenters and Joiners
No. 743 (1135)
A. V. Geer, 1135
Central Labor Council (2)
Mike Sabol, 1
Vince LaVino, 1
Communications Wkrs.
No. 9416 (391)
Douglas McCutcheon, 196
R. L. Tatum, 195
Hod Carriers & Com.
Laborers No. 220 (836)
Arthur Blinks, 279
Edgar A. Watkins, 279
Manuel V. Ramirez, 278
Hotel & Restaurant Empls.
No. 550 (1143)
Vincent S. La Vino, 572
Mary Cecchini, 571
Retail Clerks No. 137 (852)
Mel Rubin, 852
Transport Wkrs. No. 3005 (80)
F. P. Benson, 40
L. H. Airriess, 40

BALDWIN PARK

U.T.U. R.R. Trainmen
No. 1563 (642)
K. R. Burns, 642

BARSTOW

Machinists No. 706 (292)
Louis W. Jackson, 292
Railway Empls., Barstow Fed.
No. 120 (2)
L. W. Jackson, 1

BELL

Steelworkers No. 3941 (55)
Gerald J. Conway, 28
Charles J. Harding, 27

BERKELEY

Painters No. 40 (251)
Gene Slater, 251
Teachers No. 1078 (366)
Mary Spivey, 366

U. C. Clerical, Technical &

Prof. Empls. No. 1695 (222)
Margy Wilkinson, 111
Kathleen Baird, 111
University Employed Graduate
Students No. 1570 (2)
Stephen Hart, 1
David Rynin, 1

BISHOP

Const. & Gen. Laborers
No. 302 (115)
Ray Mendoza, 58
Al Mendoza, 57

BURBANK

Fire Fighters No. 778 (101)
Charles E. Wiest, 101
U.T.U. R.R. Trainmen
No. 1561 (128)
J. E. Howe, 128

BURLINGAME

Butchers No. 516 (665)
George Harrison, 222
Arnold Montemagni, 222
Edwin F. Michelsen, 221

CANOGA PARK

U.T.U. R.R. Trainmen
No. 1565 (666)
A. B. Bogartz, 666

CASTRO VALLEY

U.T.U. R.R. Trainmen
No. 0239 (320)
K. R. Burns, 320

CHICO

M.P. Projectionists No. 501 (10)
Virginia Davis, 10
Plumbers & Steamfitters
No. 607 (153)
James R. Ryan, 153

CITY OF COMMERCE

Glass Bottle Blowers
No. 224 (150)
Bob Broomfield, 75
Clifford Valenciana, 75

CONCORD

Machinists No. 1173 (869)
Ben Sharpsteen, 869
Teachers, Diablo Valley
Fed. (116)
Kazuo Mori, 58
Joel Brooks, 58

CORONA

Glass Bottle Blowers
No. 192 (194)
John B. Guzzi, 97
Dan Weatherford, 97

DALY CITY

Classified School Empls.
San Mateo Co. No. 377 (438)
Robert Runels, 438
Fire Fighters No. 1879 (17)
Robert Barbanica, 9
Ronald Kuchac, 8
Municipal Empls. No. 919 (71)
Frank Gillis, 71
Teachers No. 1481 (144)
Albert Evenich, 72
Robert Delzell, 72

DAVIS

Steelworkers No. 5261 (13)
Joseph Angelo, 7
Robert Petris, 6

DUNSMUIR

U.T.U. R.R. Trainmen
No. 0694 (148)
K. R. Burns, 148

EL CERRITO

Teachers No. 866 (225)
Betty J. Smith, 113
St. John F. Smith, 112

EL MONTE

Carpenters & Joiners
No. 1507 (1705)
C. A. Ward, 427
Wm. A. Bennett, 426
James W. Drake, 426
Arthur M. Belis, 426
Glass Bottle Blowers No. 39 (255)
Wayne D. Goldsmith, 128
Wesley Bromberg, 127
Hod Carriers No. 1082 (1146)
Joe Luna, 382
Jimmy Montgomery, 382
Isidro Rocha, 382
Painters No. 254 (478)
Paul Gardner, 239
Ben L. Cox, 239
United Transportation Union,
Locomotive Firemen &
Enginemen No. 1674 (67)
H. A. Bliss, 34
W. R. Quinton, 33

EL SEGUNDO

Air Transport Wkrs.
No. 502 (381)
George M. Garland, 381

EMERYVILLE

Steelworkers No. 1304 (805)
Lloyd Ferber, 403
Frank White, 402

ENCINO

U.T.U. R.R. Trainmen
No. 1336 (266)
A. B. Bogartz, 266

EUREKA

Butchers No. 516-Unit 2 (105)
Edwin F. Michelsen, 53
Harold Godfrey, 52
Central Labor Council,
Humboldt Co. (2)
Albin J. Gruhn, 1
Cooks & Waiters No. 220 (449)
Grace L. Shively, 449
Hod Carriers & Com. Laborers
No. 181 (292)
Albin J. Gruhn, 292
Hospital & Inst. Wkrs.
No. 327 (87)
Clarence E. Purnell (87)
Lumber & Sawmill Wkrs.,
Redwood Dist. Council (2)
Leonard Cahill, 1
Plywood & Veneer Wkrs.
No. 2931 (271)
Noel E. Harris, 271
Retail Clerks No. 541 (326)
Doris E. Lowe, 326

FONTANA

Steelworkers No. 5632 (204)
Sylvester Jiannino, 102
Robert Davis, 102

FRESNO

Bakers No. 43 (394)
Harold J. Guyette, 394
Butchers No. 126 (1739)
James R. Whiting, 870
Carl Fuller, 869
Central Labor Council (2)
Bill O'Rear, 1
Classified School Empls.
No. 562 (254)
Bill O'Rear, 254

ROLL OF DELEGATES

Culinary, Bartenders & Hotel
Serv. Empls. No. 62 (1210)
Jack Alexander, 605
Leo Vuchinich, 605

Fire Fighters No. 753 (249)
Kenneth Larson, 249

Fire Fighters, State
Forestry No. 1388 (37)
James R. Dack, 37

Hod Carriers & Com. Laborers
No. 294 (955)
Oscar Lacy, 319
Chester Mucker, 318
Jesse Bernard, 318

Musicians No. 210 (98)
Margaret Bettencourt, 49
Dave Willis, 49

Typographical No. 144 (204)
Robert M. Perkins, 204

U.T.U. R.R. Trainmen
No. 1252 (162)
J. L. Evans, 162

GARDENA
U.T.U. R.R. Trainmen
No. 1544 (276)
A. D. Reilly, 276

GLENDAL
Brick & Clay Wkrs.
No. 774 (663)
Chas. W. Besser, 221
Andre Luttge, 221
George G. Schneider, 221

Brick & Clay Wkrs.
No. 820 (168)
Antonio Sanchez, 84
Edward J. Morales, 84
Painters No. 713 (416)
Robert M. Esch, 208
Willard L. Sward, 208

GLENDORA
U.T.U. R.R. Trainmen
No. 1812 (121)
A. D. Reilly, 121

GRASS VALLEY
Bartenders & Culinary Alliance
No. 368 (426)
Gene Gardiner, 213
Ann Keith, 213

HAWTHORNE
Stove Mounters No. 123-B (287)
Matthew Smith, 144
Richard J. Bacher, 143

HAYWARD
Carpenters & Joiners
No. 1622 (2013)
Walter L. Williams, 336
Kyle Moon, 336
Ants Lillak, 336
Charles Busk, 335
Garland Smith, 335
Noble Whitfield, 335

Communications Wkrs.
No. 9412 (639)
James B. Gordon, Jr. 213
H. C. Cotner, 213
Warren Burke, 213

Culinary Wkrs. & Bartenders
No. 823 (2490)
Joseph Medeiros, 415
Wesley T. Drake, 415
John J. Gillick, 415
Robert Otteson, 415
Leroy Woods, 415
Danny Silva, 415
Glass Bottle Blowers
No. 82 (105)
John J. Moreno, 53
Vaunita D. Maxey, 52

HOLLYWOOD
Actors' Equity Assn. (310)
Edward Weston, 155
Harry Pollard, 155
AFL Film Council (2)
H. O'Neil Shanks, 1

A.F.T.R.A. (1044)
Bill Baldwin, 522
Claude L. McCue, 522
American Guild of Musical
Artists (1321)
Francis E. Barnes, 1321
Broadcast, Television &
Recording Engineers
No. 45 (388)
Andrew J. Draghi, 388
Calif. State Theatrical
Federation (2)
George Flaherty, 1
William K. Howard, 1

Film Technicians No. 683 (2500)
Donald P. Haggerty, 1250
Ernest L. Repola, 1250

M.P. Costumers No. 705 (551)
William K. Howard, 551

M.P. Set Painters No. 729 (265)
Ralph W. Peckham, 265

M.P. Sound Technicians
No. 695 (291)
John L. Coffey, 291

M. P. Studio Art Craftsmen
No. 790 (52)
Albert K. Erickson, 52

M.P. Studio Cinetechnicians
No. 789 (608)
Paul E. O'Bryant, 304
Jules Weisberg, 304

M.P. Studio Projectionists
No. 165 (279)
Leo S. Moore, 140
Emmett L. Welch Jr., 139

Office Employees No. 174 (804)
Max J. Krug, 804

Painters No. 5 (391)
John Hecker, 196
Alex Green, 195

Property Craftsmen No. 44
(2000)
Milton W. Olsen, 500
Josef Bernay, 500
Allen R. Hill, 500
Kressent H. Rhoads, 500

Publicists No. 818 (328)
Lloyd Ritchie, 328

Screen Actors Guild, Inc. (5,000)
Charlton Heston, 834
Whit Bissell, 834
Walter Pidgeon, 833
George Chandler, 833
Chester L. Migden, 833
E. T. Buck Harris, 833

Screen Extras Guild, Inc. (3000)
H. O'Neil Shanks, 429
Norman Stevans, 429
Murray Pollack, 429
Curtis J. Hyans, 429
Jean Hughes, 428
Nick Outin, 428
Chester Jones, 428

Script Supervisors No. 871 (122)
Thelma Preece, 122

Society of M.P. Art
Directors No. 876 (182)
Richard F. Mahn, 182

Studio Electricians No. 40 (325)
George Mulkey, 325

Studio Grips No. 80 (628)
Scott L. Miller 628

HUNTINGTON PARK
Butchers No. 563 (3174)
Arthur Eaton, 1587
David Santana, 1587

Furniture Wkrs. No. 1010 (577)
Apolinar Espudo, 577

Glass Bottle Blowers
No. 114 (300)
H. L. Kottong, 150
Joyce A. Wever, 150

Glass Bottle Blowers
No. 137 (1492)
Michael Golovich, 373
David Bryson, 373
L. Ruth Smith, 373
W. C. Rogers, 373

Post Office Clerks,
State Federation (2)
Russel Bodine, 1

KERMAN
Fire Fighters, Fresno Co.
No. 1180 (29)
Vincent M. Riddle, 29

LA PUENTE
Rubber Wkrs. No. 766 (1098)
Georgia Riggi, 549
Albert Hernandez, 549

LAKEWOOD
Laborers No. 507 (1768)
Donald E. Graves, 354
Ralph C. Conzelman, 354
Frank S. Fuentes, 354
Robert G. Graves, 353
Erwin D. Snyder, 353
Public Employees No. 1110 (17)
Lloyd Todd, 9
Roger Fisher, 8

LAWDALE
Glass Bottle Blowers
No. 19 (245)
Wilbur Hensler, 123
Mildred Nicholson, 122

LONG BEACH
Bartenders No. 686 (952)
M. R. Callahan, 476
James Hamilton, 476
Bldg. & Const. Trades
Council (2)
James Blackburn, 1
Ernest Webb, 1

Culinary Alliance No. 681 (5408)
James T. Stevens, 601
David L. Shultz, 601
Clete Van Hooser, 601
Millard B. Hill, 601
Marjorie M. Antrim, 601
R. Lee Robbins, 601
Dale Bradford, 601
Ernest F. Geoffroy, 601
Melva Harmon, 600

Culinary Wkrs., Bartenders &
Hotel Serv. Wkrs. Jt. Ex.
Bd. (2)
James A. Hamilton, 1
Thomas L. Pitts, 1

Oil, Chemical & Atomic Wkrs.
No. 128 (4769)
John Schmidt, 795
Ed Duffy, 795
Frank Bell, 795
Bill Braughton, 795
Pat Howard, 795
Chester Duke, 794

Painters No. 256 (594)
William C. Farley, 297
Omer Rivard, 297

Retail Clerks No. 324 (8572)
Arthur Z. Berland, 8572

Teachers No. 1263 (74)
Harold A. May, 37
Doris May, 37

LOS ANGELES
Advertising & Public Relations
Empls. No. 518 (29)
H. C. Evetts, 15
R. S. "Bob" Shannon, 14

Allied Printing Trades
Council (2)
George E. Smith, 1
Charles Edwards, 1

Allied Printing Trades Council
So. Calif. Conference (2)
C. E. Hughes, 1
Gino C. Petrella, 1

Barbers No. 1000 (1278)
Q. H. Carter, 639
A. L. Holt, 639

Bartenders No. 284 (1623)
Herman Leavitt, 812
Clarence Bailey, 811

Bookbinders & Bindery
Women No. 63 (600)
Gino C. Petrella, 300
George E. Smith, 300

- Brick & Clay Wkrs.,
Dist. Council No. 11 (2)
Charles A. Larson, 1
M. D. Orozco, 1
- Bldg. & Const. Trades
Council (2)
J. A. Cinquemani, 1
- Cabinet Makers & Millmen
No. 721 (2408)
Anthony J. Bogdanowicz, 602
James A. Flores, 602
Joseph Pinto, 602
Richard Garrison, 602
- California Labor Commissioners
No. 975 (34)
Paul A. Hill, Jr. 17
Don Houston, 17
- Carpenters, L.A. Co. Dist.
Council (2)
Gordon McCulloch, 1
Carpenters No. 1976 (442)
Albert H. Wise, 442
- Cleaners, Dyers, Pressers &
Allied Trades No. 268 (84)
Harry Bloch, 84
- Cloak Makers No. 58 (347)
Rose Bauer, 174
Isidor Stenzor, 173
- Clothing Wkrs. No. 55-D (53)
Leonard Levy, 27
Claude Cox, 26
- Clothing Wkrs. No. 81 (32)
John Shaver, 16
Jerry Frost, 16
- Clothing Wkrs. No. 278 (274)
John Shaver, 137
Jerry Frost, 137
- Clothing Wkrs. No. 408 (116)
Harry Bloch, 58
Jerome Posner, 58
- Clothing Wkrs. So. Calif.
Jt. Bd. (2)
Harry Bloch, 1
- Cooks No. 468 (2145)
Cooper Daniel, 358
Jack Diamond, 358
Augustine A. Garcia, 358
Paul E. Greenwood, 357
Joe A. Reiss, 357
Robert H. Rowe, 357
- Culinary Wkrs., Jt.
Exec. Bd. (2)
Robert Giesick, 1
- Electrical Wkrs. No. 11 (1725)
Charles O. McCord, 345
Howard M. Jones, 345
Earl Higgins, 345
Lloyd J. Gonzalez, 345
Dalton C. Courtney, 345
- Electrical Wkrs. No. 18 (611)
Patrick J. Burns, 306
Laurence Borzone, 305
- Electrical Wkrs. No. 1710 (590)
Nathan Karp, 295
Mike M. Morales, 295
- Federated Fire Fighters
of Calif. (2)
Kenneth D. Larson, 1
Charles E. Wiest, 1
- Fire Fighters L.A. County
No. 1014 (1576)
Earl J. Dunn, 394
Everett B. Millican, 394
A. Paul Desautels, 394
Scott Franklin, 394
- Garment Wkrs. No. 125 (214)
Ethel Fite, 107
Betty Feeney, 107
- Glass Bottle Blowers No. 29 (309)
Louis Konior, 155
R. D. Atkins, 154
- Health Workers No. 1036 (30)
Alfred A. Bligh, 30
- Hod Carriers No. 300 (8175)
Manuel Renteria, 818
Milo Padilla, 818
Ray Pasillas, 818
Crawford Mobley, 818
Tom Bibbs, 818
Ray Randolph, 817
- Chalo Aragon, 817
Mike Quevedo, Jr., 817
Manuel Contreras, 817
Lee Barker, 817
- Hotel Service Empls.
No. 765 (900)
John A. Casey, 900
- Laborers, So. Calif.
Dist. Council (2)
Ray M. Wilson, 1
Felix Espinoza, 1
- Ladies Garment & Access.
Wkrs. No. 482 (400)
Sam Schwartz, 400
- Ladies Garment & Under-
garment Wkrs.
No. 496 (100)
Max Wolf, 100
- Ladies Garment Wkrs.
No. 55 (786)
J. L. Goldberg, 393
Susan Adams, 393
- Ladies Garment Wkrs.
No. 84 (230)
Max Sherry, 230
- Ladies Garment Wkrs.
No. 96 (200)
Sam Schwartz, 200
- Ladies Garment Wkrs.
No. 97 (154)
Meyer R. Silverstein, 154
- Ladies Garment Wkrs.
No. 451 (150)
Mike Foresta, 150
- Ladies Garment Wkrs.
No. 483 (126)
Dorothy Radelet, 176
- Ladies Garment Wkrs.
No. 497 (506)
Jennie Spallino, 506
- Ladies Garment Wkrs.
No. 512 (124)
Fay Finkelstein, 62
Max Mont, 62
- Leather-Luggage Wkrs.
No. 213-L (500)
Max Roth, 250
Antonio LaStelley, 250
- Los Angeles Co. Federation
of Labor (2)
Sigmund Arywitz, 1
Irvin P. Mazzei, 1
- Meat Cutters & Butcher
Workmen No. P-1138 (221)
Lionel Duperron, 111
Barbara Thompson, 110
- Meat Cutters No. 421 (2383)
Harold Benninger, 2383
- Metal Polishers No. 67 (61)
William Lassley, 61
- Metal Trades Council,
So. Calif. (2)
William H. Lassley, 1
- Millwrights No. 1607 (666)
Leland Lee Goss, 222
Bill Dillard, 222
Robert Rose, 222
- Misc. Restaurant Empls.
No. 440 (2567)
Merlin (Jack) Woods, 1284
Fred Felix, 1283
- M. P. Projectionists
No. 150 (592)
George O. Evans, 592
- Newspaper Pressmen
No. 18 (600)
Charles Edwards, 300
James A. Collins, 300
- Office Empls. No. 30 (1699)
Gwen Newton, 340
Cynthia McCaughan, 340
Barbara Nardella, 340
Gwen White, 340
Mary Yunt, 339
- Offset Wkrs., Printing
Pressmen & Assts.
No. 78 (550)
Samuel Scalero, 275
Philip Vinci, 275
- Operating Engineers
No. 12 (13,105)
J. H. Seymour, 1311
E. P. O'Malley, 1311
W. C. Waggoner, 1311
Harold Edwards, 1311
Ward Kelley, 1311
Wm. Jereczek, 1310
Richard Corbit, 1310
Joseph Daniels, 1310
Walt Christensen, 1310
Al Harrison, 1310
- Painters Dist. Council No. 36 (2)
Julius L. Bence, 1
Walt Zagajeski, 1
- Painters No. 1348 (415)
Dave Fishman, 415
- Pari Mutuel Empls. Guild
No. 280 (374)
Frank Casellini, 187
John Haake, 187
- Plumbers No. 78 (1979)
Daniel J. Mundy, 1979
- Printing Spec. & Paper
Products No. 388 (1076)
Arthur Burnette, 538
Carmen Piantadosi, 538
- Printing Spec. & Paper Prod.,
So. Calif. Dist. Council
No. 2 (2)
Arthur Burnette, 1
Carmen Piantadosi, 1
- Provision House Wkrs.
No. 274 (4199)
Robert Cook, 600
Jim P. Zaharis, 600
Robert F. Stevens, 600
Jesus Murillo, 600
Alvin A. Rubin, 600
Don C. Holeman, 600
Asension E. Dominguez, 599
- Pulp, Sulphite & Paper Mill
Wkrs. No. 307 (1184)
B. E. "Bill" Fulmer, 592
Warren L. Collins, 592
- Rubber Wkrs. No. 43 (567)
James Martin, 284
L. D. McCarty, 283
- Rubber Wkrs. No. 131 (1237)
James S. Martin, 1237
- Sheet Metal Wkrs.
No. 108 (4011)
Clyde D. Ringwood, 669
Paul F. Masi, 669
Virgil Fox, 669
W. N. Marks, 668
Serapio Cardona, 668
Juan E. Lujon, 668
- Sportswear & Cotton Garment
Wkrs. No. 266 (800)
Frederick Siems, 800
- Sprinkler Fitters No. 709 (350)
Jack T. Lyons, 175
James J. Duffy, 175
- Stage Empls. No. 33 (290)
George Hekkers, 290
- State, Co. & Muni. Empls.
Council No. 36 (2)
Henry Fiering, 1
John Seferain, 1
- Stat'y Operating Engineers
No. 501 (1002)
R. H. Fox, Jr., 251
Evan F. Dillon, 251
Coy T. Black, 250
Fred L. Wendt, 250
- Transit Union No. 1277 (901)
Merlin Gerkin, 901
- Typographical No. 174 (1419)
Henry Clemens, 355
Daniel Cohen, 355
C. B. Hughes, 355
Floyd Goslow, 354
- U.T.U. R.R. Trainmen
No. 0240 (332)
J. E. Howe, 332
- U.T.U. R.R. Trainmen
No. 1607 (629)
A. D. Reilly, 629
- Utility Wkrs. No. 132 (1000)
Edward T. Shedlock, 1000

ROLL OF DELEGATES

Waiters No. 17 (3088)
 Andrew Allan, 1544
 Jack Trystman, 1544
 Waitresses No. 639 (5878)
 Ruth Compagnon, 980
 Loralee Gabel, 980
 Ida Thompson, 980
 Katherine Hill, 980
 Yvette Coles, 979
 J. Marie Horne, 979

LOS NIETOS

Brick & Clay Wkrs.
 No. 824 (335)
 James Cruz, 168
 Trinidad Flores, 167

MARTINEZ

Bldg. & Const. Trades Council,
 Contra Costa Co. (2)
 Howard Reed, 1
 Norris Casey, 1
 Central Labor Council,
 Contra Costa Co. (2)
 Art Carter, 1
 Tony Cannata, 1
 Const. Laborers No. 324
 (2045)
 Mance Thomas, 341
 Melvin Scott, 341
 Nathaniel Jackson, 341
 R. O. Hunter, 341
 Joe Heaps, 341
 C. T. Brown, 340
 Electrical Wkrs. No. 302 (760)
 Warren L. Jackman, 760
 Painters No. 741 (150)
 H. H. Harr, 150
 Retail Clerks No. 1179 (2062)
 William C. Roddick, 688
 D. Bill Henderson, 687
 Francis W. Keefe, 687

MARYSVILLE

Central Labor Council (2)
 Harold Huston, 1

MENLO PARK

Utility Wkrs. No. 160-C (112)
 Edward T. Shedlock, 112

MERCED

Const. & Gen. Laborers
 No. 995 (248)
 Willie Billingsley, 248
 Fire Fighters, Merced Co.
 No. 1396 (56)
 James R. Dack, 56

MODESTO

Central Labor Council,
 Stanislaus Co. (2)
 David C. McCain, 1
 Communications Wkrs.
 No. 9418 (261)
 Mettie B. Barrett, 131
 Maxine Heffron, 130
 Glass Bottle Blowers No. 17 (269)
 Leon Harkrader, 135
 Paul Hale, 134
 Plasterers & Cement Masons
 No. 429 (111)
 Charles A. Green, 56
 David C. McCain, 55
 Plumbers & Pipe Trades
 No. 437 (219)
 R. L. Cloward, 219

MOJAVE

Fire Fighters, Flight Test
 Center No. F-53 (108)
 James R. Dack, 108

MONTEREY

Carpenters & Joiners
 No. 1323 (520)
 Russel S. Hansen, 260
 Leo E. Thiltgen, 260
 Central Labor Council,
 Monterey Co. (2)
 Leo E. Thiltgen, 1
 John F. Mattos, 1

Hod Carriers & Com. Laborers
 No. 690 (343)
 George E. Jenkins, 172
 Kenneth B. Holt, 171

MONTEREY PARK

Steelworkers No. 1502 (624)
 William Breckinridge, 624

MOUNTAIN VIEW

Carpenters & Joiners
 No. 1280 (1278)
 Tom Crawford, 320
 Elmer Jackson, 320
 Gunther F. C. Just, 319
 Wm. Kimmel, 319

NAPA

Bartenders & Culinary Wkrs.
 No. 753 (511)
 Ernest E. Collicutt, 511
 Hod Carriers & Gen. Laborers
 No. 371 (334)
 Jessie O. Payne, 167
 Edward Driscoll, 167
 Napa State Hosp. No. 174 (86)
 Dale Hodgins, 86

OAKLAND

Allied Printing Trades
 Council (2)
 David C. Grundmann, 1
 Auto, Marine & Specialty
 Painters No. 1176 (558)
 Leslie K. Moore, 279
 George W. Orr, 279
 Auto Salesmen No. 1095 (543)
 Vincent J. Fulco, 272
 Fernand D. Silva, 271
 Automotive Machinists
 No. 1546 (5380)
 M. F. Damas, 897
 DeWayne Williams, 897
 Nick Antone, 897
 M. E. Francis, 897
 C. L. McMonagle, 896
 W. P. Sweno, 896
 Bartenders No. 52 (1118)
 Steven J. Revilak, 373
 James F. Murphy, 373
 Joseph J. Canale, 372
 Boilermakers No. 10 (407)
 Joseph Gonzaga, 204
 C. W. Huddleston, 203
 Bldg. & Const. Trades
 Council (2)
 J. L. Childers, 1
 Paul L. Jones, 1
 Butchers No. 120 (2530)
 S. E. Thornton, 362
 Allen Coe, 362
 Don Finnie, 362
 Everett Davis, 361
 Eddie Oliveria, 361
 John Reid, 361
 James Sandberg, 361
 Calif. Legis. & Co-Ord
 Council (2)
 Edward George, 1
 Carpenters & Joiners
 No. 36 (1649)
 Gunnar Benonys, 330
 Claude Dillon, 330
 Lester Lane, 330
 Allen Linder, 330
 Wilson Massey, 329
 Cement Masons No. 594 (328)
 Bruce Dillashaw, 328
 Central Labor Council (2)
 Richard K. Groulx, 1
 Edward J. Collins, 1
 Cleaning & Dye House Wkrs.
 No. 3009 (1227)
 Russell R. Crowell, 409
 Freddie Martin, 409
 Jesse A. Cooksey, 409
 Clerks & Lumber Handlers
 No. 939 (75)
 Mel Tompkins, 75
 Communications Wkrs.
 No. 9415 (715)
 Loren Blasingame, 715

Const. & Gen. Laborers

No. 304 (3000)
 Howard Bostwick, 429
 Jay R. Johnson, 429
 Paul L. Jones, 429
 Anthony C. Schiano, 429
 Lester A. Smith, 428
 C. C. Clark, 428
 Emmett P. Jones, 428
 Cooks No. 228 (1433)
 Pat Sander, 478
 Jack Faber, 478
 Roy Thompson, 477
 Dining Car Cooks & Waiters
 No. 456 (201)
 T. W. Anderson, 201
 East Bay Muni. Dist. Empls.
 No. 444 (323)
 Floyd E. Parten, 162
 Alton Williams, Jr., 161
 Electrical Wkrs. No. 595 (1240)
 William J. Fox, Sr., 310
 Ernest Richards, 310
 Thomas J. Sweeney, 310
 Robert Neville, 310
 Electronic—Plastic & Metal
 Production Wkrs.
 No. 1518 (813)
 William Stadnisky, 813
 Fire Fighters No. 55 (706)
 R. Michael Anthony, 236
 Samuel L. Golden, 235
 Vincent M. Riddle, 235
 Gardeners, Florists &
 Nurserymen No. 1206 (111)
 A. R. Caruso, 56
 Wm. H. Norman, 55
 Glass Bottle Blowers No. 2 (98)
 Norman Heald, 49
 William Lange, 49
 Hod Carriers No. 166 (403)
 Abel Silva, 202
 Luther Goree, 201
 Indust. Iron & Metal Processing
 Wkrs. No. 1088 (201)
 C. D. Parker, 101
 L. Thompson, 100
 Insurance Wkrs. No. 30 (110)
 Emerald D. Smith, 55
 Erland Mallinen, 55
 Lathers No. 88 (162)
 W. Ward, 162
 Laundry Wkrs. No. 2 (243)
 Millie Rogers, 122
 Robert Luster, 121
 Machinists, Calif. Conf. (2)
 A. J. Baffone, 1
 J. T. Schiavenza, 1
 Machinists Dist. Lodge
 No. 115 (2)
 William Stadnisky, 1
 Machinists No. 284 (2000)
 John T. Schiavenza, 400
 Kenneth J. Gibbons, 400
 Edward J. Logue, 400
 Rodney L. Taylor, 400
 Terry L. True, 400
 M. P. Operators No. 169 (98)
 William E. Rose, 98
 Office Empls. No. 29 (2149)
 Edith Withington, 359
 Joe Nedham, 358
 Jean Maddox, 358
 Louis Celaya, 358
 Gwyn Arnold, 358
 Ed Love, 358
 Paint Makers & Allied Trades
 No. 1975 (820)
 Carl Jaramillo, 274
 Kenneth Reeves, 273
 Pat Groulx, 273
 Painters, Dist. Council
 No. 16 (2)
 Gene Slater, 1
 Plasterers No. 112 (108)
 Joseph P. Egan, 54
 Jack P. Wood, 54
 Plumbers & Gas Fitters
 No. 444 (858)
 George A. Hess, 286
 Hubert H. Ross, 286
 Gerald L. Stacy, 286

Retail Clerks No. 870 (3077)
Russel L. Mathiesen, 3077

Roofers No. 81 (254)
C. Silveria, 127
Louis H. Thomas, 127

Sheet Metal Wkrs.
No. 216 (500)
Fred W. Harmon, 250
William D. Maddox, 250

Shipyard & Marine Shop
Laborers No. 886 (556)
O. K. Mitchell, 278
Harry Lumsden, 278

Sleeping Car Porters (159)
C. L. Dellums, 80
J. E. Brown, 79

Steamfitters No. 342 (1294)
Glen Ele, 324
Vern Gosney, 324
Doyle Williams, 323
Ernest Boyer, 323

Steelworkers No. 7616 (561)
Tom McGuire, 561

Street Carmen No. 192 (1000)
E. A. Cordeiro, 334
G. E. Garcia, 333
J. C. Thomas, 333

Teachers No. 771 (375)
David A. Creque, 188
George D. Stokes, 187

Telegraph Wkrs. No. 208 (206)
G. W. Hageman, 103
L. Ross, 103

Theatrical Janitors
No. 121 (174)
Frank L. Figone, 174

Typographical No. 36 (557)
Byron M. Edgett, 279
Oden B. Robertson, 278

Typographical Conf.,
No. Calif. (2)
Don Abrams, 1
H. David Banks, 1

Univ. of Calif. Empls.
No. 371 (142)
Robert McLane, 142

Waiters, Waitresses & Service
Crafts No. 31 (3182)
Fran Childers, 531
Elmo D. Rua, 531
Jody Kerrigan, 530
Raymond Lane, 530
Dorothy McCoy, 530
Elizabeth Tuley, 530

OROVILLE
Central Labor Council, Butte
and Glenn Cos. (2)
Virginia L. Davis, 1

OXNARD
Steelworkers No. 2029 (63)
L. F. Curry, 32
Rito G. Valencia, 31

PALO ALTO
Carpenters & Joiners
No. 668 (901)
James E. Powers, 267
Klaus G. Luck, 267
Johnnie D. Deskins, 267

PASADENA
Fire Fighters No. 809 (156)
Kenneth Larson, 156
Hotel-Restaurant Empls.
No. 531 (2284)
John J. Krosky, 1142
James Childers, 1142

Meat Cutters No. 439 (2684)
T. Loyd Berry, 1342
Paul Enriquez, 1342

Painters No. 92 (102)
William A. Law, 102

Plasterers & Cement Finishers
No. 194 (134)
Michael McDonald, 134

PITTSBURG
Culinary Wkrs. & Bartenders
No. 822 (812)
Vincent Licari, 812

Glass Bottle Blowers
No. 160 (235)
Marilyn Knapp, 118
Ronald W. McClelland, 117

Plasterers & Cement Masons
No. 825 (168)
Kenneth E. Graedel, 168

Steelworkers No. 1440 (1922)
Anthony Cannata, 961
Henry Cano, 961

Steelworkers No. 5084 (154)
Tom DiMaggio, 154

POMONA
Hod Carriers & Laborers
No. 806 (572)
Willie Cornwell, 286
R. M. Moreno, 286

REDDING
Butchers No. 352 (402)
James A. Groshong, 201
Roy E. Benner, 201

Central Labor Council,
Five Counties (2)
Robert E. Koenig, 1
Virgil Patterson, 1

Electrical Wkrs. No. 442 (300)
Walter L. Hurlburt, 300

Lumber & Sawmill Wkrs.,
No. Calif. Dist. Council (2)
Willie Taylor, 1
James DeMarco, 1

Retail Clerks No. 1364 (985)
Robert E. Koenig, 493
Robert M. O'Brien, 492

REDWOOD CITY
Electrical Wkrs. No. 1969 (300)
Arthur J. Jones, 150
John Knezevich, 150

Pen. Cities Lodge No. 756
A.F.S.C.M.E. (43)
Robert Runels, 43

State, Co. & Mun. Empls.
Council No. 57 (2)
Frank Gillis, 1

Teachers No. 1163 (123)
Hugh Ricci, 62
Graham Knight, 61

RICHMOND
Bartenders & Culinary Wkrs.
No. 595 (1950)
James E. Calvarese, 650
Walter P. Holler, 650
Katherine S. Ginsburg, 650

Boilermakers No. 513 (442)
Manuel Dias, 221
Ernest M. King, 221

Carpenters & Joiners
No. 642 (967)
Sam W. Herrod, 967

Fire Fighters No. 188 (117)
David Howard, 59
James Dack, 58

Machinists No. 824 (1430)
Samuel A. Swisher, 1430

Steelworkers No. 4113 (97)
Delmer M. Sanders, 97

RIVERSIDE
Cement, Lime & Gypsum Wkrs.,
Dist. Council No. 3 (2)
Pat D. Lopez, 1
Kent Weaver, 1

Hod Carriers & Com.
Laborers No. 1184 (506)
John L. Smith, 253
Charles Stockton, 253

Painters, Dist. Council
No. 48 (2)
Donald J. McNeel, 1

ROSEVILLE
Carpenters No. 1147 (461)
Clarence Peters, 231
H. S. Harless, 230

SACRAMENTO
Allied Printing Trades
Council (2)
James Prewitt, 1
Nathan A. Hale, 1

Barbers No. 112 (171)
Olaf Karlstad, 171

Bartenders No. 600 (553)
Ray McCarthy, 277
Thomas Peterson, 276

Bookbinders No. 35 (174)
Nathan A. Hale, 87
James R. Prewitt, 87

Bldg. & Const. Trades
State Council (2)
James S. Lee, 1
James J. Twombly, 1

Butchers No. 498 (1869)
Roy Mack, 1869

Calif. Federation of
Teachers (2)
Raoul Teilhet, 1
Miles A. Myers, 1

Cement Masons No. 582 (381)
James E. Boyette, 381

Central Labor Council (2)
Joseph J. Selenski, 1

Communications Wkrs.
Dist. 9 (2)
R. W. Hackler, 1
J. M. Van Houten, 1

Communications Wkrs.
No. 9421 (900)
Lee K. Tiner, 450
Frederick W. Earp, 450

Const. & Gen. Laborers No.
185 (2208)
Audrain E. Weatherl, 2208

Cooks No. 683 (658)
Ralph Blaylock, 658

County Employees No. 146 (157)
Jerol L. Brown, 157

Electrical Wkrs. No. 340 (254)
E. G. Christenson, 254

Fire Fighters No. 522 (494)
Kenneth Larson, 494

Fire Fighters No. 1482 (25)
Samuel L. Golden, 25

Iron Wkrs. No. 118 (688)
Lawrence Sparks, 344
Ted Krolkowski, 344

Machinists No. 33 (233)
Eldon W. Wheeler, 233

Musicians No. 12 (250)
Thomas P. Kenny, 250

Plumbers & Steamfitters
No. 447 (320)
M. J. (Jim) Rotz, 320

Stage Empls. No. 50 (41)
Harry Finks, 41

Steelworkers No. 6849 (144)
Joseph Angelo, 72
Jerry Ogden, 72

Theatre Empls. No. B-66 (55)
Harry Finks, 55

Typographical No. 46 (452)
Edgar O. True, 452

U.T.U. R.R. Trainmen
No. 0492 (246)
A. B. Bogartz, 246

Waiters & Waitresses
No. 561 (973)
Lilas Jones, 973

SALINAS
Carpenters & Joiners
No. 925 (500)
Wayne M. Pierce, 250
Cecil H. McCollum, 250

Fire Fighters No. 1270 (55)
Richard Palmer, 28
Henry DePrati, 27

Hod Carriers & Com.
Laborers No. 272 (164)
John F. Mattos, 82
Anthony Diaz, 82

Retail Clerks No. 839 (774)
Carl N. Carr, 387
James R. Dobbs, 387

SAN BERNARDINO
Central Labor Council,
San Bernardino Co. (2)
Loyd Berry, 1

Electrical Wkrs. No. 477 (534)
Phil Dowse, 534

Hod Carriers & Laborers
No. 783 (800)
Ray M. Wilson, 800

M.P. Projectionists No. 577 (40)
Robert G. W. Bennett, 20
Carl R. Douglass, 20

Plumbers & Steamfitters
No. 364 (589)
Gus Jahnke, 589

Theatrical Stage Empls.
No. 614 (24)
N. Earl Wilson, 12
Arthur H. Mertens, 12

U.T.U. R.R. Trainmen
No. 0811 (163)
J. L. Evans, 163

SAN BRUNO

Air Transport Empls.
No. 1781 (5000)
Fred Monday, 1250
Robert F. Bost, 1250
William D. Snow, 1250
Basil Jimenez, 1250

Transport Wkrs. No. 505 (200)
Barney Spera, 100
Roy Wilson, 100

SAN DIEGO

Bldg. & Const. Trades
Council (2)
Armon L. Henderson, 1

Butchers No. 229 (1800)
Max J. Osslo, 900
Arthur Meyer, 900

Cab Drivers No. 101 (619)
Cecil Gates, 619

Cannery Wkrs. &
Fishermen (1244)
Thomas Meyer, 311
Lucy Rehill, 311
Walter Reidy, 311
David Goldberg, 311

Carpenters Dist. Council (2)
Donald K. Overhiser, 1
John A. Bemis, 1

Carpenters No. 1296 (1146)
Larry McDaniel, 287
Andy Andersen, 287
King Taylor, 286
Luis P. Adams, 286

Carpet, Linoleum & Res. Tile
Wkrs. No. 1711 (204)
Melvin L. VanHorn, 204

Central Labor Council,
San Diego-Imperial Cos. (2)
Robert L. Moeller, 1
R. R. Richardson, 1

Clothing Wkrs. No. 288 (72)
Ruth Miller, 72

Culinary Alliance & Hotel
Service Empls.
No. 402 (2757)

Dudley Wright, 394
Esther Ryan, 394
M. C. Bray, 394
Eddie Clouette, 394
Joe LiMandri, 394
Loretta Proctor, 394
Joe Tinch, 393

Electrical Wkrs. No. 569 (1634)
Howard J. Volz, 817
Charles R. Wright, 817

Fire Fighters No. 145 (548)
R. G. Johnson, 274
Joseph S. Francis, 274

Hod Carriers No. 89 (3000)
Solomon A. Johnson, 500
E. Dene Armstrong, 500
John P. Felix, 500
R. D. Scannell, 500
Valentino O. Macedo, 500
Samuel S. Brown, 500

Iron Wkrs. No. 627 (2175)
J. C. Massaro, 1088
K. R. Mallett, 1087

Machinists No. 2215 (1430)
J. R. Mattson, 715
H. M. Black, 715

M. P. Projectionists
No. 297 (125)
Raymond J. Krum, 125
Stage Empls. No. 122 (34)
Dall DeWeese, 34

Waiters & Bartenders
No. 500 (783)
George Mericantante, 783

SAN FRANCISCO

A.F.T.R.A. (343)
Donald S. Tayer, 172
Melvin Fritze, 171

Allied Printing Trades
Conf. (2)
Paul L. Folden, 1

Allied Printing Trades Council,
S. F. Bay Area (2)
James D. Rice, 1

Automotive Machinists
No. 1305 (2565)
Fred L. Martin, 513

Frank Souza, Jr., 513
Ken G. Murray, 513
J. B. Martin, 513
Jas. Elliot, 513

Bakers No. 24 (1500)
Perry C. Rose, 750
Edw. Kemmitt, 750

Barbers & Beauticians
No. 148 (1046)
James A. Cramp, 349

Henry A. Dufils, 349
Dean B. Hillam, 348

Bartenders No. 41 (2493)
William McCabe, 416
Joseph Garcia, 416

George Corey, 416
Edward Maloney, 415
W. T. Holloway, 415

Boilermakers No. 6 (674)
E. P. Rainbow, 225
W. P. Barros, 225

L. H. Chilton, 224

Bldg. & Const. Trades
Council (2)
Daniel F. Del Carlo, 1

Butchers No. 115 (3504)
George Mesure, 584
Alfred Lombardi, 584

Ernest Couly, 584
Dino Polizziani, 584
Ernest Cerelli, 584

Walter Heath, 584

Butchers No. 508 (954)
Edwin J. Laboure, 477
Bernard V. McCaffrey, 477

Butchers, Western Federation
(2)
Richard Lautermilch, 1

California Pipe Trades
Council (2)
Calvin Emery, 1

James Martin, 1

Carpenters, Bay Counties Dist.
Council (2)
A. A. Figone, 1

Carpenters No. 483 (1078)
Russ Pool, 539
Ray Scheffel, 539

Carpenters, State Council (2)
Anthony L. Ramos, 1

Carpet & Linoleum Layers
No. 1235 (420)
William J. Casey, 210

George J. Brown, 210

Cement Masons No. 580 (238)
Harvey Scott, 238

Central Labor Council (2)
George W. Johns, 1
John F. Crowley, 1

Cleaning & Dye House Wkrs.
No. 3010 (639)
Henry M. Romigulere, 213

Mike Fernandez, 213

Marie Texeira, 213

Clothing Wkrs., No. Calif.
Jt. Bd. (2)
Sam Krips, 1

Anne Draper, 1

Communications Wkrs.
No. 9410 (3162)
G. Patrick Abbott, 633

John P. Dempsey, 633
G. T. Kirkpatrick, 632
Orrin C. Taylor, 632

John J. Whitehouse, 632

Const. & Gen. Laborers
No. 261 (2951)
John P. McLaughlin, 1476

George Evankovich, 1475

Cooks No. 44 (2711)
Joe Belardi, 452

William Kilpatrick, 452
C. T. McDonough, 452
John Gommeringer, 452

James La France, 452
Frank Petek, 451

Culinary Wkrs., Bartenders
Jt. Ex. Bd. (2)
Joseph Belardi, 1

Dental Technicians of No. Calif.
No. 99 (75)
James H. Trimble, 38

Leo E. Turner, 37

Dressmakers No. 101 (967)
Myrtle M. Banks, 484

Mattie Joyce Jackson, 483

Electrical Wkrs. No. 6 (814)
Franz E. Glen, 272

Raymond J. Donovan, 271
Charles H. Issel, 271

Elevator Constructors
No. 8 (153)
Hector E. Rueda, 153

Fire Fighters No. 798 (1699)
Leon Bruschera, 340

Robert F. Callahan, 340
Frank Minahan, 340

John Slattery, 340
Gail Follett, 339

Fire Fighters, Presidio No.
F-145 (27)
Verne Pino, 14

Eugene A. Day, 13

Furniture Wkrs. No. 262 (702)
Fred Stefan, 234

Anthony Scardaci, 234
Joseph Poni, 234

Garment Cutters No. 45 (44)
Joseph P. Iusi, 22

Elwin Roy Teschner, 22

Glaziers & Glass Wkrs.
No. 718 (362)
Myrl Geminani, 181

Stanley M. Smith, 181

Hotel & Club Service Wkrs.
No. 283 (2897)
Glenn Chaplin, 414

Bertha Metro, 414
Marie E. Stephens, 414
Phyllis M. Foley, 414

George Englehardt, 414

George Romios, 414

Elizabeth T. Shaw, 413

Industrial Carpenters No. 2565

(310)

Wm. W. White, 155

Rose M. White, 155

Inlandboatmen's Union of the

Pacific (324)

Clifford J. Seccombe, 162

Raoul A. Vincillione, 162

Iron Wkrs. Dist. Council (2)

Juel D. Drake, 1

T. C. Baker, 1

Laborers, No. Calif. Dist.

Council (2)

Jay Johnson, 1

Sal Minerva, 1

Ladies Garment Cutters

No. 231 (121)

Larry Mirgon, 61

Joe Ackerman, 60

Leather & Novelty Wkrs.

No. 31 (102)

Charles Bruno, 51

Charles Rehill, 51

- Lithographers & Photo Engravers No. 8 (376)
Russell Wilson, 376
- Lumber & Sawmill Wkrs., State Council (2)
Lloyd Lea, 1
- Machinists No. 68 (2867)
Stanley Jensen, 1434
Robert V. Vegas, 1433
- Machinists No. 1327 (2000)
Chris Amadio, 2000
- Marine Cooks & Stewards (4854)
Ed Turner, 486
Frank Gomar, 486
Jerry Posner, 486
Joe Goren, 486
Gentry Moore, 485
Bob Besette, 485
Babe Samson, 485
Roger Boschetti, 485
Tom Nugent, 485
Don Rotan, 485
- Marine Eng. Ben. Assn., Dist. 1 (1105)
S. R. Franks, 277
Chas. A. Black, 276
Henry A. Borello, 276
Clyde Dodson, 276
- Marine Engineers Ben. Assn. Dist 2 (314)
Gus Guzelian, 157
Ken McGregor, 157
- Marine Firemen (2000)
Harry Jorgensen, 500
Henry Disley, 500
Raymond Krukowski, 500
John H. Flick, 500
- Marine Staff Officers (200)
Brandon E. Tynan, 100
Stephen J. Hospodar, 100
- Masters, Mates & Pilots No. 89 (28)
Donald S. Grant, 14
Edward E. Johnson, 14
- Masters, Mates & Pilots No. 90 (1200)
Capt. Robert E. Durkin, 1200
- Metal Trades Council, Bay Cities (2)
Thomas A. Rotell, 1
- Military Sea Transport Union (700)
Joseph J. Leal, 234
Roy A. Mercer, 233
Raleigh G. Minix, 233
- Misc. Empls. No. 110 (1905)
A. T. Gabriel, 477
P. S. Valdez, 476
Frank Miller, 476
Cornelia Johnson, 476
- Molders & Foundry Wkrs. No. 164 (150)
George E. McIntyre, 175
A. M. Tucker, 175
- Mortuary Empls. (71)
Hale F. Porter, 36
John F. Crowley, 35
- Musicians No. 6 (1500)
Albert F. Arnold, 500
William J. Catalano, Sr., 500
Jimmie Moore, 500
- National Broadcasting Empls. No. 51 (159)
N. J. Greene, 159
- National Maritime Union of America (500)
Woodrow P. Nayer, 250
Conrad P. Greaves, 250
- Newspaper Guild No. 52 (1310)
Fred D. Fletcher, 437
Rex Adkins, 437
Helen S. Palter, 436
- Office & Prof. Empls. No. 3 (841)
Phyllis Mitchell, 281
Anna M. Grace, 280
John Henning, 280
- Operating Engineers No. 3. (11,627)
Jack Casper, 1163
Paul Edgecombe, 1163
Dale Marr, 1163
Don Kinchloe, 1163
A. J. Hope, 1163
T. J. Stapleton, 1163
Art Pennebaker, 1163
Ken Erwin, 1162
Al Clem, 1162
Gene Swarens, 1162
- Operating Engineers, State Conf. (2)
Edward P. Park, 1
Wm. G. Dowd, 1
- Operating-Stat'y Eng. No. 39 (1316)
Bernard Speckman, 658
Art Viat, 658
- Painters, Bay Counties Dist. Council No. 8 (2)
Harry L. Bigarani, 1
Edward Howe, 1
- Pile Drivers No. 34 (500)
Jodie B. Lumsden, 500
- Plumbers & Pipefitters No. 38 (2583)
Joseph P. Mazzola, 431
Robert J. Costello, 431
Robert McCann, 431
William Jennings, 430
Dan McCormick, 430
Ray Springer, 430
- Post Office Clerks No. 2 (969)
Joseph Leone, 323
William Devine, 323
Lawrence Swaim, 323
- Printing Specialties & P.P. No. 362 (975)
Wade H. Moore, 325
Walter J. Turner, 325
Eugene J. Villalobos, 325
- Prof. & Technical Engineers No. 17 (151)
John Kidder, 151
- Retail Clerks, State Council (2)
Larry Vail, 1
- Retail Dept. Store Empls. No. 1100 (5916)
Walter L. Johnson, 1479
Herman L. Griffin, 1479
James M. Howell, 1479
David Caravantes, 1479
- Retail Grocery Clerks No. 648 (3252)
Maurice Hartshorn, 1084
C. H. Jinkerson, 1084
L. Patrick O'Brien, 1084
- Retail Shoe & Textile Salesmen No. 410 (972)
William Silverstein, 486
Robert Ross, 486
- Roofers No. 40 (354)
Gus Gram, 354
- Sailors Union of the Pacific (5333)
Morris Weisberger, 534
Jack Dwyer, 534
C. P. Shanahan, 534
Jim Dimitratos, 533
William Berger, 533
Max Korenblatt, 533
Chester Hazel, 533
John Davis, 533
Arthur Benjamin, 533
Ed Wilson, 533
- Sausage Makers No. 203 (593)
Costa Vennarucci, 297
John Ellinger, 296
- Scrap Iron, Metal, Salv. & Waste Material Wkrs. No. 965 (132)
Gerald J. Trubow, 66
Ray Calloway, 66
- Seafarers, Atlantic & Gulf Dist. (674)
Frank Drozak, 225
Thomas Trehern, 225
Pat Marinelli, 224
- Sheet Metal Wkrs. No. 104 (509)
Edward F. Kenny, 255
Thomas W. Dowrick, 254
- Sheet Metal Wkrs., Tri-State Council of Calif., Ariz. & Nevada (2)
Irwin Ellenberger, 1
- Sprinkler Fitters No. 483 (173)
R. E. Skillman, 173
- State, County & Mun. Empls. No. 1569 (80)
James Canepa, 80
- Steelworkers No. 1069 (70)
Albert A. Biagini, 70
- Steelworkers No. 1684 (652)
Leo Jevelle, 218
Edgar Stuart, 217
Thomas McGuire, 217
- Stereotypers & Electrotypers No. 29 (261)
Donald W. Miller, 131
James D. Rice, 130
- Teachers No. 61 (1289)
Marjorie Stern, 1289
- Telegraph Wkrs. No. 34 (800)
James W. Cross, 800
- Theatrical Empls. No. B-18 (408)
Wm. P. Sutherland, 408
- Theatrical Stage Empls. No. 16 (104)
Edward C. Powell, 104
- Theatrical Wardrobe Attendants No. 784 (45)
Wm. P. Sutherland, 45
- Transport Wkrs. No. 250-A (1000)
John T. Squire, 334
Paul A. Raymore, 333
William P. Trawick, 333
- Transit Union No. 1225 (1500)
Joseph Adornetto, 750
William H. Rhodes, 750
- Typographical No. 21 (1605)
Donald H. Abrams, 321
Joseph K. McCarthy, 321
Duane D. Peters, 321
Joe Small, 321
Elson B. Snow, 321
- Union Label Section (2)
James C. Symes, 1
Edw. H. Ponn, 1
- United Transportation Union—Enginemen Gen. Grievance Comm.—Council (2)
R. W. Guy, 1
M. R. Harrison, 1
- Waiters & Dairy Lunchmen No. 30 (3510)
James Anderson, 702
Sangle Escove, 702
George Greb, 702
Joseph Curran, 702
Fred Humphreys, 702
- Waitresses No. 48 (4326)
Jackie Walsh, 721
Odella Snyder, 721
Elizabeth Kelley, 721
Dorothy Brady, 721
Leola Downey, 721
Dorothy Tuttle, 721
- Watchmakers No. 101 (200)
George F. Allen, 100
Warren K. Billings, 100
- Web Pressmen No. 4 (651)
Austin T. Jowett, 326
Charles F. Kelly, Sr., 325
- Western Graphic Arts No. 14 (1325)
Jack McCormick, 1325
- Window Cleaners No. 44 (163)
Max B. McClure, 82
Ernest J. Russo, 81
- Wood, Wire & Metal Lathers No. 65 (136)
Kenneth M. Edwards, 136

SAN JOSE

- Auto Mechanics No. 1101 (1793)
Clinton D. Miller, 897
Bert Henington, 896
- Bartenders No. 577 (919)
Herschell Morgan, 919

Bldg. & Const. Trades Council (2)
 John A. Corey, Sr., 1

Butchers No. 506 (2695)
 Fred L. Feci, 674
 Ernest L. Courtright, 674
 Walter R. Howes, 674
 Michael Valenti, 673

Calif. Federation of Teachers, College Council (2)
 John G. Sperling, 1

Carpenters & Joiners No. 316 (2233)
 H. H. Landry, Jr., 559
 Ray F. Wood, 558
 John J. Valente, 558
 Rene Parra, 558

Carpenters Dist. Council (2)
 John A. Rebelro, 1
 Chas. Rigmalden, 1

Central Labor Council, Santa Clara Co. (2)
 Emerson Street, 1
 Ed Camunez, 1

Communications Wkrs. No. 9423 (825)
 Peter V. Pierini, 275
 Lowell R. Johnson, 275
 Paul H. Ragsdale, 275

Const. & Gen. Laborers No. 270 (2254)
 John Pierini, 451
 Robert H. Medina, 451
 Virgil P. Mosher, 451
 Joaquin Delgado, 451
 Gregorio B. Aguilar, 450

Electrical Wkrs. No. 332 (365)
 Charles J. Swiderski, 183
 James D. Logan, 182

Electronics Wkrs. No. 547 (168)
 Leland L. Nelson, 168

Fire Fighters No. 873 (444)
 Charles E. Wiest, 444

Hod Carriers No. 234 (282)
 Robert W. Garner, 282

Hotel, Rest. & Hotel Serv. Empls. No. 180 (5210)
 Joe Santamaria, 869
 Louis Bosco, 869
 Sue Bosco, 868
 Lee Stears, 868
 Steve Sfonza, 868
 Marie Williams, 868

Lathers, Golden Gate Dist. Council (2)
 Kenneth M. Edwards, 1

Lathers, State Council (2)
 William Ward, 1

Machinists No. 504 (2363)
 James N. LaBlanc, 2363

Machinists No. 562 (1929)
 Dwight L. Reed, 1929

Machinists No. 565 (1234)
 Kent Arnold, 1234

Painters Dist. Council No. 33 (2)
 Chas. R. Downey, 1

Painters No. 507 (767)
 Conrad Paredes, 767

Printing Specialties & Paper Products No. 777 (664)
 Kenneth A. Young, 332
 Don McCaughan, 332

Retail Store Empls. No. 428 (5678)
 James P. McLoughlin, 1893
 Claude L. Fernandez, 1893
 David M. Reiser, 1892

Teachers San Jose State College No. 1362 (169)
 Alan Barnett, 169

Teachers, West Valley No. 1953 (13)
 Gordon G. Martin, 13

SAN LEANDRO
Glass Bottle Blowers No. 85 (200)
 Wilson Massey, 100
 Jerry Myers, 100

U.T.U. R.R. Trainmen No. 1741 (188)
 J. L. Evans, 188

SAN LORENZO
Theatrical Stage Empls. No. 107 (47)
 Forrest A. Bradley, 24
 John F. Craig, 23

SAN MATEO
Bartenders & Culinary Wkrs. No. 340 (5449)
 Theodore Arenz, 555
 John D. Barei, 555
 I. A. Valentine, 555
 T. A. Small, 555
 John T. Collins, 555
 Toy L. Smith, 555
 Ernest J. Molinari, 555
 George A. Smith, 555
 William O. Royalty, 555
 Harold D. Nolan, 554

Bldg. & Const. Trades Council (2)
 Sam J. Shannon, 1
 Timothy Kelly, 1

Carpenters & Joiners No. 162 (1061)
 Earl W. Honerlah, 1061

Central Labor Council (2)
 Robert Bost, 1
 Robert O. Delzell, 1

Communications Wkrs. No. 9430 (400)
 Dan B. McLeod, 200
 Evelyn P. Mitchell, 200

Const. & Gen. Laborers No. 389 (1031)
 Chas. Benton, 258
 Glen Hopper, 258
 John Infusino, 258
 Phil Thorpe, 257

County Empls. No. 829 (1160)
 Robert Runels, 580
 Frank Gillis, 580

Electrical Wkrs. No. 617 (102)
 Robert A. Cissna, Jr., 51
 Wayne K. Thomas, 51

Laundry Wkrs. No. 143 (300)
 C. R. Regner, 300

Paint, Varnish & Lacquer Wkrs. No. 1053 (415)
 Raymond Angeli, 415

Painters & Decorators No. 913 (324)
 Kenneth M. Hower, 324

Painters, State Conf. (2)
 W. C. Farley, 1
 Kenneth M. Hower, 1

Plumbers & Steamfitters No. 467 (240)
 Sam Abruscato, 120
 A. L. Ramirez, 120

Retail Clerks No. 775 (1308)
 Carl E. Cohenour, 654
 William E. Ratcliffe, 654

Sheet Metal Wkrs. No. 272 (51)
 Irvin Ellenberger, 26
 Rupert D. Morgan, 25

Theatrical Stage & M.P. Oprs. No. 409 (83)
 John A. Woodworth, 42
 Ernest Winther, 41

SAN PEDRO
Bartenders No. 591 (313)
 Pierre A. Vidaillet, 157
 Charles Parks, 156

Beauticians No. 881-A (41)
 May M. Waddell, 41

Carpenters & Joiners No. 1140 (632)
 Harry V. Dawson, 632

Hotel, Restaurant, Cafeteria & Motel Empls. No. 512 (1344)
 Mary Olson Moran, 336
 Beulah Closs, 336
 Bernice Hoagland, 336
 Goldie Revell, 336

Marine & Shipbuilding Wkrs. No. 9 (196)
 James E. Daniels, 196

Retail Clerks No. 905 (768)
 Herbert O. Blank, 256
 William H. Soady, 256
 William Barrett, 256

Seine & Line Fishermen (300)
 Michael Mattara, 150
 Steve Oliveri, 150

Shipyards Laborers No. 802 (1318)
 Elmer Lowery, 1318

Steelworkers No. 5303 (126)
 Joe Angelo, 63
 Art Mullett, 63

SAN RAFAEL
Central Labor Council, Marin County (2)
 Thomas Beyer, 1
 Charles B. Weers, 1

Hod Carriers & Gen. Laborers No. 291 (477)
 Mason M. Warren, 477

Retail Clerks No. 1119 (1075)
 Leyton E. Youngclaus, 1075

SANTA ANA
Bldg. & Const. Trades Council, Orange Co. (2)
 Thomas W. Mathew, 1

Carpenters Dist. Council, Orange Co. (2)
 Charles M. Trenta, 1
 Jess Green, 1

Carpenters No. 1815 (1927)
 William X. Vaughn, 387
 Floyd Dixon, 385
 Loren Fillmore, 385
 Clark Hocutt, 385
 Les Neff, 385

Central Labor Council, Orange Co. (2)
 Peter J. Remmel, 1
 John B. Kulstad, 1

Communications Wkrs. No. 9510 (1483)
 John B. Kulstad, 742
 H. Allen Baker, 741

Electrical Wkrs. No. 441 (789)
 W. A. Ferguson, 789

Glass Bottle Blowers No. 81 (399)
 Donald David, 200
 Raymond Munion, 199

Hod Carriers No. 652 (1626)
 Ysido Ruvalcava, 326
 David Hernandez, 325
 Ocie B. Larks, 325
 Louis Rodriguez, 325
 Jack D. Pool, 325

Plumbers & Steamfitters No. 582 (300)
 Don D. Wade, 150
 Eugene Duval, 150

SANTA BARBARA
Bldg. & Const. Trades Council (2)
 W. L. Fillippini, 1

Meat Cutters No. 556 (732)
 Russell E. Jehnke, 244
 Charles A. Shea, 244
 Edward J. Diaz, 244

Painters Dist. Council No. 52 (2)
 Robert V. Marks, 1

Sheet Metal Wkrs. No. 273 (279)
 W. L. Fillippini, 279

Stage & M. P. Machine Operators No. 442 (12)
 John H. Gotchel, 12

SANTA CRUZ
Central Labor Council, Santa Cruz Co. (2)
 Herman Cornell, 1
 James Harris, 1

Const. & Gen. Laborers No. 283 (194)
 Ralph G. Mudge, 97
 Joe Price, 97

Leather Workers No. L-123 (170)
 John K. Rogers, 85
 Wayne E. Allen, 85

SANTA MARIA

Central Labor Council (2)

Larry Viegas, 1

Communications Wkrs.

No. 9581 (277)

J. B. Booe, 139

A. B. Montes, 138

Culinary Alliance & Bartenders

No. 703 (1186)

Wm. H. Lacy, 593

Guy Ruperto, 593

SANTA MONICA

Carpenters & Joiners

No. 1400 (969)

James Trankina, 323

A. J. Keating, 323

Thomas Vardaro, 323

Culinary Wkrs., Bartenders

& Hotel Serv. Empls.,

State Council (2)

Loretta Riley, 1

John W. Meritt, 1

Culinary Wkrs. & Bartenders

No. 814 (5085)

Alice C. Arwedson, 507

John W. Meritt, 507

Fred Burnett, 507

Eric H. Davy, 507

Ralph King, 507

Lloyd C. Liechty, 506

Marjorie I. O'Brien, 506

Enoch L. Starnier, 506

Vernon M. Taylor, 506

Maurine A. Burkhardt, 506

Meat Cutters No. 587 (800)

David W. Warner, 800

Plumbers No. 545 (506)

T. H. Conn, 506

SANTA ROSA

Bartenders & Culinary Wkrs.

No. 770 (683)

Loretta Riley, 683

Bldg. & Const. Trades Council

(2)

Al Deorsey, 1

S. O. MacKenzie, 1

Butchers No. 346 (623)

Everett A. Matzen, 623

Central Labor Council,

Sonoma Co. (2)

Everett A. Matzen, 1

Jay Lewis, 1

Hod Carriers & Common

Laborers No. 139 (461)

Al Deorsey, 461

Retail Clerks No. 1532 (1156)

Jerome J. Lewis, 386

Clarence C. Aaron, 385

Charles H. Dixon, 385

SHERMAN OAKS

Hotel, Motel, Restaurant Empls.

& Bartenders No. 694 (3178)

William R. Robertson, 3178

SOUTH GATE

Rubber Wkrs. No. 100 (907)

Al Hernandez, 907

U.T.U. R.R. Trainmen

No. 1422 (490)

J. E. Howe, 490

STOCKTON

Bldg. & Const. Trades

Council (2)

William Dorsey, 1

Butchers No. 127 (1317)

Richard Lautermilch, 1317

Central Labor Council of

San Joaquin Co. (2)

Robert Renner, 1

Communications Wkrs.

No. 9417 (558)

James E. White, 279

Donald E. Mullins, 279

Culinary Wkrs. Alliance

No. 572 (1524)

Ruth Rideout, 762

Betty Avila, 762

Hod Carriers & Com.

Laborers No. 73 (750)

Willie J. Billingsly, 750

Machinist No. 364 (735)

Harley Harris, 368

Lawrence DeMattel, 367

Steelworkers No. 7019 (95)

R. J. Petris, 48

Joe Angelo, 47

SUNNYVALE

Theatrical Stage & M.P.

Operators No. 796 (22)

Ray F. Farley, 11

Gerald R. King, 11

TERMINAL ISLAND

Cannery & Indust. Wkrs.

of the Pacific (3666)

Steve Edney, 734

Larry C. Parks, 733

Delbert Zwolle, 733

Lee Swift, 733

Juanita Lomeli, 733

TOBBANCE

Fire Fighters No. 1138 (133)

Charles E. Wiest, 133

Rubber Wkrs. No. 817 (7)

James H. Simmons, 7

TRACY

U.T.U. Locomotive Firemen &

Enginemen No. 1207 (68)

Ted F. Mackjust, 68

Locomotive Firemen &

Enginemen, State Leg.

Ed. Bd. (2)

James L. Evans, 1

Ted F. Mackjust, 1

TRINIDAD

Loggers No. 3006 (444)

Harry J. Toole, 444

UKIAH

Communications Wkrs.

No. 9420 (196)

Michele Harmon, 196

VALLEJO

Bldg. & Const. Trades Council,

Napa-Solano Cos. (2)

William Leshe, 1

Jess Payne, 1

Butchers & Meat Cutters

No. 532 (865)

Walter A. Quinn, 433

Samuel Beasley, Jr., 432

Carpenters & Joiners

No. 180 (749)

William Leshe, 749

Central Labor Council,

Napa-Solano Cos. (2)

Gayle L. Collins, 1

Jack Sparlin, 1

Communications Wkrs.

No. 9411 (402)

William E. Johnson, 201

Dennis Amendola, 201

Culinary Wkrs. & Bartenders

No. 560 (660)

Elizabeth Billings, 330

Glen Partridge, 330

Fire Fighters No. 1186 (77)

Robert A. Guinane, 77

Hod Carriers & Laborers

No. 326 (445)

Joseph Wright, 223

Dotsie Fletcher, 222

Plasterers & Cement Masons

No. 631 (34)

Joseph Valdez, 34

Plumbers No. 343 (165)

M. A. Beavers, 83

Roy Birch, 82

Retail Clerks No. 373 (1570)

Jack H. Sparlin, 314

Dean H. Wemken, 314

Robert D. Jones, 314

Boyce A. Smith, 314

Stanley Lathen, 314

Sheet Metal Wkrs. No. 75 (246)

L. M. "Lou" Augustine, 123

Charles B. Weers, 123

Teachers No. 827 (52)

Ernest De Stefano, 26

Donald Krebs, 26

Theatrical Stage & M.P.

Operators No. 241 (46)

Daniel W. Akin, 46

VENTURA

Bldg. & Const. Trades

Council (2)

Victor F. Rose, 1

Carpenters, Dist. Council (2)

Dean E. Southerland, 1

Central Labor Council,

Ventura Co. (2)

Patrick H. Riley, 1

Electrical Wkrs. No. 952 (409)

Donald Skinner, 409

Hod Carriers & Com. Laborers

No. 585 (1280)

Edward H. Flores, 320

James V. Flores, 320

Paul M. Perez, 320

Vincent C. Ruiz, 320

VISALIA

Carpenters No. 1109 (233)

Charles Nichols, 233

Central Labor Council, Tulare-

Kings Cos. (2)

Arthur Bostwick, 1

Edgar D. Sutherland, 1

WALNUT CREEK

Electrical Wkrs. No. 1245

(8737)

Ronald T. Weakley, 1457

M. A. Walters, 1456

Roland W. Fields, 1456

Anthony J. Boker, 1456

C. P. "Red" Henneberry, 1456

James M. Lydon, 1456

WATSONVILLE

Carpenters & Joiners

No. 771 (206)

Herman M. Cornell, 206

Theatrical Stage Empls.

No. 611 (44)

Arthur E. Jackson, 44

WEED

Lumber & Sawmill Wkrs.

No. 2907 (831)

Lloyd J. Lea, 294

Willie Taylor, 294

James DeMarco, 293

WILMINGTON

Butchers No. 551 (3662)

Robert G. Lane, 1831

Duane Ulrich, 1831

Seafarers, Atlantic & Gulf

Dist. (182)

Kenneth McGregor, 91

Max Steen, 91

Tabulation of Votes

Election held Thursday, September 3, 1970
For General Vice President, Geographical
Vice President of District No. 8 and for
1972 Convention City

	Gen. Vice Pres.		DISTRICT 8		CONVENTION CITY		
	Carter	Dias	Delsell	Small	Anaheim	Fresno	Los Angeles
ALHAMBRA							
Communications Wkrs. No. 9505							
R. W. Rivers	—	1320	—	1320	—	1320	—
ANAHEIM							
Carpenters No. 2203							
Anthony Ferro	—	706	—	706	706	—	—
John H. Tietz	—	706	—	706	706	—	—
ANTIOCH							
Fire Fighters No. 1794							
Samuel L. Golden	—	24	—	24	—	—	24
Steelworkers No. 6845							
Joseph Angelo	—	18	—	18	—	—	18
ASHLAND							
Fire Fighters No. 1428							
John Bigelow	—	15	—	15	—	—	15
BAKERSFIELD							
Communications Wkrs. No. 9416							
Douglas McCutcheon	196	—	196	—	—	196	—
R. L. Tatum	195	—	195	—	—	195	—
Hod Carriers & Com. Laborers No. 220							
Arthur Blinks	—	836	—	836	—	836	—
Kern, Inyo, Mono Bldg. Trades Council							
H. D. Lackey	—	1	—	1	—	—	1
Transport Wkrs. No. 3005							
F. P. Benson	—	80	—	80	—	80	—
BALDWIN PARK							
U.T.U. R.R. Trainmen No. 1563							
A. B. Bogartz	—	642	—	642	642	—	—
BARSTOW							
Fed. Railway Emp. No. 120							
Louis W. Jackson	—	1	—	1	—	—	1
Machinists No. 706							
Louis W. Jackson	—	292	—	292	—	—	292
BELL							
Steelworkers No. 3941							
G. J. Conway	—	55	—	55	—	—	55
BERKELEY							
Painters No. 40							
Gene Slater	—	251	—	251	—	—	251
Teachers No. 1078							
Mary T. Spivey	366	—	366	—	—	—	366
U.C. Clerical, Technical & Professional Employees No. 1695							
Margy Wilkinson	111	—	111	—	111	—	—
University Employed							
Graduate Students No. 1570							
David Rynin	1	—	1	—	—	—	1
Stephen Hart	1	—	1	—	—	1	—

CALIFORNIA LABOR FEDERATION

349

	Gen. Vice Pres.		DISTRICT 8		CONVENTION CITY		
	Carter	Dias	Delsell	Small	Anaheim	Fresno	Los Angeles
BISHOP							
Const. & Gen. Laborers No. 302							
Ray Mendoza	—	58	—	58	—	—	58
BURBANK							
Fire Fighters No. 778							
Charles E. Wiest	—	101	—	101	—	—	101
U.T.U. R.R. Trainmen No. 1561							
A. B. Bogartz	—	128	—	128	128	—	—
BURLINGAME							
Butchers No. 516							
Edwin F. Michelsen	—	665	—	665	—	—	665
CANOGA PARK							
U.T.U. R.R. Trainmen, No. 1565							
A. B. Bogartz	—	666	—	666	666	—	—
CHICO							
M. P. Projectionists No. 501							
Virginia Davis	—	10	—	10	—	—	10
CITY OF COMMERCE							
Glass Bottle Blowers No. 224							
Bob Broomfield	—	75	—	75	—	—	75
CONCORD							
Machinists No. 1173							
Ben Sharpsteen	—	869	—	869	—	869	—
CORONA							
Glass Bottle Blowers No. 192							
Dan Weatherford	—	194	—	194	—	194	—
DALY CITY							
Classified School Empls.,							
San Mateo Co. No. 377							
Robert Runels	—	438	—	438	438	—	—
Municipal Empls. No. 919							
Frank Gillis	—	71	—	71	71	—	—
Teachers No. 1481							
Robert O. Delzell	144	—	144	—	—	144	—
DAVIS							
Steelworkers No. 5261							
Joe Angelo	—	13	—	13	—	—	13
DUNSMUIR							
U.T.U. R.R. Trainmen No. 0694							
A. B. Bogartz	—	148	—	148	148	—	—
EL CERRITO							
Teachers No. 866							
Betty J. Smith	113	—	113	—	—	113	—
St. John F. Smith	112	—	112	—	—	—	112
EL MONTE							
Carpenters & Joiners No. 1507							
Arthur M. Belis	—	426	—	426	—	—	426
William A. Bennett	—	426	—	426	—	—	426
James W. Drake	—	426	—	426	—	—	426
C. A. Ward	—	427	—	427	—	—	427
Glass Bottle Blowers No. 39							
W. Bromberg	—	127	127	—	—	127	—
Wayne Goldsmith	128	—	128	—	—	—	128
Hod Carriers & Laborers No. 1082							
Isidro Rocha	—	1146	—	1146	—	1146	—

TABULATION OF VOTES

	Gen. Vice Pres.		DISTRICT 8		CONVENTION CITY		
	Carter	Dias	Delzell	Small	Anaheim	Fresno	Los Angeles
EL MONTE							
Painters No. 254							
Ben L. Cox	—	478	—	478	—	—	478
EL SEGUNDO							
Air Transport Wkrs. No. 502							
George E. Garland	—	381	—	381	—	—	381
EMERYVILLE							
Steelworkers No. 1304							
Frank E. White	—	805	—	805	805	—	—
ENCINO							
U.T.U. R.R. Trainmen No. 1336							
A. B. Bogartz	—	266	—	266	266	—	—
EUREKA							
Butchers No. 516—Unit 2							
Edwin F. Michelsen	—	105	—	105	—	—	105
Mod Carriers and Com. Laborers No. 181							
Albin J. Gruhn	—	292	—	292	—	—	292
Plywood & Veneer Wkrs. No. 2931							
Noel E. Harris	271	—	271	—	—	—	271
FONTANA							
Steelworkers No. 5632							
Robert L. Davis	—	102	—	102	102	—	—
FRESNO							
Butchers No. 126							
Carl Fuller	—	1739	—	1739	—	1739	—
Central Labor Council							
Bill O'Rear	—	1	—	1	—	1	—
Classified School Empls. No. 562							
Bill O'Rear	—	254	—	254	—	254	—
Culinary, Bartenders & Hotel							
Service Emp. No. 62							
Jack Alexander	—	1210	—	1210	—	1210	—
Fire Fighters No. 753							
Kenneth D. Larson	—	249	—	249	—	—	249
Forestry Fire Fighters No. 1388							
James R. Dack	—	37	—	37	—	—	37
Typographical No. 144							
Robert M. Perkins	204	—	—	204	—	204	—
GARDENA							
U.T.U. R.R. Trainmen No. 1544							
A. B. Bogartz	—	276	—	276	276	—	—
GLENDALE							
Brick & Clay Wkrs. No. 774							
George G. Schneider	663	—	663	—	—	—	663
Painters No. 713							
Robert M. Esch	—	208	—	208	—	—	208
Willard L. Sward	—	208	—	208	—	—	208
GLENDORA							
U.T.U. R.R. Trainmen No. 1812							
A. B. Bogartz	—	121	—	121	121	—	—
HAWTHORNE							
Stove Mounters No. 123B							
Matthew Smith	144	—	144	—	—	—	144
HAYWARD							
Carpenters & Joiners No. 1622							
Garland V. Smith	—	2013	—	2013	—	—	2013

CALIFORNIA LABOR FEDERATION

351

	Gen. Vice Pres.		DISTRICT 8		CONVENTION CITY		
	Carter	Dias	Delzell	Small	Anaheim	Fresno	Los Angeles
Communications Wkrs. No. 9412							
James B. Gordon, Jr.	639	—	639	—	—	639	—
Culinary Wkrs. &							
Bartenders No. 823							
Wesley T. Drake	—	415	—	415	—	—	415
John J. Gillick	—	415	—	415	—	—	415
Robert Otteson	—	415	—	415	—	—	415
Danny Silva	—	415	415	—	—	—	415
Leroy Woods	—	415	—	415	—	—	415
Glass Bottle Blowers No. 82							
John J. Moreno	53	—	53	—	—	—	53
HOLLYWOOD							
Actors Equity Assn.							
Edward Weston	—	155	—	155	—	—	155
American Federation of TV &							
Radio Artists							
Bill Baldwin	—	1044	—	1044	—	—	1044
American Guild of Musical Artists							
Francis E. Barnes	—	1321	—	1321	—	—	1321
Calif. State Theatrical Federation							
George Flaherty	—	1	—	1	—	—	1
William K. Howard	—	1	—	1	—	—	1
M. P. Costumers No. 705							
William K. Howard	—	551	—	551	—	—	551
M. P. Studio Projectionists, No. 165							
Emmet L. Welch Jr.	—	139	139	—	—	139	—
Leo S. Moore	—	140	—	140	—	—	140
M. P. Studio Art Craftsmen No. 790							
Albert K. Erickson	—	52	—	52	—	—	52
M. P. Studio Cinetechnicians No. 789							
Paul E. O'Bryant	—	304	—	304	—	304	—
Jules Weisberg	—	304	—	304	—	304	—
Painters No. 5							
Alex Green	195	—	195	—	—	—	195
Property Craftsmen No. 44							
Allen R. Hill	—	1500	—	1500	—	1500	—
Kressent H. Rhodes	500	—	500	—	—	—	500
Screen Actors Guild							
E. T. Buck Harris	—	5000	—	5000	—	—	5000
Screen Extras Guild							
Norman Stevans	—	3000	—	3000	—	—	3000
Studio Electricians No. 40							
George A. Mulkey	—	325	—	325	—	325	—
Studio Grips No. 80							
Scott L. Miller	—	628	—	628	—	628	—
HUNTINGTON PARK							
Glass Bottle Blowers No. 114							
H. L. Knettong	150	—	—	150	150	—	—
Joyce A. Wever	150	—	150	—	150	—	—
Glass Bottle Blowers No. 137							
Michael Golovich	—	373	—	373	—	373	—
L. Ruth Smith	—	373	—	373	—	373	—
David W. Bryson	—	373	—	373	—	—	373
Post Office Clerks State Fed.							
Russel Bodine	1	—	1	—	1	—	—
LAKEWOOD							
Laborers No. 507							
Ralph C. Conzelman	—	1768	—	1768	—	—	1768

TABULATION OF VOTES

	Gen. Vice Pres.		DISTRICT 8		CONVENTION CITY		
	Carter	Dias	Deisell	Small	Anaheim	Fresno	Los Angeles
LA PUENTE							
Rubber Wkrs. No. 766							
Georgia Riggi	—	549	—	549	—	—	549
LAWNDALE							
Glass Bottle Blowers No. 19							
Wilbur Hensler	123	—	—	123	—	—	123
Mildred Nicholson	122	—	122	—	122	—	—
LONG BEACH							
Bartenders No. 686							
M. R. Callahan	—	952	—	952	—	—	952
Bldg. & Const. Trades Council							
James H. Blackburn	—	1	—	1	—	—	1
E. B. Webb	—	1	—	1	—	—	1
Culinary Alliance No. 681							
James T. Stevens	—	5408	—	5408	—	—	5408
Oil, Chemical and							
Atomic Wkrs. No. 1-128							
Ed D. Duffy	—	4769	—	4769	—	—	4769
Painters No. 256							
W. C. Farley	—	592	—	592	—	—	592
LOS ANGELES							
Advertising & Public							
Relations Employees No. 518							
H. C. Evetts	—	15	—	15	—	—	15
Allied Printing Trades So. Calif. Conf.							
C. B. Hughes	—	1	—	1	1	—	—
Gino C. Petrella	—	1	—	1	—	—	1
Bartenders No. 284							
Clarence Bailey	—	811	—	811	—	—	811
Herman Leavitt	—	812	—	812	—	—	812
Bookbinders No. 63							
Gino C. Petrella	—	600	—	600	—	—	600
Brick & Clay Wkrs. Dist. Council 11							
Charles A. Larson	—	1	—	1	—	—	1
Bldg. & Construction Trades Council							
John Cinquemani	—	1	—	1	—	—	1
Cabinet Makers & Millmen No. 721							
Anthony J. Bogdanowicz	—	2408	—	2408	—	—	2408
California Labor Commissioners No. 975							
Paul A. Hill, Jr.	—	17	17	—	—	17	—
Don Houston	—	17	—	17	—	—	17
Carpenters No. 1976							
Albert H. Wise	—	442	—	442	—	—	442
Cloak Makers No. 58							
Rose Bauer	—	174	—	174	—	—	174
Isidor Stenzor	—	—	—	—	—	—	173
Clothing Wkrs. No. 81							
John Shaver	—	16	—	16	—	—	16
Clothing Wkrs. No. 268							
Harry Bloch	—	84	—	84	—	—	84
Clothing Wkrs. No. 278							
John Shaver	—	137	—	137	—	—	137
Clothing Wkrs. No. 408							
Harry Bloch	—	58	—	58	—	—	58
Clothing Wkrs. So. Calif. Jt. Bd.							
Harry Bloch	—	1	—	1	—	—	1
Culinary Wkrs. Jt. Exec. Bd.							
Robert Giesick	—	1	—	1	—	—	1

CALIFORNIA LABOR FEDERATION

353

	Gen. Vice Pres.		DISTRICT 8		CONVENTION CITY		
	Carter	Dias	Delzell	Small	Anaheim	Fresno	Los Angeles
Electrical Wkrs. No. 11							
Charles McCord	—	1725	—	1725	—	—	1725
Electrical Wkrs. No. 18							
Laurence Borzoni	—	306	—	306	—	—	306
Patrick J. Burns	—	306	—	306	—	—	306
Electrical Wkrs. No. 1710							
Nathan Karp	—	590	—	590	—	—	590
Federated Fire Fighters of Calif.							
Kenneth D. Larson	—	1	—	1	—	—	1
Charles E. Wiest	—	1	—	1	—	—	1
Fire Fighters No. 1014							
A. Paul Desautels	—	1576	—	1576	—	—	1576
Garment Wkrs. No. 84							
Max Sherry	—	230	—	230	—	—	230
Garment Wkrs. No. 96							
Sam Schwartz	—	200	—	200	—	—	200
Garment Wkrs. No. 97							
Meyer R. Silverstein	—	154	—	154	—	—	154
Garment Wkrs. No. 482							
Sam Schwartz	—	400	—	400	—	—	400
Garment Wkrs. No. 483							
Dorothy Radelet	126	—	126	—	—	—	126
Garment Wkrs. No. 497							
Jennie Spallino	—	506	—	506	—	—	506
Glass Bottle Blowers No. 29							
Ronnie D. Atkins	—	154	—	154	—	—	154
Louis Konior	—	155	—	155	—	155	—
Laborers, So. Calif. Dist. Council							
Ray M. Wilson	—	1	—	1	—	—	1
Leather Wkrs. No. 213-L							
Max Roth	—	250	—	250	—	—	250
Antonio M. La Stelley	—	250	—	250	—	—	250
Meat Cutters No. 421							
Harold Benninger	—	2383	—	2383	—	—	2383
Meat Cutters No. P-1138							
Lionel J. Duperron	—	220	—	220	220	—	—
Metal Polishers No. 67							
William H. Lassley	—	61	—	61	—	61	—
Metal Trades Council So. Cal.							
William H. Lassley	—	1	—	1	—	1	—
M. P. Projectionist No. 150							
George O. Evans	—	592	—	592	—	—	592
Misc. Restaurant Employees No. 440							
Fred Felix	—	2567	—	2567	—	—	2567
Newspaper Pressmen No. 18							
Charles Edwards	—	300	—	300	—	—	300
Office Empls. No. 30							
Gwen Newton	—	1699	—	1699	—	—	1699
Offset Wkrs. & Printing Pressmen No. 78							
Samuel Scalero	275	—	275	—	275	—	—
Philip Vinci	275	—	—	275	275	—	—
Operating Engineers No. 12							
Wm. C. Waggoner	—	13,105	—	13,105	—	—	13,105
Painters Dist. Council No. 36							
Walt Zagajeski	—	1	—	1	—	—	1
Plumbers No. 78							
Daniel J. Mundy	—	1979	—	1979	—	—	1979
Printing Specialties So. Calif.							
Dist. Council No. 2							
Carmen Piantedosi	1076	—	1076	—	—	—	1076
Provision House Wkrs. No. 274							
Alvin A. Rubin	—	4199	—	4199	—	—	4199

TABULATION OF VOTES

	Gen. Vice Pres.		DISTRICT 8		CONVENTION CITY		
	Carter	Dias	Delzell	Small	Anaheim	Fresno	Los Angeles
LOS ANGELES							
Pulp Sulphite & Paper Mill							
Wkrs. No. 307							
Warren L. Collins	—	592	—	592	—	—	592
B. F. "Bill" Fulmer	—	592	—	592	—	—	592
Sheet Metal Wkrs. No. 108							
Serapio Cardona	—	668	—	668	—	—	668
Juan E. Lujon	—	668	668	—	—	—	668
W. N. Marks	—	668	—	668	—	—	668
Paul F. Masi	—	669	—	669	—	—	669
Sprinkler Fitters No. 709							
James Duffy	—	175	—	175	—	—	175
Stage Employees No. 33							
George Hekkers	—	290	—	290	—	290	—
Stationary Operating Eng. No. 501							
Evan F. Dillon	—	1002	—	1002	—	—	1002
Typographical No. 174							
Daniel Cohen	—	1419	—	1419	1419	—	—
U.T.U. R.R. Trainmen No. 240							
A. B. Bogartz	—	332	—	332	332	—	—
U.T.U. R.R. Trainmen No. 1607							
A. B. Bogartz	—	629	—	629	629	—	—
Utility Wkrs. No. 132							
Edward Shedlock	—	1000	—	1000	—	—	1000
Waiters Alliance No. 17							
Jack Trystman	—	3088	—	3088	—	3088	—
Waitresses No. 639							
Ruth Compagnon	—	5878	—	5878	—	—	5878
MARTINEZ							
Bldg. & Construction Trades							
Council of Contra Costa Co.							
Howard Reed	—	1	—	1	—	—	1
Norris Casey	—	1	—	1	—	—	1
Central Labor Council of							
Contra Costa Co.							
Tony Cannata	1	—	1	—	1	—	—
Art Carter	1	—	1	—	—	—	1
Const. Laborers No. 324							
Roscoe O. Hunter	1704	—	—	1704	—	—	—
Nathaniel Jackson	—	341	—	341	—	—	—
Painters No. 741							
H. H. Harr	150	—	150	—	150	—	—
Retail Clerks No. 1179							
Francis W. Keefe	2062	—	—	2062	—	—	2062
MENLO PARK							
Utility Workers No. 160-C							
Edward T. Shedlock	—	112	—	112	—	—	112
MERCED							
Fire Fighters No. 1396							
James R. Dack	—	56	—	56	—	—	56
MODESTO							
Communications Workers No. 9418							
Mettie B. Barrett	—	131	—	131	—	—	131
Maxine Heffron	—	130	—	130	—	—	130
Glass Bottle Blowers No. 17							
Paul Hale	—	269	—	269	—	269	—
Plasterers & Cement Masons No. 429							
Charles A. Green	—	56	—	56	—	—	56
David McCain	—	55	—	55	—	55	—

CALIFORNIA LABOR FEDERATION

355

	Gen. Vice Pres.		DISTRICT 8		CONVENTION CITY		
	Carter	Dias	Delzell	Small	Anaheim	Fresno	Los Angeles
Central Labor Council of Stanislaus and Tuolumne Counties							
David McCain	—	1	—	1	—	1	—
MOJAVE							
Fire Fighters Flight Test Center No. F-53							
James R. Dack	—	108	—	108	—	—	108
MONTEREY							
Carpenters & Joiners No. 1323							
Russel Hansen	—	260	—	260	—	—	260
Leo E. Thiltgen	—	260	—	260	260	—	—
Central Labor Council of Monterey							
Leo E. Thiltgen	—	1	—	1	1	—	—
Laborers No. 690							
Kenneth Holt	—	171	171	—	—	—	171
George E. Jenkins	—	172	—	172	—	—	172
MOUNTAIN VIEW							
Carpenters & Joiners No. 1280							
Tom R. Crawford	—	320	—	320	—	—	320
Elmer J. Jackson	—	320	—	320	—	—	320
Gunther F. C. Just	—	319	—	319	—	—	319
Wm. Kimmel	—	319	—	319	—	—	319
NAPA							
Hod Carriers & Gen. Laborers No. 371							
Jess Payne	—	334	—	334	—	334	—
OAKLAND							
Auto, Marine & Specialty Painters							
No. 1796							
Leslie K. Moore	—	558	—	558	—	—	558
Automotive Machinists No. 1546							
M. F. Damas	—	5380	—	5380	—	—	5380
Auto Salesmen No. 1095							
Vincent J. Fulco	—	272	—	272	—	—	272
Fernand D. Silva	—	271	—	271	—	—	271
Bartenders No. 52							
Steve J. Revilak	—	1118	—	1118	—	—	1118
Boilermakers No. 10							
C. W. Huddleston	—	407	—	407	—	—	407
Butchers No. 120							
James Sandberg	—	2530	—	2530	2530	—	—
Calif. Legis. & Coord. Council							
Edward George	1	—	1	—	—	1	—
Carpenters & Joiners No. 36							
Allen A. Linder	—	1649	—	1649	—	—	1649
Central Labor Council, Alameda County							
Edward J. Collins	—	1	—	1	—	—	1
Richard K. Groulx	—	1	—	1	—	—	1
Cement Masons No. 594							
Bruce Dillashaw	—	328	—	328	328	—	—
Cleaning & Dye House Wkrs. No. 3009							
Jesse A. Cooksey	—	1227	—	1227	—	—	1227
Clerks & Lbr. Handlers No. 939							
Mel Tompkins	—	75	—	75	75	—	—
Communications Workers No. 9415							
Loren E. Blasingame	—	715	715	—	—	—	715
Const. & Gen. Laborers No. 304							
Paul L. Jones	—	3000	—	3000	—	—	3000
Cooks No. 228							
Jack B. Faber	—	1433	—	1433	—	—	1433

TABULATION OF VOTES

	Gen. Vice Pres.		DISTRICT 8		CONVENTION CITY		
	Carter	Thomas	Delzell	Small	Anaheim	Fresno	Los Angeles
OAKLAND							
Dining Car Cooks & Waiters No. 456							
T. W. Anderson	—	201	—	201	—	—	201
East Bay Muni. Dist. Empls. No. 444							
Floyd E. Parten	162	—	162	—	162	—	—
Electrical Workers No. 595							
Thomas J. Sweeney	—	1240	—	1240	—	—	1240
Electronic, Plastic, Metal Prod. Workers No. 1518							
William Stadnisky	—	813	—	813	—	—	813
Fire Fighters No. 55							
Samuel L. Golden	—	235	—	235	—	—	235
Glass Bottle Blowers No. 2							
Norman Heald	—	49	—	49	—	49	—
William L. Lange	—	49	—	49	—	49	—
Indus. Iron & Metal Processing Workers No. 1088							
C. D. Parker	—	101	—	101	—	—	101
Lonnie Thompson	100	—	100	—	100	—	—
Lathers No. 88							
William Ward	—	162	—	162	162	—	—
Laundry Workers No. 2							
Millie Rogers	—	122	—	122	122	—	—
Robert Luster	121	—	121	—	—	—	121
Machinists No. 284							
Edward J. Logue	—	2000	—	2000	—	—	2000
Machinists, Calif. Conf.							
Al J. Baffone	—	1	—	1	—	—	1
John T. Schiavenza	—	1	—	1	—	—	1
M. P. Operators No. 169							
Wm. E. Rose	—	98	—	98	—	98	—
Office Employees No. 29							
Louis Celaya	358	—	358	—	—	—	358
Jean Maddox	358	—	358	—	—	—	358
Joe Nedham	358	—	358	—	—	358	—
Edith Withington	359	—	359	—	—	—	359
Painters Dist. Council No. 16							
Gene Slater	—	1	—	1	—	—	1
Plasterers No. 112							
Joseph P. Egan	—	108	—	108	—	—	108
Plumbers No. 444							
George A. Hess	—	286	—	286	286	—	—
Hubert H. Ross	—	286	—	286	—	—	—
Gerald L. Stacy	—	286	—	286	—	—	286
Sheet Metal Workers No. 216							
Fred W. Harmon	—	250	—	250	250	—	—
Wm. D. Maddox	—	250	—	250	250	—	—
Shipyard & Marine Shop Laborers No. 886							
Harry Lumsden	—	278	—	278	—	—	278
O. K. Mitchell	—	278	—	278	—	278	—
Sleeping Car Porters							
C. L. Dellums	—	159	—	159	—	—	159
Steamfitters No. 342							
Vern Gosney	—	1294	1294	—	—	—	1294
Steelworkers No. 7616							
Tom McGuire	—	561	—	561	—	—	561
Teachers No. 771							
David Creque	375	—	375	—	—	375	—

CALIFORNIA LABOR FEDERATION

357

	Gen. Vice Pres.		DISTRICT 8		CONVENTION CITY		
	Carter	Dias	Delsell	Small	Anaheim	Fresno	Los Angeles
Typographical No. 36							
Oden B. Robertson.....	278	—	—	278	—	—	278
Waiters, Waitresses & Serv. Crafts No. 31							
Fran Childers	—	3182	—	3182	—	—	3182
OROVILLE							
Central Labor Council							
Butte & Glenn Counties							
Virginia Davis	—	1	—	1	—	—	1
OXNARD							
Steelworkers No. 2029							
L. F. Curry.....	—	63	—	63	—	—	63
PALO ALTO							
Carpenters & Joiners No. 668							
Johnnie Deskins	—	267	—	267	—	—	267
Klaus G. Luck.....	—	267	—	267	—	—	267
James E. Powers.....	—	267	—	267	—	—	267
PASADENA							
Fire Fighters No. 809							
Kenneth D. Larson.....	—	156	—	156	—	—	156
Meat Cutters No. 439							
Paul Enriquez	—	2684	—	2684	—	—	2684
PITTSBURG							
Culinary Workers & Bartenders No. 822							
Vincent Licari	—	812	—	812	—	812	—
Plasterers & Cement Masons No. 825							
Kenneth E. Graedel	—	168	168	—	168	—	—
Steelworkers No. 1440							
Anthony Cannata	961	—	961	—	961	—	—
Henry Cano	961	—	961	—	961	—	—
POMONA							
Hod Carriers & Laborers No. 806							
R. M. Moreno	—	572	—	572	572	—	—
REDDING							
Central Labor Council, Five Counties							
Robert E. Koenig.....	—	1	—	1	—	1	—
Lumber & Sawmill Workers, No. Calif. District Council							
James De Marco	—	1	—	1	—	—	1
Retail Clerks No. 1364							
Robert E. Koenig.....	—	493	—	493	—	493	—
Robert M. O'Brien.....	—	492	—	492	—	492	—
REDWOOD CITY							
Peninsula Cities Lodge No. 756, A.F.S.C.M.E.							
Robert Runels	—	43	—	43	43	—	—
RICHMOND							
Bartenders & Culinary Workers No. 595							
Katherine S. Ginsburg.....	—	650	—	650	—	—	650
James E. Calvarese.....	1300	—	—	1300	—	—	1300
Boilermakers No. 513							
Manuel Dias	—	442	—	442	—	—	442
Carpenters & Joiners No. 642							
Sam W. Herrod.....	967	—	967	—	—	967	—
Fire Fighters No. 188							
James R. Dack.....	—	58	—	58	—	—	58

TABULATION OF VOTES

	Gen. Vice Pres. Carter	Dias	DISTRICT 8 Delzell	Small	CONVENTION CITY Anaheim	Fresno	Los Angeles
RICHMOND							
Machinists No. 824							
Sam Swisher	—	1430	—	1430	—	—	1430
ROSEVILLE							
Carpenters & Joiners No. 1147							
Clarence R. Peters	—	461	—	461	—	—	461
SACRAMENTO							
Allied Printing Trades Council							
James R. Prewitt	1	—	—	1	1	—	—
Bartenders No. 600							
Thomas Peterson	—	553	—	553	—	—	553
Bookbinders No. 35							
James R. Prewitt	87	—	—	87	87	—	—
Building & Construction Trades State Council							
James Lee	—	1	—	1	—	—	1
J. J. Twombly	—	1	—	1	—	—	1
Butchers No. 498							
Roy Mack	—	1869	—	1869	—	1869	—
Communications Workers Dist. 9							
J. M. Van Houten	—	1	—	1	—	—	1
R. W. Hackler	—	1	—	1	—	—	1
Communications Workers No. 9421							
Fred W. Earp	450	—	450	—	—	—	450
Lee K. Tiner	450	—	—	450	—	—	450
Const. & Gen. Laborers No. 185							
Audrain F. Weatherl	—	2208	—	2208	—	—	2208
Cooks No. 683							
Ralph Blaylock	658	—	—	658	—	658	—
Fire Fighters No. 522							
Kenneth D. Larson	—	494	—	494	—	—	494
Fire Fighters No. 1482							
Samuel L. Golden	—	25	—	25	—	—	25
Iron Workers No. 118							
Ted Krolkowski	—	172	—	172	—	—	172
L. E. Sparks	—	344	—	344	—	344	—
Theatre Employees B-66							
Harry Finks	—	55	—	55	—	—	55
Typographical No. 46							
Edgar O. True	—	452	—	452	452	—	—
U.T.U. R.R. Trainmen No. 0492							
A. B. Bogartz	—	246	—	246	246	—	—
SALINAS							
Carpenters & Joiners No. 925							
C. H. McCollum	—	250	250	—	—	250	—
Fire Fighters No. 1270							
Richard Palmer	—	55	—	55	—	55	—
Retail Clerks No. 839							
Carl N. Carr	430	—	—	430	—	—	430
James R. Dobbs	344	—	—	344	—	—	344
SAN BERNARDINO							
Hod Carriers & Laborers No. 783							
Ray M. Wilson	—	800	—	800	—	—	800
M. P. Projectionists No. 577							
Robert G. W. Bennett	—	20	—	20	—	—	20
Carl R. Douglass	—	20	—	20	—	—	20
Central Labor Council of San Bernardino Co.							
Lloyd Berry	—	1	—	1	—	—	1

CALIFORNIA LABOR FEDERATION

359

	Gen. Vice Pres.		DISTRICT 8		CONVENTION CITY		
	Carter	Dias	Delzell	Small	Anaheim	Fresno	Los Angeles
SAN BRUNO							
Air Transport Empls. No. 1781							
Robert F. Bost	1250	—	1250	—	—	1250	—
Basil Jimenez	1250	—	1250	—	1250	—	—
Fred C. Monday	1250	—	1250	—	—	1250	—
W. D. Snow	1250	—	1250	—	—	—	1250
SAN DIEGO							
Bldg. & Const. Trades Council							
A. L. Henderson	—	1	—	1	—	—	1
Butchers No. 229							
Max Osslo	—	1800	—	1800	—	—	1800
Cab Drivers No. 101							
Cecil Gates	—	310	—	310	—	—	310
Cannery Wkrs. & Fishermen							
Tom Meyer	—	1244	—	1244	—	—	1244
Carpenters Dist. Council							
Donald K. Overhiser	—	1	—	1	—	—	1
John A. Bemis	—	1	—	1	—	—	1
Carpenters & Joiners No. 1296							
Larry McDaniel	1146	—	1146	—	1146	—	—
Central Labor Council of San Diego & Imperial Counties							
Robert L. Moeller	—	1	—	1	—	—	1
R. R. Richardson	—	1	—	1	—	—	1
Clothing Wkrs. No. 288							
Ruth Miller	—	72	—	72	—	—	72
Culinary Alliance & Hotel Service Empls. No. 402							
Dudley Wright	—	2757	—	2757	—	2757	—
Electrical Wkrs. No. 569							
Charles R. Wright	—	1634	—	1634	—	—	1634
Hod Carriers & Laborers No. 89							
Solomon A. Johnson	—	3000	—	3000	—	—	3000
Machinists No. 2215							
Harry M. Black	715	—	—	715	715	—	—
J. R. Mattson	—	715	—	715	—	—	715
M. P. Projectionists No. 297							
Raymond Krum	—	125	—	125	—	—	125
Waiters & Bartenders No. 500							
George Mericantante	—	783	—	783	—	—	783
SAN FRANCISCO							
Automotive Machinists No. 1305							
Fred L. Martin	—	2565	—	2565	—	—	2565
Bakers No. 24							
Edward Kemmitt	—	750	—	750	—	—	750
Perry G. Rose	—	750	—	750	750	—	—
Bartenders No. 41							
Joseph Garcia	—	2493	—	2493	—	—	2493
Boilermakers No. 6							
E. P. Rainbow	—	674	—	674	—	674	—
Butchers No. 115							
Walter Heath	—	3504	—	3504	—	—	3504
Butchers Local No. 508							
Edwin J. Laboure	—	477	—	477	—	—	477
Bernard V. McCaffrey	—	954	—	954	—	—	954
Carpenters, Bay Counties District Council							
A. A. Figone	—	1	—	1	1	—	—
Carpenters & Joiners No. 483							
Russ Pool	—	539	—	539	539	—	—

TABULATION OF VOTES

	Gen. Vice Pres.		DISTRICT 8		CONVENTION CITY		
	Carter	Dias	Delzell	Small	Anaheim	Fresno	Los Angeles
SAN FRANCISCO							
Carpet, Lino. & Tile Layers No. 1235							
George J. Brown	—	210	—	210	—	210	—
William J. Casey	—	210	—	210	—	—	210
Central Labor Council of S. F.							
John F. Crowley	—	1	—	1	—	1	—
Cleaners & Dyers No. 3010							
Henry M. Romiguere	—	213	—	213	213	—	—
Mike Fernandez	—	213	—	213	213	—	—
Cloakmakers No. 8							
Sam Green	—	580	—	580	—	—	580
Clothing Wkrs. No. Calif. Jt. Bd.							
Anne Draper	1	—	1	—	—	—	1
Communications Wkrs. No. 9410							
John J. Whitehouse	3162	—	3162	—	—	—	3162
Const. & Gen. Laborers No. 261							
John McLaughlin	—	2951	—	2951	—	—	2951
Cooks No. 44							
C. T. McDonough	—	2711	—	2711	—	—	2711
Culinary Wkrs. Loc. Jt. Ex. Bd.							
Joseph Belardi	—	1	—	1	—	1	—
Electric Wkrs. No. 6							
Raymond J. Donovan	—	814	814	—	—	—	814
Fire Fighters No. 798							
John Slattery	—	1359	—	1359	—	—	1359
Glaziers & Glass Wkrs. No. 718							
Myrl Geminani	181	—	181	—	—	—	181
Stanley M. Smith	181	—	181	—	—	181	—
Industrial Carpenters No. 2565							
Wm. W. White	—	155	—	155	—	—	155
Laborers No. Calif. Dist. Council							
Sal Minerva	—	1	—	1	—	1	—
Lumber & Sawmill Wkrs.							
Calif. State Council							
Lloyd Lea	—	1	—	1	—	—	1
Machinists No. 68							
Robert Vegas	—	2867	—	2867	—	—	2867
Machinists No. 1327							
Chris Amadio	—	2000	—	2000	—	—	2000
Marine Cooks & Stewards							
Tom Nugent	—	4854	—	4854	—	—	4854
Marine Eng. Ben. Assoc., Dist. 1							
Stephen R. Franks	—	1105	—	1105	—	—	1105
Marine Firemen							
Henry Disley	—	2000	—	2000	—	—	2000
Metal Trades Council, Bay Cities							
Thomas Rotell	—	1	—	1	—	—	1
Military Sea Transport Union							
Joseph J. Leal	—	700	—	700	—	—	700
Mortuary Employees							
John F. Crowley	—	35	—	35	—	35	—
Musicians Local 6							
Albert F. Arnold	—	1500	—	1500	1500	—	—
National Assn. of Broadcast							
Employees & Tech. No. 51							
N. J. Greene	159	—	159	—	—	—	159
National Maritime Union of America							
Conrad L. Greaves	—	500	—	500	—	—	500
Newspaper Guild No. 52							
Helen S. Palter	—	1310	—	1310	—	—	1310
Office & Prof. Empls. No. 3							
John F. Henning	—	841	—	841	—	—	841

CALIFORNIA LABOR FEDERATION

361

	Gen. Vice Pres.		DISTRICT 8		CONVENTION CITY		
	Carter	Dins	Deisell	Small	Anaheim	Fresno	Los Angeles
Operating Eng. No. 3							
T. J. Stapleton	—	11,627	—	11,627	—	—	11,627
Operating Eng.—State Conf.							
Wm. G. Dowd	—	1	—	1	—	—	1
Operating Stationary Eng. No. 39							
Bernard Speckman	—	658	—	658	—	—	658
Art Viat.....	—	658	—	658	—	—	658
Painters Dist. Council 8							
Edward Howe	—	1	—	1	1	—	—
Postal Clerks No. 2							
William Devine	—	323	—	323	—	—	323
Joseph Leone	323	—	—	323	—	—	323
Printing Spec. No. 362							
Eugene J. Villalobos	975	—	975	—	—	—	975
Prof. & Technical Eng. No. 17							
John A. Kidder	151	—	151	—	—	—	151
Retail Clerks No. 648							
Maurice Hartshorn	—	1084	—	1084	—	—	1084
L. Patrick O'Brien.....	—	1084	—	1084	—	—	1084
Retail Dept. Store Employees No. 1100							
Herman L. Griffin	5916	—	—	5916	—	—	5916
Sailors Union of Pacific							
Morris Weisberger	—	5333	—	5333	—	—	5333
Sausage Makers No. 203							
Costa Vennarucci	—	593	593	—	593	—	—
Scrap Iron, Metal, Salvage & Waste Material Wkrs. No. 965							
O. K. Mitchell	—	132	—	132	—	132	—
Seafarers, Atlantic & Gulf Dist.							
Frank Drozak	—	674	—	674	—	—	674
Sheet Metal Wkrs. No. 104							
Thomas A. Dowrick	—	509	—	509	509	—	—
State, County & Muni. Empl. No. 1569							
James Canepa	—	80	—	80	—	80	—
Teachers No. 61							
Marjorie Stern	1289	—	1289	—	—	—	1289
Telegraph Wkrs. No. 34							
James W. Cross	—	800	—	800	—	—	800
Theatrical Stage Empl. No. 16							
Edward C. Powell	—	104	—	104	—	104	—
Theatrical Wardrobe Att. No. 784							
Wm. P. Sutherland	—	45	—	45	—	—	—
Theatrical Emp. B-18							
Wm. P. Sutherland	—	408	—	408	—	—	—
Transportation Wkrs. No. 250-A							
John Squire	334	—	334	—	334	—	—
Transit Union No. 1225							
W. H. Rhodes	—	1500	—	1500	—	1500	—
Typographical No. 21							
Donald Abrams	—	321	—	321	—	—	321
Elson B. Snow	321	—	—	321	—	—	321
Joe Small	321	—	—	321	—	—	321
Union Label Section							
E. H. Ponn	—	1	—	1	1	—	—
Waiters & Dairy Lunchmen No. 30							
Fred Humphreys	3510	—	—	3510	—	—	3510
Waitresses No. 48							
Elizabeth Kelley	—	4326	—	4326	—	—	4326
Web Pressmen No. 4							
Charles F. Kelly	651	—	651	—	651	—	—
Western Graphics Arts No. 14							
Charles F. Kelly	1325	—	1325	—	1325	—	—

TABULATION OF VOTES

	Gen. Vice Pres.		DISTRICT 8		CONVENTION CITY		
	Carter	Dias	Delzell	Small	Anaheim	Fresno	Los Angeles
SAN JOSE							
Auto Mechanics No. 1101							
Bert D. Henington	—	896	—	896	896	—	—
Clinton D. Miller	—	897	—	897	—	—	897
Bartenders No. 577							
Herschell Morgan	—	919	—	919	—	—	919
Carpenters Dist. Council							
John A. Rebeiro	—	1	—	1	—	—	1
Chas. Rigmaiden	—	1	—	1	—	—	1
Carpenters & Joiners No. 316							
Rene Parra	558	—	558	—	558	—	—
John J. Valente	558	—	558	—	558	—	—
Ray F. Wood	558	—	—	558	558	—	—
Harvey H. Landry Jr.	—	559	—	559	—	—	559
Central Labor Council, Santa Clara Co.							
Ed Camunex	1	—	—	1	—	1	—
Communications Wkrs. No. 9423							
Lowell R. Johnson	—	825	—	825	—	—	825
Const. & Gen. Laborers No. 270							
Robert H. Medina	—	2254	—	2254	2254	—	—
Electrical Wkrs. No. 332							
Charles J. Swiderski	—	365	—	365	—	—	365
Hod Carriers No. 234							
Robert W. Garner	—	282	—	282	—	—	282
Hotel, Rest., Motel							
Serv. Employees No. 180							
Leo Stears	—	5210	—	5210	—	—	5210
Fire Fighters No. 873							
Charles E. Wiest	—	444	—	444	—	—	444
Electronics Wkrs. No. 547							
Leland Nelson	—	168	—	168	—	—	168
Lathers, Calif. State Council							
William Ward	—	1	—	1	1	—	—
Machinists No. 562							
Dwight L. Reed	—	1929	—	1929	1929	—	—
Machinists No. 565							
Kent W. Arnold	—	1234	—	1234	1234	—	—
Machinists No. 504							
James N. LeBlanc	—	2363	—	2363	—	—	2363
Painters No. 507							
Conrad Paredes	—	767	—	767	—	—	767
Print. Spec. & Paper Prod. No. 777							
Don McCaughan	—	664	—	664	—	—	664
Retail Store Empls. No. 428							
David M. Reiser	5678	—	—	5678	—	—	5678
Teachers, San Jose State College							
No. 1362							
Alan Barnett	169	—	169	—	—	—	169
SAN LEANDRO							
Glass Bottle Blowers No. 85							
Wilson Massey	100	—	100	—	—	—	100
SAN MATEO							
Bartenders & Culinary Wkrs. No. 340							
John T. Collins	—	5449	—	5449	—	—	5449
Bldg. & Const. Trades Council							
Sam J. Shannon	—	1	—	1	—	—	1
Carpenters & Joiners No. 162							
Earl W. Honerlah	—	1051	—	1051	—	—	1051
Central Labor Council,							
San Mateo Co.							
Robert Bost	1	—	1	—	—	1	—
Robert Delzell	1	—	1	—	—	1	—

CALIFORNIA LABOR FEDERATION

363

	Gen. Vice Pres.		DISTRICT 8		CONVENTION CITY		
	Carter	Dias	Delzell	Small	Anaheim	Fresno	Los Angeles
Communications Workers No. 9430							
Evelyn P. Mitchell	—	400	400	—	—	—	400
County Empls. No. 829							
Frank Gillis	—	580	—	580	580	—	—
Robert Runels	—	580	—	580	580	—	—
Electrical Wkrs. No. 617							
Robert A. Cissna, Jr.	—	51	—	51	51	—	—
Wayne K. Thomas	—	51	—	51	—	—	51
Painters No. 913							
Kenneth M. Hower	—	324	—	324	—	—	324
Plumbers No. 467							
Sam Abruscato	—	107	—	107	—	—	107
A. L. Ramirez	—	107	—	107	—	—	107
Retail Clerks No. 775							
Carl E. Cohenour	—	654	—	654	—	—	654
Sheet Metal Wkrs. No. 272							
Rupert D. Morgan	—	51	—	51	51	—	—
State, Co. & Muni Empls. Council 57							
Frank Gillis	—	1	—	1	1	—	—
Theatrical M. P. Opr. No. 409							
John A. Woodworth	—	83	83	—	—	—	83
SAN PEDRO							
Hotel, Rest. & Cafeteria Empls. No. 512							
Mary Olson Moran	—	1344	—	1344	—	—	1344
Marine & Ship Builders No. 9							
James E. Daniels	—	196	—	196	—	—	196
Retail Clerks No. 905							
Herbert O. Blank	—	384	—	384	—	—	384
William H. Soady	—	384	—	384	—	384	—
Seine & Line Fishermen							
Michael Mattera	—	300	—	300	—	—	300
Shipyard Laborers No. 802							
Elmer Lowery	—	1318	—	1318	—	—	1318
Steelworkers No. 5303							
Arthur Mullett	—	126	—	126	—	—	126
SAN RAFAEL							
Central Labor Council of Marin Co.							
Charles B. Weers	—	1	—	1	—	—	1
Hod Carriers & Gen. Laborers No. 291							
Mason B. Warren	—	477	—	477	—	—	477
SANTA ANA							
Carpenters Dist. Council, Orange Co.							
Jess Green	—	1	1	—	1	—	—
Carpenters & Joiners No. 1815							
Less Neff	—	385	—	385	385	—	—
William X (Tex) Vaughn	—	387	—	387	387	—	—
Floyd Dixon	—	385	—	385	385	—	—
C. C. Hocutt	—	385	—	385	385	—	—
Central Labor Council, Orange Co.							
John B. Kulstad	—	1	1	—	—	—	1
Peter J. Rimmel	—	1	—	1	1	—	—
Communications Wkrs. No. 9510							
John B. Kulstad	—	742	742	—	—	—	742
W. Allan Baker	—	741	741	—	741	—	—
Electrical Wkrs. No. 441							
W. A. Ferguson	—	789	—	789	—	—	789
Glass Bottle Blowers No. 81							
Raymond J. Munion	199	—	199	—	199	—	—
Donald David	200	—	200	—	—	—	200

TABULATION OF VOTES

	Gen. Vice Pres.		DISTRICT 8		CONVENTION CITY		
	Carter	Dias	Delzell	Small	Anaheim	Fresno	Los Angeles
SANTA ANA							
Hod Carriers & Laborers No. 852							
David Hernandez	—	1626	1626	—	1626	—	—
SANTA BARBARA							
Bldg. & Const. Trades Council							
W. L. Fillippini	—	1	—	1	—	—	1
Painters Dist. Council No. 52							
Robert V. Marks	1	—	—	1	—	—	1
Sheet Metal Wkrs. No. 273							
W. L. Fillippini	—	279	—	279	—	—	279
Stage & M. P. Operators No. 442							
John A. Gotchel	—	12	—	12	—	—	12
SANTA CRUZ							
Central Labor Council of Santa Cruz Co.							
Herman Cornell	—	1	—	1	—	—	—
SANTA MARIA							
Communications Wkrs. No. 9581							
Avelino B. Montes	—	138	—	138	—	138	—
Culinary & Bartenders No. 703							
Guy Ruperto	—	1186	—	1186	1186	—	—
SANTA MONICA							
Carpenters & Joiners No. 1400							
Thomas Vardaro	—	969	—	969	—	—	969
Culinary & Bartenders No. 814							
John W. Meritt	—	5065	—	5065	—	5065	—
Culinary Wkrs. State Council							
Loretta Riley	—	1	—	1	—	—	1
John W. Meritt	—	1	—	1	—	1	—
Meat Cutters No. 587							
David W. Warner	—	800	—	800	—	—	800
SANTA ROSA							
Bartenders & Culinary Wkrs. No. 770							
Loretta Riley	—	683	—	683	—	—	683
Bldg. & Constr. Trades Council.							
Al Deorsey	—	1	—	1	—	1	—
Butchers No. 364							
Everett A. Matzen	—	623	—	623	—	—	623
Central Labor Council of Sonoma Co.							
Jay Lewis	—	1	—	1	—	—	1
Everett A. Matzen	—	1	—	1	—	1	—
Hod Carrier & Comm. Laborers No. 139							
Al Deorsey	—	461	—	461	—	461	—
Retail Clerks No. 1532							
Charles H. Dixon	—	385	—	385	—	—	385
Jerome J. Lewis	—	771	—	771	—	—	771
SHERMAN OAKS							
Hotel, Motel, Restaurant & Bartenders No. 694							
William R. Robertson	—	3178	—	3178	—	3178	—
SOUTH GATE							
Rubber Wkrs. No. 100							
Al Hernandez	—	907	—	907	—	—	907
U.T.U. R.R. Trainmen No. 1422							
A. B. Bogartz	—	490	—	490	490	—	—
STOCKTON							
Central Labor Council, San Joaquin Co.							
Robert L. Renner	—	1	—	1	—	—	1

CALIFORNIA LABOR FEDERATION

365

	Gen. Vice Pres.		DISTRICT 8		CONVENTION CITY		
	Carter	Dias	Delzell	Small	Anaheim	Fresno	Los Angeles
Fire Fighters No. 145							
Robert Renner	—	548	—	548	—	—	548
TERMINAL ISLAND							
Cannery & Industrial Wkrs. of the Pacific							
Steve Edney	—	3666	—	3666	—	—	3666
TORRANCE							
Fire Fighters No. 1138							
Charles E. Wiest	—	133	—	133	—	—	133
Rubber Workers No. 817							
James H. Simmons	—	7	—	7	—	—	7
UKIAH							
Communications Wkrs. No. 9420							
Michele Harmon	—	196	—	196	—	—	196
VALLEJO							
Butchers No. 532							
Sam Beasley	—	432	—	432	—	—	432
Walter A. Quinn	—	433	—	433	433	—	—
Bldg. & Const. Trades Council							
Napa-Solano Cos.							
William Leshe	—	1	—	1	—	—	1
Carpenters & Joiners No. 180							
William Leshe	—	749	—	749	—	—	749
Communications Wkrs. No. 9411							
Dennis A. Amendola	402	—	402	—	—	402	—
Central Labor Council, Napa-Solano Cos.							
Jack H. Sparlin	—	1	—	1	—	—	1
Fire Fighters No. 1186							
Robert A. Guinane	—	77	—	77	77	—	—
Hod Carriers & Laborers No. 326							
Joseph Wright	—	223	—	223	—	—	223
Retail Clerks No. 373							
Jack H. Sparlin	—	1570	—	1570	—	—	1570
Sheet Metal Wkrs. No. 75							
Charles B. Weers	—	246	—	246	—	—	246
VENTURA							
Bldg. & Const. Trades Council,							
Ventura Co.							
Victor F. Rose	—	1	—	1	—	—	1
Central Labor Council, Ventura County							
Patrick H. Riley	—	1	—	1	—	—	1
Hod Carrier & Comm. Laborers No. 585							
Vincent C. Ruiz	—	1280	—	1280	—	1280	—
WALNUT CREEK							
Electrical Workers No. 1245							
Roland W. Fields	—	8737	—	8737	—	8737	—
WATSONVILLE							
Carpenters & Joiners No. 771							
Herman M. Cornell	—	206	—	206	—	—	206
WEED							
Lumber & Sawmill Wkrs. No. 2907							
James De Marco	—	293	—	293	—	—	293
Lloyd J. Lea	—	294	—	294	—	—	294
WILMINGTON							
Butchers No. 551							
Robert G. Lane	—	3662	—	3662	—	—	3662
Seafarers, Atlantic Gulf Dist.							
Frank Drozak	—	182	—	182	—	—	182

BALLOTS INVALIDATED BY THE ELECTION BOARD TOTALED 73.

INDEX TO PROCEEDINGS

A

	Page
Addresses to the Convention	
Alioto, Joseph L.	6-7
Alquist, Alfred E.	53
Arywitz, Sigmund	50-51
Brown, Edmund G., Jr.	49-50
Brown, Edmund G. (Pat)	49
Chavez, Cesar	38-41
Hanna, Charles F.	21-26
Hern, William	76-79
Higgins, Monsignor George	45-47
Itliong, Larry	41-43
Johns, George	7-8
Kircher, William	44-45
Lee, James	36-38
Marks, Milton	12
Martinez, Fidel	75-76
Meany, George	9-12
Olson, Leon	53-55
Peevey, Michael	94-95
Pitts, Thos. L.	16
Roe, Charlotte	81-84
Rustin, Bayard	67-73
Schrade, Jack	12-13
Sidell, William	14-15
Singh, Compton Fernando	75
Thornburgh, Margaret	60-61
Tunney, John	73-75
Unruh, Jess	55-59
Affiliates, California Labor Federation	
Executive Council's Report	
Assistance to Affiliates	214
Exonerations	215-16
Per Capita Tax	217
Secretary-Treasurer's Report	263
Resolution No. 1—Delegates to Legislative Conferences	86, 137
Membership Statistics	269-279, 280-305
Agricultural Labor	
Addresses:	
Cesar Chavez, Director, United Farm Workers Organizing Committee	38-41
Larry Itliong, Assistant Director, United Farm Workers Organizing Committee	41-43
William Kircher, Director of Organization, AFL-CIO	44-45
Remarks:	
John F. Henning, Secretary-Treasurer, California Labor Federation	43
Monsignor George Higgins, Representative, Catholic Bishops Committee	45-47
Contributions to UFWOC	43-44, 47, 48
Policy Statement VII	28-29, 107, 118-19
Executive Council's Report	206-07
Secretary-Treasurer's Report	
Farm Labor	229-36
Farm Wage Orders Upheld by Courts	240-41
Resolution No. 103—Extend Guarantees to Farm Workers	48, 185
AID-United Givers	
Secretary-Treasurer's Report	261
Resolution No. 56—AID-United Givers	66, 159
SEE ALSO Community Chest and Community Service	

CALIFORNIA LABOR FEDERATION

367

Page

Alcatraz Island	
Resolution No. 3—Alcatraz as Indian Cultural Center	65, 137-38
Alioto, Joseph L., Mayor of San Francisco. Address.....	6-7
Alquist, Alfred E., State Senator. Address	53
American Legion, see Veterans; Greetings and Messages (sent) to the Convention	
Apprenticeship, see Training, Retraining and Apprenticeship	
Arywitz, Sigmund, Secretary, Los Angeles County Federation of Labor. Address	50-51
Auditors' Report, Federation	306-38

B

Ballot Propositions (1970 General Election)	
Text of Propositions (Resumes)	133-36
Committee Recommendations and Convention Action	31, 32
Executive Council's Report	217
SEE ALSO Interest Rates	
Banking Industry	
Resolution No. 128—Bank Organizational Campaign	87, 197-98
SEE ALSO White Collar Workers	
Blackburn, James, Chairman, Committee on Credentials. Remarks	85
SEE ALSO Credentials, Committee on	
Boycotts and Picketing	
Secretary-Treasurer's Report	230
Resolution No. 104—Amend N.L.R.A.	86, 185
SEE ALSO Agricultural Labor; "We Don't Patronize List"	
Brown, Edmund G., Jr., Candidate for office of Secretary of State. Remarks	49-50
Brown, Edmund G. (Pat), Former Governor, State of California. Remarks	49
Building and Construction Trades and Industry	
Address: James Lee, President, California State Building and Construction	
Trades Council	36-38
Secretary-Treasurer's Report	
Nixon Slashes Construction	224
'Philadelphia Plan' Pitfalls	249
'Chicago Plan' Cited	249
Builders' Strike Insurance Plea	263
Resolution No. 9—Promotion of Moderate Income Housing	29, 139-40

C

California Council for Health Plan Alternatives	
Secretary-Treasurer's Report	
Health Care	261
Resolution No. 55—Endorse California Council for Health Plan Alternatives....	66, 159
SEE ALSO Health, Welfare and Pension Benefits	
California Farmer-Consumer Information Committee	
Resolution No. 132—Affiliate With California Farmer-Consumer	
Information Committee	85, 199
California Labor Federation	
Secretary-Treasurer's Report	264-65
Conferences	224-25, 258-59
Resolutions	
No. 102—Local Election of Geographical Vice Presidents	93, 184-85
No. 119—Add Geographical Vice President	92-93, 194-95
No. 125—Hotel Reimbursement	94, 196-97
No. 126—Federation Finances	93-94, 197

SEE ALSO Affiliates, California Labor Federation; Election and
Installation of Federation Officers; Executive Council, California
Labor Federation; Officers' Report; Scholarship Awards, Federation

California Rural Legal Assistance (CRLA), see Poverty, War on

Carswell, Judge G. Harrold 251-52

Chavez, Cesar, Director, United Farm Workers Organizing Committee,
AFL-CIO. Address 38-41

Children, see Day Care Centers; Minimum Wage; Minors

Civil Rights, Discrimination and Fair Employment

Address: Bayard Rustin, Executive Director, A. Philip Randolph Institute..... 67-73

Policy Statement VIII 29, 107-08, 119-21

Executive Council's Report 207-08

Secretary-Treasurer's Report 248-49

Resolutions

No. 37—Protection of Individual Rights 61, 149

No. 94—Freedom for Black Africa 66, 179

No. 96—Housing For All 59, 180

No. 98—Mexican-Americans in California 66, 181

No. 100—N.A.A.C.P. 66, 182-83

No. 114—Racism 65, 192-93

No. 116—Discrimination Against Women 100, 193-94

Collective Bargaining

Resolutions

No. 11—Oppose Collective Bargaining Restrictions 28, 140

No. 47—Collective Bargaining for Teachers 59, 154

Committees (of the Convention) 16-18

Community Chest and Community Service

Executive Council's Report 216

Secretary-Treasurer's Report 259-63

Resolutions

No. 4—Support United Crusade 65, 138

No. 56—AID-United Givers 66, 159

No. 68—Support Community Chest and Other Federated Fund
Raising Drives 65, 164-65

No. 129—Statewide Community Services Committee 66, 198

SEE ALSO Endorsements, Support, and Commendations

Community Service, see Community Chest and Community Service;
Community Service Organization

Community Service Organization

Resolution No. 93—Community Service Organization 66, 178-79

Conservation, see Ecology; Natural Resources

Constitution, California Labor Federation, see California Labor Federation

Constitution, Committee on

Committee Members 18

Committee Reports 92-94

Constitution Revision Commission

Secretary-Treasurer's Report 260

Consumer Protection

Policy Statement XV 31, 109, 130-31

Secretary-Treasurer's Report 243-48

Resolutions

No. 8—Rebate From Public Utilities 38, 139

No. 49—Fraudulent Sales Schemes 38, 154

No. 51—Consumer Problems 47-48, 155-156

No. 91—Reduce Interest Rates 31, 178

CALIFORNIA LABOR FEDERATION

369

	Page
No. 92—Maximum Interest Rates for Consumer Credit	86, 178
No. 127—Ballot Proposition on Interest Rates	97, 197
No. 132—Affiliate With California Farmer-Consumer Information Committee	85, 199
SEE ALSO Garnishment	
Convention, California Labor Federation	
Executive Council's Report (re 1970 Convention)	218-19
Convention City, 1972	89-90, 102
Convention Committees, see Committees (of the Convention)	
Convict Labor	
Secretary-Treasurer's Report	235-36
Conway, G. J., Vice President, California Labor Federation	
Remarks	52
Credentials, Committee on	
Committee Members	16
Committee Reports	15-16, 36, 84-85
Farewell: James Blackburn, Chairman	85
SEE ALSO Delegates, Roll of	
Culinary Workers	
Resolution No. 134—Culinary Legislative Goals	96, 199-200
Cultural Activities	
Resolution No. 66—State Cultural Activities Committee	85, 164-65

D

Daily Proceedings, see Proceedings, Convention (Daily)

Day Care Centers

Resolutions

No. 82—Child Care Centers	97-98, 175
No. 112—Establish Day Care Centers	99-100, 191-92
No. 135—Provide Child Care Facilities	98, 200

Delegates, Roll of	339-47
---------------------------------	--------

Disability Insurance, see Unemployment Disability Insurance

E

Ecology

Policy Statement XVI	31, 109, 131-32
----------------------------	-----------------

Resolutions

No. 57—Transportation and Ecology	59, 160
No. 115—Rebuild a Quality Environment	31, 193

Economic Conditions and Policies

Address: James Lee, President, California State Building and

Construction Trades Council	36-38
-----------------------------------	-------

Policy Statement I	26, 106, 110-12
--------------------------	-----------------

Secretary-Treasurer's Report	223-26
------------------------------------	--------

Education

Policy Statement X	29-30, 108, 122-24
--------------------------	--------------------

Executive Council's Report

Education	212-13
-----------------	--------

U.C. and State College Pay Hike Fight	215
---	-----

Secretary-Treasurer's Report

School Aid Bill	250
-----------------------	-----

Education	253-59
-----------------	--------

Resolutions

No. 65—State and Local School Support	48, 163-64
---	------------

No. 101—Public Education	48, 183
--------------------------------	---------

	Page
No. 107—Labor Courses in the State Colleges	48, 186
SEE ALSO Labor Education; Scholarship Awards, Federation	
Election and Installation of Federation Officers	
Nomination of Officers	87-89
Election of Officers	95-96
Election Board Members	90, 91, 94
Report of Election Board	102
Installation of Officers	103
Tabulation of Votes	348-65
Elections, see Registration, Voting and Elections; Vice Presidents, Geographical, California Labor Federation	
Employment Agencies, Private	
Resolution No. 133—Curb Abusive Practices of Private Employment Agencies	96, 199
Employment and Unemployment	
Policy Statement I	26, 106, 110-12
Secretary-Treasurer's Report	223-25
Resolutions	
No. 72—Restore Tanker Building Jobs and Plug Oil Tax Loopholes	92, 166-67
No. 73—Transportation Jobs and Community Benefit	60, 167-69
No. 76—Stop Export of American Workers' Jobs	35, 171-72
No. 77—Rally Labor Against Unemployment and Political Repression	26-27, 172-73
No. 120—Protect American Jobs	35, 195
No. 123—Halt Foreign Motion Picture and TV Film Imports	35, 196
No. 133—Curb Abusive Practices of Private Employment Agencies	96, 199
No. 139—Television Re-Runs	86, 201
No. 140—Bar Foreign Film and TV Imports	86, 201-02
Endorsements, Support and Commendations	
Resolutions	
No. 4—Support United Crusade	65, 138
No. 56—AID-United Givers	66, 159
No. 68—Support Community Chest and Other Federated Fund Raising Drives	65, 164-65
No. 78—Histadrut's 50th Anniversary	66, 173-74
No. 94—Freedom for Black Africa	66, 179
No. 95—Commend Histadrut For Its Achievements	66, 179-80
No. 97—Jewish Labor Committee	66, 180-81
No. 98—Mexican-Americans in California	66, 181
No. 99—The Middle East	66, 181-82
No. 100—N.A.A.C.P.	66, 182-83
No. 130—Support Professor Eldred E. Rutherford	66, 196
Equal Pay for Equal Work, see Fair Labor Standards; Women and Protection of Women Workers	
Escort Committees	
Chavez, Cesar	38
Martinez, Fidel	73
Meany, George	5
Rustin, Bayard	67
Executive Council, California Labor Federation	
Listing of Executive Council Membership	Inside Cover
Report to the Convention	203-19
Meeting Dates and Places	203
Election of New Members	203
Legislative Programs (1969, 1970)	203-05
Referred Resolutions	205-06
Farm Worker Organizing	206-07
Civil Rights	207-08

CALIFORNIA LABOR FEDERATION

371

	Page
General Electric Strike	208-10
Los Angeles Herald-Examiner Strike-Lockout	210-11
San Rafael Independent-Journal Strike	211-12
Organizing Aid	212
Education	212-13
Scholarship Program	213
"Runaway" Shipping	213-14
Foreign Policy	214
Assistance to Affiliates	214
Protest on Jobless Pay Delay	214-15
U.C. and State College Pay Hike Fight	215
Exonerations	215-16
"We Don't Patronize List"	216
Community Services	216
Per Capita Tax	217
Ballot Proposition on Interest Rates	217
Union Labels, Shopcards and Buttons	217-18
Tribute to C. J. "Neil" Haggerty and Thos. L. Pitts	218
1970 Convention	218-19
Resolution No. 125—Hotel Reimbursement	94, 196-97

F

Fair Labor Standards

Resolutions

No. 79—Equal Pay for Equal Work	97, 174
No. 80—State Fair Labor Standards Act	59, 174
No. 136—Establish Protective State Legislation	96-97, 200
No. 137—Equal Pay Law	97, 200

SEE ALSO Women and Protection of Women Workers

Fannin Amendment

Secretary-Treasurer's Report	251
------------------------------------	-----

Farm Labor, see Agricultural Labor

Federation Scholarships, see Scholarship Awards, Federation

Felix, Fred, Misc. Restaurant Employees No. 440, Los Angeles. Remarks	52
---	----

Foreign Policy, Foreign Trade, and Foreign-Made Products

Policy Statement XIII	30, 32-34, 109, 127-28
-----------------------------	------------------------

Remarks: John F. Henning, Executive Secretary-Treasurer,

California Labor Federation	33-34
-----------------------------------	-------

Executive Council's Report	214
----------------------------------	-----

Resolutions

No. 12—Imports	35, 140-41
No. 76—Stop Export of American Workers' Jobs	35, 171-72
No. 94—Freedom for Black Africa	66, 179
No. 99—The Middle East	66, 181-82
No. 113—War in Southeast Asia	34-35, 192
No. 120—Protect American Jobs	35, 195
No. 123—Halt Foreign Motion Picture and TV Film Imports	35, 196
No. 140—Bar Foreign Film and TV Imports	86, 201-02

Frontlash 1970

Address: Charlotte Roe, National Executive Director, Frontlash 1970	81-84
---	-------

Remarks: John F. Henning, Executive Secretary-Treasurer, California

Labor Federation	84
------------------------	----

G

Garnishment

Secretary-Treasurer's Report	244
------------------------------------	-----

Resolution No. 32—Discharge for Garnishment Not Disqualifying	60, 146
---	---------

	Page
General Electric Strike	
Executive Council's Report	208-10
Secretary-Treasurer's Report	263
Grape Strike, see Agricultural Labor	
Greetings and Messages (sent) to the Convention	
Reagan, Ronald, Governor, State of California	18-19
Shelley, John F., Former President, California Labor Federation	19
Salontai, Roy P., Department Commander, California Department of the American Legion	19
List of Individuals	101
Group Legal Aid	
Secretary-Treasurer's Report	243-44
Gruhn, Albin J., President, California Labor Federation	
Opening of the Convention	13-14
Remember the Union Label	101-02
H	
Hanna, Charles F., Chief, Division of Apprenticeship Standards.	
Address	21-28
Handicapped	
Secretary-Treasurer's Report	260
Resolution No. 62—The Handicapped and Mass Rapid Transit	60, 161-62
Haynsworth, Judge Clement F., Jr.	250
Health and Medical Care	
Resolution No. 69—Health and Medical Care	48, 165
Health, Education and Welfare, U.S. Department of (HEW)	
Secretary-Treasurer's Report	251
Health, Welfare and Pension Benefits	
Resolutions	
No. 55—Endorse California Council for Health Plan Alternatives	66, 159
No. 58—Increase Benefits for Railroad Employees Through Railroad Retirement Act	86, 160
Henning, John F., Executive Secretary-Treasurer, California Labor Federation	
Remarks	14
Policy Statement on Foreign Policy	33-34
UFWOC	43
Los Angeles Herald-Examiner Strikers	51-52
San Rafael Independent-Journal Strikers	55
Department of Industrial Relations	79-80
Frontlash 1970	84
Brooks Powell	100
Reports Submitted	101
Closing Remarks	104-05
SEE ALSO Officers' Reports	
Herald-Examiner, see Los Angeles Herald-Examiner Strike-Lockout	
Hern, William, Director, California Department of Industrial Relations	
Address	76-79
Higgins, Monsignor George, Representative, Catholic Bishops Committee.	
Remarks	45-47
Hines, Charles A., Jr.	102
Histadrut	
Resolutions	
No. 78—Histadrut's 50th Anniversary	66, 173-74

	Page
No. 95—Commend Histadrut For Its Achievements	66, 179-80
SEE ALSO Israel	
Hours	
Resolutions	
No. 81—No Relaxation of Women's 8-Hour Law	97, 174-75
No. 138—Women's Eight-Hour Law	97, 200-01
Housing	
Policy Statement IX	29, 108, 121-22
Secretary-Treasurer's Report	261
Resolutions	
No. 9—Promotion of Moderate Income Housing	29, 139-40
No. 91—Reduce Interest Rates	31, 178
No. 96—Housing For All	59, 180
Human Rights, see Civil Rights, Discrimination and Fair Employment; Endorsements, Support and Commendations; Training, Retraining and Apprenticeship	
I	
Independent-Journal, see San Rafael Independent-Journal Strike	
Industrial Relations, Department of	
Address: William Hern, Director, California Department of Industrial Relations	76-79
Remarks: John F. Henning, Executive Secretary-Treasurer, California Labor Federation	79-80
Industrial Safety, see Safety	
Industrial Welfare Commission, see Minimum Wage	
Interest Rates	
Secretary-Treasurer's Report	262
Resolutions	
No. 91—Reduce Interest Rates	31, 178
No. 92—Maximum Interest Rates for Consumer Credit	86, 178
No. 127—Ballot Proposition on Interest Rates	97, 197
SEE ALSO Consumer Protection	
International Labor Visitors	
Secretary-Treasurer's Report	259
Invocations	
Boswell, Rev. Hamilton T., Minister, Jones Methodist Church	91
McFarland, The Most Rev. Norman, Bishop of the Catholic Archdiocese of San Francisco	5-6
Plaisted, Rev. Frank, Vicar of St. Barnabus Episcopal Church	36
White, Rabbi Saul E., Congregation Beth Sholom	65
Israel	
Resolutions	
No. 78—Histadrut's 50th Anniversary	66, 173-74
No. 95—Commend Histadrut For Its Achievements	66, 179-80
No. 99—The Middle East	66, 181-82
Itliong, Larry, Assistant Director, United Farm Workers Organizing Committee.	
Address	41-43
J	
Jewish Labor Committee	
Resolution No. 97—Jewish Labor Committee	66, 180-81
Job Corps Centers, see Training, Retraining and Apprenticeship	
Johns, George, Secretary, San Francisco Labor Council. Address	7-8
Industrial Organizations. Address	9-12

K

Kircher, William, Director of Organization, AFL-CIO. Address 44-45

L

Labor Education

Secretary-Treasurer's Report 255-58
 Resolutions
 No. 1—Delegates to Legislative Conferences 86, 137
 No. 107—Labor Courses in the State Colleges 48, 186

Labor Legislation (Federal)

Policy Statement VI (b) 28, 107, 116-18
 Resolution No. 11—Oppose Collective Bargaining Restrictions 28, 140
SEE ALSO Legislation (Federal); National Labor Relations Act

Labor Legislation (State)

Policy Statement VI (a) 28, 107, 116-18
 Executive Council's Report 203-05
**SEE ALSO Agricultural Labor; Garnishment; Hours; Public Employees;
 Unemployment Disability Insurance; Unemployment Insurance;
 Workmen's Compensation**

Labor Press

Secretary-Treasurer's Report 260-61

Late Resolutions, see Resolutions**Lee, James, President, California State Building and Construction Trades Council.**

Address 36-38

Legal Counsel (Federation), Activities of

Secretary-Treasurer's Report 265-67

Legislation, Committee on

Committee Members 17-18
 Committee Reports 38, 47-48, 59-60, 61-64, 96-98
 Statement by Legislation Committee with respect to Unemployment
 Insurance 60

Legislation (Federal)

Secretary-Treasurer's Report 249-53
SEE ALSO Labor Legislation (Federal)

Legislation (State), see Labor Legislation (State)**Los Angeles Herald-Examiner Strike-Lockout**

Address: Sigmund Arywitz, Secretary, Los Angeles County Federation
 of Labor 50-51
 Executive Council's Report 210-11
 Secretary-Treasurer's Report 263
 Contributions to Strikers 51-52

M

Manpower Development, see Secretary-Treasurer, California Labor Federation**Maritime Trades, see Shipbuilding and Shipping**

Marks, Milton, State Senator. Address 12

Martinez, Fidel, Senior Vice Commander, Veterans of Foreign Wars,

Department of California. Address 75-76

Meany, George, President, American Federation of Labor-Congress of

CALIFORNIA LABOR FEDERATION

375

	Page
Membership Statistics, Federation	269-79, 280-305
Memorials	
Convention: In Memoriam	105
Resolution No. 83—Brooks Powell's Memoriam	100-01, 175-76
Merchant Marine, see Shipbuilding and Shipping	
Messages to Convention, see Greetings and Messages (sent) to the Convention	
Minimum Wage	
Secretary-Treasurer's Report	236-41
Minorities, see Alcatraz Island; Civil Rights, Discrimination and Fair Employment; Training, Retraining and Apprenticeship	
Minors	
Resolution No. 71—Oppose Use of Minors as Strikebreakers	92, 166
SEE ALSO Day Care Centers	
Motion Picture Industry	
Secretary-Treasurer's Report	241
Resolution No. 123—Halt Foreign Motion Picture and TV Film Imports	35, 196
SEE ALSO Television Industry	

N

National Association for the Advancement of Colored People	
Resolution No. 100—N.A.A.C.P.	66, 182-83
National Labor Relations Act	
Resolution No. 104—N.L.R.A.	86, 185
Natural Resources	
Policy Statement XIV	31, 109, 128-30
SEE ALSO Ecology	
Nomination of Federation Officers, see Election and Installation of Federation Officers	
Newspaper Preservation Act	
Secretary-Treasurer's Report	250

O

Officers' Reports	
Report of Executive Council	203-19
Report of Secretary-Treasurer	220-68
Federation Membership Statistics	269-79, 280-305
Auditors' Report	306-38
SEE ALSO Executive Council, California Labor Federation; Secretary-Treasurer, California Labor Federation	
Oil Industry	
Resolutions	
No. 72—Restore Tanker Building Jobs and Plug Oil Tax Loopholes	92, 166-67
No. 74—Congressional Action on Oil Industry's Tax Loopholes	28, 169-70
No. 75—Tax Justice Now	28, 170-71
Olson, Leon, President, Typographical Union No. 21, San Francisco.	
Address	53-55
Opening Ceremonies, Greetings and Introductions	5-13
Organizing	
Executive Council's Report	212
Resolutions	
No. 117—Organizing White Collar Workers	86-87, 194

	Page
No. 128—Bank Organizational Campaign	87, 197-98
SEE ALSO Agricultural Labor	
Osslo, Max J., Vice President, California Labor Federation. Remarks	52
P	
Pacific Gas and Electric Company	
Secretary-Treasurer's Report	245-48
Resolution No. 8—Rebate From Public Utilities	38, 139
Pacific Telephone and Telegraph Company	
Secretary-Treasurer's Report	245
Peevey, Michael, Candidate for State Senate. Address	94-95
Picketing, see Boycotts and Picketing	
Pitts, Thos. L., Former Secretary-Treasurer, California Labor Federation	
Address	16
Installation of Officers and Congratulations	103
Policy Statements	
Digest of Policy Statements	106-09
Complete Policy Statements	110-32
Policy Statements and Convention Action	
I. Full Employment and the Economy	26, 106, 110-12
II. Unemployment Insurance	27, 106, 112-13
III. Unemployment Disability Insurance	27, 106, 113
IV. Workmen's Compensation	27, 106-07, 113-14
V. Taxation	27-28, 107, 114-16
VI. Labor Legislation	28, 107, 116-18
VII. Agricultural Labor	28-29, 107, 118-19
VIII. Civil Rights	29, 107-08, 119-21
IX. Housing	29, 108, 121-22
X. Education	29-30, 108, 122-24
XI. Social Security	30, 108, 124-25
XII. Social Welfare	30, 108-09, 125-27
XIII. Foreign Policy	30, 32-34, 109, 127-28
XIV. Natural Resources	31, 109, 128-30
XV. Consumer Protection	31, 109, 130-31
XVI. Environment and Ecology	31, 109, 131-32
Political Action	
Resolution No. 122—Support Only Labor's Friends	67, 195-96
Postal Reform	
Secretary-Treasurer's Report	252
Poverty, War on	
Secretary-Treasurer's Report	
Manpower and Poverty Programs	241-43
CRLA Matter	251
Printing Trades and Industry	
Resolutions	
No. 106—Union Wage Rates in Public Printing	59, 186
No. 111—Union Label on State Printing	99, 191
SEE ALSO Los Angeles Herald-Examiner Strike-Lockout; Newspaper Preservation Act; San Rafael Independent-Journal Strike	
Prison Labor, see Convict Labor	
Proceedings, Convention (Daily)	
First Morning	5-19
First Afternoon	19-35

	Page
Second Morning	36-49
Second Afternoon	49-64
Third Morning	65-80
Third Afternoon	81-90
Fourth Day	91-105

Propositions, State, see Ballot Propositions**Public Employees**

Resolution No. 47—Collective Bargaining for Teachers	59, 154
--	---------

Public Utilities

Secretary-Treasurer's Report	244-45
Resolution No. 8—Rebate From Public Utilities	38, 139
SEE ALSO Consumer Protection; Natural Resources; Pacific Gas and Electric Company; Pacific Telephone and Telegraph Company	

R**Railroads and Railroad Workers****Resolutions**

No. 58—Increase Benefits for Railroad Employees Through Railroad Retirement Act	86, 160
No. 60—Improved Safety on the Railroads	87, 161
No. 61—Nationalization of Railroads	87, 161
No. 63—Removal of Passenger Train Service in California and the U.S.	92, 162

Registration, Voting and Elections**Addresses:**

Charlotte Roe, National Executive Director, Frontlash 1970	81-84
Edmund G. Brown, Jr., Candidate for office of Secretary of State	49-50

Remarks: John F. Henning, Executive Secretary-Treasurer, California

Labor Federation	84
Secretary-Treasurer's Report	252
SEE ALSO Frontlash 1970	

Reports of Officers, see Officers' Reports**Resolutions**

Resolutions Presented to 1970 Convention: Text and Action	137-202
Late Resolutions	26
Resolutions Referred from 1968 Convention	205-06, 221-23

Resolutions, Committee on

Committee Members	17
Committee Reports	26-35, 65-67, 85-87, 92, 99-101

Retirement

Resolution No. 67—Union Retiree Clubs	86, 164
SEE ALSO Health, Welfare and Pension Benefits; Social Security	

Rivers, Robert, Communications Workers of America No. 9505, Alhambra.

Remarks	52
Roe, Charlotte, National Executive Director, Frontlash 1970. Address	81-84
Roll of Delegates	339-47

Rules and Order of Business Committee

Committee Members	16-17
Committee Report	19-21

Rustin, Bayard, Executive Director, A. Philip Randolph Institute.

Address	67-73
---------------	-------

Rutherford, Eldred E.

Resolution No. 130—Support Professor Eldred E. Rutherford	66, 198
---	---------

	Page
Safety	
Secretary-Treasurer's Report	252
Resolutions	
No. 6—Manhole Safety	59, 139
No. 52—Industrial Safety and Health	59, 156-57
No. 60—Improved Safety on Railroads	87, 161
No. 64—Safety of Bus Passengers and Equipment-Freeway Operations	60, 161-63
No. 87—Safety Inspections by the Division of Industrial Safety	59, 177
San Rafael Independent-Journal Strike	
Address: Leon Olson, President, Typographical Union No. 21, San Francisco	53-55
Executive Council's Report	211-12
Secretary-Treasurer's Report	264
Contribution to Strikers	55
Resolution No. 108—Support Independent-Journal Strikers	66-67, 186-87
Scholarship Awards, Federation	
Executive Council's Report	213
Secretary-Treasurer's Report	256-58
Schrade, Jack, State Senator. Address	12-13
Secretary-Treasurer, California Labor Federation (John F. Henning)	
Report to Convention	220-68
Introductory Statement	220-21
1968 Convention Resolutions	221-23
California and the Economy	223-26
Taxes	226-29
Farm Labor	229-36
Industrial Welfare Commission	236-41
Manpower and Poverty Programs	241-43
Consumers' Affairs	243-48
Civil Rights	248-49
Federal Legislation	249-53
Education	253-59
Community Services	259-63
Assistance to Affiliates	263
G.E. Strike	263
Herald-Examiner Strike	263
Builders' Strike Insurance Plea	263
Blue Cross Anti-Union Effort	263-64
Independent-Journal	264
Federation (Operational) Changes	264-65
Activities of Legal Counsel	265-67
SEE ALSO Henning, John F., Executive Secretary-Treasurer, California Labor Federation	
Shipbuilding and Shipping	
Executive Council's Report	213-14
Resolutions	
No. 14—Implement Shipbuilding Program	92, 141
No. 72—Restore Tanker Building Jobs and Plug Oil Tax Loopholes.....	92, 166-67
No. 110—A Comprehensive Maritime Program	86, 187-91
Sidell, William, First General Vice President, United Brotherhood of Carpenters and Joiners of America. Address	14-15
Singh, Compton Fernando, Deputy Chief Labor Officer, Minister of Labor and Social Security, Guyana. Remarks	75
Social Security	
Policy Statement XI	30, 108, 124-25

Social Welfare

Policy Statement XII	30, 108-09, 125-27
Resolutions	
No. 53—Welfare Program	97, 157
No. 54—Welfare Reform	97, 157-59

Statements of Policy, see Policy Statements

Statements Presented by Federation at Various Hearings, see Secretary-Treasurer, California Labor Federation

Strikebreakers and Strikebreaking

Resolutions	
No. 71—Oppose Use of Minors as Strikebreakers	92, 166
No. 90—Prohibit Hiring of Professional Strikebreakers	59, 178
No. 105—Ban Professional Strikebreakers	59, 185-86
SEE ALSO Los Angeles Herald-Examiner Strike-Lockout; San Rafael Independent-Journal Strike	

Strikes

Resolution No. 108—Support Independent-Journal Strikers	66-67, 186-87
SEE ALSO Agricultural Labor; Boycotts and Picketing; General Electric Strike; Los Angeles Herald-Examiner Strike-Lockout; San Rafael Independent-Journal Strike; Strikebreakers and Strikebreaking	

Support (of other organizations, etc.), see Endorsements, Support and Commendations

Supreme Court, U.S., see U.S. Supreme Court

T

Tabulation of Votes	348-65
---------------------------	--------

Taxes and Taxation

Policy Statement V	27-28, 107, 114-16
Secretary-Treasurer's Report	
Taxes	226-29
Tax Reform	250-51
Resolutions	
No. 48—Tax Relief	59, 154
No. 72—Restore Tanker Building Jobs and Plug Oil Tax Loopholes.....	92, 166-67
No. 74—Congressional Action on Oil Industry's Tax Loopholes	28, 169-70
No. 75—Tax Justice Now	28, 170-71

Television Industry

Resolutions	
No. 123—Halt Foreign Motion Picture and TV Film Imports	35, 196
No. 139—Television Re-Runs	86, 201
No. 140—Bar Foreign Film and TV Imports	86, 201-02
SEE ALSO Foreign Policy	

Thornburgh, Margaret, Western Area Activity Director, Women's Activities

Department, AFL-CIO COPE. Address	60-61
---	-------

Training, Retraining and Apprenticeship

Address: Charles F. Hanna, Chief, Division of Apprenticeship Standards	21-26
Secretary-Treasurer's Report	
Apprenticeship	241-42
Job Corps Centers	250
Resolutions	
No. 10—Division of Apprenticeship Standards	65, 140
No. 70—Protect Barber Apprentices	38, 165-66

Transport Trades

SEE ALSO Railroads and Railroad Workers; Shipbuilding and Shipping; Transportation

	Page
Transportation	
Resolutions	
No. 57—Transportation and Ecology	59, 160
No. 59—Urban Transportation	99, 160-61
No. 61—Nationalization of Railroads	87, 161
No. 62—The Handicapped and Mass Rapid Transit	60, 161-62
No. 64—Safety of Buss Passengers and Equipment— Freeway Operations	60, 162-63
No. 73—Transportation Jobs and Community Benefit	60, 167-69
Tunney, John V., Congressman. Address	73-75

U

UFWOC, see Agricultural Labor

**Unemployment, see Employment and Unemployment; Unemployment
Disability Insurance; Unemployment Insurance**

Unemployment Disability Insurance

Policy Statement III	27, 106, 113
Resolution No. 84—Full Pay During Disability	48, 176

Unemployment Insurance

Policy Statement II	27, 106, 112-13
Executive Council's Report	214-15
Statement by Legislation Committee with respect to Unemployment Insurance	60

Resolutions

No. 7—Unemployment Insurance	27, 139
No. 13—Restore Weekly U.I. Payments	27, 141
No. 15—Amend Section 1252 of U.I. Code	63, 141
No. 16—Amend Section 1262 of U.I. Code	63, 141-42
No. 17—Add Dependency Benefits to Unemployment Insurance Code.....	60, 142
No. 18—Oppose Electronic Claims Monitoring	99, 142
No. 19—Amend Section 1279 of the Uemployment Insurance Code	63, 142
No. 20—Amend Sections 1253 C and 1257 B of Unemployment Insurance Code	63, 143
No. 21—Amend Sec. 1256 of U.I. Code	63, 143
No. 22—Add Sec. 1253.3 of U.I. Code	63, 143
No. 23—Amend and/or Cancel Sec. 1260 of U.I. Code	63, 143-44
No. 24—Eliminate Sec. 2677 of U.I. Code	48, 144
No. 25—Amend Sec. 2627 (b) of U.I. Code	48, 144
No. 26—Legal Detention Not a Disqualifying Factor	60, 144-45
No. 27—Amend Articles 3 and 4 of U.I. Code	63, 145
No. 28—Amend Sec. 1032 of U.I. Code	63, 145
No. 29—Delete Sec. 1262 of U.I. Code	63, 145
No. 30—Amend Sec. 1253(d) of U.I. Code	63, 145
No. 31—Amend Article 3 of U.I. Code "Calif. U.I. Appeals Board".....	60, 145-46
No. 32—Discharge for Garnishment not Disqualifying	60, 146
No. 33—Amend Sec. 1030.5 of U.I. Code	63, 146-47
No. 34—Revise Sec. 1262 of U.I. Code	63, 147-48
No. 35—Amend Sec. 927 of U.I. Code	96, 148
No. 36—Add to Sec. 1264 of U.I. Code	63, 148-49
No. 37—Protection of Individual Rights	61, 149
No. 38—Good Cause to Refuse Job Offer	61, 149
No. 39—Meaning of Supplemental Benefits	62, 149
No. 40—Termination of Employment Through Resignation	62, 149-50
No. 41—Travel Time to Place of Employment	62, 150
No. 42—Quit Because of Employer Violation	62, 150
No. 43—Self-Employment as Bona Fide Employment	62, 150
No. 44—Show Present Injury as Cause for Discharge	63, 150-51
No. 45—Change Appellate Process of Appeals	62, 151
No. 46—Amend Sections 3503, 3504, 3552, and 3652 of U.I. Code.....	63-64, 151-54

	Page
No. 88—No Delay of U.I. Benefits	62, 177
No. 89—Vacation Pay Not a Penalty	62, 177-78
No. 118—Unemployment Insurance for All Workers	62, 194
No. 121—Provide Transportation Pay	62-63, 195
No. 131—Equity in Unemployment Insurance	96, 198-99

SEE ALSO Unemployment Disability Insurance

Unfair List, see Boycotts and Picketing; "We Don't Patronize List"

Union Label and Union Services

Remarks: Albin J. Gruhn, President, California Labor Federation	101-02
Executive Council's Report	217-18
Resolutions	
No. 5—Transact With Union Insurance Agents	99, 138-39
No. 109—Union Label	99, 187
No. 111—Union Label on State Printing	99, 191

United Farm Workers Organizing Committee (UFWOC), see Agricultural Labor

U.S. Supreme Court

Secretary-Treasurer's Report	
Haynsworth Fight	250
Carswell Fight	251-52

Unruh, Jess, Assemblyman. Address 55-59

V

Veterans

Address: Fidel Martinez, Senior Vice Commander of Veterans of Foreign Wars, Department of California	75-76
---	-------

SEE ALSO Greetings and Messages (sent) to the Convention

Vice Presidents, Geographical, California Labor Federation

Resolutions	
No. 102—Local Election of Geographical Vice Presidents	93, 184-85
No. 119—Add Geographical Vice President	92-93, 194-95

Vietnam, see Foreign Policy, Foreign Trade, and Foreign-Made Products

Voting, see Registration, Voting and Elections

W

Wage Orders, see Minimum Wage

Wages, see Fair Labor Standards; Minimum Wage

Water Resources Development

Secretary-Treasurer's Report	252-553
------------------------------------	---------

SEE ALSO Natural Resources

"We Don't Patronize List"

Executive Council's Report	216
----------------------------------	-----

SEE ALSO Boycotts and Picketing

Welfare, see Fair Labor Standards; Poverty, War on; Social Welfare

White Collar Workers

Resolution No. 117—Organizing White Collar Workers	86-87, 194
--	------------

SEE ALSO Banking Industry

Women and Protection of Women Workers

Address: Margaret Thornburgh, Western Area Activity Director, Women's Activities Department, AFL-CIO COPE	60-61
Resolutions	
No. 79—Equal Pay for Equal Work	97, 174
No. 80—State Fair Labor Standards Act	59, 174
No. 81—No Relaxation of Women's 8-Hour Law	97, 174-75

	Page
No. 116—Discrimination Against Women	100, 193-94
No. 137—Equal Pay Law	97, 200
No. 138—Women's Eight Hour Law	97, 200-01
SEE ALSO Day Care Centers; Minimum Wage	

Work Furlough, see Convict Labor

Workmen's Compensation

Policy Statement IV	27, 106-07, 113-14
Resolutions	
No. 2—Inequities in Workmen's Compensation	98, 137
No. 50—Workmen's Compensation	98, 154-55
No. 85—Workmen's Compensation Weekly Payments	96, 176
No. 86—Damage to Hearing Aids Resulting From Industrial Injuries	98, 176-77
No. 124—Increase Workmen's Compensation Benefits	98, 196

Y

Youth, see Minors; Registration, Voting and Elections

