

Proceedings

Ninth Convention

**Los Angeles
August 21-24, 1972**

CALIFORNIA LABOR FEDERATION, AFL-CIO

John F. Henning, Secretary-Treasurer

995 MARKET STREET, SAN FRANCISCO



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

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IN MEMORIAM



C. J. (NEIL) HAGGERTY, 1894-1971

IN MEMORIAM



THOMAS L. PITTS, 1914-1971

PROCEEDINGS

of the Ninth Convention

FIRST DAY

Monday, August 21, 1972

MORNING SESSION

OPENING CEREMONIES

The delegates, while awaiting the call to order were entertained with a fine musical program of popular airs by the Nappy Lamar Dixieland Band, courtesy of Local Union No. 47, American Federation of Musicians.

The Ninth Convention of the California Labor Federation, AFL-CIO, was called to order at 10:27 a.m. in the Convention Hall of the Los Angeles Convention-Exhibition Center by Temporary Chairman Sigmund Arywitz, Secretary-Treasurer, Los Angeles County Federation of Labor, AFL-CIO.

The meeting opened with the singing of the "Star Spangled Banner" by soloist Patrick Sullivan Burke who was accompanied by John Rarig.

The National Anthem was followed by the Presentation of the Flag by the Color Guard of the U.S. Marine Corps, Marine Barracks, Naval Station, Los Angeles-Long Beach, California. The Pledge of Allegiance to the Flag was led by Vice President Seymour of the Legion Post, American Legion.

INVOCATION

Reverend Joseph V. Kearney
Catholic Labor Institute of
Los Angeles

Chairman Arywitz then presented the Reverend Joseph V. Kearney, Former Spiritual Director, Catholic Labor Institute of Los Angeles, to give the following Invocation:

"O God, our common Father. We ask your blessing upon this convention, upon all who are in attendance and upon all the working men and women whom these delegates represent.

"Assist these delegates so that their deliberations may advance the cause of true social justice in our country and in the world. As they rightfully stride for betterment of their economic condition, help them keep in mind the effect of their actions upon all of their fellow citizens, especially the poor, the unemployed and the aged.

"Remind them, Lord, to be aware of the deplorable plight of their fellow workers in the underdeveloped countries of the

Third World and in no way to contribute to their domination, exploitation and oppression.

"In their reflections upon the coming national election, enlighten their minds and wills so that they may take those actions which will best serve the true interests of all of their fellow Americans.

"For these and all the needs of our brothers here present and here represented, we ask Your bountiful assistance, Lord. Amen."

Chairman Arywitz followed the Invocation with these words:

"Father Kearney served the labor movement as the spiritual director of the Catholic Labor Institute for a great many years. He went to Peru where he worked with the labor movement there for quite a while. And when we learned that he had come back to Los Angeles, of course it was just a natural thing that he be invited to open the Convention with the Invocation.

"And I want to say: 'Welcome back, Father Joe; We are glad you are back.'"

Introduction of

HONORABLE JOHN S. GIBSON
President, City Council, Los Angeles,
California

Chairman Arywitz spoke as follows:

"I would like to introduce to give a greeting from the City of Los Angeles a man who has been a member of the City Council for about a quarter of a century. He comes from the Harbor District, has very close ties with the labor movement. He is a man who never says 'No' to us, though he has told me that my letters to him are too long.

"Representing Sam Yorty, Mayor of Los Angeles, who was 'by accident' not in Los Angeles today, and representing the City Council of the City of Los Angeles, the president of the City Council, John Gibson!"

Official Welcome

President John S. Gibson welcomed the convention as follows:

"Mr. President, distinguished guests, ladies and gentlemen, it is indeed a privilege for me this morning to bring to you

the greetings of Mayor Yorty and the Los Angeles City Council. I know of no organization that is more interested in the average citizen in California than this organization. I know of no organization that is more interested in good government than this organization. It is a real pleasure for me to bring you greetings this morning, and I wish you every success in the convention and I hope you will continue to speak out boldly and straightforwardly on the problems which come before you and which come before those whom you elect into office.

"May you have a very successful convention."

Introduction of

WARREN M. DORN

Chairman, Los Angeles County Board of Supervisors

Chairman Arywitz next introduced Supervisor Dorn:

"We will now have a greeting from Los Angeles County. It is very fitting that this be brought by the Chairman of the Board of Supervisors, a man who is a life member of Lodge 727 of the International Association of Machinists; also a devoted friend of the working man, a man who finds it very difficult not to listen to our pleas and not to understand our cause and to serve with us. He is a very dear friend.

"He is not going to tell you, so I am going to tell you, that he is waging a very hard campaign for re-election before the people of Los Angeles County. And he is our man.

"The Chairman of the Board of Supervisors, Warren Dorn."

Official Welcome

The Honorable Warren M. Dorn spoke as follows:

"Thank you very much.

"My dear friend, John Gibson, Acting Mayor of the City of Angels and all of you out on the dais, especially my good friend, the District Attorney, who also is your man and who is running for re-election and he is our man. We are glad to have Joe Busch here.

"I came here with a man that I met in the labor movement a number of years ago, and I watched him with envy in his eyes as he listened to this beautiful rendition of the 'Star Spangled Banner,' because Phil Regan here has sung that song on so many occasions. I remember when Mr. Truman was elected President. At the Inauguration, Phil Regan was the one that was called upon to perform this chore. And I know that he needed a lot of help on

those high notes. But this man this morning seemed to be doing all right.

"It is very good to be here with you men and women of this great labor movement. I bring greetings to you from each of my colleagues on the Board of Supervisors to your President, Mr. Gruhn and, of course, Jack Henning and our own Sig Arywitz, who has been such a tower of strength for all of us in government.

"I know that you are here because the Republicans are in Miami, not because of any political connotation!

"The Mayor and I were asked to invite the Republicans to hold their meeting here after the debacle in San Diego, but I think that they wanted that invitation mainly to use the City Council down in Miami because we got the Buick Show instead! At least they will pay, and that's the main thing!

"I know that this will be a very fruitful meeting. I know that you are going to carry on the traditions of the past as you are the watchdog, the organization that stands out and stands up for the man or woman who is working.

"I am certain that I was brought to public service because of my experience as a Shop Steward, as a 'senior chairman,' so-called, of the union when I was at the Army Air Corps School during World War II at Lockheed.

"This is, of course, an organization that is concerned with and cares about the conditions under which people are working and, of course, wants to make certain that they share in the benefits that go with those in industry.

"In closing, I know that all of us are sorry to miss the wonderful smiling countenance and the great input from the President of the L.A. County group, Irv Mazzei, who was a very close friend of mine. I was oftentimes blessed with his counsel and guidance. He, of course, as you know, had a very untimely death here recently.

"The Board of Supervisors on my motion lowered the flags at half-staff in the Civic Center in honor of the memory of this great man because of what he did for the labor movement here and because of the part that he played in county government as a member of the county's important Economy and Efficiency Commission.

"Thinking of Irv Mazzei reminds me of a poem, which I would like to leave with you because it depicts better than I the kind of selfless service that he gave to this community and the kind of service

that you give up and down this state in your chosen field and profession of labor relations.

"This is entitled 'Portraits,' by James J. Metcalf.

"Dear God, I pray my life this day will not turn out in vain,

"Give me the help I need to make at least a little gain.

"Nothing material that would accrue to me,

"But just a small accomplishment for my community,

"To serve a friend or stranger in his moment of distress

"Or in some other manner bring a bit of happiness.

"Let not the sun go down upon a day unwisely spent

"With emptiness on every hand for which I must repent.

"Give me the grace I need, Dear God, to guide me on my way.

"And make it possible for me to live a useful day."

"I salute you and wish you many many more useful days and months and years as you continue to represent this movement so well.

"Welcome to Los Angeles. We hope that you will have a great meeting here.

"Thank you very much."

Honored Guests to the Convention

Chairman Arywitz then introduced the first of honored guests to the convention.

HONORABLE JOSEPH P. BUSCH District Attorney, Los Angeles County

District Attorney Busch addressed the delegates in these words:

"Thank you very much.

"Chairman Arywitz and distinguished guests, it is really a privilege to be here to welcome you as the District Attorney of Los Angeles.

"Talking about the labor movement: When I was going to law school, I had different jobs. And I belonged to the UAW, to the IATSE, to the International Hod Carriers and Laborers and AFTRA. So I had all those initials after my name, and all of it just to arrive at the short one of 'DA'! It is a little easier to remember!

"I know that you are going to have a very very fruitful meeting, and I know that the concern of you people, as the organization that you are representing, also include among the things that you will discuss some of the things that concern

us, and that is safety in the streets and areas of industrial safety. These are very important issues that I think require the concerted effort of organized labor, and in particular of the group that is meeting here today and for the next few days. I know that this will be part of the agenda and that it will help us in the difficult job that we have of keeping law and order in our community.

"I want to welcome you to Los Angeles.

"As I was driving around yesterday I noticed it was one of our very few smog-clear days. Today is a smog-clear day. So if you have that much influence in keeping the smog out of here, I know you will have a wonderfully successful convention!

"Thank you very much."

HONORABLE JAMES F. DOWNEY Asst. Sheriff, Los Angeles County

Chairman Arywitz then introduced Undersheriff James Downey to the delegates.

"Everybody says the labor movement is all-powerful, and the least we can do is make the weather good!

"Now we know what we are doing when we invite law-enforcement people, because with a convention of this size there are going to be at least a couple of delegates who will have to drop a name or two to stay out of trouble. So we start with the District Attorney. And then we ask the Sheriff. And of course, Pete Pitchess is a name that everybody has known for a long time. Pete has done a great job as sheriff, and he has been superbly seconded by the Undersheriff, Jim Downey, who is here today to represent Pete Pitchess and speak on his behalf.

"Undersheriff James Downey."

Remarks

"Thank you, Sig.

"Mr. President, distinguished guests, members of the convention, it is my honor to convey to you the greetings of Sheriff Peter Pitchess of the County of Los Angeles, to wish you well in your deliberations here.

"The Sheriff is this morning in Minneapolis receiving the annual J. Edgar Hoover award, bestowed at the National Convention of Veterans of Foreign Wars, or he would be here himself.

"In your off-limits deliberations during the evening hours, as Sig alluded, if some less enlightened law-enforcement agency should dispute you and some of your movements, I want to assure you that we run the biggest hotel in town, the Los An-

geles County Jail, known among the professionals as the 'Peter Pitchess Plaza'!

"If, unfortunately, any of you should by mistake end up there, if you will mention the magic name of Sig Arywitz, we assure you an outside room, either in the men's or the women's jail, as you prefer!

"Seriously, without the backing, the understanding and the encouragement of the labor movement, law enforcement would never get to first base in the job that we have to do.

"We wish you well here in your deliberations. We wish you great success and great pleasure in being in Los Angeles. God bless you, and good luck!"

Chairman Arywitz next asked Captain Bill Poggione of the Industrial Relations Bureau of the Los Angeles County Sheriff's Department and Captain Neil Looy, head of the Los Angeles City Police Department, Industrial Relations Detail, to stand and take a bow.

TRIBUTE TO IRVIN P. MAZZEI

**By Sigmund Arywitz
Secretary-Treasurer,
Los Angeles County
Federation of Labor**

In these words, Chairman Arywitz addressed the delegation:

"It doesn't say so on the program, but this is the time for me to give you a greeting on behalf of the Los Angeles County Federation of Labor.

"In a sense I am performing a double duty because our original plan was that the Convention would be opened and the guests introduced by President Irv Mazzei. But, as you know, Irv had some very serious surgery and tragically did not recover and about a month ago he passed away.

"I do want to take a minute to give some tribute to Irv Mazzei, because this was a man whose heart was overflowing with love, this was a man who was never too busy or too tired to take any assignment or to answer any call for help.

"He was dedicated to the labor movement. He started as a nightclub entertainer, and he had the fabled show-business heart and help for his fellow man and he had a special love for his fellow workers. And so very early in his career he became an officer of his union, became the Vice-President of the Los Angeles City Central Labor Council, became a member of the Board of the merged County Federation of Labor and since 1964 was President of the County Federation.

"This is a man whom I shall miss very profoundly as a friend; a man all of us will miss as a dedicated fighter, not only for working people, but for all people.

Greetings from the Los Angeles County Federation of Labor

**SIGMUND ARYWITZ
Secretary-Treasurer,
Los Angeles County
Federation of Labor**

"Now, we are holding this convention at a difficult time for the labor movement. Regardless of the rosy pictures that you may read in the papers, the economy of this country is not good.

"Unemployment is still somewhere around six percent. Interestingly enough, two years ago we were saying: 'My God' Unemployment has reached six percent! Now there are people who are saying: 'Ha! leluje! It is down only to six percent!' And we have no way of knowing next year whether there will not be a serious reversal of the present trend and unemployment will go up again.

"We are in a situation of discriminatory economic controls where the workers' wage increases are kept down while the profits of the corporations continue to go up. Nineteen seventy one profits were incredibly high. Nineteen seventy two profits are even higher. A couple of days ago there was a report in the newspaper that corporate profits for the second quarter of 1972 had increased by eight to ten billion dollars over the quarter before. And I guess someone in the Department of Commerce decided that it didn't look good and they said: 'We have adjusted the figures and now there is only a five-billion-dollar increase!'

"In one quarter, a five-billion-dollar increase in profits while the Pay Board is talking about maybe reducing the guidelines from the present five and a half percent!

"We are facing the problems of the exportation of jobs; we are facing the problems of the Supreme Court becoming increasingly reactionary, other courts following its leadership, and an NLRB that is rigged against the working people.

"In the State of California, do I have to say anything about the Reagan Administration? Do I have to talk to you about the scandal in industrial safety? Do any of you have to be told about the decisions of the Unemployment Insurance Appeals Board constantly against the employee—always in favor of the employer?

"This is the background against which we are meeting. And I tell you all of this

because I want to emphasize to you the need for unity within the labor movement; the need for all of us, regardless of differences of opinions on specifics, to be working together because we all have that common goal of a better life for the working people.

"And so I urge that we keep before us throughout this convention the objective that we are here to play our role in the State of California, to make the lot of working people better, to build a better society, and that what we must have before us at all times is a sense of unity, determination and cooperation for this common cause.

"I greet you. I hope the convention is a successful one, with a great many accomplishments. And on behalf of the Los Angeles County Federation of Labor, I hope the weather will be good!

"Thank you."

Introduction of

ALBIN J. GRUHN
President, California Labor
Federation, AFL-CIO

Chairman Arywitz next presented President Albin Gruhn to the convention. At this point temporary Chairman Arywitz turned the gavel over to President Gruhn, who became Permanent Chairman.

"It is now my great honor to present to you a man who has presided over so many of these conventions now; a man who has long made his mark in the California labor movement; a man who is now old enough to where he can talk with a great deal of pleasure about his days as a young rebel; a guy who always is one of the people fighting for the people and has never forgotten that he represents working people and is in there fighting all the time—the permanent Chairman of the Convention, President Al Gruhn.

FORMAL OPENING OF THE CONVENTION

Chairman Gruhn opened the convention formally with these words:

"I do declare this Ninth Convention of the California Labor Federation, AFL-CIO in order to transact such business as may legally come before it."

"Thank you, Sig Arywitz, Secretary-Treasurer of the Los Angeles County Federation of Labor—one of the largest county central bodies in the United States. We are also very proud and happy to have you as one of the Vice-Presidents of our Federation.

"Delegates, there comes a time in the

course of labor events when we must take stock of where we have been—where we are and where we want to go in the future as a trade union movement. Let us never forget that the trade union movement's strength was forged in the crucible of economic, legislative and political trials and tribulations. Let us never forget those brave men and women who gave their lives, their blood, their sweat and their tears so that this trade union movement could grow, survive and persevere.

"These dedicated trade unionists had an unflinching loyalty to the trade union movement and democratic institutions.

"They knew the meaning of the words—'In unity there is strength - united we stand - divided we fall' - an injury to one is an injury to all.' As we look back at where this trade union movement came from, its great heritage in its fight for the freedom, the dignity, the equality and the security of working men and women, let us never forget where we came from and how we got where we are today. We are gathered here today in convention not as individuals but as representatives of our respective unions and councils—not for narrow personal, parochial or partisan gain but for the collective good and welfare of the whole trade union movement. For the good of every man, woman and child irrespective of their race, color, creed, national origin, or age. For the good of our beloved country to help make it ever stronger in the promotion and defense of freedom, equality, justice and the dignity of man both here and throughout the world—to make our country more and more responsive to the human needs of all mankind. Our brother and sister trade unionists who preceded us did not shirk their responsibility and I am confident that we will not betray their trust now and in the days and months ahead.

"Our California Labor Federation, AFL-CIO, meets in convention at a time in history when our labor movement, our communities, our state and our nation are faced with tremendous problems and injustices that are gnawing away at the very fabric that gives true meaning to the aspirations of a free trade union movement and a free society.

"There can be no better review of where we stand today than can be obtained by a thorough reading by each delegate of the report of Secretary-Treasurer Henning and the report of the Executive Council. These reports, that you received in your kit when registering as a delegate, clearly point out the progress made and the work that remains to be done in carrying out the mandates of our previous convention.

I believe you will agree that it is a record of accomplishment—one that was derived by much selfless dedication to the cause and a team effort led by our great Secretary-Treasurer Jack Henning—a team effort that fully used the resources of our Executive Council members, our staff, our local central labor bodies, state councils and local unions—in fact, the whole labor movement. This is as it should be. An effort by all of us, not as democrats—not as republicans—not as minorities or non-minorities—not as men, not as women but as trade unionists.

“Unionism is our thing—that’s what our team is all about. Let us pray that it will continue to be what it’s all about in the days, months and years ahead.

“In talking about the future, one only has to read the policy statements that have been submitted to the convention by the Executive Council and the resolutions that have been submitted to this convention by the Executive Council and affiliated local unions and councils.

“As we deliberate and act on these policy statements and resolutions, let us ever keep in mind the interests and welfare of the trade union movement, our communities, our state, our nation and the hopes of mankind for peace, freedom, dignity, equality, equality of opportunity and security throughout the world.

“Let us rededicate our labor movement to the good works of being the champion and the voice of the little people. We must not—we cannot fail this obligation—this trust. Lest we desecrate the sacrifices of those brothers and sisters who gave their all so that we could be in the position of influence for good as we are today. I realize that many of us are all charged up about the political situation in our country today, but I would hope that we will also get charged up about some other matters that are as equally important to the future well-being and progress of our trade union movement and the ideals we have fought for over these many years.

There Is No Place for Complacency

“Many of us here today have had our mettle tested in the cauldrons of the picket line, the employer blacklist and public scorn. This labor movement was not built the easy way. It was built on certain fundamental principles of dedication to the union and its union shop agreement, respect for its union shop card, its union button and respect for a picket line and the ‘We Don’t Patronize List’ What powerful instruments they have been and must continue to be for the trade union movement.

“In this year of 1972 no dedicated trade unionist can be complacent, knowing about the battle of those gallant strikers at the Los Angeles Herald-Examiner who continue to be locked in a life-and-death struggle with this anti-labor employer. Let’s not forget those vaillant members who are continuing their struggle with the anti-union San Rafael Independent-Journal.

“Just look at the recent battle of the Retail Department Store Clerks No. 1100 in San Francisco—a battle for what?—a battle for the union shop—something which many of us take for granted, particularly in a state that does not have a statute or constitutional provision barring union shop agreements. Look at the struggles that the Culinary Workers, Bartenders and Hotel Service Employees are having in many cities of our state against an increasing number of nonunion establishments.

“Look at the continuing struggle of the United Farm Workers National Union and the most recent life-and-death struggle of the Farah Manufacturing Co. strikers. These are but a few examples of the problems facing our unions in the private sector on fundamental trade union issues. These along with the problems of our unions in the public sector who are seeking to obtain collective bargaining and other rights now enjoyed by the private sector unions. The recent battle of our affiliated unions with the University of California for basic union rights and improvements in wages and working conditions is indicative of a definite anti-labor attitude by many of those responsible for the administration of our public institutions. This must be changed.

Attacks on Building Trade Unions

“Let me give you a few other examples of the insidious attacks upon our trade union movement and its membership. Just take a look at this beautiful structure that we are meeting in today. It would not be here if it were not for the skills of our members in the building trades unions. They are the builders of our homes, our schools, our hospitals, our public buildings, our highways, our factories and other structural facilities so essential to our nation, so essential to its people—yet these unions and their members have been and are continuing to be subjected to vicious attacks because of their efforts to establish equitable wages and working conditions for their members.

“They are blamed for the increased cost of housing, when in fact recent statistics reported by the U.S. Department of

Labor indicate that the increase in labor costs from 1960 to 1969 only amounts to 2% of the increase in housing costs. This was due to increased productivity by the building trades workers.

"However, it is found that the major increase in the cost of housing was attributed to substantial increases in financing costs, land costs, and material costs. Yes, these fellow trade unionists in the building trades, the backbone of our nation's work force, have been unjustly attacked. Furthermore, because of the very nature of the construction industry, these workers are faced with an employment status which is seasonal and on an average far less than year-round employment. Therefore, of necessity, the building trades unionist must have an adequate wage structure. This must be augmented by unemployment insurance during periods of unemployment in order to assure him an adequate annual income to support himself and his family.

"Let me ask you: 'What would this nation do without this reservoir of skilled building trades craftsmen?'

Exportation of Jobs, Capital and Technology

"Now let us take a look at the problem of the exportation of United States jobs, capital and technology.

"The multi-national corporations who, in their interest for profits, care less about employment opportunities in our country or in fact, about the future technological ability and productive capacity of the United States. These multi-national corporations also escape their fair share of taxes which increases the burden of welfare costs to those least able to pay. These multi-national corporations look for a fertile atmosphere in foreign lands where they exploit workers who have no unions or weak unions at best. Wages are pitifully low and fair labor standards or labor laws are nonexistent.

"We hear talk about increasing welfare costs in this country. If these multi-national corporations are allowed to continue their unregulated exportation of U.S. jobs and the flooding of this country with their competitive imports, we will soon have additional millions of workers unemployed and eventually on the welfare rolls. We must insist and call for the early enactment of the Burke-Harte bill lest this nation be subverted by a fifth column of corporate greed that knows no loyalty and which is as subtle and dangerous as any group of extremists who would undermine the basic economic and productive strength of this nation. Frankly, they

don't give a damn how they may adversely affect this nation and its workers.

"We cannot help but look at the grave unemployment situation facing the members of our theatrical unions due to runaway film production and a television industry that exploits the TV viewer with reruns, reruns and reruns, paid for by that same TV viewer in the price of products he buys at the marketplace.

"It is also paid for in the price the theatrical unionist pays because of unemployment and a deterioration of the reservoir of skills in the performing-arts industry.

"Look at the problems of our maritime unions due to the sad state of the maritime industry which has deteriorated because of the flagrant 'runaway ship' practices of U.S. shipowners who use foreign flag vessels to undercut the wages and working conditions of U.S. merchant seamen.

"These are but a few of the examples of the special problems faced by some of the unions. It is so important that we understand each other's problems so that we will be able to effectively help our fellow trade unionists in their special problems: This is the Union Way.

In Unity There is Strength

"We must make a continuing and constructive examination of ourselves as trade unionists and of our trade union movement. One that will help to keep us on the path to an ever-greater unity of purpose and mutual cooperation.

"A uniting of all unions through 100% affiliation of their membership with their respective local central labor councils, building trades councils, the State central labor body, and the COPE political arms of the state and local central labor bodies would be an important step in the right direction.

"Let's apply the union shop principle to the matter of affiliations in the trade union movement. This is the union way. It will help make our local unions stronger. It will help make our local and state central labor bodies stronger, too.

Display Union Shop Cards and Buttons

"A few years ago it was virtually impossible not to see a union house card, shop card, store card or market card in an establishment under union contract. This was also true with respect to union buttons worn by employees in these establishments. In fact, you even saw union dress pins and buttons on a great number of members during nonwork hours. It

gave one a good feeling to see these union shop cards prominently displayed and to see the union buttons worn by our members. It was a constant reminder of what this trade union movement is all about.

"Today one sees less union shop cards on display and a dropoff in the wearing of union buttons in some trades and industries. What's happened? Is the labor movement being taken for granted? Is there a subtle campaign by management to discredit the union shop card, pin or button? Do our members and particularly our newer members know what the union is all about? How many times do we look for or ask for the union shop card? This is potent union consumer power. How many times do we ask an employee who serves us about his union button or compliment him or her if it is being worn?

"This also is potent union consumer power. How many times do we look for or ask for the union label on clothing, merchandise or printing? This too, is potent union consumer power.

"These are some of the things I believe we should give thought to as we all work together to strengthen and build this trade union movement. There is no use to kid ourselves. The problems facing the trade union movement in the 1970's won't go away—even the problems we create ourselves won't go away.

"With dedication and good faith, with understanding, brotherhood and unity, and the sharing of each other's burden, we can overcome these problems and make our unions, our councils and our state labor body stronger than ever before. We can inspire our rank and file union members to an even greater sense of belonging and a loyalty to the trade union movement and its programs for the betterment of the members, their families and the community as a whole—we can effectively combat the suburbia complex which tends to isolate some of our members from their unions.

"We must work harder to educate our members on the issues so that they will respond to appeals of their unions for support of union principles and union causes and union programs—not just in the economic field, but in the political field as well—no longer can we afford to be faced with a union membership that is 50% or less registered to vote.

"One of the most sacred rights of a free man in a democratic society must be understood and willingly exercised by all of our members and their families.

"We must help to organize the unorganized. They need the strength and pro-

tection of the labor movement. We need the additional strength of these workers in our economic, legislative and political activities.

"We must strengthen our local, district and state political arms (COPE) to assure effective political action and the election of labor's friends and the defeat of its enemies irrespective of their party affiliation.

"Let us from this day forward dedicate ourselves to a rebirth of the fundamental union principles that made our unions strong economically, legislatively and politically.

"Through this strength we can help make our union of the 50 states a more perfect union to assure all of its citizens, irrespective of race, color, creed, national origin, sex or age, that they are truly created equal, and can be assured of certain inalienable rights of justice, freedom, equality, equal opportunity and the pursuit of happiness.

"Let us help our country lead the nations of the world into a new era of peace and freedom for all mankind.

"Let us never forget where we came from and how we got to where we are today. For it is the union that brought us together here. It is the union that united us as a federation. It is the union—Yes, it is the union that makes us strong.

"Thank you very much."

Introduction of **CHET HOLIFIELD** United States Congressman

In these words, Chairman Gruhn, then presented Chet Holifield, U.S. Congressman to the convention:

"Now it is a pleasure for me to present to you a great friend of the trade-union movement—one who has an outstanding record, one of the best records in the Congress for the trade-union movement. He is dean of the California delegation in the Congress, which will be the largest congressional delegation in 1973-'74 — forty-three members. He served as U.S. Representative in the 19th Congressional District for the past 30 years. He was endorsed by the AFL-CIO in his first campaign in 1942 and re-endorsed in every succeeding campaign. He is tenth in seniority in the House of Representatives and chairman and vice chairman of the Joint Committee on Atomic Energy for the past ten years. And he is now serving as chairman of the House Committee on Government Operations, the investigative committee of the Executive Department.

"Congressman Chet Holifield has a notable record as a legislator. He is the

only United States Representative to establish two cabinet-level departments: The Department of Housing and Urban Development and the Department of Transportation. He authored and passed a bill early this year to establish for the first time a federal agency for the protection of the consumer. His bill was reported by the Senate Committee on Government Operations a week ago and he believes that it will be passed this year.

"Delegates, it is indeed a privilege and a pleasure for me to present to you Congressman Chet Holifield."

Address

Congressman Chet Holifield spoke as follows:

"Mr. President, respected leaders on the platform and respected leaders of the ranks of labor in California, ladies and gentlemen.

"When I parked in the basement I happened to park next to one of your leaders: Jerry Lynch, from my 19th Congressional District. And he remarked to me that 'While I was a boy in high school I distributed literature for you back in the fall of 1942—and now I am a grandfather.'

"I said: 'Thank you, Jerry. I hope that you haven't been sorry. And just to keep you in your place, I'm a great grandfather!'

"So on behalf of the California congressional delegation I want to warmly welcome each of you to this convention and to thank you for the opportunity to attend the opening session of the Ninth Biennial Convention of the California Labor Federation, AFL-CIO.

"I know that my California colleagues who could not be here today would want to join me in wishing you a most successful convention. As you plan for the next two years of progress and as you assess your accomplishments of the past two years, the history of organized labor's progress in America can be closely related to the progress of all Americans. For example, the burden of the 12-hour day and six- and seven-day workweek is no more—except perhaps for the members of Congress. The vast majority of working people earn a more decent wage and can share in a more bountiful economy in a more equal way. Human rights and civil rights of labor are no longer paper rights, but have been translated into legislation and court decisions which in turn have brought about progress.

"Labor has led this country in the development of a national social conscience by supporting social security, aid to the

blind, aged and disabled, Medicare, assistance to the poor, workmen's compensation, unemployment insurance, and numerous other humanitarian programs. But progress is a continuing problem. In a great and evolving society such as ours, old problems are never entirely solved and new ones are always arising. As we look and plan ahead we can see that we in the congress and you in organized labor are faced with a great deal of unfinished business. Some of these items are: job security against excessive foreign imports; inflation; high unemployment; strengthening industrial safety; improving pension systems; consumer protection, and the development of a comprehensive system of medical care.

Consumer Protection Agency

"The complete list is a long one. Before this session of Congress adjourns we will have established for the first time an independent federal agency charged with protecting the consumer in every area of consumer fraud, deception and adulteration of each and every consumer item. Speaking personally, if I may be forgiven for a moment, I am the author of the bill to establish this federal agency for the protection of the consumer. This bill was passed in the House on October 14, 1971 by a vote of 344 to 44. It was reported on August 19 last week, by the Senate Committee on Government Operations and will soon go to the Senate floor. And I predict that it will be passed this year.

"In addition to these items I have mentioned, vigilance and diligent work are necessary if labor is to preserve the progress made over the past 30 years. The unmistakable but gradual trend toward conservatism and reaction in this country has given a new impetus to those who would destroy this progress. In Congress and in the media we find we need support in the fight against the so called 'right-to-work' laws and compulsory arbitration—these and other measures which would destroy collective bargaining as a process and organized labor eventually as an institution. They must not prevail if our national progress is to continue.

"I speak today for the entire California delegation and I assure you that we will continue as democratic members of that delegation to assist your Federation in realizing its social and economic goals as I have for the past 30 years. For I sincerely believe that as labor prospers so does the nation.

"Your President and your leadership have asked me to extend my remarks. We do this frequently in the Congress by

unanimous consent, but I dare not ask your unanimous consent—or you would say ‘No’ and put me off the platform.

Several Myths Still Persist

“I do want to make a few general remarks which I hope will be of interest to you.

“One of the biggest myths in American political history is that the Republican party is the party of fiscal responsibility. The Republicans got us into the biggest depression of our history and four recessions in the past two years. Yet the idea persists among some that they know how to run our economy.

“This myth probably stems from the fact that the GOP claims to speak for the business interests in America and business quite naturally equates this with fiscal responsibility.

“The Republicans operate under the theory that if businessmen are happy, sooner or later the rest of the country will prosper. It is the old ‘trickle-down’ theory that was summed up so beautifully by Eisenhower’s Secretary of Defense when he said: ‘What is good for General Motors is good for the country.’ The trouble is, as we have seen time and again, that theory isn’t even good for General Motors much less for the American worker. History has shown us that what is good for the country is good for General Motors, not the other way around. Because when the country is prosperous, General Motors will prosper, too, and when the country is not prosperous, General Motors doesn’t sell automobiles, no matter how friendly the Administration is toward business.

“But the Republicans never learn this and they keep getting us into recessions that did not have to happen—and they never know exactly how to get us out of them. Instead of devising programs to put people back to work, the Republicans always try to stimulate the economy with words and slogans as if the economy were a lot of hot air in balloons. They think that if they can convince enough people that if things really are all right, the stock market will go up; then business will regain its confidence and begin investing in expansion and eventually hire more workers; and then the stock market will go up again. At least that is the way the things are supposed to work—unless the latest unemployment figures come out and the bubble bursts and we are left exactly where we were before in the middle of hard times.

“Yes, that’s exactly what the Nixon Administration has been trying to do to us

for the past three years: talk us out of a recession.

Artificial Stimulants Just Don’t Work

“It all reminds me of a farmer I once knew who had an old horse which was just about ready for the glue factory, but he was so short of cash that he hoped that he could sell it for a little more money than the glue factory would give him.

“One day a neighboring farmer offered him \$50 for the horse. The farmer said: ‘That horse has been a good friend of mine, but you have been a good friend of mine too. And if you want the horse, I will sell it to you for \$50.’

“Then the first farmer started to think and say to himself: ‘Why did that old fool want that horse of mine? He must have known something about that horse that I don’t know. I will buy it back from him.’

“And so he bought it back for a hundred dollars. Then the second farmer got to thinking; ‘Why did Jake want his old horse back again? He must have learned something that makes that horse more valuable and that I didn’t know about before. I had better buy it back.’

“And so the second farmer bought it back for a hundred and fifty dollars. And back and forth it went. From a hundred and fifty dollars to two hundred, to three hundred, to four hundred, and finally the second farmer bought the old horse for five hundred dollars.

“A man from across the state who was an expert in horseflesh heard about this—and he went out and bought it for \$3,000 from the second farmer, whereupon the first farmer went to his friend and said: ‘Why did you sell that horse, you damn fool! It was earning both of us a good living!’

“I think that the story says something about the Nixon economic policy: artificial stimulants and flimflam that just don’t work for very long. Sooner or later reality takes over. But Mr. Nixon never stops trying and he never stops trying to pin the blame on the Democrats when his policies don’t work.

“How many times have you heard him say that he inherited his economic problems from the Johnson Administration? Well, that’s the biggest hoax since the Howard Hughes biography. The facts are that President Nixon inherited from a Democratic Administration one of the strongest economies in the history of this country. He inherited record wages, record profits, record employment, a record gross national product, record growth and record averages on the stock market. And

then he blew it all because he decided that the only way to curb inflation was to cool the economy by rising interest rates and increasing unemployment. And that's what he did.

Figures Tell the Story

"As it turned out, of course the cure was worse than the disease. When Mr. Nixon became President the cost of living rose 4.7 percent in the first year. That wasn't good, but it doesn't sound so terrible after going through the rest of the Nixon inflation. But Nixon was determined to cool the economy—and he did it. He really cooled it! He cooled everything except inflation and unemployment—and they got hotter and hotter. The stock market plunged almost 300 points. Interest rates went up to the highest levels in 110 years. Corporate profits were off 9.6 percent. Our national growth went down to almost zero and unemployment went up from a 20-year low of 3.3 percent to a nine-year high of 6.2 percent. During the Kennedy years the total amount of unemployment declined at a rate of 4.8 percent a year. The decline continued in the Johnson period at 7.7 percent a year.

Nixonomics Takes Its Toll

"During the Nixon Administration the ranks of the unemployed have grown by over twenty percent a year. In other words, two and a half million American workers were sacrificed on the altar of Republican fiscal irresponsibility. And for what?

"During the first three and a half years of the Nixon Administration, the cost of living jumped 17.2 percent. The rate of inflation actually increased over what it was in the last year of the Johnson Administration, and worst of all meat prices have increased 23 percent in the past two and a half years alone. That is the record of the Nixon years—a record of abysmal economic blunders and failures.

"And now Mr. Nixon tells us: 'The worst is over.'

"I certainly hope so! We can't stand much more of his brand of inflation fighting.

"I must confess that when Mr. Nixon started telling me that 'Things are getting better,' I wanted to ask 'Better for whom? Are they any better for the five million Americans who are still looking for work? Are they any better for the housewife who practically has to float a bank loan every week just to pay for her groceries? Are they better for the family that is paying eight and a half or nine percent on its mortgage? Are they better for the engi-

neer who can't even find a menial job sweeping floors?'

"Even if things are getting a little better now, I think we have a right to ask; 'Better than what?'

"The answer isn't too comforting. Every week the Republicans bombard us with statistics which purport to show that the economy is on the move again. But what they don't tell us is that in almost every important economic indicator we are still worse off today than we were when Mr. Nixon took office.

"When this Administration took office only 2.7 million workers were unemployed. Today 5.5 million workers are out of work.

"When Richard Nixon took office we had a balance of payments surplus of \$27 billion. This year we will have a deficit of six to eight billion dollars.

"When Mr. Nixon took office we were operating very close to industrial capacity. Today we are operating at only 76 percent of capacity. When he took office the federal budget showed a surplus of \$3.2 billion. This year's budget was well over \$25 billion. As a result, Mr. Nixon—and listen to this—has added \$110 billion to the national debt. That is some fiscal responsibility! And that deficit is directly reflected in the inflation of the dollar, causing reduced purchasing power for every dollar in your pocket.

"When Mr. Nixon took office thirteen million Americans had been lifted out of poverty during the five years of the Johnson Administration and the poverty count stood at \$22 million. Today, after three and a half years of Republican fiscal irresponsibility, seven million more people have been added to the rolls of the poor.

"Perhaps things are getting better, but they are not getting better fast enough. They are not getting better for enough people. And they are still worse than when Mr. Nixon took office.

"Those are the plain facts, and they can't be denied.

"The Republicans tell us not to worry and 'In the long run' they say, 'Everything will be all right.'

"The trouble with that is, as the economist John Maynard Keynes once observed, 'In the long run we will all be dead.'

We Need New Economic Policies

"I say: We cannot take another four years of Nixon's economic policies. We simply cannot afford the cost of his failures and mistakes. Already we have lost

far too much. Nixon's economic mismanagement has cost this nation \$220 billion in lost production, it has cost us more than \$70 billion in lost federal revenues that we need so badly for the social problems that the Congress has enacted. It has cost us more than \$100 billion in lost wage income. It has cost us more than \$35 billion in lost profits. We have just lost three and a half years of economic growth and prosperity that we can never regain. They are gone forever. And the waste in human misery and missed opportunities can never be calculated.

"I think it is time we stopped deluding ourselves about the Republican brand of fiscal responsibility and I think we ought to nail this Administration everytime it tries to blame its failures on a previous Administration.

"This has been a Republican recession, brought on by inept Republican economic policies and intensified by Republican inaction.

"In conclusion, my friends, I cannot predict the outcome of the national election for the Presidency. The percentage is rough. But let me stress an important fact. We must maintain a Democratic House and Senate.

"And you may ask me: 'Why?'

"I will tell you why. If you believe in every advance in the social and humanitarian field that has been made since 1932, if you believe in every advance in the rights of labor and of the defensive fight against the anti-labor legislation that has been fought since 1932, if you believe in the vital importance of every battle that will take place in the halls of Congress in the next four years, you will make every effort possible, you will leave no stone unturned to preserve and increase the strength of the Democratically-controlled House and Senate in the vital election of 1972.

"Thank you very much."

PARTIAL REPORT OF COMMITTEE ON CREDENTIALS

Loretta Riley, Chairwoman

Chairman Gruhn then called on Loretta Riley, chairwoman of the Credentials Committee for a report.

Chairwoman Riley reported that the committee recommended that the delegates listed in the Preliminary Roll of Delegates as printed and presented to the delegates, be seated according to the Constitution of the California Labor Federation.

Chairwoman Riley then read the list of additions to and deletions from the Pre-

liminary Roll of Delegates. (See completed Roll of Delegates.)

Chairwoman Riley then moved adoption of the Committee's report. The motion was seconded.

The following corrections to the report were noted as follows:

Delegate Manuel O. Gonzales (L.A. Park & Recreation Empls. No. 517) stated that his union's delegation and votes should read: Manuel O. Gonzales, 151 votes. Chairwoman Riley confirmed this to be true, and as the report had been read.

Delegate Art Melli (Studio Elect. Technicians No. 728, Hollywood) requested that he be allowed to carry the entire number of votes for his organization since one of its delegates would be absent.

Chairman Gruhn stated that delegate Melli would need written authorization from the other delegates. Delegate Melli promised to comply.

Delegate Sid Elman (AFT College Guild No. 1521, Los Angeles) noted that he had been deleted by mistake. Chairwoman Riley read the report as follows: AFT College Guild No. 1521, 37 votes, delete: Jill Bohlander 19 votes; add: Howard Russell, 19 votes. Delegate Elman agreed that this was correct.

The motion to adopt the partial report of the Committee on Credentials was carried.

Announcement

Chairwoman Riley then announced that the Credentials Committee would stay in session at the Biltmore Hotel until 2 p.m. that afternoon, then upon recess of the afternoon session of the convention, it would resume business for approximately two hours.

Recess

Secretary-Treasurer Henning then moved that the convention recess until 2 p.m.

The motion was seconded and carried.

AFTERNOON SESSION

The convention was called to order at 2:23 p.m. by President Gruhn.

APPOINTMENT OF CONVENTION COMMITTEES

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

Credentials Committee

Loretta Riley, Chairwoman (Bartenders

& Culinary Workers No. 770—Santa Rosa.)

Bennie Arellano (Hod Carriers & Common Laborers No. 585—Ventura.)

James Cross (United Telegraph Workers No. 34—San Francisco.)

Virginia Davis (Central Labor Council of Butte & Glenn Counties—Oroville.)

Robert Giesick (Joint Executive Board of 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.)

James N. LeBlanc (Machinists No. 504—San Jose)

Edwin Michelsen (Butchers No. 516—Burlingame.)

Daniel Mundy (Los Angeles Union Label Council—Los Angeles.)

Al Perry (Operating Engineers No. 3—San Francisco.)

Manuel Renteria (Hod Carriers No. 300—Los Angeles.)

Pat Sander (Cooks Union No. 228—Oakland.)

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

Willie R. Stewart (Electrical Workers No. 1245—Walnut Creek.)

Max B. Wolf (Ladies Garments Workers No. 451—Los Angeles.)

Rules and Order of Business Committee

Steve Edney, Chairman (United Cannery Workers & Industrial Workers of the Pacific—Terminal Island.)

Donald Abrams (Northern California Typographical Conference—Oakland.)

Harry Bloch (Southern California Joint Board of Amalgamated Clothing Workers—Los Angeles.)

William J. Catalano (Musicians Union No. 6—San Francisco.)

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

Felix Espinoza (Southern California District Council of Laborers—Los Angeles.)

Fred Fecci (Butchers Union No. 506—San Jose.)

Harold Jaeger (California State Association of Electrical Workers—Los Angeles.)

Herman Leavitt (Bartenders No. 284—Los Angeles.)

C. T. McDonough (Cooks Union No. 44—San Francisco.)

Joseph P. Mazzola (Plumbers No. 38—San Francisco.)

Edward C. Powell (Theatrical Stage Employees No. 16—San Francisco.)

Clyde Ringwood (Sheet Metal Workers No. 108—Los Angeles.)

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

Sharon Wilkes (Communications Workers No. 9509—San Diego.)

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

Resolutions Committee

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

Arthur Berland (Retail Clerks No. 324—Long Beach.)

James B. Booe (Communications Workers District 9—Sacramento.)

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

John Crowley (San Francisco Labor Council—San Francisco.)

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

George Flaherty (California State Theatrical Federation—San Francisco.)

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

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

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

Everett Matzen (Butchers No. 115—San Francisco.)

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.)

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

J. J. Twombly (State Building & Construction Trades Council—Sacramento.)

Cornelius Wall (Ladies Garment Workers No. 497—Los Angeles.)

Morris Weisberger (Sailors Union of the Pacific—San Francisco.)

Ray M. Wilson (Southern California District Council of Laborers—Los Angeles.)

Legislation Committee

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

E. Dene Armstrong (Hod Carriers No. 89—San Diego.)

Sigmund Arywitz (L.A. County Federation of Labor—Los Angeles.)

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

Ruth Compagnon (Waitresses No. 639 Los Angeles.)

Manual Dias (Boilermakers No. 513—Richmond.)

James Evans (United Transportation Union No. 710—San Bernardino.)

Harry Finks (Theatre Employees B-66—Sacramento.)

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

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

Kenneth Larson (Fire Fighters, Los Angeles Co. No. 1014, Los Angeles.)

James Lee (State Building & Construction Trades Council—Sacramento.)

John W. Merrit (State Council of Culinary Workers—Santa Monica.)

Leo Mitchell (Electrical Workers No. 1245—Walnut Creek.)

Phyllis Mitchell (Office & Professional Employees No. 3—San Francisco.)

W. T. O'Rear (Classified School Employees No. 562—Fresno.)

Anthony Ramos (California State Council of Carpenters—San Francisco.)

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

Raoul Teilhet (California Federation of Teachers—Sacramento.)

Constitution Committee

J. A. Cinequemani, Chairman (Los Angeles Building & Construction Trades Council—Los Angeles.)

Harold Benninger (Meat Cutters No. 421—Los Angeles.)

Leonard Cahill (Redwood District Council of Lumber & Sawmill Workers—Eureka.)

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

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

William Farley (Painters No. 256—Long Beach.)

Fred D. Fletcher (Newspaper Guild No. 52—San Francisco.)

Donald Haggerty (Film Technicians No. 683—Hollywood.)

Earl W. Honerlah (Building & Construction Trades Council—San Mateo.)

James P. McLoughlin (Retail Store Employees No. 428—San Jose.)

Robert Medina (Construction & General Laborers No. 270—San Jose.)

Gwen Newton (Office Employees No. 30—Los Angeles.)

Sam Schwartz (Ladies Garment Workers No. 512—Los Angeles.)

Joseph Tinch (Culinary Alliance & Hotel Service Employees Union No. 402—San Diego.)

Ed Turner (Marine Cooks & Stewards—San Francisco.)

Al Whitehead (Fire Fighters No. 1014—Los Angeles.)

De Wayne Williams (Automotive Machinists No. 1546—Oakland.)

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

Secretary Henning moved that the appointment of the convention committees, as appointed by President Gruhn, be approved. The motion was seconded and carried.

Introduction of

EDWARD AGUIRRE

Regional Director,

U.S. Department of Labor

Chairman Gruhn presented Director Aguirre as follows:

"Delegates, we are honored and it is a privilege that we have with us this afternoon a representative of the United States Department of Labor. He is the regional director who has been involved in the matter of the training program with which many of our unions are involved with the Department of Labor.

"At this time it is a pleasure for me to present to you Edward Aguirre, regional director of the United States Department of Labor."

Remarks

Regional Director Aguirre addressed the convention in these words:

"Thank you very much.

"I was involved with Manpower Training Programs. I see many of my friends here from San Diego, especially 'Rich' Richardson, for we worked on many committees together, and Al Clem from San Francisco.

"I am now, though, the Regional Director of the Department of Labor, which is a new position and which includes all the departments — LMSA, BLS, Manpower and the new OSHA Program.

"I would like to comment that if you have any problems with the Department of Labor that you cannot get solved through the bureaucracy and you are frus-

trated, call me and we will try to do something about it.

"Thank you very much."

**Introduction of
JAMES CORMAN
United States Congressman**

Chairman Gruhn next presented Congressman James Corman to the convention for an address:

"Delegates, we also have a real privilege this afternoon to have one of our very dear friends with us—one who has been working very closely with the trade union movement, who has been one of our endorsed candidates. He heads an important delegation in the United States Congress."

"I present to you the Honorable Jim Corman from the 22nd Congressional District."

Address

Congressman Corman addressed the delegates with the following words:

"Thank you very much.

"Mr. President, distinguished guests and delegates to this very important convention. I only want to talk to you for a couple of minutes, really about two terms that you will hear a lot about between now and Election Day in November. You are going to hear about 'Nixonomics' and you are going to hear about a 'credit card Congress', because those are the catch phrases that really symbolize the two different views in this nation about how we are to direct our public affairs and spend our public money.

"You will hear the 'credit card Congress' attack much between now and next November, in part because this Administration very badly needs a Congress that will tolerate what it is trying to put over on the American people, and so they will tell you that those of us who are in Congress now are fiscally irresponsible; that somehow the Republicans and the Republican administration have a corner on responsibility.

"Well, I am a member of that 'credit card Congress'. I voted against a tremendous number of things the President likes to spend money for and I voted for a few that he does not like to spend money for. But let me try and tell you in very simple terms the difference.

"I say to you that if we can afford to give John Wayne a third of a million dollars a year to not grow cotton, if we can give Beverly Hills a third of a million dollars a year to help solve their urban crises—and these are things that the President has fought for in the congress — then I say to you that we can afford to spend

\$120 a month on a man who is dying of black lung, we can afford to give an extra \$20 a month to a senior citizen living on Social Security to try to improve just a little bit his or her diet. Those are the things that the President has fought very hard against and now attacks us for.

"I don't know what is going to happen in the next four years, but the decisions the American people make next November will do a great deal to give direction.

Taxes Ought to Reflect Our Ability to Pay

"One of the things we are concerned about is taxes. I believe, our party believes — and I am a Democrat, if you aren't able to detect that! And I have seen some fellow Democrats in the room! — that we ought to tax ourselves enough to meet our public needs. And I think that those taxes ought to reflect our ability to pay. I do not think we can longer tolerate a tax system which says that if a man makes more than \$50,000 a year, whether he pays taxes or not is at his own discretion because we leave enough loopholes for him that he can escape. We can have that kind of a tax structure, we can meet our public needs and we can expect everybody to contribute his fair share. We will never do that if we impose on this nation a federal sales tax, which is this Administration's answer to the shortage of public funds.

Health Security Program is Needed

"Another thing which is of great concern to me and, I know, to many of you, is the health care delivery system in this great country of ours. Some of us have proposed, and with substantial help, in both involving the program and making it known to the American people, a national health security program designed to take care of the health needs of the American people.

"The proposal of this Administration is to take care of the fiscal needs of the insurance companies. That is the difference.

Unemployment Problem is a High Priority

"Third, and one I am sure that is high on your list of important things, is the degree of unemployment in this nation. I suppose any incumbent Administration likes to talk about the number of people who are working. But the thing that we are concerned about is the number of people who are not.

"I was fascinated by the suggestion by Arthur Burns, a key man of this Administration. He was asked by Chairman Mills: 'What are we to do about the fact that six percent of the people who are able

to work, who have been working and want to work, cannot find jobs?"

"His answer was: 'Take teenagers out of the minimum wage law!'

"Now that kind of thinking we had hoped had disappeared in the middle '30's, but it is still high in the Administration circles.

"Obviously, there are many jobs to be done. The American people want to work, they will work if we can develop programs that meet public needs and pay for them through public resources.

"The final thing I would like to talk to you about is a thing called 'Val-Pak'. If you are from the San Fernando Valley, you know exactly what that is. It was born out of desperation in 1964, because we almost lost all the Democratic seats we had. And the one that was most important to me was mine. All of labor in the San Fernando Valley came together to create Val-Pak.

"Nineteen sixty-four was the last time I have had a close race. I have won every time by a larger margin. I can tell you for sure that I would not be in Congress today if the San Fernando labor had not organized into Val-Pak and supported me and kept me in Congress. And I don't remember that just at my labor conventions, but I also remember it when I am on the floor of Congress.

"I mention it to you because if in your own Congressional District and Assembly District you feel you are represented by people who are not sensitive to public needs and sensitive to the interests of organized labor, then take a page from Val-Pak's book. Get organized, get with the candidate who expresses your views and who will vote them when he is elected and work together. We will have victory in November in a lot of Assembly and Congressional Districts that we could not possibly win unless we did work together. And I hope that we win nationally, because we will evolve over the next few weeks a way to work together.

"I thank you very much, Mr. President, for giving me these few minutes. And to all those fellows who are in Val-Pak, who know what it is, thanks a lot for my job!"

The Chair next called on Steve Edney, chairman of the Committee on Rules and Order of Business, for a report.

REPORT OF RULES AND ORDER OF BUSINESS COMMITTEE Steve Edney, Chariman

Chairman Edney stated: "Mr. Chairman, members of the Executive Council,

delegates, distinguished guests, the Committee on Rules and Order of Business has met and has completed its business, and these are the rules that we propose to this convention:

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

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

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

4. **Convening the Convention.** The convention shall convene at 10:00 a.m.

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

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

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

8. **Passage of Resolutions and Committee Reports by Convention.** (a) A majority of the delegates present and voting shall be required to act on a committee report or a resolution, except a constitutional amendment, which shall require a two-thirds vote of the delegates present and voting. (b) No motion or resolution shall be finally acted upon until an opportunity to speak has been given the delegate making or introducing same, if he so desires.

9. **Roll Call Vote.** At the request of seventy-five (75) 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 by a delegate who voted with the prevailing side; such motion shall require a two-thirds vote to carry.

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

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

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

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

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

(e) Any delegate who is called to order while speaking shall, at the request of the

Chair, be seated while the point of order is decided, after which, if in order, the delegate shall be permitted to proceed. The same shall apply while an appeal from the Chair is being decided.

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

(g) Any delegate may rise to explain a matter personal to himself, and shall forthwith be recognized by the Chairman, but shall not discuss a question in such explanation. Such matters of personal privilege yield 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 Edney then moved that the committee's report be accepted by the convention and the committee's members be discharged with a vote of thanks. The motion, duly seconded, was carried.

(See corrections to Rules and Order of Business Report on page 48.)

Chairman Edney then thanked the members of the committee and read their names.

Delegate Wm. E. Ratcliff (Retail Clerks No. 775, San Mateo) rose to a point of information. His question was whether a majority or two-thirds vote was necessary to carry to adopt the standing rules.

Chairman Gruhn replied that an affirmative vote of a majority of the duly qualified delegates to the convention present and voting was necessary.

Introduction of

JULIUS F. ROTHMAN

President, Human Resources Development Institute and Associate Director, AFL-CIO Dept. of Urban Affairs

Chairman Gruhn then introduced Julius F. Rothman to the convention.

"Delegates, at this time it is a pleasure for me to present to you for an address Julius F. Rothman, president of the Hu-

man Resources Development Institute of the AFL-CIO. He is involved in developing equal opportunity and the use of human resources for all the people who desire to work and is making an effort to help them in every way possible.

"So, at this time, it is a pleasure for me to present to you Julius F. Rothman."

Address

President Rothman addressed the convention as follows:

"President Gruhn, Secretary Henning, officers of the California Labor Federation. I am delighted to be here today and to have this opportunity to say something about the Human Resources Development Institute to this great convention.

"The California Labor Federation is an exemplary organization—an organization which has given leadership within the AFL-CIO and which has given us tremendous support in the work of the Human Resources Development Institute. Therefore I am delighted to be here with you to say these few words to you today.

"Organized labor has been concerned about training workers, especially in the skilled crafts, for a very long time. We have been concerned about upgrading workers. And I know of no system which exists today in industry which is a greater upgrading program than seniority.

"We also know that in the skilled trades the apprenticeship system has been a key avenue for entrance into these trades. And then ever since the passage of the Manpower Development and Training Act in 1962 large numbers of industrial and service unions have gotten involved in training.

"Now, the extent of the growth of labor's involvement in manpower training may be indicated by the fact that in 1963 unions held contracts for training that were less than half a million dollars. In fiscal 1972 they held training contracts with the Department of Labor in the amount of \$104 million.

"These programs cover the whole spectrum of federally funded job-training programs from Apprenticeship Outreach, Job Corps, On-the-Job training programs, the JOBS training program, that is, the job opportunities in the business sector, public-service careers, and a host of others.

"Now let me point out one other thing in terms of manpower training: that while organized labor and our unions were concerned about the manpower needs of their trades and their industries, they also

recognized that the men and women that they were training were the minorities, the disadvantaged, the unemployed and the underemployed. So that we were serving at one and the same time the needs of organized labor and the needs of our less-fortunate brethren.

Full Employment Needed to Fight Poverty

"But make no mistake about it. Manpower-training programs will not solve unemployment and they will not solve poverty. Basic to solving the problems of unemployment and poverty in America's work-oriented society is a national economy that grows fast enough to provide job opportunities for all persons who are able to work and seeking employment. Given a full economy, an expanded manpower training program makes a great deal of sense. The vast majority of workers will be employed in the normal channels of private and public employment. But America does not have a full employment economy. We in the AFL-CIO do not believe that manpower policies can stand alone. We see manpower as part of the nation's overall economic policy.

"The AFL-CIO believes that the key issue in good manpower legislation is jobs—good jobs at decent wages for every American able to work—in order to achieve full employment in America.

"And we see, too, that manpower legislation that does not include job creation is not manpower legislation at all. It serves no real purpose other than to fool the public and to prostrate the unemployed.

"With approximately five million men and women officially unemployed last month and with many 'hidden' unemployed not counted in the official employment statistics because they have given up hope of ever finding a job, it is high time this nation gets moving much faster toward full employment. While the AFL-CIO seeks job-creating legislation, we want to make it clear that we view such legislation as only one tool among many to be used in the arsenal of economic policy.

"It is time we stopped pretending that the private economy can find enough jobs for everyone, including the hard-core unemployed. It can't. Employment in the manufacturing sector of the U.S. economy actually went down in '70 and '71. Total private payroll employment went down from 58 million to something over 57 million in '71. Employment in the private sector as a whole is simply not expanding enough to provide jobs for all the unemployed workers and for those people en-

tering and reentering the labor force.

"In 1971 the Emergency Employment Act was passed and that launched a modest, two-year, public-service employment program. However, the EEA program has proven itself to be inadequate in the face of the nation's needs for jobs and needs for public services. Although the EEA, or the Public Employment Program as it is officially called, put about 150,000 workers into jobs, there has been no significant dent in our unemployment problem. So that we have got to move onto a large-scale program of public employment. And in addition, we need to consolidate a number of our manpower programs and build them into a single, comprehensive program under the Department of Labor. And at the same time we have got to assure the existence of those national programs which have been effective and which serve special groups lacking political influence at the state and local level.

"The Job Corps, for instance, and the Apprenticeship Outreach programs are examples of special-interest programs. And we are also concerned about national programs serving migrants, Indians, bilingual and older persons. These programs must be preserved.

"We believe a comprehensive manpower program must be national in scope so that overall federal control of policy and direction would be maintained while sharing the administration of such programs with state and local governments. And when combined with job creation, we also see merit in both on-the-job training and institutional training, or a combination of both, for the disadvantaged worker. However, in the establishment of manpower programs in both the public and private sectors we insist on provision of adequate wage and working standards. Manpower programs should not be used to subsidize low-wage, substandard employers and to undermine the wage and working standards of other workers to aid run-aways, to subsidize high-labor turnover or jobs which do not really need any training before hiring.

"In addition, the AFL-CIO is opposed to the President's Manpower Revenue Sharing proposals. These proposals represent an abdication of federal responsibility to state and local governments in the administration and development of manpower programs. The President's proposals would allocate manpower funds to state and local governments with almost no strings attached. They would jeopardize the existence of national programs. And most important, make no provision for the protection of labor standards.

Urge Federalization of the Employment Service

"Now I would like to say a word about the Employment Service because the Employment Service is not only a place that matches jobs to workers, but it also has become the delivery system for manpower-training programs and more and more national programs are channeled through the Employment Service.

"The new, massive program of the WIN program, the Work-Fair program, is going to be administered by and through, by and large, the Employment Service, though there is some special staff being put on. We in the AFL-CIO have continued to say that the Employment Service is not doing the job and therefore we say that we urge federalization of the Employment Service as the only way to provide nationwide, an effective vehicle for meeting the needs both of workers and employers. Our position is based on the fact that we live in a national and interdependent economy. Employers operate across state lines; labor markets and product markets are not hemmed in by geographical boundaries and the last national census underscores the mobility of the American worker.

"Now let me just cite a few statistics covering the last decade:

"The Employment Service budget in 1962: All the 50 state Employment Services received from the federal government in grants of \$140 million. In 1972 they received \$567 million.

"The Employment Service staff between 1962 and 1972 was doubled, from 23,000 to 46,000. They received in 1962 roughly ten and a half million applications. In 1972 they received roughly the same number (ten and a half million applications) with double the staff.

"Now, here is the killer:

"In 1962 they made 15,191,000 placements. That is, that many workers were put into jobs through the Employment Service. In 1972, with double the staff and four times the money, they put 8,600,000 workers into jobs. We don't want to point the finger of blame.

"In California here, your Human Resources Department has made some moves to correct some of its deficiencies. It is clear that over the past ten years the the State Employment Services had been given many new and tough responsibilities. Many Employment Service administrators have tried through making heroic efforts to upgrade their agency's performance. But the very nature of the Employment Service requires a federal system free of local and state boundaries.

Labor and Manpower Training

"Let me turn to the thrust of manpower legislation and what it offers to us as union leaders and workers. Because employers by the very nature of the fact that they have jobs, have, by and large, been the recipients of most of the contracts. As I have indicated to you already, thousands of workers have been able to train for jobs in all trades, crafts, industries, services, et cetera. The Department of Labor is, at this point, and for whatever reason, eager to increase organized labor's participation in the training process. And just recently Secretary of Labor Hodgson said (and I am quoting him):

'We recognize that unions have special talents and special concerns in improving skills of the work force. Unions are good at job training. They know what it takes to become skilled craftsmen, and they have had long experience in helping to develop job skills. After all, they are the ones who are the experts here.'

"And then he went on to say: 'Unions have cooperated in helping to train young people, veterans, the hard-core jobless, members of minority groups, and many others.

" 'Perhaps most of all, we like to have unions sponsor our training programs because, when they do, we know that there are jobs at the end of the line. Of those who have completed their training by unions, better than 86 percent have been placed in jobs as union members.'

"Now, that's a great record and we have done it. We can continue to do it. We can do better.

"And let me remind you that these are minority workers, disadvantaged workers, who may never have had any work experience in the past. We were opening economic opportunities so that they too can share in some of the better things in life.

"Now let me go on to say that there are other opportunities for labor to participate in manpower training. For instance, manpower planning is being opened up now so that at the state level the Governors are appointing manpower planning councils. And it is almost mandatory, they indicate, that labor should be on these councils. And in the cities and in the smaller areas there are also manpower planning councils. And we just compiled a list and we found that there are over 450 representatives of organized labor today who are serving on these councils, helping to develop programs, helping to plan for the future of the manpower needs of the community. And I would like to sug-

gest that if at all possible, if you are requested to serve, you do so on these manpower planning councils.

Human Resources Development Institute

"Now I would like to say a word about the organization I represent; the Human Resources Development Institute.

"We were set up in the fall of 1968 in order to provide direction, guidance and leadership to organized labor's expanding activity in the manpower field and to increase union involvement in the manpower program.

"Specifically we were mandated to mobilize and utilize the resources of skilled talent and experience within the labor movement. We have been under contract with the United States Department of Labor and we have established offices in 50 cities. Our work is manned by full-time staffs. Most of these offices are located in local or state central bodies. And our aim is to serve the needs of the local labor movement in developing manpower contracts and at the same time serving the needs of the disadvantaged.

"For ourselves we do not usually operate programs. We do have two or three that we do operate: one for veterans up here in Oakland. We operate another Outreach Program for the building trades in Memphis, Tennessee. But by and large our task is to stimulate the unions' interest in manpower training and to provide technical assistance to the unions so that they can become involved in governmentally funded training programs.

"President Meany is Chairman of the Board of Trustees of HRDI and all the members of the Board of Trustees are Vice-Presidents of the AFL-CIO. All of our staff come from the ranks of organized labor. And we are fortunate in this state in having staff representatives in three major areas of the state. We have Fred Martinez serving in the San Diego area, we have George Garland serving here in the Los Angeles-Long Beach area, and we have Mike Grimes, who is headquartered in the state office—and he will have somewhat broader responsibility because of that fact and you will have the services of Mike available upon request. But he will be working with those councils in the immediate area because of their proximity.

"Let me say that 'Rich' Richardson and Sig Arywitz and your Executive Secretary-Treasurer Jack Henning have been most cooperative, both in making available some of the resources, the office space, and their opening the doors for our staff and encouraging them to do the job that

needs to be done. And I would like to say that we hope that HRDI and its staff in this area will prove of real use and service to these local unions in the areas which they serve.

"You know, in 1946, when Harry Truman was President, we passed what was called the Full Employment Act. At some point Congress got scared and they decided to call it The Employment Act of 1946. In that Act they stated as its key purpose the fact that it would be the public policy of the government of the United States to provide a job for every man and woman able and seeking work.

"We made that commitment in 1946. This is 1972. We are a long way from keeping it.

"I hope that we will do what we can. We recognize that training is not the answer. We recognize that a full-employment economy is. But we also recognize that if we can move the economy along, we have got to put our shoulders to the wheel and help with the training of those who need it so that they can share in the affluence of this great and affluent nation that we have.

"Thank you very much."

At this point Delegate Carl Kessler (Machinists and Aerospace Wkrs. No. 620, Los Angeles) rose to make a motion to temporarily suspend the rules of the convention in order to allow a report of a representative of the Los Angeles Furniture workers be made to the convention.

Chairman Gruhn ruled the motion out of order and suggested that Delegate Kessler could submit to the Committee on Rules and Order of Business an amendment to the rules of the convention.

Delegate Kessler replied that he would bring a copy to the Committee on Rules and Order of Business.

At this point Chairman Gruhn announced that the convention photograph would be taken the next morning.

The Chair next called upon Secretary-Treasurer John F. Henning for his report to the convention.

Report to the Convention

JOHN F. HENNING

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

Secretary-Treasurer Henning addressed the convention as follows:

"Mr. Chairman and Delegates. The Report of the Secretary-Treasurer is included in written form in the documents given to you. However, I think it proper at this time, on the first day of the con-

vention, to give an account of Stewardship, at least in the essentials. And so with your permission I would speak first to the question of the Legislature; secondly, to the actions of California Labor COPE; thirdly, aid to affiliates; and, fourthly, the direction and the identity of the state and the national labor movement in 1972.

The Federation's Social Insurance Gains

"First on the question of the Legislature. As you may know the 1971 General Session of the Legislature was highly successful in the area of social insurance. We realized the greatest gains in the social-insurance programs in the history of the California Legislature—greater even than those realized in 1959, the previous high year in state legislative history.

"In workmen's compensation we were able to increase the maximum temporary disability benefits from \$87.50 a week to \$105.00 a week, the permanent weekly maximum from \$52.50 to \$70.00, and the death benefit increased by \$5,000.

"The gains we realized in workmen's compensation last year in the Legislature came to \$71 million annually.

"In the area of unemployment insurance we increased the maximum weekly benefit from \$65.00 to \$75.00. Not as much as we would have wished, but nonetheless an increase that means an annual augmentation, of \$64 million for the working people of California.

"In unemployment disability insurance we increased the maximum weekly benefit from \$87.00 to \$105.00—an annual increase for the working people of the state of \$18 million—an increase that would be greater if those who suffer nonoccupational disease and illness were aware of the fact that they could obtain the benefits of the law. It is up to every union represented here today to make certain that the membership knows of the existence and the benefits of the unemployment disability insurance law.

"There were other gains in legislation not related to the social-insurance program. They have been included in the official documentation of review of the 1971 Session. I would mention only two: our bill which became law which provides for an agency of state government to regulate automotive repairs; our bill which became law which provides that public transit operations—trains and buses, provide facilities for handicapped travelers.

Defeat of the Anti-Farm Worker Bill

"We realized a great defensive victory in Sacramento last year when we saved

the Farm Workers Union from destruction. It is very interesting to note that the anti-labor farm worker bill that came near to passage in 1971 will be on the ballot as Proposition No. 22 in November. Almost word for word that measure was taken and placed in the initiative system and it is now before the people for judgment in November.

"It is proper here today to thank for their assistance that was so essential to the defeat of that bill, George Meany for the representations he made, to Frank Fitzsimmons, the President of the International Brotherhood of Teamsters; Senator Edward Kennedy, Senator Hubert Humphrey, Senator McGovern and Larry O'Brien, the chairman at that time of the Democratic National Committee; for making representations on our behalf to the Democrats in the State Legislature.

State Chamber of Commerce

"We scored two victories in related ways at that session. You may remember we opened campaigns against both the State Chamber of Commerce and the League of California Cities—two hereditary enemies of the trade-union movement of the State of California. We asked all of our councils at the local level to go to their local governing bodies, challenge the right of public money being used in subsidy form to the State Chamber of Commerce. The State Chamber was getting subsidy money from virtually every municipal entity in the state until we brought to public knowledge and attention the fact that these monies were being used in part for anti-labor purposes.

"As a result of our campaign the Board of Directors of the State Chamber of Commerce abandoned its government subsidy program. And so we have one less effective enemy today in Sacramento.

League of California Cities

"With regard to the League of California Cities, also a body that enjoys public subsidies from municipal government, we asked our local central councils all over California to challenge any subsidy voted for the League of California Cities.

"Now, we appreciate that the League has an area of legitimate action on questions that concern the nature of local government, but the League in Sacramento was attacking our workmen's compensation proposals, for example, on the basis that those proposals affected a handful of municipal workers. The League has now revised its program. Because of our action, with the assistance of the local councils, this question was a major issue at the League's 1972 convention held earlier

this year. The League is now restricting its activities on social legislation to immediate and narrow issues that affect only municipal employees.

"I mention the fact that the farm worker issue was one of the dramatic issues of the 1971 Session. In cooperation with the United Farm Workers Union we held a mass demonstration on the steps of the Capitol addressed by Cesar Chavez and your Secretary-Treasurer. We rallied the support of all of you and of the farm workers from throughout the state.

Successful COPE Activity Reaps Rewards

"The second matter I would review with you explains the success of the legislative program. It deals with the question of the California Labor COPE.

"There is no amount of finesse or persuasion that you can use to have successful legislation adopted in a reactionary Legislature. We were successful in '71 only because in 1970 we turned the state around by concentrating in certain marginal districts through our political vehicle, California Labor COPE. We displaced five reactionary Republicans in the State Assembly and replaced them with liberal Democrats which gave to us the control, as it were, of social legislation in the committee structure and gave to us essentially the benefits that I have previously cited.

"The same experience in the Senate. We came out of the '70 elections with the Senate in Democratic control, 21-19, the Assembly in Democratic control, 43-37.

"We reorganized our State COPE before the '70 election, as you know. We established a full-time black operation so that we could reach not only our black brothers and sisters in the trade union movement, but the black community of this state, not in a sense of separation but, if you will, in a sense of integration so that we might be closer together, so that we might better understand that we have one purpose and one destiny.

"We established also a brown or Mexican-American full-time staff operation to achieve and realize the same purposes of liberalism with the Mexican-American community of California.

"The third COPE vehicle was that of youth. We are not prepared to follow those who view with alarm and distaste the vigor and the vitality of youth activist America. We want young America with us.

"We established in May of 1970 our Frontlash organization, which is our approach to the campus and the working youth.

"I think beyond any question the success of our 1970 effort in the Legislature was due to the fact that we concentrated in certain select districts — we wasted no money on certain winners or certain losers — and also because we were able to marshal and summon the strength of the minority community and the youth community behind the candidates endorsed by the AFL-CIO.

"With regard to our COPE activity in 1972 we look to the preservation of a liberal majority in the State Legislature. That will be very difficult. If the present reactionary President who holds office in Washington carries this state by a landslide majority, then you are going to have an anti-labor, anti-worker majority in the State Senate, you are going to have an anti-labor, anti-worker, anti-social majority in the State Assembly. Forget the resolutions that you have put in for improvement of the social and insurance programs, forget the success of any liberal concepts that you might have. We will be going back to Tory control, to antilabor control, to big business control in Sacramento. And we will never tolerate that!

Aid to Affiliates

"On aid to affiliates, I think that our most constructive aid was unquestionably given to the United Farm Workers Union. You should know that every month we give to the Farm Workers Union a subsidy of \$1600. They pay us on a per-capita tax of 20,000 members; we write a check every month for \$1600 and send that to them. So we have given them \$19,200 in each of the last two years. That is \$38,400 that your state organization has given to the Farm Workers Union in California.

"We voted them also at the convention two years ago a contribution of \$10,000. So that is \$48,000 we have given, and more, in two years.

"You might remember that in 1970 at the convention we voted to establish a system whereby paid officials in the locals and councils throughout the state would make voluntary monthly contributions for the farm workers. We appealed to you as trade union officials who are full-time paid officials to make monthly contributions. We set up the account in our San Francisco office, and in the two years we have collected \$7,500.

"So we have given to the Farm Workers, then, in the past two years a bit more than \$55,000 to carry on their regular and necessary and heroic work.

United Labor Committee to Defeat Proposition 22 Formed

"In that regard I will say that to-

morrow following Cesar Chavez's address to this convention, we will announce the formation of the United Labor Committee to Defeat Proposition 22, the Anti-Farm Worker Initiative, which would take from the farm workers their right of boycott, their right to determine the time of a representation election, which would take from them the right to have qualified for participation in elections, two-thirds of the farm workers of California.

Other Assistance to Affiliates

"We have given other assistance to the affiliates. We represent more than 1,600,000 workers in the state. But, as you know, we don't have one hundred percent affiliation; nor do we have anything like one hundred percent per-capita tax payments from all affiliates. If we had those advantages we would give more to unions in distress in times of industrial conflict. We have carried on our financial and educational assistance in behalf of the Herald-Examiner strikers, lockout victims here in Los Angeles; the Independent-Journal strikers and lockout victims in San Rafael. We have contributed financially to the Berkeley strikers on the UC campus. We have added whatever prestige our organization has to other organizational and industrial dispute efforts that you will find listed in the Secretary-Treasurer's report.

Direction and Identity of the Labor Movement in 1972

"The last point that I would include in the report would be that of the matter of the identity and the direction of the state labor movement and the national labor movement in 1972.

"To millions of persons of varying political complexions, the American labor movement today seems to have lost its way, it seems a movement without commitment, without any purpose but the expediency of the moment or the accommodation of the moment. This isn't due to any lack of national leadership. If you compare the leadership of the present administration in Washington with any prior leadership in the history of the AFL or the AFL-CIO, you will find that they have given the progressive and liberal directions in all the critical areas of American life in our time, whether it be youth or education or race. Whatever the critical area, the national leadership has been in the advance. Indeed, the leadership has been in advance of the membership and the leadership has been in advance in many states of state leadership, of local union leadership. And we can only deal with the consequences.

"To the millions of our young Americans the trade union movement seems an old and a tired organization. It seems to be a middle-class organization that is led by those who have upper-class ambitions, who have forgotten by reason of their high status the desperation of the poor, the desperation of the low-income workers of the country, the desperation of the minority members of the country. And so the movement does not seem to be in accord with the aspirations of those who are the victims of our system.

America's Great Social Revolutions

"If we consider the reasons why the national leadership has not been honored in this regard and why somehow the image of labor given to young America is a disturbing one, it must be noted that in the past decade there have been three, perhaps four social revolutions that have changed the destiny of our country, that have affected the life of every man and woman in this room, that have affected virtually every trade union in this room. The race revolution, the youth revolution, the women's revolution and the environmental revolution.

"There was a time in American history when trade unionism was a great creative leading force for social change.

"Whatever the explanation, we did not initiate the race revolution. The race revolution was initiated by black men and black women and black children who by their dedication and often by their blood brought the tragedy of discrimination to the Congress, to the people, and brought about reform and a new direction in this country.

"It must be recorded that if it were not, however, for the trade union movement the Civil Rights Act of 1964 never would have been adopted because the Republican Party, in alliance with Southern Democrats, was committed to the denial of the passage of that program. But thanks to labor lobbyists of the AFL-CIO, every Democrat in any kind of a district that held a labor representation voted for adoption.

"But again in the minds of the young, in the minds of the public and, in truth, in the face of history we were not the initiating force.

"The youth revolution has changed America. It has resulted in the withdrawal of 500,000 troops from Viet Nam. It was protesting youth with a passion for peace that brought the 500,000 troops home. It was protesting youth that won the right to vote at 18 years.

"We did not deny youth its place in our

society; but again, in one of the four great social revolutions of our time we were not the initiating force.

"With respect to the women's revolution: The initiation, the imagination, the beginnings of that movement came from other sources. And so with the environmental movement.

"We question the legitimacy of many aspects of the environmental movement, just as we deny extremism in any area of human behavior, whether individual or organized. None of us want an America that we cannot surrender to our children with any sense of safety or security. None of us want a city in which we cannot see the skies, a country in which we cannot fish in the waters, in which we cannot allow our children to breathe the air of our towns or our villages as pollution extends from the industrial centers.

"We have been deeply involved as a constructive, responding force.

"So the experience of this past decade has been that the nation looks to other men and other movements to question the wrongs and the villainies of the establishment.

"All of this comes to a focus in the Presidential election of 1972. There are liberals who say that the 'accommodation', as they call it, was inevitable, that we have betrayed our heritage, that we are indeed at home with reactionary politicians at last. They don't understand us. There are those on the right who say that labor is now coming to the great conservative force in this nation asking for abolition, coming to the wealthy and the reactionary and asking if it can be a living part of the conservative national Republican Party. They are saying to us from the right — 'You saw the Democratic Convention'; we have heard the arguments a thousand times in the street, we have heard them from reactionary politicians: 'Do you want to sit down,' they say, 'with the blacks and the Mexican-Americans? And the youth activists and the women activists you saw before the microphones, you saw on the floor of the Democratic Convention.' They think we don't belong there. They think we belong with the anti-labor, great industrial force who are respectable, who are the powers of wealth and who control the news media of the country. They think we want to be with the superior order as they regard it.

"And I say: 'We belong with the liberal movement, black, brown, young, women, and all who believe that the bounty of this country belongs to the great masses of the people.'

The Labor Movement Remains a Protest Movement

"Now both the liberals who look at us with scorn and the conservatives who look upon us with new hope and new affection are wrong because the labor movement remains a protest movement. And on the day when it abandons protest it becomes an instrument of conservatism, which means that given the passage of time it becomes an instrument of corruption. Philosophical or financial, it makes no difference. You can't amass 18,000,000 people in this nation as an organized movement without a philosophy that will assure its idealism and not suffer. The critics are wrong. We remain a protest movement.

"At the bargaining table, when you ask for wages and hours and conditions, you are in protest against a system that we don't accept. You are in protest against a system that from the founding days of this Republic had never in any decade or in any generation given to the working people of this nation a fair and equitable share of the national wealth of the richest nation of history.

"We are in protest against this system when we demand health and educational reform. We are protesting against a system that has one standard of life that governs its every breath and thought, and that is economic profit; that is the priority that is placed above the educational needs, the health needs, the housing needs, the ethnic needs, and all of the social needs of the American people.

"We are in protest also against a system which regulates trade union bargaining.

"I would agree with the protesters outside the hall today who are asking for the abolition of the Wage Board System. I think they misunderstand our convention document, which is that of the National AFL-CIO in intent. We say: 'Put controls on corporate profits and corporate dividends, and do it now. And if you don't, we will call for the abolition of the Wage Board.'

"But we are in protest against the governmental tyranny that now regulates the bargaining freedom of the American working people. We are rebels against the system.

"The choice is this: Are we going to be collaborators or rebels? There is no neutral territory in choosing the destiny of the state and the national labor movement.

Labor is in Alliance with Liberal America

"We are in alliance, by our very nature,

with liberal America. We are instinctively with those who would change the system in progressive ways, who are not afraid of the future, who look to the future as a time of expectation and promise.

"We hear from conservative America: 'Be careful. Be careful of liberal America.'

"Well, we are over 21. We can distinguish between legitimate progressives and totalitarians. We have no illusions about the ambitions of Peking or Moscow or their disciples. But, my friends, never forget that the great crimes of our century, some of the most bestial of all human history, were principally the conservative crimes of the century. Never forget that it was conservative Germany, and not liberal Germany, that gave to Adolph Hitler the power of government in Berlin. Never forget when you weigh the alternatives, that it was conservative Japan, and not liberal Japan, that began a war of expansion on Pearl Harbor. And never forget that it was conservative Britain, and not liberal Britain, allied with a conservative Europe, and not a liberal Europe, that established a white man's empire that no communist nation has ever approached, a white man's empire that kept in political slavery, not millions, but hundreds of millions in Africa and Asia, until the end of the Second World War. And never forget that in our nation it was the conservative South, not the liberal South, that made very certain that every black child born, boy or girl, would live a life of political confinement in the nearly 100 years that followed the end of the Civil War.

Our Contribution is Vital to the Future

"So we look with relish to a future in which we will be more closely identified organizationally with the great revolutions of legitimate concern. We offer a contribution of stability, of doctrine, of discipline. We have the great mass membership, we have the apparatus in the local union, the central council, the state body and in the national organization, and we have a belief in constitutional democracy.

"The crisis is not an imaginary one.

"The Vice President of the United States at the moment is being considered the inevitable candidate four years hence for the Presidency despite his assaults on the Bill of Rights. And I say this without any sense of intemperance: If in the next four years we have the continued control of collective bargaining, if in the next four years we have imposed upon us compulsory arbitration on transportation unions, if in the next four years we have

the corruption of the United States Supreme Court by a President who will enjoy a conservative majority in the United States Senate, and if in the position of Vice President we have a man to whom the Bill of Rights is only a piece of paper and whose primary mission in the first four years was intimidation of the news reporters, the television media — if those conditions prevail, then make no mistake about it. We will be well down the road toward constitutional fascism.

"Adolph Hitler did not come to power beyond the limits of the system. He used the system. The Reich voted to surrender, to collaborate, to abdicate. The Reich voted to give power to the enemies of the trade union, to the enemies of the free press, to the enemies of every liberal thought and every liberal idea. That is how Germany came to fascism, and that is how there could well come a very proper, a very respectable, a very conservative constitutional fascism in the years before us.

"It is our mission to bring the meaning and the philosophy of the trade union movement to the constructive, creative, democratic revolutions of our time. We will do that or we will abandon our people. We will do that or we will abandon our place in history. I know that we shall have no doubt here in California. We are committed to a democratic, progressive future, and this will be our particular mission in the years immediately before us.

"Thank you."

Chairman Gruhn next called upon Secretary-Treasurer Henning for some fraternal greetings.

MESSAGES AND GREETINGS TO THE CONVENTION

Chairman Gruhn next called upon Secretary Henning to acknowledge the messages sent to the convention.

Secretary Henning reported the messages and greetings:

"Mr. Chairman and delegates, we had sought to have as our principal speaker this morning the retired Chief Justice of the United States Supreme Court, Earl Warren; but he was unable to be with us. He sends his warmest greetings.

"We have the fraternal greetings of Lane Kirkland, George Meany; we have the official greetings of Jim Mills, the President Pro Tem of the State Senate; Bob Moretti, the Speaker of the Assembly; Joe Beirne, the President of the Communications Workers of America and of Governor Reagan, the Governor of Cali-

fornia, who asked that I read this message in his letter of reply which said that he was going to be in Miami Beach."

Governor Ronald Reagan

"Greetings and best wishes to all the officers and delegates attending this Ninth Biennial Convention of the California Labor Federation. I regret that I cannot be there personally.

"The news today for California working men and women is very good. The state's economy is surging, and all reports confirm that employment is at the highest level in history. Unemployment continues to decline, and the personal income is at an all-time high. Organized labor has shared in this rapid upturn in the economy. Union wages and purchasing power are both up in light of the slower rate of inflationary increases in consumer prices. This good employment news, of course, means that more union members are working than ever before as a result of the broad-based expansion of business and industry.

"The working men and women of California have also strengthened their vital interests in other important ways under major programs administered by the State Department of Industrial Relations. In fiscal year 1972-'73 I have approved an augmented budget for the Department of \$23,153,389, more than \$1.3 million higher than the previous budget. Most major programs including labor law enforcement, industrial safety, fair employment practices and State Conciliation Service will share in the increased funding.

"These programs of the State Department of Industrial Relations are an investment made in the interest and welfare of California workers; but in the complex economy in which we all live and work, gains for one group tend to benefit all.

"The good news of our expanding economy with good jobs and rising incomes and greater business activity gives us the incentive to continue our efforts in these directions.

"You have my best wishes for a most enjoyable and productive convention."

Remarks

John F. Henning

Executive Secretary-Treasurer

Secretary-Treasurer Henning spoke as follows:

"I have two announcements in that regard. On August the 17th the Governor did sign a workmen's compensation bill introduced by Senator Marks of San Francisco. It provides this: At the present

time, when an employer is guilty of serious and willful misconduct in an industrial injury or illness case he is obliged, if guilty, if proven guilty of serious and willful misconduct, to pay fifty percent of the award for noninsured funds. He can't carry insurance to cover this. So it comes out of his profits.

"However, there is a limit, on how much he would be obliged to pay, \$7,500 a year.

"Our bill provided that he be obliged to pay up to \$10,000.

"That bill was passed by the legislature and signed on August the 17th.

"Of course, on the 16th, the Governor vetoed the unemployment insurance bill for the Farm Workers, which we succeeded in passing last session for the first time in the history of the legislature. We succeeded again this year. We will be back next year with this issue that demands approval by all fairminded people."

Chairman Guhn next called upon the Chairman of the Committee on Resolutions for a report. Chairman Small reported:

PARTIAL REPORT OF COMMITTEE ON RESOLUTIONS

**T.A. Small, Chairman
Resolution No. 23**

Educational Opportunities Program

The committee report:

"In the opinion of your committee, the subject matter of this resolution more properly falls within the jurisdiction of the Committee on Legislation, and your Committee accordingly recommends that Resolution 23 be re-referred to the Committee on Legislation."

"I move the adoption, Mr. Chairman."

The committee's recommendation was adopted.

Ballot Proposition No. 14 — Property Taxation Initiative Constitutional Amendment.

Recommendation: Vote NO. The committee's recommendation was adopted.

Ballot Proposition No. 15 — Establishes Criterion for State Employees' Salaries. Provides for Compulsory Arbitration.

Recommendation: Vote NO

The committee's recommendation was adopted.

Ballot Proposition No. 16 — California Highway Patrol Salaries.

Recommendation: NO RECOMMENDATION.

After some discussion, the motion for concurrence in the committee's report was carried.

Ballot Proposition No. 18 — Obscenity Initiative.

Recommendation: NO RECOMMENDATION.

Chairman Small moved adoption of the committee's recommendation.

The motion was seconded.

Delegate Laurel Burley (University Librarians No. 1795, Berkeley) rose to make a motion which was ruled out of order by the Chair. With permission from the Chair, Delegate Burley proceeded to speak in opposition to the committee's recommendation.

Secretary-Treasurer Henning then spoke in support of the committee's recommendation.

Delegate Admiral G. Dawson (Plumbers No. 78, Los Angeles) next rose and asked for a clarification. Chairman Small referred this question to Mr. Charles Scully, legal counsel of the Federation, who replied with an explanation.

Following this, the motion to concur with the committee's recommendation was carried.

Ballot Proposition No. 17—Death Penalty Initiative Constitutional Amendment.

Recommendation: NO RECOMMENDATION.

Chairman Small moved adoption of the committee's recommendation.

The motion was seconded.

Delegate Carl Jaramillo (Cleaning & Dye House Wkrs. No. 3009, Oakland) rose to call for a division of the house on the previous vote.

Chairman Gruhn stated that the previous vote was final and a new order of business was now before the convention. Delegate Jaramillo appealed the decision of the Chair and was subsequently ruled out of order.

Chairman Gruhn then referred to the motion before the floor: the report of the committee for No Recommendation on the Death Penalty Initiative Constitutional Amendment.

Delegate A. K. Bierman (United Professors of California, San Jose) rose to seek a clarification of the procedure used in making a motion. Delegate Bierman then spoke in opposition to the committee's recommendation on the Death Penalty Initiative Constitutional Amendment.

Chairman Small then spoke in support of the committee's recommendation.

The motion on the committee's recommendation was adopted.

Ballot Proposition No. 19—Marijuana initiative.

Recommendation: NO RECOMMENDATION.

The committee's recommendation was adopted.

Ballot Proposition No. 20—California Coast-line Initiative.

Recommendation: Vote NO.

The committee's recommendation was adopted.

Ballot Proposition No. 21—School Busing Initiative.

Recommendation: Vote NO.

The committee's recommendation was adopted.

Ballot Proposition No. 22—Agricultural Labor Relations Initiative.

Recommendation: Vote NO.

The committee's recommendation was adopted.

Ballot Proposition No. 2—Health Science Facilities Bond Act.

Recommendation: Vote YES.

The committee's recommendation was adopted.

Ballot Proposition No. 1—Bonds for Community College Expansion.

Recommendation: Vote YES.

The committee's recommendation was adopted.

Ballot Proposition No. 11—Privacy an Inalienable Right.

Recommendation: Vote YES.

The committee's recommendation was adopted.

Ballot Proposition No. 9—Vote Required on School Bonds.

Recommendation: Vote YES.

The committee's recommendation was adopted.

Ballot Proposition No. 13—Workmen's Compensation Subsequent Injury Fund.

Recommendation: Vote YES.

The committee's recommendation was adopted.

Ballot Proposition No. 5—Powers of Local School Districts.

Recommendation: NO RECOMMENDATION.

The committee's recommendation was adopted.

Ballot Proposition No. 7—Amends Constitution Regarding Voting Rights and Open Presidential Primary.

Recommendation: Vote YES.

The committee's recommendation was adopted.

Ballot Proposition No. 12—Disabled Veterans' Exemption from Property Taxes.

Recommendation: Vote YES.

The committee's recommendation was adopted.

Ballot Proposition No. 10—Property Tax Exemption for Blind Veterans.

Recommendation: Vote YES.

The committee's recommendation was adopted.

Ballot Proposition No. 4—Legislative Procedures.

Recommendation: NO RECOMMENDATION.

The committee's recommendation was adopted.

Ballot Proposition No. 3—Pollution Control Facilities.

Recommendation: NO RECOMMENDATION.

The committee's recommendation was adopted.

Ballot Proposition No. 6—Amends and Deletes Provisions in Constitution

Recommendation: Vote YES.

The committee's recommendation was adopted.

Ballot Proposition No. 8—Tax Exemption for Pollution Control Facilities.

Recommendation: NO RECOMMENDATION.

The committee's recommendation was adopted.

STATEMENT OF POLICY I

Full Employment and the Economy

The national economy is plagued by high unemployment, rapid inflation, and stagnation. The special interests benefit and workers are paying the price.

A national commitment to full employment—decent jobs at decent wages for all—is essential. This requires expansionary monetary and fiscal policies, public works projects, public service employment programs, low interest rates, and new foreign trade legislation. The present federal program of wage and price control should be completely revised to make it fair and equitable or the entire program should be abandoned. We also insist upon control of business profits and dividends in the economic stabilization program.

In California a statewide public works program is needed and state government

must accept the responsibility of stimulating California's lagging economy.

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY II

Unemployment Insurance

Basic improvements are needed in California's Unemployment Insurance system to update it to the needs of the 1970's. We urge the State Legislature to greatly increase weekly benefit amounts; extend coverage to presently uncovered workers; to extend the benefit period; to limit the trade dispute disqualification provision; to boost the taxable wage base; to include tips as wages in computing benefit levels; and to insure labor representation on the appeals board.

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Small, having concluded the partial report of the Committee on Resolutions, thanked the delegates for their attention.

Introduction of FRED HILL

Official Representative, United Kingdom International Apprenticeship Competition

Secretary Henning next presented to the convention, Mr. Fred Hill of the United Kingdom International Apprenticeship Competition.

"Mr. Chairman and delegates. It is my pleasure to present for just a few brief remarks, a visitor to the United States from Great Britain, Mr. Fred Hill, who is Official Representative of the United Kingdom International Apprenticeship Competition. He is an advocate of international cooperation in developing apprenticeship to its fullness. And we are pleased to have him here to extend greetings and say just a word of what apprenticeship does mean."

Remarks

Mr. Hill spoke in these words:

"Mr. Chairman, thank you for permitting me to have a few minutes of your time.

"And, ladies and gentlemen, I want to tell you about a great, new competition that is now growing throughout Europe—and not only throughout Europe, but in the Asian countries. This consists of the International Apprenticeship Competition. It is also known sometimes as Skill Olympics or the Work Olympics because it is

run on similar lines and here you have a chance of testing your methods of training against the rest of the world.

"Now, this competition is held in a different host country every year. Last year it was Spain, the year before it was in Japan (Tokyo), and next year it is in Munich, Germany, in the same place as you will have your Sports Olympics.

"Now, it consists of the top boys, top apprentices, in every trade. There are some thirty trades in every country. You add them up. Bricklayers, carpenters, turners, millers, steel workers. There are roughly thirty. So therefore each country can enter a team of some thirty boys.

"This is run on international lines, with an international committee. It is possible to enter one boy in each trade. So therefore at present there are about eighteen countries in this competition. Some three hundred boys will take part next year in Munich.

"So far America has not known anything about this competition as far as I am aware. But it is growing and it is growing very well indeed.

"Next year, as I explained, is Munich. The following year it will be in Portugal. The year after, it will be in Korea.

"Now, how do you know that your methods of training youth, your methods of training apprentices, measure up to the rest of the world? You just don't know that unless you compete. And in competing with other boys and the other youth of the world you can measure up; you can see the ideas that are used; you can compare your methods of training. And of course there are the usual silver medals and cups to be won just the same as your Sports Olympics.

"You Americans have been so generous to the rest of the world. You have set up many of the workshops in the world after the War. You have given us machinery. But you have not come along to see what is happening. You want to see just what Japan is doing, just what Britain, Germany and others are doing, and how our methods of training or the methods of any country's training are compared with any other country.

"Now, this competition is run by an international committee, on which there are two members of each country. So it is quite a perfectly organized competition in which plans are submitted. You may, for instance submit plans or drawings for some carpentry workshop, making an item like this or anything you wish; and these are selected and given to the rest of the carpenters or workshop men to make

—and then at the end of that particular week the judging takes place.

"Now, the whole competition takes just over two weeks. The boys will arrive in Munich next year, and they will be given their different plans and different sections of the competition in which they have to take part. It is very similar to the Olympics. They march in with their teams, their banners flying, and their national anthems, and so on. And after one week's work you have an international jury to judge their work. That will take place in the second week. And during that second week the boys become the guests of that particular host country. They will be given a week's tour, they will see the various cultural efforts of that country, and they will have a very generous time.

"This is all run and paid for by the host country, providing the team arrives in that country.

"Here in California, I understand that you are the largest population of any state. And I have been privileged to speak to you today because I feel California could very well take the lead in this international event. It would be quite easy.

"I am sure, for I can see before me the various cards of all the different organizations, the various workers, you must all have apprentices and you could enter them.

"And I would suggest that you give this very serious consideration of entering a team in the next event of the International Skill Olympics.

"Thank you for listening to me."

The Chair then called upon the Secretary for an announcement.

Announcement

"Steve Edney, Chairman of the Rules Committee, announces that the Rules Committee will meet tomorrow morning at 9:15 a.m., Room 207 here in the Convention Center."

Adjournment

Secretary-Treasurer Henning then moved that the convention recess until 10 a.m., Tuesday.

The motion was seconded and carried, and the convention adjourned at 4:40 p.m. to reconvene the following morning at 10 a.m.

SECOND DAY

Tuesday, August 22, 1972

MORNING SESSION

The convention was called to order by President Gruhn at 10:24 a.m.

Chairman Gruhn then presented for the purpose of the Invocation, Dr. William Graves, Phillips Temple, Christian Methodist Episcopal Church of Los Angeles.

INVOCATION

Dr. William Graves
Phillips Temple
Christian Methodist Episcopal Church
of Los Angeles

"May we bow our heads.

"O, God, our Father, as we begin this day we pray that we shall begin it with Thee. And as Thou hast given us the mantle of responsibility, we pray that Thou would give us wisdom so as together we may meet to deliberate the issues that will affect the lives of our fellow Americans. Give us clarity of thought. Give us compassion and understanding. Give us reason. And, above all, give us love as we meet together.

"We pray that Thy will be done and in our lives we ask that Thy will guide everything that we do here so that it shall be done for the glory and honor of Thy name.

"These blessings we ask in Thy Son's name and for Thy sake. Amen."

Late Resolutions

The Chair then called upon Secretary-Treasurer Henning who reported on resolutions sent late to the convention.

"Mr. Chairman and Delegates. In accordance with Article 15(d), Section 1 of the Constitution of the California Labor Federation, AFL-CIO, I report late resolutions. There are six such resolutions. I shall list them in the order of late filing.

"The first: 'Oppose Discrimination Against Women,' submitted by AFSCME, Local 1645, Berkeley.

"The second: 'Endorse Equal Rights Amendment,' submitted by American Federation of Teachers 1966, Riverside.

"The third: 'Endorse George McGovern for President,' submitted by Bartenders Local 284, Los Angeles.

"The fourth: 'Support the City of Hope,' submitted by Hotel and Restaurant Workers, Local 681, Long Beach.

"The fifth: 'Closure of State Hospitals,'

submitted by Patton State Hospital, Local 128, San Bernardino.

"The sixth: 'Right-to-Work Law Committee,' submitted by Northern and Southern California Sections, California Typographical Union.

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

Escort Committee for

Joseph L. Alioto, Mayor of
San Francisco

Chairman Gruhn next announced the appointment of Mayor Alioto's Escort Committee members as follows:

"Vice-President William G. Dowd, Vice-President Joseph R. Garcia, Vice-President C. A. Garcia, Vice-President Fred D. Fletcher, Vice-President Joseph H. Seymour, Vice-President Steve Edney, and Vice-President Joseph P. Mazzola."

Escort Committee for

Edmund G. Brown, Jr., Secretary
of State of California

Secretary of State Edmund G. Brown, Jr.'s Escort Committee was appointed by Chairman Gruhn as follows:

"Vice President Ray M. Wilson, Vice President Anthony J. Bogdanowicz, Vice President Bennie Arellano, Vice President Loretta Riley, Vice President John L. Dales, and Vice President John A. Cinquemani."

Introduction of

THE HONORABLE
JOSEPH L. ALIOTO

Mayor, City of San Francisco

Chairman Gruhn next presented to the convention, the Mayor of San Francisco, Joseph L. Alioto.

"At this time it is a great privilege for me to have the opportunity to present to you a man whom I know most of you know. He was born in North Beach, San Francisco, on Abraham Lincoln's birthday, February 12, 1916; A.B. at St. Mary's College; LLB degree at the Catholic University of America; honorary LLB, St. Mary's College. He was married to Angelina Ginero on June 2, 1941; father of six

children—Lawrence, Joseph M., John I., Thomas R., Angelino M., and Michael J.

"He was admitted to the State Bar of California in 1940; Special Assistant to the Attorney General; Member of the Board of Economic Welfare of San Francisco; practiced law in San Francisco since 1945; President of the San Francisco Board of Education; also the San Francisco Development Agency; a Fellow of the American College of Trial Lawyers; Member of the American Bar Association. In 1967 he was elected Mayor of the City and County of San Francisco.

"I have had the opportunity of being closely acquainted with the Mayor; to know his fundamental philosophy, and it is a philosophy of the trade-union movement. His interests, his programs, have been for the ordinary people. And, further, he knows about the history of the trials and tribulations of the trade-union movement, what we are all about. And as a Mayor, after he was elected he didn't forget those who helped him to be elected.

"He appointed labor people to key positions of city government—positions that they should have in order to give the input that is necessary for labor's views on various commissions and agencies of city government.

"It is a very deep pleasure for me to have the opportunity to present to you a great Mayor, a great labor Mayor: Joseph L. Alioto!"

Address

Mayor Alioto then addressed the convention as follows:

"Mr. President, my very dear friends, it is always a pleasure to be in Los Angeles, because when I am in Los Angeles I have the distinction of being the only mayor in town!

"Once I started to have a working arrangement with my good friend Sam that we would cover for each other. When I'm out of town, he would cover for me; when he's out of town, I would cover for him. And I found out very shortly that I got shortchanged in that arrangement so I quit it!

"Anyway, it is particularly a pleasure to be here.

"The labor union movement, you know, started in San Francisco. It is now generally forgotten that there was a Workingman's Party in San Francisco in 1880. And if you think people who are friends of labor have trouble with newspapers today, I just want to remind you that the working man's candidate in the Mayor's race in San Francisco in 1880 was shot in

the back two days before the election by the publisher of a San Francisco paper. When I think of that, I think maybe our relationship with the press may not be so bad!

"It is generally forgotten, too, that we had a labor union government in San Francisco at the turn of the century at the time when the big eastern cities, the so-called 'sophisticated' cities back east, were still indicting labor leaders on the theory that they formed some kind of a conspiracy against employers. At that time we had a labor union government in San Francisco.

"So we are proud of that history, and we are proud of that history because we have come to deal in relatively simple propositions where I come from, and the simple proposition that we deal in is that in the final analysis, when you do all of the talking, the prosperity of your community—and I mean any community—depends upon the prosperity of working people. That is basically the way it is.

"Or, as we put it in other places, we don't believe in the 'trickle-down' theory. You know about that. And that still exists today. We believe, however impossible it is engineering-wise, in the 'trickle-up' theory and that if working people are prosperous, your community is prosperous. And that prosperity has to start with them.

"Incidentally, I can't tell you how delighted I am that you had your pledge of allegiance today with an American flag and a California flag that were made in the United States. As some of my friends have pointed out, if Betsey Ross were around today she would probably be drawing unemployment checks the way things are going!

Labor Unions Aren't Too Powerful

"Not too long ago there was a Republican committee platform group that sent out a questionnaire and that questionnaire asked, among other things: 'Do you think the labor unions are too powerful?'

"Now before we even start, it was notable that that same questionnaire did not ask 'Do you think the banks are too powerful? Do you think they exert a monopolistic influence on the setting of interest rates? Do you think the insurance companies are too powerful? Do you think the large corporations of America control the Department of Justice?' None of those questions were asked.

"But they did ask: 'Do you think the labor unions are too powerful?'

"And it was to be expected, I guess,

that they got back an answer of 94.3 percent which came back to them from their selected audience: 'Yes. The labor unions are too powerful.' And that is the thesis I would like to address myself to this morning.

"If you fellows are that powerful that 94.3 percent of a Republican audience thinks so, how come wages are being controlled while there is no control on interest and no control on profits? If that is power, you ought to try something else!

"And if the labor unions are too powerful, may I ask you this: Why is it that those militant labor unions who are militant in political matters and who are conspicuously able to raise large political funds—and let me talk of my good friend Paul Hall just as an example—why are they made victims of the Department of Justice while the Republicans can collect \$10 million and tell everybody while they are spitting in their eye that they aren't going to tell them where it came from?

"Let me put it to you very simply. Do you folks think you can wake up tomorrow morning and announce that you have a \$10 million political fund and you aren't going to tell anybody where it came from? Do you think you can do that? You know better!

"Incidentally, if you folks are all that powerful, where 94.3 percent say you are too powerful, the implication of saying you are too powerful means they would like to have you curbed, that they would like some nice restrictive legislation starting first with transportation and coming inevitably down to the building trades and then to the service trades and then to the maritime trades and then to all of the rest. That is what they mean when they try to create this image about the too powerful labor unions.

Phony Government Indictments

"But if you folks are all that powerful, why is it that labor union men who collect political funds can be indicted on phony indictments where the government struts at indictment time for its deterrent effect, but when it comes time for trial they won't even go to trial and an angry federal judge throws out that case against Paul Hall, some San Franciscans and others, and he points out very clearly in throwing out the case, he all but says that he realizes this case was brought for its indictment effect and not because anybody thought there was any violation of law?

"So you don't enjoy the kind of power that can make you immune from bad indictments and unjust indictments.

"If you folks are all that powerful, let me ask you on any set of facts whether Al Gruhn, for example, can write a memorandum to Jack Henning and in that memorandum say that 'We have just promised to give \$400,000 as a political contribution to a Democratic district attorney', let us say, 'and he in return for the \$400,000 is going to quash a lot of labor union indictments.' If such a memorandum were written—and I admit that Al Gruhn doesn't look like Dita Beard, but you just put that in context. If such a memorandum were written, do you think that three months later it would all be forgotten and that there wouldn't be indictments?

"So how powerful are you, gentlemen, compared to that kind of power that cannot only deal in antitrust cases in the Department of Justice like they were pieces of merchandise—this is the way they deal with antitrust cases these days, you know, with the corporations, literally like they were pieces of merchandise. But if you want power, ladies and gentlemen, you take a look at that kind of stuff and then you will understand power.

"Do you think you are powerful enough, really, to take a rejected candidate, a candidate, for example, who loses so badly in a California gubernatorial election that he 'himself' writes finis to his political career and announces his own obituary, do you think that you can take that kind of a candidate, a reject like that, and put him in a fancy law office on Wall Street, not to groom him to be a lawyer, nobody is grooming him to be a lawyer, and four years later come up with an almost unchallenged combination and make him the President of the United States?

"Ladies and gentlemen, if you want to know what power is, just read that little lesson. Just read that one, and you might then understand power.

"I have a little power myself. I demonstrated that not too long ago!

San Rafael Independent-Journal Strike-Lockout

"Among other things, you know, I had a press secretary who said: 'I will bet you, you can't lose the support of 187 papers in a half-hour.'

"Well, they had a little strike, you know, something against the Independent-Journal up in San Rafael. And San Rafael, you know, is not within my jurisdiction but I took the position that a festering labor dispute in San Rafael was bound to be contagious and infect my community

as well. So I got into it. I got into it doing a simple act of charity.

"We are enjoined in the catechism, you know, to visit people who are in the hospital, to visit people who are in jail. We are enjoined to do that. So I took a trip over to San Rafael with three important labor leaders who were being jailed. Imagine being jailed in this day and time! And I simply suggested in a public statement that putting prominent labor leaders in jail should have gone out with high-button shoes!

"I find it inconsistent that at this time and age we should have them going to jail. I said so in a rally that was held in front of the Sheriff's office in San Rafael.

"That afternoon I did two things. I went to welcome a society of publishers who were meeting in San Francisco in convention representing 187 papers. And so I welcomed them. I said: 'I am delighted to see you here in San Francisco. We are glad to have you in San Francisco. We like conventions in San Francisco, so welcome.'

"In the afternoon all 187, representing daily papers and weekly fish wrappers and all kinds of papers up and down California, unanimously adopted a resolution censuring me for interfering in the I-J labor dispute over in San Rafael!

"I say that when you can lose 187 papers in a half-hour, that's power! That's power, ladies and gentlemen! And I want you to know all about it. That's really power!

"I don't think you are powerful enough. I really don't.

"It is a blunt fact that the labor unions have been the most progressive force in our society. There are lots of people now who are preempting headlines, whether they speak of consumers or whether they speak of antidiscrimination laws. But the blunt fact of the matter remains that the labor unions for years were the only champions who were standing in the bastions of the legislatures and fighting it out for consumers and fighting it out for working people and fighting it out so that there wouldn't be discrimination in employment, fighting it out so there wouldn't be discrimination in education. They were the labor unions, standing alone for literally years. And now some of the loud-voiced, commendably loud-voiced, we are glad, have come forward to discover the causes that were basically labor union causes all of these years. And in their protest they are trying to make you look like enemies. Those that protest, those that talk of the environment, for example, speak of the

labor unions as though they are some kind of enemies of the environment. But the blunt fact remains that environment has to start with the concept that a man has dignity and no man can have dignity unless he has a decent job. So this whole business of finding an accommodation between the claims of economic development, which are very important and the claims of environment, which are also very important, that whole accommodation has to be made. I think the labor unions of America can make it.

Planned, Reasonable Growth Is Necessary

"The labor unions of America are not interested in foul air. They like to drink pure water. They like a certain quality about their environment, and they have always demonstrated that fact. But they don't believe in zero population and no growth. They don't believe that we should turn rural areas out of our city streets. They don't believe that. There can be a planned and intelligent and reasonable growth, and there must be a planned and intelligent and reasonable growth. And if you will read the history of the great cities of the world, you will find that even those cities achieved their proudest moments of art and culture and high-quality living at a time when they had very strong economic thrusts and very strong economic development in their societies. The two historically have gone together. And they can go together right here in California, too.

Public Works Programs Needed

"Finally, I wish you were powerful enough, I really wish you were, to get something going in California we desperately need, and that is a massive public works program to rebuild our cities and to rebuild even our suburbs right now and to eradicate poverty from our rural areas. And there is a lot of it.

"We have a long laundry list in what is generally regarded as a very prosperous state. And we are not talking about meaningless public works. We are talking, for example, about building huge transit systems, as we have done in San Francisco and Alameda and Contra Costa counties.

"I am talking about tying up those transit systems in our area, for example, with our residential neighborhoods and with our airports. And that billion and a half dollars spent in San Francisco to build BART should be repeated in approximately five other places in this state. If it has to be done on the basis of public works, that is the way it ought to be done!

"Just one other item. In terms of public works, we have a crying need—and the ecologists and the environmentalists are with us as one on this—to rebuild our sewer systems, for example. Something just as basic and fundamental as that. We have a crying need to rebuild these systems. And it doesn't look as though they are going to be rebuilt unless there is a dedication to a huge public works program to do this.

"I can speak most intimately about my own city. I am, in my city, 22,000 jobs away from full employment. Twenty-two thousand jobs away in terms of San Francisco residents from full employment. And some of the most aggravating areas of that unemployment and underemployment are in our ghetto areas. And we are not going to solve these social problems unless we have decent jobs for all of those who want to work.

"We had a great declaration, you know, in 1946 in that Full Employment Act. A declaration that when private industry could not supply jobs for those who are ready, willing and able to work that the government has an obligation as an employer of last resort. And today with that large laundry list of things we have to do in our society, we have a basis for doing it in a program of public works that can leave not only for ourselves a great quality of living, but bequeath as well to our children and our grandchildren a healthy and a strong and a quality place in which to live in this great state.

"This is why I say, ladies and gentlemen, that you are not powerful enough, despite what the Republicans say. We are going to need you to be a little bit more powerful to accomplish some of these great ends for what is a very, very great state.

"Thanks very much. It's always a pleasure to be with you. Goodbye."

Announcements

Max Osslo, Chairman Committee on Legislation

The Chair next called on Max Osslo, chairman of the Legislation Committee, who made the following announcements:

"Mr. Chairman and Delegates, at this time I wish to announce that there will be a meeting of the Committee on Legislation immediately upon recess this noon in Room 209."

Chairman Osslo then read the names of the committee members. He then continued:

"Also I wish to state that at this meeting

we would like to call in the following people: The authors of Resolution No. 75, presented by the Lumber and Sawmill Workers California State Council, San Francisco, dealing with 'Eligibility for Disability and Unemployment Insurance'; and also the sponsors of Resolution No. 84, presented by the Los Angeles Building and Construction Trades Council, Los Angeles, dealing with 'Building Trades Employees of the University of California'.

"I would like you to take notice and be so advised and appear before the committee."

Resolutions Re-referred

At this time, Chairman Osslo referred to the following two resolutions:

Resolution No. 43

Revise Partial System in California
Administrative Code

Chairman Osslo reported:

"In the opinion of your committee the subject matter of this resolution more properly is within the jurisdiction of the Committee on Resolutions. Your committee, therefore, recommends Resolution No. 43 be referred to the Committee on Resolutions.

Resolution No. 96

Award Contracts to Depressed
Shipbuilding Areas

Chairman Osslo again reported:

"In the opinion of your committee the subject matter of this resolution more properly is within the jurisdiction of the Committee on Resolutions. Therefore your committee accordingly recommends that Resolution No. 96 be referred to the Committee on Resolutions.

"That completes my partial report at this time."

Convention Chairman Gruhn next called upon Loretta Riley, chairwoman of the Committee on Credentials, for a report.

FURTHER REPORT OF COMMITTEE ON CREDENTIALS

Loretta Riley, Chairwoman

Chairwoman Riley then presented a partial report of the Credentials Committee and moved its adoption (see completed Roll of Delegates). The motion was seconded.

Delegate James Houston (Butchers No. 563, Huntington Park) asked for a correction regarding his union's delegation. Chairman Gruhn requested Delegate Hous-

ton to check on the matter with the Credentials Committee.

The motion to accept the committee's report was carried.

Chairman Gruhn next called upon T. A. Small, chairman of the Committee on Resolutions, for a further report.

FURTHER REPORT OF COMMITTEE ON RESOLUTIONS

T. A. Small, Chairman

Chairman Small reported as follows:

STATEMENT OF POLICY III

Unemployment Disability Insurance

California's worker-financed unemployment disability insurance system should be improved by increasing the maximum weekly benefit; including pregnancy; and raising the taxable wage base when necessary.

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY IV

Workmen's Compensation

The Workmen's compensation program was greatly improved in 1971. Numerous further improvements are needed, however, including a major increase in benefit levels for temporary and permanent disabilities; the free choice of physician; improved death benefits; coverage for domestic workers; guaranteed labor representation on the appeals board; and a reduction in the waiting period for benefits.

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY V

Taxation

The nation's tax system favors the wealthy and business at the expense of the average taxpayer. Tax reform to close the oil depletion loophole, the capital gains and state and local bonds tax-breaks, and curb tax policies that encourage the exportation of jobs is essential.

In California, greater reliance should be placed on the progressive income tax, tax loopholes should be closed and regressive property and sales taxes reduced.

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY VI

Labor Legislation

The trade union movement is under attack by organizations and groups who seek to cripple its power and influence at the bargaining table and politically. Such efforts must be repulsed and positive changes adopted in the nation's basic labor laws, including repeal of Section 14 (b), increases in the federal minimum wage, updating of the NLRA and adoption of situs picketing legislation.

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY VII

Agricultural Labor

We strongly support the organizing efforts of the United Farm Workers, AFL-CIO, and pledge them our continued assistance in their continuing battle for industrial democracy in agriculture. We oppose the punitive, anti-farm worker initiative placed on the November, 1972, ballot by growers and their allies. We call for legislation to give farm workers true collective bargaining rights, unemployment insurance and equal coverage under the Fair Labor Standards Act.

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY VIII

Civil Rights

Prejudice and discrimination continue to cast a shadow over the nation. Full employment is essential for meaningful equality of minority groups. We pledge our continued support for programs to eliminate discrimination in jobs, housing, education, and the administration of justice based upon race, color, creed, national origin, sex or age. We also reiterate our commitment to an alliance of trade unionists and the minority communities to achieve jointly held goals and oppose efforts to divide us.

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY IX

Housing

The nation's housing needs remain unmet by the Nixon Administration. We believe that all Americans should be guaranteed adequate housing.

To eliminate ghettos and stimulate the economy we urge that massive, publicly supported housing programs be enacted and fully-funded at the national and state levels now.

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY X

Education

Every student must be insured an equal educational opportunity regardless of residence. To accomplish this requires a basic reform of the federal and state systems of financial aid to education.

We support greater state and federal aid to public education at all levels and will continue to oppose the imposition of tuition at the state colleges and universities.

We call for legislation giving teachers collective bargaining rights. We also urge that greater emphasis be given vocational education and that the role of organized labor in the building of our nation be adequately portrayed in textbooks and classrooms.

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY XI

Social Security

We reiterate our belief that a national health insurance system providing quality medical care for all is a necessity.

To improve the condition of the aged and disabled we support a further major increase in Social Security benefits, an increase in the taxable wage base, contributions from general revenues, and a reduction in the waiting period for permanent disability benefits.

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY XII

Welfare

The present federal, state, and local government-financed welfare system is

inefficient, cumbersome, and inequitable. It should be replaced with a federally-financed and administered program that provides an annual minimum basic family assistance payment, a major expansion in child care facilities and job training programs.

Such a reformed system would break the cycle of welfare dependency and would be fair to recipients, taxpayers, and the general society.

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY XIII

Foreign Policy

We believe America must continue its active leadership role in foreign affairs in order to realize a world of peace, freedom, and economic security for all peoples.

In Vietnam the war must be ended, conditioned on the release of our POW's and assurances the people of South Vietnam have full voice and vote in determining their political destiny.

We reaffirm our long-standing commitment to Israel and believe NATO must be maintained and the United Nations strengthened.

We also support enactment of the Burke-Hartke bill to end the exportation of U.S. jobs and technology and urge the federal government to curb the use of illegal aliens and 'green carders' as strikebreakers.

The committee's report:

"Your Committee recommends that in the first line of the first paragraph in bold print that before the word 'America' there be inserted 'United States of'. It would then read that 'We believe the United States of America must continue its active leadership', and so on.

"And as so amended your committee recommends concurrence and I move its adoption, Mr. Chairman."

The motion was seconded.

Delegate A. K. Bierman (United Professors of California, San Jose) rose to amend the policy statement by changing the third paragraph to read: "We reaffirm our long-standing commitment to Israel and believe the United Nations should be strengthened." Delegate Bierman also indicated that the first sentence of the sixth paragraph of the policy statement should

be changed deleting the portion relevant to NATO.

The motion to amend was seconded.

Delegate Bierman next spoke in support of his amendment.

Secretary-Treasurer Henning then spoke in opposition to the proposed amendment.

Delegate James Rosen (Bakers No. 453, Los Angeles) then followed with further discussion.

Delegate Vernon Beaver (Cabinet Makers & Millmen No. 721, Los Angeles) spoke in opposition to the amendment.

Delegate Allen Almon (Carpenters No. 1913, Van Nuys) then called for the previous question. His motion was seconded and carried.

Delegate Bierman's motion to amend the policy statement was lost.

Delegate Emerson Street (Central Labor Council, Santa Clara County) rose to further discuss Policy Statement XIII.

Chairman Gruhn then called for the vote on the motion to concur in the Resolutions Committee's recommendation to adopt Statement of Policy XIII.

The motion was carried and the committee's recommendation adopted.

Delegate Ed Sawicki (Teachers No. 1021, Los Angeles) rose to propose an amendment to Policy Statement XIII on Foreign Policy.

Chairman Gruhn ruled Delegate Sawicki's motion out of order since that policy statement had just been adopted.

STATEMENT OF POLICY XIV

Natural Resources

In California, as elsewhere, special interest groups continue to exploit our natural resources for private gain at the expense of the public interest. We reaffirm our support for federal reclamation law and oppose efforts to subvert the law in Washington and Sacramento. We also believe reclamation law should be amended to provide for federal purchase and resale of lands in excess of the law's 160-acre limitation.

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY XV

Consumer Protection

Strong consumer legislation is needed to

protect the interests of the buying public and to insure that products and services are of good quality. We call for enactment of "no fault" automobile insurance; legislation requiring merchants who advertise in Spanish to provide sales contracts in Spanish and English; a ban on automobile "deficiency judgments;" a reduction in interest rates; and the expanded generation and transmission of public power by municipally-owned utilities.

The committee recommended concurrence.

The committee's recommendation was adopted.

STATEMENT OF POLICY XVI

Ecology

We believe every citizen has the right to live in a clean, safe environment. We reject the activities of the "no growth" environmentalists who often have a callous disregard for the legitimate needs and aspirations of workers just as we reject the efforts of industry to exploit the economic insecurity of workers by condemning all environmental reform.

We call for a balanced approach in preserving the environment and urge environmentalists to join labor in a coalition for progressive change.

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Small continued:

Resolution No. 94

Defeat President Nixon in 1972

and

Resolution No. 108

Defeat Richard M. Nixon for the Office of President of the United States

The committee's report:

"The subject matter of each of these resolutions is concerned with endorsing the defeat of Richard M. Nixon for the President of the United States and the dissemination of information concerning such action to designated entities within the State of California and throughout the country.

"Article XIX of the Constitution of the California Labor Federation, AFL-CIO, Section 1, reads as follows:

" "There shall be established a political

action body, which shall be the official political arm of the Federation, but which shall function independently of the Federation to meet the need for sound political education, to endorse candidates for office, to encourage workers to register, vote, and exercise their full rights and responsibilities of citizenship, and to perform their rightful part in the political life of the State and Nation. The Federation, however, shall have exclusive authority to pass upon State Ballot Propositions.'

"The subject matter of these resolutions accordingly is within the exclusive jurisdiction of California Labor COPE and your committee therefore recommends that Resolution No. 94 and Resolution No. 108 be referred to the Executive Council of California Labor COPE for consideration.

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

The motion was seconded.

Delegate Donald Abrams (Typographical Union No. 21, San Francisco) rose to support the committee's recommendation and then continued with further discussion of the resolutions.

The motion to adopt the committee's recommendation was carried.

Chairman Small thanked the delegates for their attention, having concluded the partial report.

Introduction of

EDMUND G. BROWN, JR.
Secretary of the State of California

Chairman Gruhn next presented Secretary of State Brown to the convention with these words:

"At this time, Delegates, it is a great pleasure and a privilege for me to have the opportunity to present to you another in the Brown family which has been so prominent in this state, and has done so much for this state, a young fellow who has made a mark for himself already in an office that we hardly ever heard about prior to the time he became the Secretary of State at 34 years of age.

"He was born in San Francisco, he holds a law degree from Yale Law School. In 1968 he finished first in the field of 133 candidates for the Los Angeles Community College Board of Trustees. He became the only statewide elected Democrat when he was elected Secretary of State in 1970. And, as you know, he has had, as Secretary of State, the guts to take on the big corporations of this state when they got out of line, and he made no bones about it.

"He is a friend of the trade union movement. His father, the former Governor, Edmund G. Brown, a great labor Governor, the Governor who assisted the labor movement in its problems, who appointed labor men to the various departments and agencies of government, who made it possible for us to have the administration in these agencies work for the benefit of the working people. He made it possible for our now Secretary-Treasurer, Jack Henning, to become the Director of the Department of Industrial Relations. He made it possible for many of our other labor people to hold key positions — one example I can mention is one of our Vice-Presidents, the present Secretary-Treasurer of the Los Angeles Federation of Labor, one of the best Labor Commissioners this state has ever had, Sig Arwitz.

"Now it is a pleasure for me to present the son of that great Governor and one who has established in his own right the recognition of people throughout this state and throughout this nation, the Secretary of State of California, Edmund G. Brown, Jr. I give you Jerry Brown."

Address

Secretary of State Brown spoke as follows:

"Thank you very much, Al.

"Twelve years ago in a hall not far from where you are meeting today the Democratic Party nominated John Kennedy as its Presidential candidate.

"Following his election President Kennedy offered hope and promise to Americans, and he often said that the American dream was best seen here in California, a state that seemed to symbolize the future, that possessed a booming economy, plentiful jobs, beautiful homes, open lands and a perfect climate.

What's Happening to California

"But now those of us living in California see that dream fading.

"A recent public opinion poll shows that 29 percent of our state's residents would like to leave. Each year fewer people are moving to California. Now some Californians actually welcome this change, but I know that you here today share my concern about what is happening to California.

"We see skyrocketing taxes, a slowdown in construction, polluted air and water, deteriorating education, high unemployment. The latest figures show that California has a 5.9 percent unemployment

rate, three-tenths of a percent higher than the national average.

"Some of our major industries, such as aerospace, are in serious economic decline.

"This situation is intolerable. The first task of our state government should be to guarantee every man and woman who wants to work a job, and a job with decent pay and decent working conditions.

"During the past legislative session, Jack Henning and Siggy Arywitz have worked long and hard toward this goal. They have fought for better workmen's compensation, they have fought for the extension of unemployment insurance to farm workers and for industrial safety.

"In California, organized labor once played a central role in the councils of our state government, but during the Reagan years labor has been locked out, forced to deal with an administration that cares more about corporate profits than jobs, more about big business than the working men and women of this state.

"My first memories of politics are at meetings at my father's home with representatives of organized labor. I remember sitting there while plans for the future of California were laid. And years ago I learned from firsthand experience that California's labor leaders are in the vanguard of progress, that you run the engines of prosperity in our state. I learned that organized labor is the interest group without narrow motives. Labor represents the needs of all working men and women and is dedicated to improving the lives of every family in California.

"To salvage and restore the dream of California our state government must resume its partnership with organized labor.

"The 1970's offer an unparalleled opportunity to create new jobs and a better living standard for all of our people. We must begin together by tackling the most urgent problems confronting us. And I am pleased to be here this morning to discuss a few of these problems with you. High on the list is pollution.

Pollution Crisis Goes Unanswered

"Advocates of ecology sometimes seem to be foes of jobs, but we must never allow the fight for clean air to turn into a battle against working men and women in this state.

"The smog situation in Southern California is now so acute that school children in Los Angeles were not allowed to engage in outdoor activity of strenuous kind for 33 school days last year. That is one-fifth of

the time they were in school.

"In Riverside the problem was even worse. Children there were prohibited from strenuous outdoor activity 50 days last year.

"The state has set standards for air quality, and these standards have been criticized by the federal government as being too lenient. But even these comparatively weak standards were exceeded in the Los Angeles Basin on 241 days last year.

"The pollution crisis demands strong action in Sacramento, yet the Reagan Administration seems to care less.

"When President Kennedy set a national goal of sending a man to the moon, we developed the National Aeronautics & Space Administration. Throughout our history, when our nation has been threatened we have geared up for the battle. The space program and national defense have meant hundreds and thousands of jobs for people here in California. The battle to clean up our air and our water, to rebuild our decaying cities, to develop smog-free rapid transit systems, this battle can provide jobs for California workers, jobs that once again will transform this state into the land of golden opportunity.

"I hope for the day when all Californians can once again look up and see a blue sky, but not on an empty stomach and not with an empty paycheck!

"The battle against pollution must also be a crusade for jobs.

Health Care Reform Is Essential

"Another active concern of the labor movement in recent years has been the critical problem of health care. In California we spend \$1.6 billion on the Medi-Cal program alone. Governor Reagan last year proposed what he hailed as a 'major medical reform'. The so-called 'reform' was adopted by the Legislature. It resulted in minimal savings and made it more difficult for the needy to obtain medical care.

"Part of the reform calls for a cutback in state payments to nursing homes, and as a result patients have been transferred from the nursing homes to what they call 'intermediate care facilities', facilities where nursing care, for example, is only available eight hours a day, five days a week.

"Now intermediate facilities can certainly care for patients who don't require extensive treatment, and at a saving of tax dollars. But the Reagan Administration has carried the program to such an

extreme that patients in need of urgent nursing home care have been removed to these intermediate facilities. In some cases death has actually resulted shortly after the transfer.

"The Los Angeles Times recently documented 32 cases of elderly patients who died within a short period after the state said they were not sick enough to stay and receive treatment in nursing homes. In one of the cases a 77-year-old woman spent a year in a nursing home with a heart ailment. Then she was transferred, against her doctor's advice, to an intermediate care facility. She died seven days later.

"In one San Fernando Valley nursing home a patient suffering from emphysema and heart failure was moved to an intermediate facility. Two days later he suffered a relapse, was rushed to a hospital and died.

Close Tax Loopholes

"Major reforms are needed in our state's health-care program. The present administration's insistence on economy no matter what the consequences has resulted in costly and, in some cases, deadly procedures. This same attitude of indifference also permeates our state tax structure. Many insurance companies are effectively exempt from property taxes. Banks and insurance companies do not pay local utility users' taxes and the banks get free license plates.

"Last night in Miami Beach I heard Governor Reagan say that we have no tax loopholes. He should come home and ask his accountant about that!

"This year Governor Reagan actually joined efforts to create two new and large loopholes. In one case he approved a bill giving a \$45 million property tax break to large companies which operate computers. The new law exempts computer programs, except the basic operational programs, from property taxes. This loss of tax revenue from business means that you and I and other property tax payers are going to have to pay more so that business can pay less.

"An even greater loophole can be created if a measure created by the Legislature and placed on the November ballot by Governor Reagan is approved by the voters. Proposition 8 at the General Election would amend the State Constitution to provide massive property tax exemptions to companies which pollute our air and water and then obey laws to curb the pollution. In fact, Proposition 8 was so attractive to some businesses

that a major oil company conspired with a State Senate employee to write a phony argument against the measure for the State Ballot pamphlet. The phony opposition argument was made as weak as possible in an attempt to trick the voters into approving a tax exemption for oil companies and other polluters.

Attack State's Real Problems Through Legislation

"At a time when Californians are suffering under a heavy and unfair property tax burden the Reagan Administration is actually trying to create new loopholes for big business, loopholes which raise our taxes. At a time when our Governor should be concerned about the real problems of California—our high unemployment, our polluted air and water, our poor schools—he seems more concerned about trivia.

"During the past legislative session we didn't get no-fault insurance, but we did get a law making it illegal to jump out of an airplane when you are intoxicated!

"We didn't get guns out of the hands of criminals, but we did get a law making it illegal to use blowguns such as the Amazon Indians use to hunt monkeys!

"We didn't get economic justice for the Farm Workers, but we did get legislation making it illegal to stomp on, shoot at or otherwise disturb wild turtles!

"We didn't get a law requiring complete disclosure of campaign contributions, but we did get legislation making the dog-faced butterfly our official state insect!

"California is beset with urgent problems. Yet in the Reagan Administration it is business as usual.

"The labor movement is responsible for much of California's growth and prosperity. You provided the inspiration and the energy that turned our state into the finest example of the American dream.

"Twelve years ago John Kennedy began in this city a crusade to get America moving again.

"I am proud to be with you today as you set your agenda for the months ahead, an agenda that offers hope for our state, hope that California can once again move forward, can once again lead the nation in jobs and perspective. And I join you in your efforts in making a better life for all the people in California.

"Thank you very much."

Recess

Secretary-Treasurer Henning then moved that the convention recess until 2 p.m.

The motion was seconded and carried.

AFTERNOON SESSION

The convention was called to order at 2:20 p.m. by Chairman Gruhn.

Escort Committee for Wilson Riles, Superintendent of Public Instruction

Chairman Gruhn announced the Escort Committee for Superintendent Riles as follows:

Vice President Steve Edney, Chairman; Vice President M. R. Callahan; Vice President Harry Finks; Vice President Jerome Posner; Vice President James Booe.

FURTHER REPORT OF COMMITTEE ON RULES AND ORDER OF BUSINESS

Steve Edney, chairman

"Mr. Chairman, fellow delegates. The Rules and Order of Business Committee wishes to make a change due to a typographical error in the rules and order for this convention.

"Instead of number four, as we read, that the convention shall convene at 10:00 a.m., we wish to make this correction: The convention shall convene at 9:30 a.m. each day after the opening session, which shall convene at 10:00 a.m., and 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 a special night session by a two-thirds vote.

"One other error, on roll call vote. And it should read this way: 'At the request of 150 delegates present and voting, any motion shall be voted on by roll call per capita of the delegates. When a roll call has been ordered, no adjournment shall take place until the results have been announced.'

"Mr. Chairman, I move that these corrections be accepted."

The motion was seconded and carried.

Chairman Edney continued: "On the matter submitted to the committee concerning amendments of standing rules, the committee discussed this question and we felt that it was not a proper subject for the committee inasmuch as it was a constitutional question. Therefore the committee did not take any action on this particular point at all."

Delegate Carl Kessler (Machinists No. 620, Los Angeles) rose on a point of information concerning amendments of the standing rules. Following Chairman Edney's explanation, Delegate Kessler moved to suspend the rules to permit a report from a representative of the Los Angeles

Furniture Workers to be given. Chairman Gruhn ruled that such a motion was out of order for the purpose of allowing a guest to speak to the convention.

Chairman Gruhn then cited the Constitution of the Federation by way of further explanation:

"Article 15, section 6 reads as follows: 'None other than accredited delegates shall be permitted to address the convention unless accorded the privilege by a two-thirds vote, provided that the secretary-treasurer shall have the authority to permit guest speakers to address the convention, subject to the supervision and control of the number of guest speakers by the Executive Council.'

"That is the provision of the Constitution."

Delegate Kessler then moved that Jose Cota (Furniture Wkrs. No. 500, Los Angeles) be permitted to report to the convention. The motion was seconded.

Delegate Armando Madrid (Furniture Wkrs. No. 500, Los Angeles) rose to speak against the motion.

Secretary Henning also spoke in opposition to the motion.

Delegate Kessler's motion was lost.

Introduction of JAMES S. LEE

President, State Building and Construction Trades Council

With these words, the Chair presented James S. Lee, President of the State Building and Construction Trades Council for an address:

"I now call upon a gentleman who was here this morning—one of our top leaders in the labor movement of the state of California; one of the organizations I mentioned in my opening remarks which has a great responsibility in the life of our communities, our state and our nation, for its members have helped to build this nation: The Building and Construction Workers.

"I have known Jim Lee over a great number of years. He has been a dedicated trade unionist and has carried on the fight wherever it was necessary to protect the interests of the building trades workers that he represents as president of their state organization. And not only that. Jim Lee and his organization have cooperated with this federation in all of its problems facing the trade-union movement. This kind of cooperation is what makes this great trade-union movement in this state

function and operate effectively for the welfare of all workers of this state.

"So it is with a great deal of pleasure that I present to you the head of the California State Building and Construction Trades Council—a great guy: James Lee!"

Address

President Lee then addressed the convention:

"President Gruhn, Secretary-Treasurer Henning, brother and sister delegates, I would like to impose upon you for a few minutes this afternoon to discuss a proposition that will appear on the November ballot that is of vital concern not only to the building trades movement, but to each and every individual who works for a living in the State of California.

"During the past Session of the California Legislature we managed, in conjunction with the California Labor Federation, to defeat two environmental bills, AB 200 and SB 100; and, in conjunction with that, in the Primary Election we defeated Proposition 9.

"A great many people have asked: 'Why are you so violently opposed to AB 200, SB 100 and Proposition 9?'

"Mainly because of the fact that all three have one thing in common. They encompass the zero growth concept: Stop the world, let the green grass and the posies grow, but the hell with human beings.

"This issue is going to appear on the November ballot as the Coastline Initiative. They are going to use an entirely different approach.

"In Proposition 9 they placed a moratorium on construction for five years. The Coastline Initiative is going to form state and regional boards which will make a determination. They will have to submit a permit for any construction along the 1100 miles of coastline of the State of California. And a permit system is going to be utilized for one specific reason, and that is to get back on placing a moratorium on construction again.

"Let me give you some idea as to the feeling of some of these environmentalists, these ecologists. About a month ago we had a meeting with the Army Corps of Engineers in Northern California. They were in the process of building the New Melones Dam. The dam will provide, among other things, recreation, irrigation and flood control. It will provide recreation for approximately hundreds of thousands of people.

"There has been an injunction filed against the Army Corps of Engineers to

stop the construction of the dam. And let me tell you the feeling of some of these people who filed these injunctions to have all this construction work stopped. They had one individual there who filed an injunction walking around with a Ph.D. in his back pocket. He was being supported by the Ford Foundation. His major objection to the completion of that dam was the fact that there was one species of ant that would be displaced.

Environmental Concerns Are Those of the Building Trades

"The building trades unions have been accused of opposing environmental legislation.

"We are not. We have maintained that if environmental legislation contains a zero growth concept, we will always oppose it. We do not oppose it per se. As a matter of fact, we are in complete support of an environmental bill pending before the California Legislature today. It is still alive. It will be heard after the California Legislature recesses after the November elections are over. But this will give you some indication as to the feeling of some of these people. They are not interested in human beings, they are not interested in people earning a living and providing a livelihood for their families.

"But more than that, they want to put them out of work under the guise of ecology and cleaning up the environment throughout the State of California. They fail to recognize one thing: that once they put them out of work—and at this point in time I would like to remind you that every time that you put one building tradesman out of work you put seven other people in related and supportive industries out of work in conjunction with that building tradesman.

"There are many cities and counties throughout the State of California that are in the process right now of passing city ordinances, placing a moratorium on construction. The County of Sacramento is in the process of establishing an urban limit line around the County of Sacramento which will provide that there shall be no construction outside of that limit line until the year 1990.

"I wonder what some of these city councilmen, some of these boards of supervisors, I wonder how they feel or do they ever feel, what are they going to do with the human beings once they put them out of work? Who is going to support the economic society in which they live? I doubt very much whether they do take these serious questions into consideration, and I doubt more so that they have any answers for them.

"This nation is the wealthiest on the face of the earth not only monetarily, from the resource point of view, but scientifically. This nation can send a man or three men to the moon at will, any time it wants to, and bring them back. They send them there to pick up a bag of rocks and come back. And every time they come back or send them there, it costs the taxpayers of this nation \$450 million.

"If the environmentalists throughout the State of California really want to clean up the ecology of the State of California I have a suggestion, a recommendation on how it can be accomplished.

End the War — Rebuild the Cities

"This nation is involved in an endless undeclared and tremendously expensive war in Southeast Asia that is costing the taxpayers of this nation \$30 billion a year. Let us end that war, and then let's start rebuilding the cities. Let us start cleaning up the streams and the oceans and whatever.

"But let's do something other than just talk about it. And if you can't do something constructive about it, then stop talking about it.

"I firmly and honestly believe that ecology and progress can walk hand in hand for the betterment of mankind.

"I was born in a small coalmining town — Simpson, Pennsylvania. My father was a coalminer.

"At the young and tender age of eight or nine I had the duty to deliver the lunch bucket to my father at the coal mine where he worked.

"It wasn't a coal mine, it was a rat hole. It was 36 inches high. And I used to take that lunch bucket in to him and watch my father, year in and year out, dig that coal on his stomach.

"Then one day a fellow by the name of John L. Lewis came into town and put on an organizational program to organize the mine workers.

"The mine workers went along with him, and they agreed to go out on strike. And when they decided to go out on strike the Pennsylvania state police came in on their big black horses and carrying their big black billy clubs. And at the age of 12, I saw the state troopers beat my father over the head with a billy club mainly because of the fact that they were asking for a ten-cent increase in the ton of coal that he produced that day. And when he went through some rocks and it took him three weeks before he earned another dime, he had to go through that rock until he struck coal again. Then and there I vowed that

when I grew up I would do everything within my power to protect and to promote the interests of the working people of not only the state, but of this nation.

There's Much to Lose Without Effective Political Action

"After I joined the labor movement I became a lobbyist for the State Building Trades Council before the California legislature. And I was always told one thing: that you always believe in the basic political philosophy of Samuel Gompers, 'Reward your friends and defeat your enemies.'

"On the national level today they are taking a neutral position. The only reason that I am bringing this to your attention is because of the fact of the repercussions that we may have here in the State of California before the legislature. You are completely aware that any time you take a neutral position, some of your membership in all probability will stay home.

"In 1968 most of it was controlled by the Republicans, both in the Assembly and the Senate and the Governor's office.

"In 1970 your State COPE, in conjunction with the leaders of the Democratic Party in the State of California, put on an organizing campaign in order to reverse that trend.

"You all know the results. They won the election in 1970, and the Democratic Party today maintains control of the Assembly and of the Senate. But while the Republicans had it, what did the labor movement, the working people of this state obtain from them?

"They wouldn't give you the right time of day, and you know it because they have done it to you time and time again.

"In 1971, after the Democratic Party took over through the efforts of the great leader of the California Labor Federation, Jack Henning, and in view of the fact that the legislature was controlled by the Democratic Party, the laboring people in the State of California received the greatest benefits in the social insurance field that they have ever had in the last 12 years.

"My point is this: If we do not go back to our membership and tell them, impress upon them the extreme importance of voting, to make sure that those houses of the California legislature will be returned to the Democratic Party again, and in 1974 hopefully get a Democratic governor in there—and the possibility exists—we have much to lose. We have to determine and impress upon our membership just exactly who our enemies are not only on the

state level, but on the national level. And it is people such as you who must convey this message to the membership that you represent and make sure that in November they get out and they support not only the national ticket, but here in the State of California.

"Thank you very much."

**Introduction of
WILSON RILES
Superintendent of Public Instruction
of the State of California**

Chairman Gruhn next introduced Superintendent Wilson Riles with these words:

"Delegates, it is indeed an honor and a privilege to have this opportunity to present to you a man who holds a very high and important office in the State of California, an office that has tremendous impact upon the future of our state and nation. It deals with education, the education of our children, education all the way through the public school system, a system which was brought about through the efforts and the fight of the trade union movement of this country.

"At one time they said it was dangerous to educate the people unless they came from wealth or from privilege and they attacked the trade union movement as being revolutionary and every other kind of a name they called them when they fought to bring about the public education system we have in this nation today that gives everyone an equal opportunity for education.

"As many of you know, progress has been made in recent years in bringing about compensatory education and other areas of opportunity for the disadvantaged, to help them catch up.

"The man I am going to introduce was formerly on President Johnson's Taskforce on Urban Education, Opportunities Chairman of President Nixon's Taskforce on Urban Education, National Advisory Committee on the Teachers Corps; he was administrator and a teacher in the Arizona Public School System; he was Director of Compensatory Education and Associate Superintendent of Public Instruction for the California Department of Public Instruction. And I think we can take pride in the fact that we were one of the turning points in Wilson Riles' success at being able to be elected Superintendent of Public Instruction of this state, after having one of the most reactionary superintendents of public instruction in this state's history—and I won't even mention his name. He is in Alabama now.

"Labor endorsed Wilson Riles and labor went out and worked along with other liberal groups throughout this state to get him elected to the position that he has today, and we are proud that he is now the Superintendent. It is my privilege to present to you now Wilson Riles, Superintendent of Public Instruction of the State of California.

Address

Superintendent Riles spoke as follows:

"President Gruhn, Secretary Henning and officers and members of the California Labor Federation, brothers and sisters—and don't be shocked because I say 'brothers and sisters', because I have a right to say this. I don't think that my union is represented here, and I don't know whether you know about this union; but I came from Arizona, where they had sawmills, and I went through the early days when they were trying to get a union there. I was quite young. And we finally got it.

"So I want you to know that I am a member of the United Brotherhood of Carpenters and Joiners of America, Lumber and Sawmill Workers.

"So I have to say: 'brothers and sisters'.

"I want to give you, just briefly, a little report of the last year and a half as Superintendent of Public Instruction because I think you deserve to know because you supported me in getting into that position, and I think I should be accountable because accountability was one of the things that I said I would do.

"I have learned some lessons. I felt that you had to be honest, forthright and credible.

"Now let me tell you a couple of lessons that I have learned on that score. I think I am a little more sophisticated about it. I hope so.

"The first press conference I had, I was invited to the Press Club in Sacramento. I planned well, had my news release out, I wanted to tell about my taskforces and the proposal that I had promised to get through. And I went through this, and I thought I had done very well. And then during the question period someone from Associated Press said: 'Mr. Riles, what about changing the name of the state colleges to universities?'

"And I said: 'Well, I don't think the name change makes any difference.' And I went on explaining what I actually felt about that. And I pointed out that junior colleges want to be state colleges, state colleges want to be universities, and Mr.

Hitch at the university doesn't want any of them to change their status.

"The lesson I learned at that time was this: The headline the next day was 'Wilson Riles Does Not Want Name Changes'. I ended up by saying in the conference that we ought to put them all under one head. Why have three? You know. And that was the lead. And all about my program was relegated to the last paragraph!

"Now what I have learned—and I think, I hope I am still honest, so forthright—is that sometimes it is better to say: 'No comment.'

"The other thing that I learned was this: It was the only question that came before me in the last year and a half that gave me considerable difficulty. As you know, I serve on the Board of Regents of the University of California, and there was a strike at Berkeley. And I went through turmoil over this and kept in the background trying to prod someone to do whatever is necessary to settle this and give these workers what they needed.

"One day at one of the meetings, all of a sudden someone came in from the Alameda Labor Council and said that they wanted to speak to the Board of Regents. And I sat there, knowing that the negotiations in the background had almost come through and that if the fellow could speak like I wanted him to, then we would like develop these programs so that they are to have the staff speak. And I thought that it would kill the thing.

"So when the vote took place I voted against it. And this was one of the most difficult things that I had to do because I couldn't explain why I was doing it.

"Now, I could have gone to the men's restroom or something else, but I don't believe in doing that kind of thing. And I want you to know that I have learned maybe to be a little sophisticated about some of these things, but I will always explain what I do.

"I am going to stick very close to my notes today because what I want to say to you I don't want distorted. I think it is important.

"The first thing I want to do is to congratulate you on this Ninth Convention of the California Labor Federation.

"We hear much talk these days of participatory democracy, of getting it all together, of unity. But this is something that you have been doing for many years, and I wish society could follow your example of participating.

"I want to talk to you about labor and education.

"For many years labor and education have had a close kinship. For labor and education are the anvil and the hammer of progress to each other.

"The activity of work moulded around education makes a finer product, and work gives to education that sense of dignity and application that makes a man feel good — and, by the way, feeds him besides.

"I think it was Thoreau who said: 'Good for the body is the work of the body; good for the soul is the work of the soul. And good for either is the work of the other.'

"This spirit of cooperation has carried on recently through the distinctive service of your Executive Secretary-Treasurer, John Henning. I asked him when we got ready to put together a Statewide committee on school support so that we could see that we could get adequate money and properly finance education, to serve. We set up a landmark committee. He gave his service.

"And Jack, I want you to know that I appreciate it.

"Likewise we consulted the Statewide representatives of your Printers Union when we drafted legislation affecting textbooks; and we asked for the help of the American Federation of Teachers in coming up with legally required teacher evaluation guidelines.

"Now, this may not mean much to you, but I think that the people who were involved understand. Because as far as I know this is the first time in history that anyone has asked labor or labor representatives to get involved at the very top level.

"Now, I can assure you that as long as I am at 721 Capitol Avenue, you will be involved by my invitation.

"So labor and education are continuing in their traditional partnership and will continue, if I have anything to do with it. In other words, you have been helpful to us and I would like to see us move into new areas of cooperation. I would like to see the actual processes of earning and learning get together in our public schools.

"I was very interested in having visited the International Conference on Adult Education in Tokyo recently. And by the way, I think it is the ILO (International Labor Organization) that was represented there at this worldwide conference. I saw examples, particularly in Japan, of labor and management and education working together to see that those high-school youngsters not only got their academic training but also were able to develop the kind of skills that they needed. And I am going to raise some of these ideas in the

years to come because it is the kind of cooperation I know that we need.

"I want to point out to you that our high schools meet the immediate needs of only 40 percent of their students: the 20 percent who go on to graduate from college and the 20 percent who take vocational training. And the remaining 60 percent are left in an uneasy limbo.

"We hope that we can change this. We hope to make knowledge of work a natural part of learning by presenting work as what it really is: a means of self-realization.

"Now, we do not intend to downgrade college, but we do hope to upgrade the technical skills, and we hope to begin this process of familiarizing pupils with an awareness of the world of work early in the elementary grades. It is too late to wait for junior high school or high school or college.

"We call this 'priority career education'. And we have a number of priorities: accountability; reading and math; drug-abuse prevention and bilingual education. We have a task force trying to deal with the problems of Spanish-speaking youngsters. All of those are underway and we will be instituting programs next year.

"We have one about which I am very concerned: early childhood education. Two of these I want to talk to you just a little bit more about in depth.

Career Education

"Let's talk first about career education. What we really mean is that we need to make classroom learning relevant to everyday living and to give every student a marketable skill by the time he graduates. Now let me explain that a little bit.

"I don't mean that we are going to take out the academic studies and then substitute something else. I mean we want to take a look at what is relevant and we want to add some kind of skill. I don't want to dictate to the student what it is. And not just for the worker's child or the poor person's child, but every child—whether he is going to college or not—ought to know how to do one thing at least well before he finishes high school.

"Now, I say that because when I say 'every' I mean 'every'. Because if we don't do that, we are going to get caught in the trap of them designating one group of children, the elite, to go on to college and another to go on into work.

"Let's keep the options open. And when we say 'every child with a skill,' that's what we mean.

"We have a task force working on that

now and we are developing 15 statewide models.

"Here again we have solicited the help of labor in developing these models. Labor serves on the various councils and its assistance has been great. Because I have found that often by the time the schools catch up with what is happening, it is not happening any more. And so labor can help us keep up with what reality is.

"We also need the help of labor in assisting young men and women in becoming proud and active members of their trades and professions, such as the members you have here. We need your help, in other words, and your guidance as we real programs.

"Labor and the schools cannot do their work for one another, but they can each do their work better by working together.

Early Childhood Education

"The other priority I want to share with you is what we call 'early childhood education'.

"We have heard a lot of statistics for many years about children falling behind and by the third grade more than half of them in one-tenth of our schools are severely retarded in reading, and by the sixth grade they have fallen markedly behind national standards in arithmetic.

"We have seen young children bored by school almost from the start, and becoming increasingly indifferent—even hostile—to what should be an exciting adventure of learning. And more and more our energies are poured into band-aid, remedial efforts to save some of these failing youngsters from becoming one of six California high school students who drops out before graduation.

"If we are going to overhaul the public system, as indeed we must; and if we are going to try to eliminate this treadmill of classroom failure propelled by boredom and pressure, and if we lack the resources to accomplish a top-to-bottom reform, where do we begin?

"Our research shows that we begin at the beginning. And that is why we instituted early childhood education.

"Now, you heard a lot about it, but in a nutshell what we are really talking about is: How can you change the program from kindergarten through the third grade so that it is effective? How can we do the things that we know work?

"I also threw into the pot: Why not begin the child at four years old? And I got a very interesting reaction from some. Of course most people were enthusiastic because the fact of the matter is that young-

sters (I hate to admit it) are brighter than most of us were at that age.

"Take a look at some of your youngsters, your grandyoungsters, and you will see what I mean. A father wrote to me the other day and he said, 'Wilson, I want you to know that I agree that youngsters are brighter.' He said: 'My four-year-old was looking at "Sesame Street" and,' he says, 'I put him to bed. And he looked up at the ceiling and he said: "Dad, look! the ceiling is a rectangle."'

"He says: 'I hate to admit it, but I was in the sixth grade before I knew what a rectangle was.'

"And that's what it is all about. There is more to be learned and let's give them an option to do it. What I desire is that all parents have an option; that you not force them to do it, but that they have an option.

"Do you know what I heard? The only reaction was that this may do damage to the kids; it may break up the homes; it is taking them away from their mothers.

"We had no intention of this. As a matter of fact, we are requiring that parents be more involved in the school. But there is more than that. What I couldn't understand is that as long as I could remember the affluent and the wealthy have sent their youngsters to nursery schools at two and three years old. And in the last few years we have had Headstart Programs for poor parents and those on welfare beginning at three and four years of age. And no one has ever said that this damaged youngsters. Everyone has praised it. But the moment I come out and say, 'Let's do it for everyone and particularly the ordinary guy who works for a living,' someone finds that something is wrong with it.

"I don't think that anything is wrong with it. And I think that it is time to make these options available to everyone and not just the rich or the poor—but those who are in between.

"I am not going to take up your time to go through this whole program. I wish that I had the time and I wish that I could present it to you. But I will invite you to drop a note to the Department of Education and ask for our proposal on early childhood education—and I shall be glad to send you a detailed copy. I want to tell you where it is. And I think that you supported it. If you haven't, I hope that you will give consideration to it. But it seems to me that, as I recall, we did have your support on that bill, as we had on most of ours that we instituted this year.

"It passed both the Assembly and the

Senate. It was amended in the Assembly to delay instituting the four-year-olds. I don't mind that. And it is now back in the Senate for concurrence. I don't see a severe problem here, but I never believed in counting my eggs before they are hatched. And we need support to get it out of that Senate. I don't know of any controversy about it, but of course we will need to have the Governor sign it.

"I will just run through what we do here in that proposal. And it is just a beginning. If we can restructure the primary grades, we can restructure the intermediate grades and we can do something at the high-school level to build the kind of system in California of which we are proud.

"We are going to emphasize local control on broad guidelines. We are going to secure parent participation in the program. We are going to reduce the ratios from 30 to 1 for those primary youngsters to 10 to 1 by the use of aids, parents, peer groups, high-school youngsters, and so on. We are going to individualize the structure where we deal with youngsters according to that child's own needs rather than some group's needs. And we are going to see that the basic skills are emphasized, and by the time the child finishes the third grade I want to be able to give you assurance that he knows how to read and to communicate and to spell and to write. There is no point in waiting until the child gets into junior high school.

"We are going to do it by the time he gets to the third grade. We are going to have accountability and we are not going to have anyone passing the buck. We are going to set the goals for these youngsters. We are going to see that the job is done. And if it is not done, we are going to find the person who is not doing their job.

"Finally, we are going to again need your support to make it happen. No one person can make it happen, but working together we can.

"Let me conclude now by just saying to you that the people of this state have to make a long-range commitment for education. There are all kinds of priorities, but frankly I can't think of any priority as great as your own children and mine.

"We get a lot of criticism about education. And I am afraid that some of that criticism is by people who don't believe in public education. And I wouldn't ask you of labor not to criticize, but to make sure that you distinguish between those who criticize to improve education, and those who criticize to destroy it; those

who want to build up the progress we have made and those who want to dismantle that progress; those who believe in public education, and those who are against it. Because I feel that to dismantle and destroy what we have would be to carry us back to education only for the elite. And this is a concept labor has struggled against since the beginnings of our country.

"We have enough problems. So what we need to do is to find the answers to the problems. And this is what I am going to try to do along with you.

"And so if we are going to get bruised, let's get bruised from the wheel, pushing that wheel together to get the job done, and let's not get bruised from each other.

"Thank you."

At this point, Delegate Patrick McGillivray (United Professors of California, Sacramento) rose on a point of information concerning the endorsement of a candidate for President of the United States under the rules of the AFL-CIO. Chairman Gruhn confirmed to Delegate McGillivray that an endorsement for President of the United States was not in accordance with the rules of the AFL-CIO.

Delegate Maxine Wo'pinsky (Clerical, Technical & Professional Employees No. 1695, Berkeley) next rose to speak on the subject of Superintendent Riles' speech and was ruled out of order by the Chair.

**Escort Committee for
Cesar Chavez, Director
United Farm Workers
National Union, AFL-CIO**

Chairman Gruhn announced the appointments to Cesar Chavez' Escort Committee as follows:

Bennie Arellano, Vice-President; John Cinquemani, Vice-President; Leo Mitchell, Vice-President; Dan Flanagan, Director, AFL-CIO Region XXII; Irwin De Shetler, former AFL-CIO Farm Worker Organizing Coordinator; Bill Gilbert, Asst. Director, AFL-CIO Region XXII; Tom Kenney, Exec. Sec'y., Sacramento-Yolo Counties Central Labor Council; Mary Bergan, California Federation of Teachers; and Amado Gallardo, California Labor COPE Field Coordinator.

The Chair then called on Secretary-Treasurer Henning for his remarks.

**United Labor Committee to
Defeat Proposition No. 22
Established**

JOHN F. HENNING
Executive Secretary-Treasurer
California Labor Federation, AFL-CIO
Secretary-Treasurer Henning addressed

the convention in these words:

"Mr. Chairman, and delegates. You will recall that yesterday reference was made to Proposition No. 22 on the November ballot: the anti-labor farm-worker initiative sponsored by the growers and the great agribusiness interests of this state.

"We are establishing through the sponsorship of our California Labor Federation, the United Labor Committee to Defeat Farm Labor Initiative No. 22. Communications will go out immediately following this convention to all affiliates asking for contributions.

"The task before us is immense. The growers and the banking interests that finance anti-labor forces in California are prepared to spend one million dollars to secure the passage of Proposition No. 22.

"There is no organization here present with the financial resources to meet that assault. We can only do it through organized effort, through a pooling of our contributions. And we ask that all of you bring the issue to your membership as soon as possible and vote contributions to the fund.

"The fund will be under the direction of the California Labor Federation. The co-chairmen will be Cesar Chavez and the Secretary-Treasurer of the California Labor Federation. The Committee will consist of the members of the Executive Council of the California Labor Federation, the Executive Officers of all central labor councils in the state; the Executive Officers of all building trades councils in the state; the Executive Officers of all craft councils in the state. And as in the case of Proposition No. 9, membership on the Committee will be open to representatives of the Teamsters, the United Auto Workers, and the International Longshoremen's and Warehousemen's Union. It will be a true united labor committee.

"There is a personal gift that we would like to present at this time to Cesar Chavez before Al Gruhn presents him to the convention: a box of union grapes from Delano, California."

**Introduction of
CESAR CHAVEZ
Director, United Farm Workers**

Chairman Gruhn then presented Director Cesar Chavez to the convention with these words.

"At this time it is a great honor and a privilege to present to you once again to our convention the man who took up the cudgels along with fellow trade unionists to bring about justice and fairness to one of the most-exploited and deprived groups

of workers in our nation.

"Over these many years the national AFL-CIO, under the leadership of George Meany, gave tremendous support, financially and otherwise, in support of the efforts to bring about organization and justice to the farm worker. Here in California, the California Labor Federation, AFL-CIO, and its affiliates, under the leadership of past Executive Officers Neil Haggerty and Tom Pitts, and now under Jack Henning, have given every assistance possible to make the dream that the farm workers have dreamed so long come true: that they would have equality with the rest of the workers of this nation.

"Other groups came to their assistance: liberals and ministers and some of the professions. But big business did not come to their assistance. The Governor of this state certainly didn't come to their assistance. Nor did the guy who is up in the White House at the present time give them any assistance. The President never gave them any assistance. He didn't even know that they weren't under the National Labor Relations Act.

"With all these difficulties, trials and tribulations to bring the farm workers together in a strong, effective organization, Cesar Chavez has given this leadership. It has been tough. It has been like the fights we fought back in the 1930's. And they are making progress and they now have a national union. And they'll go ahead, I am sure, under his leadership and with his members as part of this whole trade-union movement. They will bring about the organization of all the farm workers throughout the United States. And with their strength they will give assistance to the rest of the trade-union movement, which will make us more effective in the economic field and in the political field, and which is so essential to the future progress of the trade-union movement of this country.

"So indeed it is a pleasure for me to present to you Cesar Chavez, Director of the United Farm Workers National Union.

"Cesar Chavez!"

At this point, a group of farm workers rose and sang 'Nosotros Venceremos'.

Address

Director Chavez addressed the convention:

"President Gruhn, Executive Secretary-Treasurer John Henning, sisters and brothers, I am extremely pleased to be here today to talk with you of what I consider to be perhaps the most serious attempt

to destroy the Farm Workers Union since our beginning seven years ago.

"I want to thank the officers and the members of the Escort Committee, the farm workers who are here who are very concerned about the subject which I am going to speak of in a moment. I want to thank all of you for your support, for your unwavering support. The officers and the membership of the Farm Workers Union owe you a tremendous debt of gratitude for your help throughout the years.

"I have a short message. I want to encourage you to eat all the grapes you want!

"Because, you see, the more grapes you eat the more work we have!

"But also I want to encourage you not to eat nonunion lettuce.

"The farm workers know too well the importance of the boycott to build movement in our union.

"Brother Henning presented me with a box of union grapes. And let me tell you, they could never be any sweeter than what they are today!

Proposition 22 Vicious, Anti-labor Initiative

"The farm workers, as you know, have been excluded from all of the protection of all the legislation that has been enacted in the last 40 or 50 years to protect workers, federally and statewide. Not only have they been excluded from that law, but today we find that we are now being included in a vicious law. We are being included in what the opposition hopes will become a law in November under Proposition 22 which is a direct, vicious antiunion attack on our union. And we know that if they succeed in destroying our union, that then you are next. Because the people who are sponsoring Proposition 22 are the same people who have sponsored the other anti-union legislation in California and throughout the country. It is a direct attempt to destroy the Farm Workers Union, it is a slick public relations campaign. We are being made the targets in November. We are convinced that if Proposition 22 gets in the books we are going to suffer, but all of labor is going to suffer because we are one link in that chain of labor, and we are the weakest link. And if we go, it is going to be more difficult for you.

"The Farm Bureau, the John Birch Society, the chambers of commerce, all of those groups who are against unions are supporting Proposition 22, hoping that they will be able to get a foothold on anti-labor legislation in California.

Prop. 22 May Affect Other Workers

"Proposition 22 does not only hit the farm workers, but the law says that it regulates all unions that have contracts with growers. And this could be canneries, it could very well be packing sheds, all the food processing, all of the workers who work with employers, who work with growers, who are not necessarily farm workers, they all may very well be included under the language of this law. So we are told by the attorneys.

"This infamous law takes away our right to strike. They have an automatic 60-day injunction with no recourse on the part of the workers to challenge that injunction. It is an automatic 60-day injunction against strikes. And if you consider that there is no crop. I'd say there are very few crops in California that last at harvest time more than 60 days. So very effectively what they are saying in these laws is that we do not have the right to strike.

"The law also gets into our rights as workers to free collective bargaining because the proposition, if it becomes law, says that we cannot bargain on issues of the hiring hall, health and safety, mechanization, pesticides and such things. This proposition would bar our union from bargaining with the employers on these points.

"Proposition 22, if it becomes law, also will give legislative sanction to the archaic, the despicable, the totally unfair farm labor contracting system that we are gradually, through the union, eliminating from contracts and which has been the scourge of farm workers for over 100 years. It sets up a fraudulent recognition election process that takes away the right of migrant workers from participating in elections. Ninety percent of the farm labor work force in California are migratory workers, temporary workers; and Proposition 22 would effectively deny them the right to vote because they are not full-time workers, because they do not work 365 days out of the year. And so it means that in elections, ten percent of the workers will determine whether the union gets recognized and will make a determination for the other ninety percent of the workers. And I don't see how in the world the proponents of Proposition 22 think they are going to get away with that. It turns over labor relations in agriculture to Governor Reagan. He is the sole judge. He appoints a five man committee, and he does not have to have any Senate approval. And we know who he is going to appoint.

"Then it also defines most union viola-

tions which would normally be unfair labor practices in your cases as unlawful acts, criminal acts on the part of the union, punishable by one year in prison, a \$5,000 fine; but it turns right around and says that unfair labor practices on the employers are treated just as unfair labor practices.

"The American Farm Bureau Federation, not being able to pass legislation, thanks to the labor movement and some of the other people who support us in California, turn to the petition-form in trying to get this law into the books.

Antilabor Legislation in Other States

"We are being hit all over the United States with these kinds of laws. Last year the State of Kansas passed a law similar to Proposition 22, Idaho passed a law earlier this year, in May, Arizona passed a law.

"When it came to Arizona, we got together and we said: 'Enough is enough.' We are making the Governor of Arizona, Governor Williams, responsible for that legislation and we have initiated a recall petition on him. Ten weeks ago we needed 103,000 signatures. We now have over 80,000 signatures. And we are going to recall him.

"We went into Maricopa County, in Phoenix, and we found that there were 31,000 more Republicans than Democrats registered in that county.

"In ten weeks we have turned it around, and we have 40,000 more Democrats than Republicans.

"We have gone into every worker area—the Chicanos, the blacks, the workers, the Indians, the students, almost everyone who wants to have a better life in Arizona because they know, they too have been subjected to the same harassment as we are in Arizona in terms of progress.

"Let me tell you that the labor movement in Arizona is completely and totally behind our efforts, and we are grateful to them. We are going to have between two hundred and fifty and three hundred thousand more Democrats registered in Arizona come the November election than Republicans.

"We have gone to the mining towns, to the Indian reservations, to the farm worker areas, to the colleges, to the labor unions, to everywhere and anywhere. We have walked every street, regardless of how wealthy or how poor it is in the Phoenix area, and we have found out that many many many people are supporting what we are trying to do. We know that as long as people like Governor Williams in

Arizona are there we will never be able to organize a union, a Farm Workers Union of farm workers like the restaurant workers, the people who work in hotels and motels, the laundry workers. The farm workers will never have a union in Arizona until we can do something about the anti-union politicians in that state.

Voter Registration Gains Promised

"We went to the Navajo reservation and found out that in 1970, 2700 Navajos voted in the election.

"Today 25,000 Navajos have registered to vote for the first time in their lives.

"And so if they want to exclude us from the right of belonging to a union, a sacred right—we have to have a union if we are going to progress. We have got to have it. There is no other way out of it. But those politicians in Arizona and California and Idaho, in Kansas or wherever it might be, we are going to take them on.

"So we have embarked on a program in California that we must register a million new voters in the state. And I think we are going to get them.

"In the first ten days of registration, considering that it takes a little while to get in gear, the first ten days, from a standstill, we registered a little over 25,000 votes.

"We hope to be registering 10,000 new voters a day beginning in the next week or so. And with that kind of a daily registration, we are sure we are going to get near where we are going to go over the one million mark.

"We have now 265 people who are working full time with us in getting these registrations. We need about 1,000 to come and help us with the registration and then to stay with us through the campaign against Proposition 22 and then to get out the vote on election day.

"We are going to fight the repressive legislation by amassing a massive voter registration drive, as I just told you. We are going to go to all our friends, we are going to need the help of the labor movement in California to get the job done, and we are going to go to our workers and we are going to ask them to give up their time, to take time off from their work and come to the cities. And we hope to have about five to six thousand workers full time getting out the vote.

"The Democratic National Committee and its platform have endorsed our program. The State Democratic Committee and its platform also have endorsed the program.

"So we are asking you that every candi-

date in the Democratic Party should also endorse a 'No' on Proposition 22, and we ask your help to get them to do that.

Help for Farm Workers is Help for All Workers

"We need the help of every union member, every local union and every central labor body in California to come to our rescue, to come and help us. We will need help for housing and feeding farm workers as we bring them in from the fields into the cities to do the necessary door-to-door block work. We are going to need reams and reams, tons of paper for our leaflets. We are going to have to have people work with us, volunteers, and those who can give their time to us so we can get the campaign going and get it going well. But most important, we need the solidarity of our brothers and sisters in the labor movement in California. We have to have a united labor campaign, we have to do the job together and we have to protect the farm workers, because in protecting the farm workers in fact we are protecting all workers.

"We have no choice. Either we win, we defeat Proposition 22, or we don't have a union.

"Men and women who have stood by patiently for years and years, whose grandfathers tried to organize a union, whose fathers tried to organize a union and now they are trying and their kids are trying to organize a union and no sooner do we become a little effective, no sooner do we start moving in getting the employers to recognize the union, when we get it with this dastardly act.

"Sisters and brothers, you know very well how we feel. We are worried about Proposition 22. We are going to dedicate our energies and every bit of resources that we have to defeating it.

"And when I say that, we also know that you are going to help us, and we are going to come around to see you, we are going to come around to ask you to help us because only in that way can we get the job done.

"You see, the farm workers need and want their union. The Farm Workers Union needs the labor movement and the labor movement needs to have the farm workers organize so that they can become a force allied with you so that together we can build a better California, a better society for all workers.

"It has been a very long, a very difficult and a very curvy road for our union. And we have sacrificed, as you have. We have been the targets of vicious at-

tacks, not only physical attacks but political attacks, social attacks.

"Early in the beginning of the union we knew that this was going to happen. And so we said to ourselves and to the workers that 'No matter what obstacles there may be, no matter how long it takes, we have a commitment to the poor farm worker and we are prepared to struggle with everything we have to give up, even our lives for it, but at the end the farm workers are going to be able to stand up straight and tall as all other working men that have unions in this state, to be able to get the justice and the dignity that they deserve as men and women working in the fields.'

"Thank you very much."

Chairman Gruhn then commented:

"Brother Chavez, in my opening remarks to this convention on Monday morning I mentioned some of the words that were used in the earlier days of our union movement which are used again today. 'United we stand, divided we fall' and 'An injury to one is an injury to all.'

"Proposition No. 22 is a vicious attack upon the whole trade union movement. And we are going to dump 22 in '72!"

The Chair then called upon Secretary Henning.

Contribution to United Labor Committee to Defeat Proposition 22.

Secretary Henning spoke as follows:

"Mr. Chairman, I move that the California Labor Federation contribute to the United Labor Committee to Defeat Proposition 22 the amount of \$10,000, with additional amounts as may be determined by the Executive Council between this time and election day in November."

The motion was seconded and unanimously carried.

Announcement

T. A. Small, Chairman of the Resolutions Committee made the following announcement:

"I would like to announce that there will be a meeting of the Resolutions Committee in Room 209—that is upstairs, at the top of the escalator—this evening at 5:00 o'clock. And, rumors to the contrary notwithstanding, this was only determined about a half an hour ago.

"Also I would like to have the sponsors of the following resolutions come before the committee at that time: Resolution No. 79, presented by the International Association of Machinists, Lodge No. 706 of Barstow, the title 'Occupational Safety and

Health Act of 1970'. Also, we would like to have the sponsors of Resolution No. 92, presented by the California Federation of Teachers of San Gabriel, the title being 'Oppose the Stull Act', to appear before the committee."

Chairman Small then read the names of the committee members.

Following this, J. A. Cinquemani, chairman of the Constitution Committee, made an announcement:

"Brother and Sister delegates, this announcement is directed to the members of the Constitution Committee.

"Immediately on adjournment this afternoon the Constitution Committee will meet in Room 207 in this building. And to get up there, you take the escalator in front of the building, go up and turn right when you get to the end of the escalator. Room 207, immediately upon adjournment. The Constitution Committee.

"Thank you."

PARTIAL REPORT OF COMMITTEE ON LEGISLATION

Max Osslo, Chairman

Resolution No. 14

Individual's Right to Privacy

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 89

Collective Bargaining for Teachers

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 11

Consumer Legislation

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 20

Consumer Education

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 21

Consumer Health Protection

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 27**Independent Consumer Protection
Agencies**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 28**Labor Representation on Environmental
Commissions and Boards**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 24**Equal Educational Opportunity**

The committee's report:

"With the concurrence of the sponsors of this resolution, your committee recommends that the tenth Whereas, reading 'Vouchers' and 'performance contracts' would divert needed resources to private business and private education and tend to substitute private institutions in place of public education', and that item 5 of the Resolved be deleted and that item 6 of the Resolved be renumbered 5, and as so amended your committee recommends concurrence.

"Mr. Chairman, I move the adoption of the committee's report." The motion was seconded.

Delegate Mary Bergan (California Federation of Teachers, Sacramento) spoke in opposition to the committee's report.

Chairman Osslo then explained that the committee had constructed its amendment with the agreement of its sponsors.

Delegate Gretchen Mackler (Teachers No. 1528, Alameda) rose on a point of information, asking why the committee had deleted the term "voucher."

Chairman Osslo replied that the term was not pertinent to the resolution and the sponsors had agreed to this.

The motion to adopt the committee's recommendation was carried.

This concluded the partial report of the Committee on Legislation.

Introduction of**ALEXANDER BARKAN****Director, National AFL-CIO Committee
on Political Education**

At this time, Chairman Gruhn presented to the convention, Alexander Barkan, National COPE Director, for an address.

"The Chair now wishes to take this opportunity to introduce to you for an address a man who, in my opinion and from my observations, has dedicated himself

to the point of being selfless in trying to build an effective COPE operation throughout this country so that we can win elections and elect friendly legislators and elect candidates friendly to the labor movement into office. Many of you know him. His time, day and night, seven days a week if necessary, is put into this effort. He is a great guy, a very dedicated man in this field, my friend and your friend, Al Barkan, Director of the National AFL-CIO COPE.

Address

Director Barkan addressed the convention as follows:

"Al, Jack, leaders of California Labor, the hour is late. I am not going to make an address. I will make a few brief remarks.

"Normally in a Presidential year with some eleven weeks to go, my remarks to you would deal primarily with the Presidential election.

"You know the action taken by the last Executive Council meeting, where, by a vote of 27 to 3 the Executive Council voted to be neutral in the Presidential campaign, permitting each International Union to work its own individual will and to launch an all-out effort to help the state organizations elect a friendly Congress and friendly state legislators. And that is what I want to talk to you about. But before I do, I didn't have to have the response that I got to let me know that there is some dissatisfaction in California with that decision.

"We are a free trade union, and you are entitled to have that feeling.

"But I suggest to you that time is running out. Whether you like the decision or not, there is no question of the Executive Council's right under the Constitution to make that decision, just as it is your right to disagree with it. But I suggest to you that it doesn't help to have this endless bickering as to whether the Council decision was the correct one. For those of you who don't think it was, there is adequate opportunity for you to work on behalf of your chosen Presidential candidate.

"There has been legally, a National Committee set up to support George McGovern. That Committee is setting up state committees, and I will venture to say there will be local committees. And I am suggesting to those of you who feel as strongly as you do: Work with those state and local committees, and let us not waste time trying to get the Council to reconsider or getting your state and local COPEs to go on record contrary to the

position taken by the National organization.

Congress and Legislature Are the Battlegrounds

"Eleven weeks to go! Time's running out! We have got an uphill fight. Not alone in the Presidential race. That isn't, as you know, the only race. We have got a fight to save the Congress. You've got to save the Legislature. And I'm just suggesting to you: Let's turn to those battlegrounds rather than this endless bickering about whether the Council was right or wrong.

"Another thing before I get on. I'm sure that you have heard, as I have heard in this process of evaluating the Executive Council's action, some criticism — unfair criticism — of the National Chairman of COPE: George Meany.

"Now, I come from the former CIO. The major portion of my 30-year career in the Labor Federation has been in the political end of the trade-union movement. It was my good fortune to work under two great trade unionists in the CIO-PAC: Phil Murray and Walter Reuther. I have also had the good fortune to work for 17 years under the leadership of George Meany. I am in position to judge.

"It is not belittling in any way the magnitude of a Phil Murray or a Walter Reuther as trade-union leaders for me to say that no trade-union leader has done more in the area of labor political action than George Meany!

"Boo if you want, but I say on any area that you can use, any standard of judgment, the amount of money that has been committed to our political program: registration, 'get-out-the-vote', staff, working in the minority areas, Phil Randolph, Women's Activities. Frontlash — you name it — George Meany was in the vanguard in committing the labor movement.

"I say you can disagree with George Meany on this particular question of the endorsement, but I say it ill-behooves people from labor who should know better, for a single difference of opinion in one particular election to use a blunderbuss attack, as some people are doing.

"Having said that, I want to now talk to you about an area where I think we are all in agreement. Whether you are for neutrality or you are for George McGovern, I am sure that we are all in agreement that we want a friendly Congress. The Supreme Court is surely not in friendly hands. The Presidential election is an uphill struggle. The one area where we have got our best chance of at least

holding a liberal, labor foothold in the national government is in the Congress. And there the battle is tough.

"We have got over nine proven friends who are in great danger. Lee Metcalf of Montana; McIntyre of New Hampshire; Pell of Rhode Island — these men are in great danger. We lose five seats in the Senate and we've lost friendly control.

"We have over 60 labor friends in the House who face very difficult races. We lose 23 seats in the House and we're down.

"The Council Resolution calls upon you and I come to your convention to plead with you leaders of labor to join with us in this fight to save the Congress, save your state legislature.

"The Council voted and President Meany appointed a special committee. Paul Hall of the Seafarers is the chairman; I. W. Abel of Steel, Jack Lyons of the Ironworkers, George Hardy of the Service Employees, and Pete Bommarito of the Rubber Workers to work with the state bodies, to work with National COPE, to make sure that we win the important Congressional races.

"Now, that is not going to be done by a lot of internal bickering and bitching and hollering. It's going to be done by hard work. And I know what California labor is capable of doing politically when you make up your mind to go to work. You know the COPE job that has to be done in the next eleven weeks. I don't come to your convention and insult your intelligence and in A, B, C, kindergarten fashion, but spell out the COPE job that must be done. You know how important is the registration job.

"We have worked with Jack Henning and Al Gruhn. We have gotten from International unions over a million names of members of those unions in California. We have provided financial help to check those names for registration. We're doing that in 41 states. And under President Meany's leadership, funds have been made available, tools and computers have been made available. Our 41-state registration check is now coming to a close and we are going to provide your state organization and others and International unions and local unions a list of unregistered members by local unions. And we're hoping in September and October we can put on a crash registration job in these 41 states to register our people.

"Finances. You know what the Republican Party has by way of millions and millions of dollars. Our kind of candidates need our help.

Setting Straight the Matter of Finances

"Now another word about finances and the Presidential election. Some International unions have announced that they are so unhappy with the neutrality position that they are not going to meet their quota to COPE.

"All right. You can applaud. But I tell you we in COPE have never, never contributed one single dime to any Presidential candidate, even when that candidate was endorsed. We have never done that.

"Oh, we spent money for literature and things like that, but we never made a contribution. Yet you find the newspapers speculating about the millions of dollars that George McGovern's campaign is going to lose. Because of the neutrality position, COPE will not be contributing to it.

"Now let me tell you. And I particularly direct my remarks to those people who applauded the noncontribution to COPE. Obviously these people don't know the facts.

"I assume, regardless of how you feel about the Presidential endorsement, that we are all in agreement that we ought to help state and central bodies to do the organizational job, the registration job, the educational job, the 'get-out-the-vote' job. I am sure that everybody agrees that COPE-endorsed Congressional candidates, Senatorial candidates, should be helped financially.

"What happens to the COPE quota? What happens to the \$2.00 that COPE asks its individual members to contribute? Does it go to support National COPE? No.

"Fortunately, again under the leadership of George Meany, unlike CIO-PAC that had to be supported entirely by the money that was collected, COPE is a regular department of the AFL-CIO. We are supported completely the general funds of the AFL-CIO. Consequently, and listen to this, every dime of that is given to National COPE by way of a contribution, by way of an International meeting its quota, goes to state organizations, if it is nonvoluntary for their registration and 'get-out-the-vote' and educational campaigns; or if it is voluntary dollars that we get, every blessed, single penny goes to COPE-endorsed candidates to help them.

"That being the case, what sense is there withholding contributions to COPE? You are not punishing us.

"We're in the midst of a Coast-to-Coast meeting with our state leadership where we go over the crucial races. I was late in coming to your meeting because I was meeting with our leadership from New

Mexico and Utah. Right after this convention adjourns today I'll be meeting with your leaders to go over the California Congressional and Senatorial picture.

What will we be talking about? Jack Henning will tell me about your registration budget. He'll tell me about your 'get-out-the-vote' budget. He'll tell me about Congressional races that we ought to make contributions to.

"What money do we use? We use the COPE-program money.

"I am leaving at 8:45 tonight for a meeting all day tomorrow with our Northwestern states—Alaska, Oregon, Washington, Idaho, Montana, and Wyoming. What are we going to talk about? We are going to talk about how COPE is going to help them and their candidates. And I say, just as I said at the outset, you are mad about the neutrality thing. It might make you feel good to keep the fight up and try to get your state COPE and your local COPEs to say: 'To hell with Washington! We're going to endorse!' even though the Rules say you can't. That might make you feel happy. It might make you feel happy to say: 'To hell with the COPE quota. To hell with the COPE dollar!' But I am just saying to you: 'You are just hurting yourself'.

"I am assuming that you are as anxious as we are to help win the congressional and the legislative races.

"I said I wasn't going to make an address, but I got wound up. And I beg your indulgence.

"And I can tell you, fellows and girls from California, is that in spite of everything, I pledge you as National Director of COPE, as in the past; in spite of any disagreement that we might have on a particular race, I pledge you every cooperation that National COPE can give California labor—financial help, staff help, programmatic help. I pledge that to you.

"Good luck and God bless you, and on to victory on November 7th."

National COPE Director Barkan, having completed his speech, then answered a question from the floor.

Adjournment

Secretary-Treasurer Henning then moved that the convention recess until 9:30 a.m. the following morning.

The motion was seconded and carried, whereupon the convention adjourned at 4:47 p.m. to reconvene at 9:30 a.m. Wednesday.

THIRD DAY

Wednesday, August 23, 1972

MORNING SESSION

The convention was called to order by President Gruhn at 9:55 a.m.

Chairman Gruhn then presented the Reverend Lloyd T. Burke, Angelica Lutheran Church, to give the invocation.

INVOCATION

The Reverend Lloyd T. Burke
Angelica Lutheran Church

"Let us pray.

"Holy and gracious Father, how wonderful is the world You have created—clean air, pure water and a place for men to grow together in peace and harmony. How patient You have been with the crown of Your creation—us, having the freedom of choice in all things except consequences. How concerned You are that all Your creatures shall have dignity as individuals, equal opportunity, health and the benefit of freedom.

"Forgive that we have followed the generations before us in polluting Your creation, taking undue advantage of one another and foolishly and selfishly seeking those choices that alienate, deprive and wound our fellows.

"Look with compassion upon all these of Your creation—men, women and children of all races needing the essentials of life, workers regardless of color, families dependent upon their earning power.

"Upon those assembled here I pray, Let Your blessing be. Give to leaders the grace and the ability to lend and to followers the recognition of such leadership.

"Bless our nation, we pray, O God, that the ideals of freedom may not be tarnished by our inordinate selfishness and unconcern for men. And through our churches may the protective voice of God demand justice, love for each other and obedience to His will, not defiance. Where we have erred, forgive us. Where we have been obedient, bless. But through our blessed Lord we pray. Amen."

Chairman Gruhn thanked Reverend Burke for the invocation and then called upon T. A. Small, chairman of the Committee on Resolutions, for a report.

FURTHER REPORT OF
COMMITTEE ON RESOLUTIONS
T. A. Small, Chairman

Chairman Small commenced his report:

Resolution No. 85**Dental Assistants**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 104**Investigate National Labor Relations Board**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 138**Limit TV "Reruns"**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 140**Use AFL-CIO Artists and Craftsmen**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 142**Appointees to the California Arts Commission**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 145**Unfair Foreign Competition**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 148**Utilize American Workers and Products**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 162**Promote Labor Community Services in California**

The committee's report:

"The subject matter of this resolution is

concerned with the reactivation of the State Community Services Program and its implementation on a statewide basis. Since this of necessity will involve the expenditures of funds and necessary staffing, your committee recommends that the resolution be filed but that the subject matter be referred to the incoming Executive Council for study and action.

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

The motion was seconded.

Delegate Claude L. Fernandez (Retail Store Empls. No. 428, San Jose) spoke in opposition to the committee's recommendation.

Secretary-Treasurer Henning then spoke in support of the committee's recommendation.

Chairman Small next spoke, in favor of the committee's recommendation.

The committee's recommendation was adopted.

Resolution No. 153
Support the Boycott of Non-Union
Lettuce

The committee's report:

"The subject matter of this resolution calls for the support of the United Farm Workers Union, AFL-CIO.

"Your committee, of course, is sympathetic to the full support of this organization as was demonstrated by the action taken by this convention at its meeting yesterday. Your committee believes, however that based upon such action and in the contents of the Statement of Policy VII, Agricultural Labor, Page 11, that the subject matter has been adequately covered and recommends that this resolution be filed.

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

The committee's recommendation was adopted.

Resolution No. 91
Improve Public Education Through
Tax Reform

The committee's report:

"The subject matter of this resolution is concerned with education and revision of the tax structures.

"Your committee believes that the subject matter of this resolution is more adequately covered in the Statements of Policy No. V, Taxation, Page 9, or X, Education, Page 13 and the Policy Statements.

"Your committee recommends accordingly that Resolution No. 91 be filed.

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

The committee's recommendation was adopted.

Resolution No. 92
Oppose the Stull Act

The committee's report:

"At the request of your committee the sponsors of this resolution appeared before the committee and indicated it was their intent to repeal the Stull Act. Your committee accordingly recommends that the first and second Resolves be stricken and the following inserted:

Resolved, That the California Labor Federation, AFL-CIO institute legislation to repeal the Stull Act.

"As so amended, your committee recommends concurrence and I move the adoption."

The committee's recommendation was adopted.

Resolution No. 93
Early Childhood Education

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 88
Oppose Voucher System and
Performance Contracting in
Public Schools

The committee's report:

"The subject matter of this resolution is concerned with the establishment of a basic policy in opposition to performance contracting and the voucher system insofar as education is concerned.

"It is a position of your committee that extensive research on the merits of all aspects of this issue is warranted before a firm policy is established as a viewpoint of the Federation. Insufficient time is available to the committee to undertake this task, and accordingly your committee recommends that the resolution be filed and the subject matter be referred to the incoming Executive Council for study and action.

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

The motion was seconded.

Delegate Mary Bergan (California Federation of Teachers, Sacramento) rose to speak against the committee's recommendation.

Secretary-Treasurer Henning next spoke in support of the committee's recommendation.

Delegate Sidney Elman (AFT College Guild No. 1521, Los Angeles) then spoke in support of the resolution.

Chairman Small spoke in favor of the committee's report, stressing that the committee did not oppose the resolution but recommended it be referred to the incoming Executive Council for further study and action.

The motion to adopt the committee's report was carried.

Resolution No. 143

**Support Strikers at Los Angeles
Herald-Examiner**

The committee's report:

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

The motion was seconded.

At this point, the Chair called on Vice President Sigmund Arywitz for his remarks.

The Los Angeles Herald-Examiner Strike-Lockout

Vice President Arywitz spoke as follows:

"Brother Chairman and delegates, I rise in support of the recommendation of the Resolutions Committee. I am speaking not because I doubt the action that you are going to take on this resolution—I know you are going to adopt it unanimously—but I don't want you to adopt it unanimously and then forget about it because this is a key resolution dealing with a key issue.

"On December 15th, 1967, the 2,000 workers at the Los Angeles Herald-Examiner went on strike.

"At that time the Herald had a circulation of 730,000. Today its circulation is under 300,000. At that time the Herald had the fattest advertising revenue of any evening newspaper in the country. Today it is at the bottom of the list of daily newspapers in California. In fact, the Victorville paper has almost twice the advertising that the Herald-Examiner has.

"This situation was brought about by the stubbornness of a single man: the Publisher of the Herald-Examiner, George Hearst, and the fact that the Hearst Corporation was ready to let the diamond of its whole newspaper chain, its biggest money-earner, go down the drain because it would rather fight unionism than save that paper.

"The strike began because the Herald refused to meet the wages and working conditions already given by newspapers half of its size in Los Angeles County. The negotiations went on for a protracted peri-

od. Finally there was no alternative but for two unions to go out and the other unions, because they respected the picket line, to be locked out.

The fact that the Hearst corporation was ready to wage an antiunion fight is evidenced by the building of a fortress around the Herald-Examiner and the fact that there were already a large number of professional strikebreakers brought in from all over the country to fight this strike. But the 2,000 employees who were there kept up a very valiant fight. They have had much financial sacrifice because there are a great many of them who are still on strike who have not in the five and a half years had a decent week's wage because they are determined to hold out, they are determined to bring the Hearst corporation to its knees, and they will not stop until the Herald-Examiner is a union paper or it is out of business.

"Throughout these five and a half years our unions have been available for negotiation. They have gone to meeting after meeting after meeting, only to sit there to find that the Hearst negotiators were ready to do no more than observe the law by so-called 'bargaining'. But it was not good-faith bargaining because they have not budged from their original position.

"Now, for this fight to go on there has to be help. Already the labor movement has given tremendous help to this strike-lockout fight because everyone in the labor movement, not only in this Los Angeles area but throughout the State of California and throughout the country, knows that if the Herald-Examiner can beat its workers, the disease of antiunionism will continue to spread. And so it is not only the fight of the striking and locked-out workers; it is your fight. And regardless of the help that you have already given, while this strike is on—and it is going to go on until victory—we need your continued help, we need your support.

"I know after a long time there are other things that come up. It is easy to say: 'Well, it is an old strike. We have other things on our mind. We can forget about it.' But this is a strike that you can't forget about. This is a fight that needs constant support, constant backing.

"You know, it isn't good for morale to have to go out and hit that picket line day after day after day and not know when it is going to end. But knowing that the whole labor movement is behind you gives a bolster to the strikers, makes it possible for them to go on.

"So I want to ask you in adopting this resolution, don't say 'I have done my job,

I have expressed my support.' Go back to your local unions, raise more money for the Herald-Examiner strikers.

"Right here there is a booth outside where they will be happy to take your money. They will give you a metal Social-Security card, which they do in return because they don't just want gifts. But this will be a reminder when you get that Social Security card and it will show that not only have you helped the strike but you have a responsibility to continue to help it.

"So I ask you, adopt this resolution unanimously and continue the help, continue your fight, so our Herald-Examiner striking and locked-out workers can continue their fight.

"Thank you."

The motion to adopt the committee's report was carried.

Contribution to Herald-Examiner Strikers

At this time, the Chair called on Secretary-Treasurer Henning, who made the following motion:

"Mr. Chairman, I move that the California Labor Federation make a financial contribution to the Herald-Examiner strikers, the amount to be determined by the Executive Council."

The motion was seconded and carried.

Resolution No. 103

War in Indo-China

The committee's report:

"The subject matter of this resolution is concerned with the war in Indo-China.

"In the opinion of your committee this subject matter is more adequately covered in the Statements of Policy, XIII Foreign Policy, Page 16, and your committee accordingly recommends the resolution be filed.

"I move the adoption."

The committee's recommendation was adopted.

Resolution No. 117

The Middle East

The committee's report:

"The subject matter of this resolution is concerned with the existing problems in the Middle East.

"In the opinion of your committee, this subject matter is more adequately covered in the Statements of Policy, XIII, Foreign Policy, Page 16, and your committee accordingly recommends the resolution be filed.

"I move the adoption."

The committee's recommendation was adopted.

Resolution No. 119

Freedom for Black Africa

The committee's report:

"The subject matter of this resolution is concerned with problems in Black Africa.

"In the opinion of your committee this subject matter is more adequately covered in the Statements of Policy, XIII, Foreign Policy, Page 16, and your committee accordingly recommends the resolution be filed.

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

The committee's recommendation was adopted.

Resolution No. 25

Working People and the Environment

The committee's report:

"The subject matter of this resolution is concerned with the total cooperation of the Federation in specific programs involving the training of educators and others with respect to the environment.

"Your committee believes that this subject matter requires further time and consideration than is available to the committee and accordingly recommends that the subject matter be referred to the incoming Executive Council for consideration and action and that the resolution be filed.

"I so move."

The committee's recommendation was adopted.

Resolution No. 26

Establish Committees on the Environment

The committee's report.

"The subject matter of this resolution is concerned with the environment.

"It is the feeling of the committee that this subject matter has been more adequately covered in the Statements of Policy, XVI, Ecology, Page 19, and accordingly recommends that this resolution be filed.

"I so move."

The committee's recommendation was adopted.

At this point, the Chair called on Secretary Henning for his remarks.

Environmental Committee to be Appointed

Secretary-Treasurer Henning then spoke:

"Mr. Chairman and delegates. We recognize the important and critical nature of the environmental policy issue before the people of California. It more and more involves the trade union movement. As the Policy Statement indicated, we want to reconcile the requirements of a proper environment with the existing rights of the working people in terms of wages, hours and conditions of employment.

"And so in recognition of this matter the executive council meeting here in Los Angeles this past week has voted to establish an Environmental Committee. President Gruhn will within the immediate future appoint a five-member Environmental Committee to develop a positive and realistic program with respect to the position of the State AFL-CIO movement on the environmental question for the times."

Chairman Small continued the report of the Committee on Resolutions:

Resolution No. 29
Retiree Organizations

The committee's report:

"The subject matter of this resolution is concerned with the establishment and full implementation of a retiree program within the framework of the Federation.

"Since this would require the establishment of staff and the expenditure of substantial sums of money, your committee believes that the subject matter of the resolution should be referred to the incoming Executive Council for consideration and action, and accordingly recommends that the resolution be filed and the subject matter be so referred.

"I so move."

The motion was seconded.

Secretary-Treasurer Henning then spoke in support of the motion:

"Mr. Chairman and delegates. Speaking in favor of the motion. We recognize the need for organizing the retired trade unionists of the state. And so about two and a half months ago we assigned Manny Dias, our General Vice President, to work on this project under the auspices of California Labor COPE. So we now have a retiree program to accompany our full-time program for black, for brown, for youth and women's activities in the political sphere.

"This is not a full-time responsibility for Manny Dias, but the General Vice President now has the task and the opportunity of developing a meaningful program for retired trade unionists in California.

"I urge an aye vote on the committee recommendation."

The motion to adopt the committee's report was carried.

Resolution No. 150

Dissolve Federal "Wage and Price Boards"

The committee's report:

"The subject matter of this resolution is concerned with the regulations of the Wage and Price Board.

"In the opinion of your committee the subject matter of this resolution is more adequately and properly covered in the Statements of Policy, Full Employment and the Economy, Page 6, and your committee accordingly recommends that this resolution be filed.

"I move the adoption of the committee's report, Mr. Chairman."

The committee's recommendation was adopted.

Resolution No. 152

National Minimum Wage of \$3 per hour

The committee's report:

"The subject matter of this resolution is concerned with the question of a national minimum wage.

"Your committee believes that the subject matter is more adequately covered in the Statements of Policy I, Full Employment and the Economy, Page 6, and accordingly recommends that this resolution be filed.

"I move its adoption."

The committee's recommendation was adopted.

Chairman Small continued:

"We have a combination of six resolutions."

Resolution No. 9—Employment Equality and Leadership Development for Women.

Resolution No. 12—Women in the Work Force.

Resolution No. 30—Affirmative Action Programs.

Resolution No. 31—Equal Pay for Women.

Resolution No. 32—End Discrimination Against Women Workers.

Resolution No. 110—Call Conference of Trade Union Women.

The committee's report:

"The subject matter of these resolutions is similar: namely, the equality in the rights of women.

"Your committee recommends concur-

rence in Resolutions 30 and 32 and further recommends that Resolutions 9, 12, 31 and 110 be filed.

"I so move."

The motion was seconded.

At this point, Delegate Gretchen Mackler (Teachers No. 1528, Alameda) rose on a point of information, asking for the committee's recommendation on Resolution No. 110. Chairman Gruhn indicated that the recommendation was to 'file.'

Delegate Mackler then discussed the resolution, asking the committee to reconsider its report and urged passage of the resolution.

Delegate Maxine Wolpinsky (Clerical Wkrs. No. 1695, Berkeley) supported Delegate Mackler's position.

Delegate Edith Withington (Office Employees No. 29, Oakland) spoke next, asking for 'no endorsement' of the committee's report.

Delegate Mary Bergan (California Federation of Teachers, Sacramento) rose to speak in opposition to the committee's report on Resolution No. 110.

Delegate Charles Shain (University Federation of Librarians No. 1795, Berkeley) moved to separate Resolution No. 110 from the committee's report. The motion was seconded.

Chairman Small urged a vote in support of the committee's entire report.

Resolution No. 110 Separated From Committee's Report

The motion to separate Resolution No. 110 from the committee's report was carried.

Chairman Small then restated the committee's recommendation of concurrence in Resolutions 30 and 32 and that Resolutions 9, 12 and 31 be filed.

Chairman Small's motion was carried.

Chairman Small then moved that Resolution No. 110 be filed. The motion was seconded.

Delegate Patricia Brady (Retail Clerks No. 428, San Jose) rose to speak in opposition to the motion.

Delegate Eve Mitchell (Communications Wkrs. No. 9430, San Mateo) rose on a point of information, asking the committee's reason for recommending Resolution No. 110 be filed.

Chairman Gruhn called upon T. A. Small, chairman of the Committee on Resolutions, who explained that the committee felt that the content of the two resolutions it asked be adopted warranted the filing of Resolution No. 110.

Delegate Mitchell then spoke against the committee's recommendation.

Next, Delegate Mackler and Delegate Claude Fernandez (Retail Clerks No. 428) spoke in opposition to the committee's recommendation.

Delegate Wolpinsky then called for the previous question.

The motion on the previous question was carried.

Motion to Concur in Committee's Recommendation is Lost

The motion on the committee's report, to file Resolution No. 110, was lost.

Delegate Bergan then moved adoption of Resolution No. 110, as presented. The motion was seconded and carried.

This concluded the partial report of the Resolutions Committee.

Here followed miscellaneous announcements by Secretary-Treasurer Henning.

CHARLES ASH

**Past State Commander
Veterans of Foreign Wars
Department of California**

Chairman Gruhn next introduced Charles Ash, Past State Commander, Veterans of Foreign Wars, Dept. of California to the convention for an address:

Address

"Thank you, Mr. President.

"Mr. President and officers, delegates to this convention, it is a pleasure once again to bring you the greetings of the Department of California Veterans of Foreign Wars of the United States and the personal good wishes of our Department Commander, Mr. Dale Willey, who regrets very much that he cannot be here in person. Like all of you here, he is also a union labor member. In fact, he served four years as President of a labor union down in San Diego. It is not unusual to have as our Department Commander of the Veterans of Foreign Wars in California a member of organized labor. I can recall quite a number of them. And there is no surprise concerning the large number of union labor members who also hold membership in the VFW. I am sure that is one of the reasons why there has always been a close feeling and understanding and mutual respect between our two groups.

"Department Commander Willey is not here today only because of one reason, and that is because he is at the National Convention of the Veterans of Foreign Wars in Minneapolis, which is in session

this week. Our convention is dealing with many important matters of national defense and the welfare of our war veterans. Time will not permit me to mention all those matters, but I would like to speak about one of them which will be of interest to you, I am sure. And that is a program for the returning Vietnam war veterans. This is a matter of great concern to us and to other groups and organizations, too. All VFW Posts in this state have been urged by National Department headquarters to appoint a chairman in the Post and extend every effort possible to assist in the campaign to persuade employers to give preferential treatment to those young veterans when qualifications are equal when new employees are being hired.

"The VFW is very active on a national scale, too. Our Junior Past Commander-in-Chief, H. R. Renoir of California, was appointed by the President last year to be head of the National Employment Branch of the Labor Department in Washington.

"I just want to cite to you one example of the importance and need for such a campaign by reading to you excerpts from a short editorial in the Glendale News-Press concerning this important matter. It states the fact that the average unemployment rate across the land among veterans is 8.6 percent, and nearly 15 percent of those who are 20 years of age or younger. The average unemployment rate in the United States, by contrast, is less than six percent of the work force.

"The shocking part about this whole matter is the fact, as the editorial states, that a report and survey made by the Veterans Administration among employers throughout the country showed that 47 percent of them were indifferent to the employment of a war veteran. In other words, with qualifications being equal, they showed no partiality and were reluctant, didn't care at all, about giving them any preferential treatment. I am sure that is as shocking to you as it was to me.

"There is only one way to overcome that, and that is for all of us, every group possible, particularly those who have been cooperating in the campaign like the Businessmen's Alliance, the Veterans Organizations, the labor movements, to exert all the pressure we possibly can to try to persuade employers in our community to give some preferential treatment to those young men who have served this country in time of war that come back here. Many of them have no trades, of course, because of their youth. And the

fact is that they have to have some assurance from the citizens of this country that this country is not an indifferent nation to their service, but that it is a grateful nation.

"I hope that throughout this State of California members of the California Labor Federation, AFL-CIO, through your labor unions, will try to cooperate and do your bit, as you have been doing, to continue this work, to try to give these young veterans an opportunity to get themselves started in a way of life.

"I hope, in closing, ladies and gentlemen, that this convention will be most constructive in every way, that your actions here during this week will be most rewarding to the labor movement and all concerned.

"I am wearing on my lapel a 50-year pin of continuous membership in the Typographical Union. In fact, I have had over 56 years' continuous membership now and I intend and am striving to reach my father's record, who had over 60 years' membership when he passed away. I am going back to St. Louis to get that 60-year pin. And they have already told me that they would be in good shape for my starting in training because they told me when I get there they are going to give me a reception that only a roughneck can survive.

"Thank you."

Chairman Gruhn then thanked Mr. Ash for his remarks:

"Past State Commander Ash, we are certainly pleased to know of your past record and your present record in the trade union movement. And I might state that I am pleased to be on the Statewide Committee for the Employment of our returning veterans. And the labor movement, both nationally and statewide, is doing everything through various committees and organizations to bring about the employment of those who have served our country, and served it so well."

Secretary-Treasurer Henning followed with several miscellaneous announcements.

PARTIAL REPORT OF COMMITTEE ON LEGISLATION

Max Osslo, Chairman

Resolution No. 23

**Educational Opportunities
Program**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 90
Establish Class Size Maximums

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 74
Collection Agency Procedures

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 86
Dental Aid to Aged

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 38
**The Main Purpose of the
 California Labor Movement**

The committee's report:

"The committee believes that the heading inserted on this resolution is inappropriate, and accordingly recommends that it be deleted and in its place be inserted the word 'Safety'.

"Your committee further recommends that the 'Resolved' be amended by inserting in item 4 after the comma in the second line the following: 'whether caused by chemicals, radiation, or other harmful agents,' and by correcting in item 15 the typographical error in line 4, changing the word 'to' to 'in', and as so amended your committee recommends concurrence.

"Mr. Chairman, I move the adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 83
Protect Bus Operators

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 105
Outlaw Professional Strikebreakers
 The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 35
Establish Rail Passenger Line

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 36
**Access to Public Transportation
 Facilities by the Handicapped**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 100
Transportation Jobs

The committee's report:

"The subject matter of this resolution appears to involve a multiplicity of subject matters including taxation, foreign policy and ecology. Insofar as it involves these subject matters your committee believes that they are more adequately covered by the Statements of Policies V, Taxation, Page 9, XIII, Foreign Policy, Page 16, and XVI, Ecology, Page 19.

"However, insofar as the federal assistance for rail transportation is concerned, your committee believes that this portion of the resolution should be referred to the incoming Executive Council for consideration and action.

"With this statement your committee accordingly recommends that this resolution be filed.

"Mr. Chairman, I move adoption of the committee's report."

The motion was seconded.

Delegate Herman Solomon (Boilermakers No. 6, San Francisco) spoke in opposition to the committee's report.

The motion to concur in the committee's report was carried.

Following the completion of the Legislation Committee's partial report, Chairman Gruhn made the following announcement

Announcement

"The Chair would now like to announce that, as you will note on your program, we had Jim Stratten, Chief of the Division of Apprenticeship Standards, scheduled to speak this morning. However, he has been very gracious and he has time on his schedule and a couple of other people would like to speak for just a few minutes. They have to leave the city. So Jim Stratten will be on the program when we reconvene after our recess this afternoon, right after 2:00 o'clock. We will have Jim Stratten give his address to the convention at that time."

At this time, Chairman Gruhn introduced State Labor Commissioner Al Reyff to the convention.

Introduction of**AL REYFF****Labor Commissioner, State of California**

"I am now very pleased to have the opportunity to present to you Al Reyff, the new State Labor Commissioner.

"Al Reyff is a native of San Francisco schools. He has been a career employee. He started in 1949. He has held every job from Investigator to the position he now holds as the State Labor Commissioner.

"He was an Investigator in 1949, a Deputy Labor Commissioner in 1952, Area Administrator for Northern California in 1961 and Assistant Labor Commissioner in 1967.

"It is indeed a deep pleasure for me to present to you the new State Labor Commissioner of the State of California, Al Reyff."

Address

"President Gruhn, Secretary Henning, officers of the State Federation, delegates to the convention and distinguished guests, I am honored by your welcome and grateful for the invitation to speak to you today.

"I want to thank those distinguished labor leaders whom I have served under and who have helped me in my career to reach the position I now have. Jack Henning, Former Director of the Department; Sig Arywitz, Former State Labor Commissioner; Ernie Webb, Former Director of the Department and Ed Park, Former State Labor Commissioner and Director of the Department.

"I also want to use this opportunity, first of all, to praise your genuine concern for the welfare of the working men and women in California and I want to assure you as forcefully as I can that we in government share your concern. Our goals are the same. And I make you solemn promise as Labor Commissioner of this state that my door is open wide to each of you in organized labor and to all California workers who seek the protection of the law for their rights in the industrial marketplace.

"This is the time and place to make sure that you hear the message loud and clear. The State Division of Labor Law Enforcement, which I head, exists for only one purpose: to promote and protect under the law the welfare and the economic interests of all working people. And every member of my staff throughout the state stands ready and willing to do just that.

"The very nature of the complaints that we handle in the Division does not allow

us to show partiality for an individual or a cause or for a point of view or for special pleading. On the contrary, these complainants do demand that we be partial on the side of fairness and justice and firm in correcting the abuses and illegal violations. I believe this is a fair and realistic appraisal of our dedicated staff in the 22 field offices we maintain throughout the state, and I know that those of you who have dealt with them and who have come to know them personally will agree that they deserve your thanks for the job they are doing in very trying economic times.

"Whatever you may expect of the Labor Law Enforcement programs, no government program can function beyond its resources and outside the balance of priorities dictated by those resources.

"Let me review with you the basic resources of the Division.

"We have expanded our staff this year by 12 new positions. These additions will help us to reinforce certain continuing programs—for example, surveillance of public works projects to assure that prevailing wages, including fringe benefits, are being paid and that other requirements of employment and working conditions are being observed.

"The Division is also mounting a major drive to eradicate illegal employment of children in agriculture. As the harvests begin, we are sending augmented teams into the districts for first-hand observation of these conditions. Prosecutions have resulted already from this special enforcement program, and we hereby put all employers on notice that they will not escape the penalties in violating our child-labor laws.

"One gauge of the effectiveness of the Division's staff is the number of wage complaints and labor law violations that it handles. And in the fiscal year ended last June wage and nonwage claims and complaints totaled nearly 60,000.

"Even more impressive was our recovery of wages due workers, always one of our most successful efforts. And our all-time high of nearly \$6 million was collected during 1971-'72 for California workers.

"Although my term of Labor Commissioner is less than a month old, I want to talk about our programs for the year ahead.

"The staff of the Commission has been responsive in promoting and protecting labor's welfare and working conditions, and I want to assure you that I share the responsiveness. As a first effort toward

mutual understanding I am proposing that a series of regional conferences be held in every area of the state. In this way we hope to bring together labor and government, first of all, to exchange ideas on how we can make the work of the Division more effective; secondly, to examine the problems faced by labor; and finally, to seek solutions to these problems.

"We are organizing such a conference in the Redding area which we hope will be a model for future meetings.

"Another element of our long-range plan is a proposal to design to meet the changing picture of California's economy. For example, the trend towards locating work places in outlying and rural areas is a major challenge to all government programs. We are working on one solution that will provide service to aid these workers scattered over thousands of square miles and located in isolated areas far out from our established offices.

"I can only briefly review at this time some of these long-range problems that are now becoming apparent. Detailed solutions are not firm, but we are looking ahead. This is the only way we can make sure of continuing the record of benefits and services to labor, stretching back over several decades. That is also our way of telling you that we intend to vigorously enforce the Division's program that labor over the years fought for and gave so much for. These are your programs. And whatever record we may achieve, it is your interest and we must share it with you.

"Thank you."

**Introduction of
DANIEL V. FLANAGAN
Director, AFL-CIO Region 22**

Chairman Gruhn then presented Director Flanagan in these words:

"I would like to just call to the microphone for a few remarks, because he has to leave this convention and go to another part of the state, a fellow who is a great guy. He has been fighting for the trade union movement all his life, and he is with us and many of you know him. Another part of the Irish contingent of the labor movement—of course, that is one of the other minority groups that we have!

"I would like at this time to call on Dan Flanagan, Regional Director of the National AFL-CIO for this Region."

Address

Director Flanagan spoke as follows:

"President Gruhn, Executive Secretary

John Henning, officers and delegates and friends, I realize that the clock says high noon, and I don't want to infringe upon your refreshment period. That is a very important part of any convention program.

"I would like to make a few remarks as to some of the progress that is being made in our labor movement, and I hope that it will be of some interest to you.

"As many of you know, when our labor movement was first born a long long time ago it was almost completely a blue-collar type of membership. By that I mean the skilled trades, factory workers and the like. But in the last 20 years we really have been moving more into other important segments of the employment community in a very effective way. I refer to the public employment field at all levels of government.

"As you know, our late and great John F. Kennedy was the man that started us on the right road in that area of activity by his executive order of 1960, which allowed federal employees the right to enter unions. And as a result we have added hundreds of thousands of new members into our house of labor from the different levels of government. And that has been a great incentive in carrying on the strength of our movement. And within that public employment field I would like to pay particular attention to the teachers.

**Growth of the American
Federation of Teachers**

"I have noticed the teachers very active here on the floor of the convention, and I am very impressed with it.

"The AFT, as many of you know, started just around 1925. In 1950 all they had was about 50,000 members. In the last 20 years they have grown to about 300,000 members. And in the process they have really taken on the big giant in that profession, the National Education Association, which over the years we always typified as a company-union type of organization. And it is sort of a David and Goliath story. Here was our little AFT picking on the giant NEA. Lo and behold! We caused the NEA to change its internal setup and to become militant and progressive themselves and to engage in strikes, and so on, where before they were just sort of a social organization. Already there have been moves and there have been some mergers at the local level and at the state level, and hopefully we will have a national merger some day of the AFT and the NEA into the AFL-CIO. And that will be a great day in the history of our movement!

**Office and Professional Employees
Making Great Progress**

"Another organization that has had a tough time in making progress is the Office and Professional Employees International Union. As you know, the biggest part of their jurisdiction is the banking industry and the stock-and-bond industry and the big insurance companies. That is big business right at the top. And, as you know, they are completely opposed to organized labor. But nevertheless, the Office Employees unions keep plugging along and making progress.

"Up at the other end of the state, in the San Francisco Bay Area, we have had two remarkable developments with that union. Over on the Oakland side Local 29 tackled the Blue Cross organization, with 1100 in the unit, last December. And we just lost by five or six votes. And we are coming back there again in September with another campaign, and we will win it this time.

"And in San Francisco, Local 3 of that International Union took on the Blue Shield organization, with 1800 in the unit. And we won that election by a majority of several hundred.

"So those are important breakthroughs. And that shows that that union is going to move along and become one of our big and powerful unions in the house of labor very soon.

"So the labor movement of the AFL-CIO is on the move.

"In closing, because of the time element,

as I said earlier, I want to pay tribute to our California Labor Federation. I am a native son of California. And as some of you know, I have been in this labor movement for a year or two. Our State Federation of Labor has a wonderful record over the years. It has done a great job and continues to do so under our present effective leadership of President Al Gruhn, Executive Secretary John Henning and the Executive Board members of that State Federation of Labor. And I am sure that, with the continued support of the delegates and with the continued support of the rank-and-file membership in our State of California, that our California Labor Federation will be able to meet the future with great success.

"Thanks very much."

Announcements

Chairman Gruhn next called on Harry Finks, chairman of the Federation's Standing Union Label Committee, who made an announcement.

Following this, Secretary-Treasurer Henning also made an announcement, as follows:

"Mr. Chairman and delegates, I have been requested again to mention that we have a union house and union bar on the way out here, the Presidents Walk.

Recess

Secretary-Treasurer Henning moved to recess until 2 p.m.

The motion was seconded and carried.

AFTERNOON SESSION

The convention was called to order at 2:16 p.m. by Chairman Gruhn.

He then called upon Max Osslo, chairman of the Committee on Legislation for a report.

Chairman Osslo reported:

**FURTHER REPORT OF
COMMITTEE ON LEGISLATION**

Max J. Osslo, Chairman

Resolution No. 2

Employer Responsibility for Bad Checks

The committee's report:

"While your committee condemns the irresponsible conduct of employers who engage in the practice of issuing bad checks, it is convinced that the suggested relief proposed in this resolution is not practical or capable of accomplishment at the legislative level. It believes that it can more effectively be cared for through

collective-bargaining processes; and if these fail, then perhaps an approach by way of a bonding requirement might be more feasible.

"For those reasons your committee recommends nonconcurrence.

"Mr. Chairman, I move adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 3

Guarantee Payment of Surety Bonds

The committee's report:

"The purpose of this resolution is to require bonding companies to meet their proper obligations on a prompt basis. Your committee believes, however, that the method suggested in this resolution could not be accomplished constitutionally.

"Your committee accordingly recom-

mends that the resolution be amended by striking the resolved and inserting the following:

"Resolved, That the California Labor Federation, AFL-CIO seek legislation in the California State Legislature which would require a bonding company to pay double the amount due under its bond where such payment was not made on a timely basis or payment was frivolously withheld."

"As so amended your committee recommends concurrence."

"Mr. Chairman, I move adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 7
Prohibit Ex Parte Injunctions
in Labor Disputes

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 13
Four-Day—Thirty-Two Hour
Workweek

The committee's report:

"The subject matter of this resolution is concerned with mandating a four-day, 32-hour workweek for all employers."

"While this objective may be the desire of certain of the affiliates, the committee believes that this is a subject matter which properly falls within the autonomy of each of its affiliates since some may not necessarily agree with this approach especially since it may cause a reduction in contributions to various fringe programs such as health and welfare, pensions, et cetera."

"Your committee accordingly recommends nonconcurrence."

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

The committee's recommendation was adopted.

Resolution No. 40
Services of Labor Law Enforcement

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 82
Establish Regular Lunch Periods

The committee's report:

"With the consent of the sponsors of this resolution, your committee recommends

that the resolution be amended to confine its operation to those who are engaged as railroad operating crews."

"Your committee accordingly recommends that the first resolved be amended by striking the word 'employees' in Line 4 and inserting the words 'railroad operating crews', and by amending the second resolved by striking the word 'employees' and inserting the words 'railroad operating crews'."

"As so amended your committee recommends concurrence."

"Mr. Chairman, I move adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 84
Building Trades Employees of
the University of California

The committee's report:

"The sponsors of this resolution were called in to discuss this matter with your committee. However, even after the discussion there were many areas of uncertainty which the committee felt could best be cared for by the incoming Executive Council. Your committee accordingly recommends that the subject matter of this resolution be referred to the incoming Executive Council and that this resolution be filed."

"Mr. Chairman, I move the adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 161
Include Pro Rata Vacation Pay in
the California Labor Code

The committee's report:

"The subject matter of this resolution is concerned with establishing by legislation the establishment of the principle of pro rata vacations."

"In the opinion of your committee this is more properly a subject matter for collective bargaining; and we accordingly recommend that this resolution be filed."

"Mr. Chairman, I move the adoption of the committee's report."

The motion was seconded.

Delegate Claude Fernandez (Retail Clerks No. 428, San Jose) spoke in opposition to the committee's report.

Chairman Osslo then spoke in support of the committee's report.

The motion to adopt the committee's report was carried.

Resolution No. 159

**Support the National Commission for
Stabilization of Workmen's Compensation
Laws**

The committee's report:

"The subject matter of this resolution is concerned with improvement of the workmen's compensation program. Your committee believes that the subject matter has been more adequately covered in the Statements of Policy IV, Workmen's Compensation, Page 8, previously adopted by this convention, and accordingly recommends that it be filed.

"Mr. Chairman, I move the adoption of the committee's report."

The committee's recommendation was adopted.

This completed the partial report of the Legislation Committee.

At this time, Chairman Gruhn announced the appointment of the following Escort Committees:

**Escort Committee for
George Moscone
Majority Leader of the California
State Senate**

Vice-President Fred Fletcher, Vice-President Morris Weisberger, Vice-President Joe Garcia, Vice-President Lloyd Lee, Vice-President Harry Finks, Vice-President Joe Mazzola, Vice-President M. R. Callahan, and Vice-President Ray Wilson.

**Escort Committee for
John Tunney
U.S. Senator**

Vice-President Sigmund Arywitz, Vice-President James Booe, Vice-President Steve Edney, Vice-President John Dales, Vice-President Leonard Cahill, Vice-President Loretta Riley, Vice-President Max Osslo, Vice-President Richard Groulx, Vice-President Bennie Arellano and Vice-President C. A. Green.

**Introduction of
JAMES E. STRATTEN, CHIEF
State Division of Apprenticeship
Standards**

Chairman Gruhn then presented Chief Stratten to the convention for an address.

"At this time it is a pleasure for me to present to you the Chief of the State Division of Apprenticeship Standards, James E. Stratten, who worked a generation or more among the youth of his home city, San Francisco, before joining the California Youth Authority as an Assistant to the Director and Board Member.

"Upon the retirement of Former Chief Chuck Hanna, the Governor called upon him to be the Chief of the Division of Apprenticeship Standards.

"It might be of interest to you also to know that Jim Stratten was a member of the United Mineworkers Local 50 when he was in college and participated in strike action in the '30's.

"At this time it is a pleasure to present to you Jim Stratten, Chief of the Division of Apprenticeship Standards."

Address

Chief Stratten spoke as follows:

"Mr. Chairman and the Honorable Former Secretary of Labor, Jack Henning and some of my bosses in the audience from the California Apprenticeship Council, other dignitaries of the AFL-CIO Labor Council, ladies and gentlemen, thank you very much for the opportunity to come and share some of the experiences we are having and have had in the Division of Apprenticeship Standards. I bring you greetings from our Acting Director, Mr. George Smith, who has been an active member in the trade unions and especially the electrical trades.

"I am extremely pleased to have had the invitation to speak at your convention at what I consider a very opportune moment for the Division of Apprenticeship Standards.

"Many of you and your organizations I have known for many years. Some of you I have had the privilege to meet since becoming Chief of the Division of Apprenticeship Standards, and others I have not had the opportunity to meet but look forward to doing so as I go about my duties around the state.

"Members of my staff, especially those in the headquarters, wish to express their appreciation for the wonderful help many of you have given to the Division of Apprenticeship Standards.

"As I think about my topic, I think about your Chairman. We have had many pleasant reminiscent moments as we have gone through these last sixteen months in an effort to develop and implement the California Plan.

"We are mindful and thankful for the work that Al Gruhn did in 1960 in the California Conference on Apprenticeship as he carried the banner in that Conference to cause the members to give some consideration for equal opportunity in California.

"And here I would like to say publicly, coming very late after such action:

Thanks to you, Mr. Gruhn, for giving us the impetus and starting the wheels rolling in a genuine way towards equal opportunity in California.

"My topic, 'Apprenticeship, A Workable Tool in the Nation's Quest to Guarantee Equal Work Opportunity in the Skilled Labor Market', affords me an opportunity to give you a first-hand report on the achievements of the Division of Apprenticeship Standards and the Bureau of Apprenticeship and Training for the past sixteen months.

"May I say here that we have a very close working relationship with the United States Bureau of Apprenticeship and Training, Mr. Morris Skinner, who is the Regional Director and Mr. Denny, who is the State Director for the Apprenticeship and Training Program, have worked very closely with us. And if there is credit for what we have done, it should be equally shared between the Division of Apprenticeship Standards and the Bureau of Apprenticeship and Training, because it has been with this kind of teamwork that we have had whatever success we have had.

"The topic also affords me an opportunity to share with you some of our hopes and aspirations for the future as we look forward to a vigorous application of the principles of apprenticeship and apprenticeship training in California.

"As many of you know, I was appointed by Governor Reagan as the Chief of the Division of Apprenticeship Standards in May of 1971. It has been a very exciting and never-a-dull-moment kind of job.

"I must say, before I had a position and now I really have a job.

Title 29, CFR 30

"As you may remember, on April 8, 1971, Secretary of Labor Hodgson stressed through the Register his concern for equal opportunity and apprenticeship programs throughout the nation and, therefore, published on April 8, 1971, Title 29, CFR 30, a regulation calling for mandatory equal opportunity in apprenticeship trades.

"In California we have the Shelley-Maloney Act, which regulates our apprenticeship activities. In addition, we have the California Apprenticeship Council, which functions as a policy-making body. Therefore, when Title 29 CFR 30 was published, California had to think in terms of how Title 29 CFR 30 could be made to fit harmoniously into the current California law.

"We have Chuck Hanna, the former Chief of the Division of Apprenticeship Standards, to thank for finding a way to

fit Title 29 CFR 30 into our California law. It was on April 23, 1971 that Chuck Hanna made the suggestion that we not attempt to rewrite the California Labor Code and Shelley-Maloney Act, but rather that we blend Title 29 into the existing act.

"The federal government gave us until October 8, 1971 to accomplish this task.

"The Council held hearings June the 3rd and 4th of 1971 and adopted Title 29 CFR 30 on the 4th of June 1971. At the same time the Council instructed the staff to develop an affirmative action program for the State of California which would serve as a guideline to the apprenticeship sponsors in the State of California.

"On July the 30th the Council approved the program and instructed the staff to implement the program.

"The federal government on August the 9th signed off on our California Plan, signifying that they approved of our plan. This gave the staff from October 8, 1971 to April 8th, 1972 to work with the various committees and sponsors of apprenticeable activities throughout the state and help them in their submittal of affirmative action programs with those timetables and new selection procedures and new pledges.

"I am pleased to report to you, and many of you already know this today, that as of June 30, 1972 all persons involved in the apprenticeship program as sponsors were in conformity with the wishes of the California Plan.

"As Chief of the Division of Apprenticeship Standards, I am extremely grateful for the tremendous cooperation received from the joint apprenticeship committees, composed of labor and management, people who are volunteering, for the most part, huge chunks of their time to put into California the most sophisticated apprenticeship program existing in the country. Also those sponsors with less than five apprenticeship committees, apprentices on their committees, and those with plant standards, all have come into compliance with the California Plan, which is our plan for equal opportunity in apprenticeable activities for this state. We have done this when many people had said that we would be having to go to court, that we would be having hearings, we would have a lot of dissident groups. We have done this without a single committee having to be taken in even as far as a hearing. And I think that is a tribute to you folks and the people in management and your desire to have an equal opportunity program in California.

"At the same time that these committees were attempting to get the paper

work done for us in order to help us come into compliance as a state as named by Title 29 CFR 30, these same committees were also busy developing more apprenticeship opportunities, holding examinations, screening and taking new applicants.

Minorities Account for 26 Percent of Apprentices

"During the time I have been the Chief of the Division of Apprenticeship Standards, 26 percent of all the apprentices taken in have been minorities. This is a clear indication that there is a deep concern that minorities have their share in the opportunities in California. Many have attempted to encourage me as Chief in conversation and in arguments to look deeply at the past and build a program around it. Many have attempted to use the techniques to fill up the holes of the past with minorities before moving forward with an equal opportunity program.

"As Chief of the Division I have opposed these techniques primarily because it would not serve any good purpose. Instead, we have said that we will set the goals and timetables or we will work with those who are willing to set the goals and timetables for themselves in the proper ratio of the proportion of the existing ethnic groups and goals and timetables will be fixed and will be audited after 12 months, and hence after every six months.

"We do not have to get into the debate of what has happened in the past. All of you here know what has happened in the past, especially since the attitude of the present and future will make it possible to overcome the difficulties of the past.

"I said my topic would give me an opportunity to also express some of our hopes and some of our concerns. We know that California is the state with the largest number of apprentices, the state with the largest apprenticeship program, the state with the most sophisticated approach to the responsibility of offering equal opportunity. It has as much of a problem facing it as any of the other states that are less sophisticated. So one of our big hopes of the future is that they get together with labor and management, and management alone and labor alone. That will enable us to take advantage of the tremendous number of dollars being spent in public works.

Equal Opportunities in Public Works

"Now right here may I move a little from my written text by saying that public works, as far as I am concerned, does not necessarily mean the building trades

exclusively. I construe public works to be anything that the public money is spent for. Aerospace and any other industry, any place where our public tax dollar goes I feel, as the Chief of the Division of Apprenticeship Standards, should have some responsibility in making it possible for equal opportunity in apprenticeship activities in California to work. Many people have placed the whole burden upon the construction trades, but they are the ones who have to make the equal opportunity program work.

"I construe that every industry and we in the Division of Apprenticeship Standards and I as the Chief of the Division of Apprenticeship Standards will look diligently and work hard to see that not only the building trades industry will be involved in the equal opportunity program, but also all other industries. And they too should take their share of the responsibility of putting these people to work and training them.

"We are grateful that the federal government chose to follow our lead. And the Secretary of Labor published Title 29 CFR 5 and 5(a). No longer will the contractor be able to hide behind certain loopholes when he is dealing with a federal public works contract. Recent meetings with federal agencies indicate to us that they are in support of our legislation.

An Apprentice Per Five Journeymen

"In 1777.5, which prohibits employment of trainees in apprenticeable trades in California, we call on the grass-roots citizens as well as the people in labor and management to inform us when there are violations of this California law. This law requires that we have on public works an apprentice to every five journeyman. We wish to see that law upheld in every place where public money is being spent. We are convinced that if we work together to achieve adherence to our California law we will indeed achieve our goals and timetables and we will meet the California Plan. Equal opportunity programs never experienced before in the State of California will be achieved.

"One other bit of information I would like to pass along to you has to do with our effort to do the job as economically as possible without sacrificing efficiency and service.

"I am happy to state to you that the Division of Apprenticeship Standards has done a yeoman's job in the last sixteen months as far as cost to the taxpayers of the State of California is concerned. Over 32,000 apprentices are currently in training under the auspices of over 2100 state-

approved training sponsors, including 609 joint apprenticeship committees and over 1,500 individual firms.

"During the past fiscal year the Division of Apprenticeship Standards registered 15,621 apprentices, incoming apprentices, in approved training programs while maintaining an average of 31,575 active apprentices throughout the 12-month period at an overall program cost to the Division of \$1,484,960, or slightly over \$47 of tax support per active apprentice, as compared to the overall cost of \$1,917,220, or an average cost of \$63 per active apprentice for the same period of the previous fiscal year.

"Over 5,200 apprentices completed their training during this period. I don't need to tell this group that these are great returns for dollars spent.

"I might say, in closing, that I am extremely proud to be associated with this kind of endeavor. I have attended almost all of the completion ceremonies to which I have been invited, and I find the young men and women moving from apprenticeship to journeymanship bright and alert and willing to take their share of the responsibility in the community. I find them much more attractive today than I do some of those coming out of other training programs and institutions throughout the country.

"If you could say one thing as a group of people in leadership roles in labor to the minority community and families who this program of equal opportunities is designed to help, it would be: Take a good look at the apprenticeship program and skilled trade work and hold a counseling session with your sons and daughters to see if they might wish to reassess their goals and timetables. I feel if such counseling sessions could be held with the minority parents, many more youngsters from these ethnic groups would be genuinely aware that the opportunity awaits them, and it waits for them to seize it.

"Again, I would say that the equal opportunity that you have put your hands out to help us achieve is the thing in the Division of Apprenticeship Standards in the California Plan that we seek to accomplish. Your help and guidance in achieving that goal is appreciated and desired.

"Thank you very much."

Here followed several miscellaneous announcements.

Chairman Gruhn then called the Escort Committee for Senator John V. Tunney to accompany the Senator to the platform.

Introduction of HONORABLE JOHN V. TUNNEY U.S. Senator

With these words, U.S. Senator John V. Tunney was presented to the convention by Chairman Gruhn:

"Delegates, this is a real honor and privilege for me to have this opportunity to present to you a great young American who has become elevated to election to one of the most important offices representing the State of California in the United States Congress.

"Born in New York City, he is a graduate from the University of Virginia with an LLB in 1959, he won the appellate court competition, he was admitted to the Bar in Virginia and New York in 1959, joined the U.S. Air Force as a judge advocate and was assigned to March Air Force Base, serving until he was discharged as a captain in April 1963. He was admitted to the California Bar in 1963. He was elected to the 89th Congress on November 3, 1964 and was re-elected to the 90th and 91st Congresses and elected to the United States Senate on November 3, 1970. And we were a part of that great victory in 1970 when this new United States Senator took the place of the 'Song-and-dance man,' from California who was giving labor nothing but a bad time back in the United States Senate.

"Senator Tunney as Congressman was a friend of the trade-union movement. He also, you probably know, is the son of an illustrious heavyweight boxer: Gene Tunney. He is serving us now in the United States Senate—serving the interests of the ordinary people, promoting programs that are going to move this country ahead all the way through and helping the trade-union movement in our problems.

"It is indeed a great pleasure for me to present to you at this time the Honorable John V. Tunney, United States Senator from the State of California!"

Address

Senator Tunney then addressed the convention:

"Thank you.

"As you know, the Congress is in recess and has been for the past several days; and I came to California, where I have been working about 17 hours a day. And the best thing about working 17 hours a day during this particular period of time is that I haven't had an opportunity to watch television and see the 'Coronation of King Richard I'!

"I owe to you today a report on the past year in Washington, D.C.

"This seems a particularly opportune time for such a report. For it was one year ago that President Nixon inaugurated his new economic policy.

"It is clear now that the new economic policy, for whatever benefits it has had to the economy, is a noose around the neck of organized labor.

"Clearly, the nation needed new programs to ease unemployment and curb inflation and bring us out of recession. But we needed programs that would be thoroughly administered between big business and labor, between small business and industry, between farmer and the middle men.

Inequity in New Economic Policy

"But there has been little equity or even-handedness in the administration of Phase I or Phase II of the new economic policy.

"Instead of curbing prices, wages were frozen so that the average working man and woman found it increasingly difficult to put a decent meal on the table.

"Instead of restricting profits, the Administration froze housing and other vital public projects that would have improved our cities and put tens of thousands of men to work.

"Instead of closing tax loopholes, it gave an \$80 billion tax break to giant corporations over the next ten years.

"Instead of freezing the bonuses and other income of corporate executives, it froze only your pay check. So that while your increases were limited to an average of five and a half percent, the President of AVCO got only a 79 percent increase; the Chairman of the Board of Bendix (poor man!) saw his income only go up by 130 percent; and the Chairman of the Board of Eastern Airlines was paid 77 percent more.

"Now Administration mimeographs multiply press releases about the new economic policies. Smugly, they proclaim that productivity has increased. But grocery bills show that prices have, too.

"Exultantly, the releases ballyhooed that unemployment has leveled off. Actually it is only a tiny fraction below last year's disastrous six percent unemployment of the American work force — and more than five million Americans today remain jobless.

"For millions more, the fear of layoffs hangs over the disaster of earlier Nixonomics like a mushroom cloud. For it was

in the first three years of the current Administration that inflation skyrocketed and our nation skidded backward into bleak recession.

"The thing that is so amazing about the doubletalk that we are now hearing about the 'improvement' in the economy is that it was this Administration that put the economy into the recession that it was in — and now that it has bottomed out and it is coming back a little, they proclaim this to be a 'great economic achievement'.

"Well, I can assure you that during the next three months this kind of doublethink and double logic is not going to be lost upon the American people. Because they are going to be made to account for the unemployment that they created, to account for the \$83 billion deficit that was the result of the recession, and the five million people who remain unemployed!

The Administration's Assault on Labor

"Unlike the still-collared conservatism of the 1920s, when labor was clubbed and bayoneted, the present Administration moves with buttoned-down confidence in efforts to manipulate labor. It does so as if the labor force were made up of statistics rather than of human beings, each striving for some measure of comfort, dignity and opportunity for himself and for his family. It did so in 1970 and in 1971 when it deliberately forced men and women from their jobs on the theory that fewer pay checks would mean less inflation.

"Well, inflation continued to soar and misery was compounded in hiring halls of unions in every corner of this country. And there is no doubt in my mind that the President would resume the same policy if he were re-elected. It would be his final term and he would not have the restraint of a future election to modify his big-business beliefs.

"Already the nation's leading economists predict that by the end of the year inflation will break free from the imperfect net that the new economic policy has thrown over prices. And of course it will be the pocketbooks of the average wage earner that are going to be hit the hardest.

"President Nixon, with a four-year lease on the White House, will be an unrivaled threat to American labor. Hidden now in the pending files of future legislation by the Administration are bills to compel arbitration in the settlement of strikes, and other bills to weaken collective bargaining and unions. But the fact that these items have been postponed does not hide the anti-labor bias of the present Adminis-

tration. For the evidence is fresh and conclusive.

Evidences of an Anti-Labor Bias

"When Congress last year passed the Accelerated Public Works and Economic Development Act to provide \$2 billion for construction areas hardest hit by unemployment, what did President Nixon do? He gave it his veto.

"And when Congress established an expanded day care center so mothers could work to supplement family income, what did President Nixon do? He gave it his veto. And just last week when Congress added funds to build hospitals and improve schools, what did President Nixon do? He gave it his veto. It was his 16th veto as President.

"However, when I.T.T. wanted to multiply its assets through merger, what did the Administration do? It dropped the antitrust suit against I.T.T. and the company subsequently pledged \$400,000 to aid the Republican Party to bring the convention to San Diego.

"And when Congress at long last passed legislation on disclosure of campaign distribution, what did the Administration do? It speeded its fund-raising before the law became effective — and now it says it has \$10 million in the kitty, but it won't say from whom.

"I have had the opportunity to read in newspapers in the last year the story of how the Justice Department has brought one criminal suit after another against unions around this country because of so-called illegal campaign contributions. How many have they brought against those men who made substantial contributions to the Republican Party? They haven't brought any, to my knowledge.

"When some of those contributions aggregating \$10 million that were collected, and that they won't tell who contributed the money, possibly as much as \$114,000 found its way into the bank account of the man accused of masterminding the break-in of the National Democratic Headquarters, what did the Administration do? Its spokesmen complained that court action over the break-in could cause 'incalculable' damage to Nixon's re-election campaign. And Maurice Stans, the President's chief fund-raiser, after promising a 'logical explanation' clammed up.

No Income Taxes for Big Corporations

"And when the American people demanded tax reform, what did the Administration do? It said it didn't want tax reform to become a political issue and it

left untouched the present system which shelters the wealthy, favors the influential and leaves the rest of us with an unfair burden.

"Item—In 1970, Bethlehem Steel made \$134 million. It paid dividends of \$97 million. And how much did it pay in federal income taxes? Not one penny!

"Item—In 1970, Standard Oil of Ohio made \$66 million, and in 1971 it made \$61 million. It paid stockholders \$72 million in those two years. And how much did it pay in federal income taxes? Not one penny!

"Item—In 1971 United States Steel made \$154 million. It paid \$97 million in dividends. And how much did it pay the federal government? Not one penny!

"Eight giant corporations paid no federal income taxes in one of the last ten years. West Vaco Paper Company, Alcoa Aluminum, Standard Oil of Ohio and U.S. Steel in 1971; Allied Chemical, Republic Steel, National Steel, Bethlehem Steel and, once again, Standard Oil of Ohio in 1971. Those eight companies earned a total of \$651 million after expenses—and they paid a total of \$416 million in dividends.

"Now, clearly the current Administration prefers the paneled boardrooms of Wall Street to the hiring halls of the Main Streets of America. Clearly it put special interest ahead of the public interest. And just as clearly, labor must fight hard for its own programs and its priorities.

Important Legislative Battles to be Won for Workers

"It has fought hard with those of us who see alike to win legislation to extend unemployment compensation benefits for an additional six months. And it fought hard with us in the Senate and Congress who think alike to increase the minimum wage from \$1.60 to \$2.00 this year, and to \$2.20 next year. And I hope it will fight hard with us to reform our systems for pensions so, among other things, pensions are portable and workers are not denied security when they move from one job to another.

"There are many other important legislative battles to be won on behalf of American labor:

"Full employment—a job for every man and woman who wants one. The billions wasted in Vietnam and the billions in corporate profits that slip through tax loopholes could be used to create such jobs.

"Job conversion—providing interim pay and other incentives to workers while

wasteful defense production is converted to constructive domestic needs: rapid transit; pollution control technology; space research and development; construction of medical and technological facilities.

"Health insurance—so that every American is protected against calamitous major illness. I hope that we can establish health maintenance organizations to provide complete medical care, preventive as well as diagnostic, so that illness can be avoided as well as treated. And we shouldn't have to wait five or ten years to get that legislative proposal through!

Defeat Anti-Farm Worker Initiative

"In California, there is an agricultural labor relations initiative on the November ballot, which is a measure designed by the massive agricultural aggregates to disrupt the unionization of farm workers. I am pleased that Jack Henning, along with Cesar Chavez, are united in opposition to the proposition. It must be—and it shall be—defeated!

"In other ways California faces a repressive and regressive regime. Governor Reagan's veto, the latest, to kill extended unemployment insurance benefits for the state's 235,000 farm workers, is but an example. And nationally, the wage earners of America are still having their pockets picked by continued inflation. Inflation must be stopped. This means that Phase II, while it continues through next April, is fairly and justly administered so that profits don't soar while wages remain fixed.

"Beyond that, however, inflation will only be stopped when, among other things, our participation in the Vietnam War stops. And of course inflation can be conquered only if we have an Administration that will enforce the antitrust laws and will close the tax loopholes that permit big business to profiteer while labor is throttled.

"Above all, we must have a new Administration. For it must be obvious in the indictments that I have laid down against the current Administration that I believe that the President has forfeited any claim to our trust and our votes, And he must be defeated!

Change in Leadership Sorely Needed

"His defeat, however, is not the ultimate priority. The election of new leadership is — leadership committed to peace abroad and progress here at home — leadership that enhances justice rather than dispenses favors — leadership that is open and candid with the people rather

than distrustful and secretive towards them — leadership that inspires the best in us rather than provokes the worst in us. In short, the leadership represented by George McGovern and Sargent Shriver.

"I am awfully glad to see that California labor hasn't been taken in by the sweet talk of John Connally and the sweet talk of Ronald Reagan and the sweet talk of President Nixon. Labor obviously will have a very great stake in the outcome of this year's elections. And I am hopeful that whatever wounds may have been opened in the democratic ranks during the tough primaries early this year will be bound before election day in November.

"You and I may not agree on all the details of some of the proposals that Senator McGovern has offered. I don't agree with my father on everything that he suggests. And I know that there are many of you who have tremendous disagreements one with the other, close friends, husband and wife. But the fact is that George McGovern is a thoughtful and a responsible man — a man who listens to reason and who will forge his priorities on the hard realities of what will create jobs and will establish honor and order for all Americans.

"If you take a look at his labor record over the years that he has been in the Congress of the United States and take a look at the labor record of President Nixon, I don't think that you would have any question in your mind who is the friend of labor and who is the enemy of labor. No question!

"Your five-year-old son or daughter who is just learning to read could understand that!

"George McGovern and Sargent Shriver share a zeal for the United States, and I know that their dedication to the principles of our nation are total and complete. And one of the most vicious canards that is being spread around is that George McGovern is a unilateral disarmer. Nothing could be further from the truth.

"George McGovern is, however, committed to ending the war in Vietnam. And so am I.

"George McGovern is committed to tax justice so that the burdens of maintaining our system of government are equitably shared. What's so bad about that?

"George McGovern is committed to industrial progress that will permit orderly transition from defense to domestic production when our soldiers, sailors and POW's are at last home from Vietnam.

Condition of the Aerospace Industry

"Ladies and gentlemen, one of the things that bothers me the most as representative of this great state to the Senate of the United States is the crocodile tears and having to listen to all the easy, saccharine explanations and worries about this Administration regarding the aerospace industry. Let me tell you something.

"When you decide as the major contractor with the aerospace industry that you are going to cut back billions of dollars in space contracts and in high-technology for the Defense Department, you know that you're going to lose fifty, a hundred, two hundred, three hundred thousand men out of the aerospace industry unless you convert that industry and put billions of dollars back in where those billions were lost. So when this Administration moans and weeps and pulls its hair and gnashes its teeth about the conditions of the aerospace industry, I say that they have only themselves to blame because they knew that it was going to happen. And the working men and women in the aerospace industry are going to give them their thanks on election day in this year.

"George McGovern and Sargent Shriver are committed to reforming our welfare system so that pride replaces the handout and so that jobs are available and incentives for those who seek them.

"To some, their programs may seem radical. But, as George McGovern has himself pointed out, 'What is right has always been called radical by those with a stake in things that are wrong.'

"I believe in George McGovern and Sargent Shriver. I believe in the American labor movement. And I believe organized labor is one of the vital forces in America. I believe that you will continue to provide the sinew and the energy for progress in the future.

"I count on your continuing strength and, hopefully, your support not only for my efforts in Washington, but for those Democrats who seek office this year and principally for the Democratic standard-bearers: George McGovern and Sargent Shriver.

"I would close my remarks by recalling the words of Samuel Gompers, who cried: 'I am a workingman and in every nerve, in every fiber, in every aspiration I am on the side which will advance the interests of my fellow workingman. I represent my side, the side of the toiling wage earning masses, in every act and in every utterance.'

"This too is my commitment—a com-

mitment to the noble aspiration of every trade unionist in this state and throughout this nation. Thank you very much."

Convention Photograph

At this point, the convention photograph was taken.

NOMINATION AND ELECTION OF OFFICERS

Chairman Gruhn 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 Emp's. No. 3, San Francisco).

The nomination was seconded by Sal Minerva (No. Calif. Dist. Council of Laborers, San Francisco); C. T. McDonough (Cooks No. 44, San Francisco); and Leonard Cahill (Redwood Dist. Council of Lumber and Sawmill Wkrs., Eureka).

Delegate Ed Turner (Marine Cooks & Stewards Union, San Francisco) 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 and carried and Secretary-Treasurer Henning cast the ballot.

The Chair declared Albin J. 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 & Laborers No. 181, Eureka).

The nomination was seconded by Max J. Osslo (Butchers No. 229, San Diego); Loretta Riley (Bartenders & Culinary Wkrs. No. 770, Santa Rosa); Steve Edney (Cannery & Industrial Wkrs. of the Pacific, Terminal Island); Harry Bloch (Clothing Wkrs. No. 408, Los Angeles); and C. B. Hughes (Typographical Union No. 174, Los Angeles).

Delegate Harry Finks (Theatre Empls. B-66, Sacramento) moved that the Secretary be instructed to cast a unanimous white ballot for John F. Henning who was unopposed for the office of Secretary-Treasurer.

The motion was seconded and 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 C. L. Delums (Sleeping Car Porters, Oakland).

The nomination was seconded by Ernest M. King (Boilermakers No. 513, Richmond); and Herman Solomon (Boilermakers No. 6, San Francisco).

Delegate Ernest M. King (Boilermakers No. 513, Richmond) moved that the Secretary be instructed to cast a unanimous white ballot for Manuel Dias who was unopposed for the office of General Vice President.

The motion was seconded and carried and the Secretary cast the ballot.

The Chair declared Manuel Dias duly elected General Vice President by the convention.

Geographical Vice-Presidents

Delegate Sigmund Arywitz (Los Angeles 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 (Hod Carriers No. 652, Santa Ana).

District No. 3A, Anthony J. Bogdanowicz (Cabinet Makers & Millmen No. 721, Los Angeles).

District No. 3B, John L. Dales (Screen Actors Guild, Hollywood).

District No. 3C, John A. Cinquemani (Bldg. & Const. Trades Council, Los Angeles).

District No. 3D, Kenneth D. Larson (Fire Fighters No. 1014, 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, Bennie Arellano (Laborers No. 585, Ventura).

District No. 6, H. D. Lackey (Bldg. & Const. Trades Council, Bakersfield).

District No. 7, C. A. Green (Plasterers & Cement Masons No. 429, Modesto).

District No. 8, Thomas A. Small (Bar-

tenders & 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, Fred L. Martin (Automotive Machinists Lodge 1305, 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, Lamar Childers (Bldg. & Const. Trades Council of Alameda Co., Oakland).

District No. 11, Leo Mitchell (Electrical Wkrs. No. 1245, Walnut Creek).

District No. 12, Loretta Riley (Bartenders & Culinary Wkrs. No. 770, Santa Rosa).

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 J. Lea (Lumber & Sawmill Wkrs. No. 2907, Weed).

Delegate James B. Booe (CWA Dist. 9, Sacramento) and Howard Crowell (Typographical No. 21, San Francisco) and Edward T. Shedlock (Utility Wkrs. No. 160-C, Menlo Park) seconded the nominations as expressed and identified by Delegate Arywitz.

There being no further nominations for Geographical Vice President Districts 1 through 15, Chairman Gruhn declared the nominations closed.

Delegate Daniel Mundy (Union Label Council, Los Angeles) moved that the Secretary cast a white ballot for all 25 Geographical Vice Presidents. The motion was seconded and carried and the Secretary cast the ballot.

The Chair declared the 25 Geographical Vice Presidents elected.

At Large Vice Presidents

Delegate Ray M. Wilson (So. Calif. Dist. Council of Laborers, Los Angeles) nominated the following incumbent At Large Vice Presidents:

Office A, James P. McLoughlin (Retail Store Employees No. 428, San Jose).

Office B, James B. Booe (CWA Dist. 9, Sacramento).

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

Office D, Sigmund Arywitz (Los Angeles County Federation of Labor, Los Angeles).

Office E, Jerome Posner (Clothing Wkrs. No. 278, Los Angeles).

Office F, Joseph P. Mazzola (Plumbers & Pipefitters No. 38, San Francisco).

Office G, Steve Edney (Cannery & Industrial Wkrs. of the Pacific, Terminal Island).

Office H, Fred D. Fletcher (Newspaper Guild No. 52, San Francisco).

Office I, Frank S. McKee (Steelworkers, No. 6849, Sacramento).

These nominations were seconded by J. A. Cinquemani (Bldg. & Const. Trades Council, Los Angeles) and Kenneth Larson (Fire Fighters No. 1014, Los Angeles).

There being no further nominations for the At Large Vice Presidents A through I, they were declared closed.

Delegate Wm. C. Farley (Calif. State Conf. of Painters, San Mateo) moved that the Secretary be instructed to cast a white ballot for the unopposed At Large Vice Presidents. The motion was seconded and the Secretary cast the ballot.

The Chair then declared the At Large Vice Presidents elected.

San Diego Chosen 1974 Convention City

Delegate Max Osslo (Butchers No. 229, San Diego) nominated San Diego as the 1974 Convention City. Delegate R. R. Richardson (Central Labor Council, San Diego—Imperial Cos., San Diego) seconded the nomination.

There being no further nominations, Chairman Gruhn declared them closed and declared San Diego to be the 1974 Convention City.

Chairman Gruhn next requested the Escort Committee for State Senator George Moscone to lead the Senator to the platform.

Here followed several miscellaneous announcements.

Introduction of GEORGE MOSCONE

State Senate Majority Leader

Chairman Gruhn then presented Senator Moscone to the convention for an address:

"It is now a privilege for me to present to you the Senate Majority Leader, George Moscone. He is the man selected by his Democratic colleagues in the State Senate as not only their leader, but their chief spokesman in their behalf.

"Senator Moscone, former attorney and supervisor in San Francisco, was first elected to the Senate in 1966 by the second-largest plurality in the state.

"In 1970 his re-election margin of 113,000 votes was the largest margin of any state legislator in California. His total vote of 164,000 was the highest of any candidate on the San Francisco ballot.

"As the Majority Leader, Senator Moscone frequently speaks out on the key issues generated in the state capital. Among other matters he has espoused the closing of tax loopholes, tax relief, human welfare reform, decent school lunch programs, innovative environmental programs, comprehensive health care, adequate consumer protection, complete campaign reporting, proper state education funding, decent salaries for state workers.

"He was elected the Democratic Floor Leader following his first full year in the State Senate and was re-elected to that position in 1969, 1970, 1971 and 1972. He also served as Caucus Chairman in 1968.

"Senator Moscone was voted the outstanding freshman Senator in 1967 and the most effective Democratic Senator in 1969 by the Accredited Capitol Press Corps.

"He had perfect attendance records in the legislative sessions of 1967, 1968, 1969 and 1970.

"I know further that he has been a friend of the trade union movement in the legislature with a fine voting record. He works very closely with and helps our Executive Secretary-Treasurer in trying to put through the various bills that are so important to the trade union movement and he also is very helpful when we are trying to dump the bad bills that are going through the State Senate.

"So I will introduce at this time a great friend of ours, a great leader in the state legislature, Senator George Moscone."

Address

"Thank you very much.

"Al Gruhn, Jack Henning, distinguished labor leaders, brothers and sisters, they tell me that there is laughter, rejoicing and great back-slapping at the White House these days because it is felt that the November election will be a Republican landslide.

"The major question on the minds of those assembled in Miami is just how large will the margin be. Will the margin be of such a size as to exonerate Richard Nixon for not carrying out the pledges he made to the American public in 1968?

"Now you remember those pledges—pledges to end the war in Vietnam, pledges to bring back America, bring it back together again, pledges to drastically reduce crime, racism and urban decay, and pledges to give the working men and women of this country a better shake of the dice.

"I say to you that Richard Nixon has failed on all those counts, and that he has failed miserably. The war continues to be a tragic waste of American lives and dollars, a continuation of our most immoral hour. Unemployment remains at five and a half percent, apparently frozen there to the complacent self-satisfaction of the Nixon Administration. And labor, which was promised a prominent role in the candidate's pledge to bring us back together, has been frozen out of the rightful place it deserves in public policy planning.

"Four years in office have not prevented Richard Nixon from pressing his thumb on the scale of justice when dealing people and our elderly. This is an smugly ignoring the role of those in high places in bugging the Democratic Headquarters.

"So, brothers and sisters, the record is clear that this Administration has not ended the war, this Administration has not provided jobs, this Administration has failed to meet the almost criminal problem of gnawing inflation which eats into the pay checks and savings of our working people and our elderly. This is an Administration that offers something known as 'benign neglect' to our pressing urban and racial problems. This is an Administration that seeks to place incompetents in the highest court of this land. This is an Administration that is not deserving of the support of organized labor in any manner, shape or form.

"Organized labor has been in the forefront of leading and, more important, of solving the social problems of this nation. And we cannot and we must not let that slip away by giving Richard Nixon another, second term.

"I say to you that there is only one candidate seeking the Presidency who represents the goals and aspirations of the working men and women of this country, and that candidate is Senator George McGovern!

"Here in California we have the conservative right arm of the Nixon Administration. You know, Governor Reagan has never really understood the true role of the State Legislature. Somehow or other, to him it is simply a branch of govern-

ment that interferes with the absolute mandate that he believes the people gave him in 1966. The Governor's misunderstanding of the fact that there are three separate and equal branches of government has served to stymie the Legislature and the California public for the past six years.

Veto of Farm Worker Bill Means Higher Welfare Costs

"Last week, for the second consecutive year, the Governor vetoed a bill which would have extended unemployment insurance benefits to farm workers. And so the Governor, who has shown his disregard for his own state employees by denying them pay raises to which they were entitled once again turns his back on the farm workers of this state. The veto of the farm workers' bill means higher welfare costs. And so Governor Ronald Reagan is apparently willing to let the added load fall on the local property taxpayer rather than his friends, who are known as 'agribusiness'.

"I invite you all to watch Governor Reagan very carefully this fall on the farm labor initiative. That measure, if passed — and it will pass without the total dedication of the labor movement — will totally disenfranchise almost 250,000 farm workers; and, brothers and sisters, it is intended to do just that.

"If we allow the Reagans and the Nixons of this land to again help the giant corporate farms at the expense of farm workers, let me tell you that there is no question but that their next target will be against other segments of the labor movement. And that is why your involvement in the defeat of Proposition 22 is so critical.

"I commend you for your contribution, both financial and by way of endorsement, and I wish to join with you in that effort.

"Despite Governor Reagan's open interference in the legislative processes somehow or other because of a Democratic majority in the Assembly and in the Upper House, the Senate, thanks to you, he has been given a number of bills to sign or veto. Two of those bills I would especially emphasize and recommend to your attention, because I wrote them.

"The first one is a constitutional amendment, Proposition 9 — you should excuse the expression! — that will appear on the ballot in November and will allow the people of this state to determine whether a majority of voters of this state can vote to build schools which are subject to the Field Act and which will save them from

the devastations of earthquakes that are part and parcel of California living.

"In addition to the fact that that bill is humane, it covers more than 150,000 school children throughout this state who will otherwise have to be without the benefits of schooling; it also provides meaningful labor for the work forces in this state that is so in need of it.

SB 1454 Means Jobs and Housing

"The second bill, Senate Bill 1454, is now before the Governor for a decision.

"The influence of the labor movement must be brought to bear on the Governor's office for the signature on this bill, for the passage of this bill would mean new jobs for labor and new housing for those persons earning between \$7,000 and \$12,000 per year. So the great American dream of home ownership, of living in safe, sane and decent housing is more than just a promise, but it is in fact a realization by those who have been cut out of the process. Sixteen other states have chosen to do this. The issue is between the labor union and the people they represent, the poor and the not-so-poor, against the savings and loan outfits and the banking community, who simply don't find a profit in helping people help themselves. I urge your support.

"A very serious problem has been started, and it has got to be stopped and it has got to be stopped right now. All of us have been witness to those who say that the labor movement and the conservation movement are on a collision course. There are those who say that one must win and, therefore, the other must lose as each individual battle is fought.

"Now let there be no mistake about it. You and I are concerned about preserving a liveable environment. We and the people that we represent must all breathe the same air and drink the same water. Every day we sadly witness the diminishing beauty of California. And so there ought not to be any collision course between environmentalists and the forces of organized labor because you and I know that labor is not responsible for desecrating the beach areas of this state, labor is not the villain in despoiling the water of our rivers, nor is labor responsible for the quality of air we breathe in California. Instead, the chieftains of corporate America are largely responsible for the damage that has been done to our environment. The designers and the architects are responsible for carrying out the orders of those who would build anywhere, any time or at any cost.

"There is a need for more housing, for

more new schools and, yes, for power plants in California. These facilities must be built to keep pace with our growth. But they will be built not on the whim of a financier sitting in New York, a person who has never seen the beauty of the Coast. They will be constructed in California because labor will be rightfully invited to join in on public policy planning at the uppermost levels.

"There can be no question that labor's greatest and best interest lies in turning Richard Nixon out of the White House this fall.

"If for no other reason than as a warm-up to knocking out Ronald Reagan in Sacramento in 1974!

"Once again, this country and this state, the largest in this country, must get about the business of people and not of the giant special interests that court favor from these respective administrations.

"California ought to be what it used to be, and that is a model for the rest of the nation to follow. We should adequately support and fund the education of our young children and we should once again provide free access to all qualified students in our system of higher education.

"We should, brothers and sisters, for all time, eliminate from this most affluent state, malnutrition amongst our young and our old. We should provide labor with a full and effective voice in the protection of lives and the prevention of accidents on the job. We should demand adequate prepaid health care for all, such as is embodied in legislation that has been stalled for too long by a health-care delivery system that has failed to meet the demands of the American public.

"We should continue to reject tax schemes at both the federal and the state level that are very cleverly cloaked as tax reform, when in fact they are financed by the poor and by the working people who would have to bear the burden of a twenty-percent sales tax increase.

"Rather, we ought to insist that tax reform address itself to the closing of tax loopholes. Now those are the same loopholes that the Governor of this state described on national television from Miami the other evening as 'being good for the poor people of this nation'. Can you imagine that!

"Well, that philosophy is not good enough for George Moscone, that philosophy is not good enough for George McGovern, and it ought not to be good enough for you, organized labor, and the people of this state.

"That is the kind of unadulterated non-

sense that has got to stop. But it cannot stop without your help. Without your total dedication, without your total commitment we will once again have Richard Nixon, we will once again have Ronald Reagan. You don't want that to happen, and it shan't happen based upon your history and your record.

"Let us work together for a better America, a better California, a better life for the people that you and I have been elected to represent.

"God bless!"

Chairman Gruhn expressed his appreciation to State Senator Moscone for his fine address.

Following this, Delegate Earl Schmidt (Machinists Lodge 1185, Hollywood) expressed a desire to make a statement to be included in the proceedings of the convention, but Chairman Gruhn ruled this out of order, explaining that under the Constitution of the California Labor Federation, any statements to become a part of the proceedings is under the jurisdiction of the Secretary-Treasurer.

Drawing of Prizes

Chairman Gruhn then called on Vice President Harry Finks to lead the drawings of prizes.

Vice President Finks announced as follows:

"Mr. Chairman, and brother and sister delegates, we are now prepared to have the drawing of the Amalgamated Clothing Workers' prizes that have been so graciously given to the California Labor Federation to be given away by the Union Label Committee at this time.

"I want to say that none of these prizes include the Farah slacks.

"Secretary-Treasurer Henning will have the first drawing for the box."

Here followed the drawing of prizes.

Chairman Gruhn continued:

"The Chair wishes to express appreciation to the Committee which arranged for the booth and all of the organizations who made it possible for this drawing.

"And just to remind you after going along in this important area of the trade union movement, be sure and look for and demand the union label."

Adjournment

The Chair called on Secretary-Treasurer Henning who moved that the convention recess until 9:30 a.m. the next morning.

The motion was seconded and carried, and the convention adjourned at 4:55 p.m. to reconvene Thursday at 9:30 a.m.

FOURTH DAY

Thursday, August 24, 1972

MORNING SESSION

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

Chairman Gruhn presented Rabbi Jacob Ott, Temple Tifereth Israel for the purpose of the invocation.

INVOCATION

Rabbi Jacob Ott, Temple Tifereth Israel

"Eternal Father, Thou whose laboring word brought the universe into being. The spiritual patrimony of these delegates now assembled at the Ninth Convention of the California Labor Federation includes the traditional awareness that a laborer's epic is expressed in the Holy Scripture: 'In the same day thou shalt give in his hire, nor shall the sun go down upon it.'

"May we be wise enough to understand, O Heavenly Father, that in the on-going struggle to further define and secure the reality of the sovereign individual person and his welfare against the forces that shatter or diminish personal autonomy, the independence of the individual man must be rooted in a declaration of the interdependence of men without regard to race, faith or nation. If, O Father, an increasingly complex and specialized technology threaten a man's hands and brain at his work and confirms in its profits a separating division of labor, may the millions of Americans who comprise the labor movement never permit a division within labor and always remain united in their resolve and their vision.

"We humbly invoke Thy blessings, Heavenly Father, and pray for that wisdom and fellowship, that faith and sense of social justice and public responsibility, that we shall shout from the labor movement to all of our fellow Americans and to the family of mankind.

"Amen."

The Chair next called on Max Osslo, chairman of the Committee on Legislation, for a report.

FURTHER REPORT OF COMMITTEE ON LEGISLATION

Max Osslo, Chairman

Resolution No. 107

Pay Prevailing Union Wage in Public Printing

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 115**Homework**

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 122

Amend Motor Vehicle Code and Drivers Licensing Manual

The committee's report:

"Your committee recommends concurrence in this resolution.

"Mr. Chairman, I move the adoption of the committee's report."

The motion was seconded.

At this point, Delegate Harold Lumsden (Shipyard & Marine Shop Laborers No. 886, Oakland) rose to speak in support of the committee's recommendation.

The motion to adopt the committee's recommendation was carried.

Resolution No. 149

Prohibit Use of Polygraph, Chemical and Electronic Detectors

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 151

Regulation of Franchised Business

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 156

Expedite Construction of Low Income Housing

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 158

Create an Occupational Safety and Health Act in California

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 160

Fair Employment Practices

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Osslo then presented Resolutions Nos. 39, 111 and 113 as a combination.

Resolution No. 39

Disability Benefits Resulting from Pregnancy

Resolution No. 111

Maternity Leave Benefits

Resolution No. 113

Amend Sec. 2626.2 of the U.I Code

The committee's report:

"The subject matter of these resolutions is similar: namely, the protection under the Disability Insurance Code for women during pregnancy.

"Your committee recommends concurrence in Resolution No. 39 and Resolution No. 111, and recommends that Resolution No. 113 be filed.

"Mr. Chairman, I move the adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 134

Disability Benefits for Women

The committee's report:

"The subject matter of this resolution is concerned with coverage for women under the Unemployment Insurance Disability program. Your committee believes it has been more adequately covered in Statements of Policy III, Unemployment Disability Insurance, Page 8, previously adopted by this convention. 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. 59

Amend Sec. 2627(b) of U.I. Code

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 60

Eliminate Sec. 2677 of U.I. Code

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 42

Raise Disability Insurance Hospitalization Payments

The committee's report:

"The subject matter of this resolution is concerned with the increase in the so-called hospital benefit under the Unemployment Disability Benefit Code.

"Your committee directs the attention of the delegates to the Statements of Policy III, Unemployment Disability Insurance, Page 8, which from a top-priority standpoint calls for a significant increase in the maximum weekly benefit amount.

"Your committee believes that this is a higher priority and until that is obtained an increase in the so-called hospital benefit should be deferred.

"Your committee accordingly recommends nonconcurrence in this resolution.

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

The committee's recommendation was adopted.

Chairman Osslo then presented Resolutions Nos. 1 and 73 as a combination.

Resolution No. 1

Reason for Termination

Resolution No. 73

Employer's Written Notice Upon Termination of Employee

The committee's report:

"The subject matter of these resolutions is concerned primarily with requiring an employer to supply a written statement of the reasons of termination to the employee at the time of payment of his last pay check and requires the employee to present this to the State Employment office at the time of making application for benefits. Under the present law an employer is required to submit to the agency a written statement of the reason why he believes the termination may give rise to disqualification for benefits and in the absence of such written statement there is a presumption that the individual is eligible for benefits.

"In recent court decisions it has been held that the failure of the employer to give such notice establishes the eligibility and entitlement to benefits of the employee

and prevents the agency from going behind the presumption. The agency is currently attempting to reverse this decision and the Federation is filing a brief amicus curiae in support of the employee.

"For these reasons your committee recommends that each of these resolutions be filed at this time.

"Mr. Chairman, I move the adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 41

Respect Collective Bargaining Agreements

The committee's report:

"The subject matter of this resolution is concerned with a condemnation of the California Unemployment Insurance Appeals Board in setting aside the effectiveness of collective bargaining provisions in its decisions involving the entitlement of benefits to unemployed individuals. Your committee is concerned, however, that the suggested legislative approach would be extremely difficult, if not impossible, to accomplish.

"While your committee concurs in the concept that action of the Appeals Board is arbitrary, your committee recommends that this resolution be filed.

"Mr. Chairman, I move adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 6.

Liberalization of the State U. I. Program

The committee's report:

"The subject matter of this resolution is concerned with the improvement of benefits under the unemployment insurance program.

"Your committee believes that this subject matter is more adequately covered in the Statements of Policy II, Unemployment Insurance, Page 7, and recommends the resolution be filed.

"Mr. Chairman, I move the adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 44

Refusal to Cross Established Picket Lines

The committee's report:

"The subject matter of this resolution is concerned with the payment benefits during labor disputes.

"Your committee believes the subject matter is more adequately covered in the Statements of Policy II, Unemployment Insurance, Page 7, and accordingly recommends that Resolution 44 be filed.

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

The committee's recommendation was adopted.

Resolution No. 45

Suitable Employment Clarified

The committee's report:

"The subject matter of this resolution is concerned with the question of suitable employment.

"Your committee is convinced that unemployed individuals should not be required to downgrade themselves and accept employment below prevailing conditions, but believes that the statement contained in this resolution fostering the concept of 90 percent might be misconstrued to indicate a requirement of accepting the low prevailing conditions.

"Your committee accordingly recommends that Resolution 45 be filed. I move the adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 46

Raise Taxable Wage Structure

The committee's report:

"The subject matter of this resolution concerns increasing the maximum tax base for unemployment insurance contributions to \$10,000.

"Your committee is firmly convinced that the tax base should be increased, but believes that the increase might well be required in excess of \$10,000.

"This subject matter accordingly, in the opinion of the committee, is more adequately covered in the Statements of Policy II, Unemployment Insurance, Page 7; and your committee accordingly recommends that Resolution No. 46 be filed.

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

The committee's recommendation was adopted.

Resolution No. 47

Repeal Sec. 1264 of the California U. I. Code

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 48

Amend Sections 1253C-1257B of
U. I. Code

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 49

Legal Detention Not a Disqualifying
Factor

The committee's report:

"Your committee recommends that the resolved be stricken and the following be inserted:

'Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, introduce amendments to the Unemployment Insurance Code which will provide that illegal detention or legal detention with subsequent acquittal will not give rise to any loss of eligibility or impose any disqualification.'

"As so amended, your committee recommends concurrence.

"Mr. Chairman, I move the adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 50

Amend Articles 3 and 4 of U.I. Code

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 51

Protection of Individual Rights

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 52

Good Cause to Refuse Job Offer

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 53

Transportation Time to Place of
Employment

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 54

Meaning of Supplemental Benefits

The committee's report:

"The subject matter of this resolution is concerned with the problem of supplemental benefits. Your committee is advised that a similar resolution was previously concurred in, but when legislation was introduced it was impossible to obtain from the sponsors necessary evidence as to the problem involved.

"With the consent of the sponsors your committee accordingly recommends that this resolution be filed.

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

The committee's recommendation was adopted.

This concluded the partial report by the Committee on Legislation.

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

**FURTHER REPORT OF COMMITTEE
ON RESOLUTIONS**

T. A. Small, Chairman

Resolution No. 22

Discrimination by Private Organizations

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 5

Improve Social Security
Benefits

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 8

"No-Fault" Car Insurance

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 19

Public Welfare

The committee's report:

"Your committee recommends that the first full paragraph of the second 'Resolved' reading 'Establish a federal minimum basic family assistance payment of \$3,000 for a family of four with automatic increases to no less than the poverty level within a few years', be stricken and that the following be inserted: 'Establish a federal minimum basic family assistance payment at least at the present poverty level figure'.

"As so amended, your committee recommends concurrence in Resolution No. 19, and I move the adoption."

The committee's recommendation was adopted.

Resolution No. 33

Amend Railroad Unemployment Insurance Act

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 34

Amend Railroad Retirement Act of 1937 and Railroad Retirement Tax Act

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 78

Oppose Compulsory Arbitration Legislation

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 80

Support Emergency Community Facilities & Public Investment Act

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 81

Support Foreign Trade and Investment Act of 1972

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 106

Repeal Boycott Sections of NLRA

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 131

Oppose Unreasonable Postal Rate Increases

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 135

Amend Bankruptcy Act

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 139

Condemn Runaway Film Production

The committee recommended concurrence.

The committee's recommendation was adopted.

This concluded the partial report of the Committee on Resolutions.

The Chair then called upon Loretta Riley, chairwoman of the Committee on Credentials, for a report.

FINAL REPORT OF COMMITTEE ON CREDENTIALS

Loretta Riley, Chairwoman

Chairwoman Riley then read the final report of the Committee on Credentials and moved its adoption (see completed Roll of Delegates).

The motion was seconded and carried. Chairwoman Riley then thanked the committee members.

"At this time, Mr. Chairman, I would like to thank the committee members for the long hours they put in and move that they be dismissed with a vote of thanks. They are:"

Loretta Riley, Chairwoman (Bartenders & Culinary Workers No. 770—Santa Rosa).

Bennie Arellano (Hod Carriers & Common Laborers No. 585—Ventura).

James Cross (United Telegraph Workers No. 34—San Francisco).

Virginia Davis (Central Labor Council of Butte & Glenn Counties—Oroville).

Robert Giesick (Joint Executive Board of 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).

James N. LeBlanc (Machinists No. 504—San Jose).

Edwin Michelsen (Butchers No. 516—Burlingame).

Daniel Mundy (Los Angeles Union Label Council—Los Angeles).

Al Perry (Operating Engineers No. 3—San Francisco).

Manuel Renteria (Hod Carriers No. 300—Los Angeles).

Pat Sander (Cooks Union No. 228—Oakland).

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

Willie R. Stewart (Electrical Workers No. 1245—Walnut Creek).

Max B. Wolf (Ladies Garment Workers No. 451—Los Angeles).

The motion to dismiss the committee members was seconded and carried.

The Chair then called on Secretary-Treasurer Henning to deliver a message to the convention.

**Message from Presidential Candidate
George McGovern**

Secretary-Treasurer Henning spoke as follows:

"This morning we received a telegram, reading as follows:

"I offer fullest support and warmest personal regards to the California AFL-CIO Convention. For many years I have been aware that the development of a healthy labor movement in this country has not only provided an essential balance to corporate power, but has also created a national climate of social and economic development. This outstanding labor contribution is reflected in the high standard of living enjoyed by most Americans. I am extremely proud that my legislative record reflects a consistent dedication to the ideals of the American labor movement. In the challenging months ahead I ask only that you carefully analyze the labor positions, past and present, of both presidential nominees. I am confident that a fair comparison will produce overwhelming support for the McGovern-Shriver ticket.

"Any assistance you might choose to offer will be deeply appreciated.

"With every good wish," signed:

"George McGovern"

Chairman Gruhn then called on J. A. Cinquemani, chairman of the Constitution Committee.

**REPORT OF
COMMITTEE ON CONSTITUTION**

J. A. Cinquemani, Chairman

"President Al Gruhn and delegates, four resolutions have been referred to the Constitution Committee of the California Labor Federation, and I now report to you on those resolutions."

Resolution No. 125

Delete Affiliation Fees and Minimum Monthly Per Capita Payment

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 126

"Biennial" Convention

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 127

Frequency of Salary Payments

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 147

Executive Compensation

The committee recommended concurrence.

The committee's recommendation was adopted.

Having concluded the Constitution Committee's report, Chairman Cinquemani thanked and named the committee members:

Harold Benninger (Meat Cutters No. 421—Los Angeles).

Leonard Cahill (Redwood District Council of Lumber & Sawmill Workers—Eureka).

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

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

William Farley (Painters No. 256—Long Beach).

Fred D. Fletcher (Newspaper Guild 52—San Francisco).

Donald Haggerty (Film Technicians No. 683—Hollywood).

Earl W. Honerlah (Building & Construction Trades Council—San Mateo).

James P. McLoughlin (Retail Store Employees No. 428—San Jose).

Robert Medina (Construction & General Laborers No. 270—San Jose).

Gwen Newton (Office Employees No. 30—Los Angeles).

Sam Schwartz, Ladies Garment Workers No. 512—Los Angeles).

Joseph Tinch (Culinary Alliance & Hotel

Service Employees Union No. 402—San Diego).

Ed Turner (Marine Cooks & Stewards—San Francisco).

Al Whitehead (Fire Fighters No. 1014—Los Angeles).

De Wayne Williams (Automotive Machinists No. 1546—Oakland).

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

Chairman Cinquemani then moved to discharge the committee with thanks and that its report be adopted in its entirety.

The motion was seconded and carried.

Chairman Gruhn also expressed the appreciation of the officers and delegates to the convention for the efforts of the committee.

Chairman Gruhn then asked for a report from T. A. Small, chairman of the Resolutions Committee.

FURTHER REPORT OF COMMITTEE ON RESOLUTIONS T. A. Small, Chairman

Resolution No. 141

Protect Motion Picture & TV Industry
Products Through Burke-Hartke Bill

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 154

Repeal Section 14(b) of the
National Labor Relations Act

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 157

Support Economic Action as a Means of
Obtaining Signed Union Contract

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Small then presented Resolutions Nos. 15, 16 and 17 as a combination.

Resolution No. 15 — Support 1973 United Crusade.

Resolution No. 16 — Support Community Chest, United Crusade, United Fund and Other Federated Fund-Raising Drives.

Resolution No. 17 — Support Aid-United Givers.

The committee's report:

"The subject matter of these resolutions is similar: namely, the support of various United Crusade, AID-United, and similar organizations.

"Your committee concurs in each of these resolutions, but with the understanding that the support of the organization is conditioned in a particular area by the approval of the labor movement in each particular area.

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

The committee's recommendation was adopted.

Resolution No. 77

Support Farah Strikers

The committee recommended concurrence.

The committee's recommendation was adopted.

This concluded the partial report of the Committee on Resolutions.

Chairman Gruhn then presented to the convention, Delegate Ruth Miller of the Amalgamated Clothing Workers, for the purpose of a report.

"Delegates, as you will note on the program, we have scheduled a report on the Farah strike for this session.

"At this time it is a pleasure for me to present to you Ruth Miller, the National Representative and Western Education Director of the Amalgamated Clothing Workers of America, AFL-CIO, for a report on the Farah strike."

REPORT ON THE FARAH STRIKE RUTH MILLER

**National Representative
and Western Education Director
Amalgamated Clothing Workers of
America, AFL-CIO**

"President Gruhn, Secretary John Henning, brothers and sisters.

"I am here today to describe a strike of major importance and to enlist your organizational and individual aid in the cause of close to 3,000 beleaguered strikers whose struggle is primarily an effort to achieve the basic dignity, rights and benefits that are the foundation of each of your unions and the American labor movement.

"By this time you have seen references to the Farah strike—at this convention, in your union publications, on television or in the public press.

"But let me tell you the story.

"The Farah Company of Texas and New Mexico is one of the largest manufacturers

of men's and boys' slacks in the nation. The firm operates seven plants in Texas and one in New Mexico, having closed another in Albuquerque since the strike began. Farah employs approximately 10,000 workers, 94% reported to be Mexican-Americans. About 85% of this work force is female.

"In the needle trades industry, Farah is among the giants and like giants in other industries in bygone decades (who have since learned better), he is committed to the principle of running a one-man operation, without regard or understanding of the rights of workers to participate, through their unions, in their conditions of employment.

"It is difficult to conceive that in 1972 there are still employers with this archaic philosophy—believing themselves totally free to impose their will, free to harass, exploit and intimidate workers.

"That is what Mr. Farah believes. If it were not so, how could one explain the firing of workers who actively supported the formation of a union, threats of supervisors to frighten workers away from organization; the continuous payment of wages at or close to the munificent minimum wage; the deduction of monies theoretically for savings without ever paying a worker interest of giving an accounting?

"The strike began on May 3, 15 weeks ago, when workers in the San Antonio plant left their jobs in protest against the company's unfair labor practices which included the firing of several workers who had engaged in legal union activities.

"Discontent among Farah employees was rampant because similar unfair labor practices had also been committed in the El Paso and Victoria plants. This was quickly affirmed. No sooner had word travelled of the San Antonio walkout when the workers in other plants left their machines.

"Today there are close to 3,000 on strike.

"But Farah shifted into high gear at once. This employer hastened to replace strikers with workers from Mexico, but found that effort blocked when the United States Department of Labor sanctioned the strike and thus prohibited the importation of strikebreakers.

"The firm found relief through legal efforts. By Friday of the week in which the strike started they had an injunction, Texas style, which has never been described as enlightened. Mr. Farah's injunctive relief restricted picketing to 1 picket every 50 feet. I repeat, pickets to remain 50 feet apart.

"You are all experienced labor people. Tell us—how does one maintain an effective picket line with workers required to walk 50 feet apart?

"Since the injunction was issued Friday afternoon, our staff and picket captains arrived early Monday morning prepared to explain to the hundreds of strikers that the rules were changed. We had to tell them the provisions of the revolting, restrictive injunction so that they would all conduct themselves in compliance with the law.

"Photographs were taken at that time and in one day, 247 strikers were cited, some were served in their homes in the middle of the night! Normal bail for such an offense in Texas is \$25—but not when Willie Farah is involved—these strikers were hit with bail up to \$400 per person. It might interest you to know that the Justice of the Peace gets \$4 per head.

"To date there have been 1,008 such citations. But the picture is not bleak. First, the courts have, within the past few weeks, declared the law under which this injunction was issued, unconstitutional. Second, the Justice of the Peace who issued them has been removed from office!

"I cannot, here and now, tell you of the numerous and continuous indignities and harassments inflicted on Farah strikers. Suffice it to say that this firm has turned every trick, including patrolling by guards with unmasked police dogs, to discourage and frighten the workers.

"But the strikers understand the despicable ways of their employer and will not be denied their rights. They stand firm in their determination to build their union—although the cost is high in deprivation and sacrifice and the strain often shows.

"You will be pleased to know that the Bishops of El Paso and San Antonio have publicly declared their support of the strike—a source of strength and encouragement to the strikers who are mainly of the Catholic faith.

"Additionally, a National Citizens Committee for Justice for Farah Workers has been formed. United States Senator Gaylord Nelson of Wisconsin is Chairman; A. Philip Randolph is Honorary Chairman and Bess Myerson is Vice-Chairman. The committee includes many other distinguished citizens.

"AFL-CIO President George Meany, on behalf of the Federation, has given top priority to the cause of the Farah workers.

"Now to the nub question.

"What do the strikers want you to do? This strike is being fought on three fronts:

the strike itself at the plants; in the courts, and in the area of consumer boycott. It is in the latter area that the strikers seek your help.

"As individuals they ask you not to buy Farah products. Further, they ask you to spread the word to your fellow members, friends and neighbors. Lastly, we hope that through this and county AFL-CIO councils throughout California, groups will visit retailers selling the product and urge them to discontinue the line for the duration of the strike.

"In closing let me add that while the Farah strike is first and foremost a struggle by workers against the unfair labor practices of an arrogant employer, it is also a valiant effort by exploited people to have a union.

"Lastly, but of equal significance, it is a struggle by a downtrodden minority group to lift itself up from the bottom rungs of the ladder to a place of dignity and security in the sun.

"Thank you."

Chairman Gruhn then called on Secretary-Treasurer Henning to make an announcement in regard to the Farah strikers.

Contribution to Farah Strikers

Secretary-Treasurer Henning then spoke as follows:

"Mr. Chairman, I move that the California Labor Federation, AFL-CIO, make a financial contribution to the Farah strikers, the amount to be determined by the Executive Council."

The motion was seconded and carried.

Chairman Gruhn then called on Max J. Osslo, chairman of the Legislative Committee, for a report.

FURTHER REPORT OF COMMITTEE ON LEGISLATION

Max J. Osslo, Chairman

Resolution No. 55

Delete Sec. 1262 of U.I. Code

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 56

Amend Section 1253(d) of U.I. Code

The committee's report:

"The subject matter of this resolution is concerned with the total elimination of the waiting period once a waiting period had been served during the lifetime of an individual.

"Your committee is convinced that any attempt to enact such a proposal is impossible, and accordingly recommends the resolution be filed.

"Mr. Chairman, I move the adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 57

Amend Section 1032 of U.I. Code

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 58

Change of Appellate Process and Appeals

The committee's report:

"Your committee recommends that this resolution be amended by striking the third Whereas, reading: 'Whereas, Appeals from the decisions of the Unemployment Appeals Board lie in the Superior Court in a limited trial de novo'; the fifth Whereas, reading '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 the sixth Whereas, reading 'Whereas, There being no good reason for a slower appellate process in the cases of unemployment insurance and disability insurance;' and the second paragraph of the Resolved, reading 'Requiring that a Request for Review shall be filed within six months of the date of the decision with the District Court of Appeal nearest the residence or business of the person requesting the review;' and as so amended your committee recommends concurrence.

"The reason for this action is that the committee is convinced that the present system of review is superior to that suggested since judicial review is now a matter of right, but if the new procedure were adopted it would simply rest in the discretion of the court and not be a matter of right.

"Your committee accordingly recommends concurrence in the resolution as amended.

"Mr. Chairman, I move the adoption of the committee report."

The committee's recommendation was adopted.

Resolution No. 61

Add Section 1253.3 of the U.I. Code

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 62

Add Section 1279 of the U.I. Code

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 64

Add Dependency Benefits to U.I. Code

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 65

Termination of Employment through Resignation

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 66

Quit Because of Employer Violation of Law

The committee's report:

"The subject matter of this resolution concerns establishing a conclusive presumption in favor of an individual leaving work for any violation of law regardless of its nature.

"Your committee is convinced that the enactment of this type of proposal is impossible, and accordingly recommends that the resolution be filed.

"Mr. Chairman, I move the adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 67

Show Present Injury as Cause for Discharge

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 68

Self-Employment as Bona Fide Employment

The committee's report:

"Your committee recommends that the third Whereas be stricken since in its opinion your committee is convinced that the activities of the Department in placing unemployed individuals in suitable jobs has by no means been an effective one.

"As so amended your committee recommends concurrence.

"Mr. Chairman, I move the adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 69

Amend Article 3 of U.I. Code—
"California U.I. Appeals Board"

The committee's report:

"The subject matter of this resolution is concerned with labor representation on the Unemployment Insurance Appeals Board.

"Your committee believes that this subject matter is more adequately covered in the Statements of Policy II, Unemployment Insurance, Page 7, and therefore recommends that Resolution No. 69 be filed.

"Mr. Chairman, I move the adoption of the committee's report.

The motion was seconded.

Delegate Max B. Wolf (ILGWU No. 482, Los Angeles) rose to speak in opposition to the committee's report.

Delegate Allen Almon (Carpenters No. 1913, Van Nuys) then moved the previous question.

The motion was seconded and carried, whereupon Chairman Osslo stated:

"On behalf of the Committee on Legislation, this was given the most proper and serious consideration. And I again would like to point out to you the Policy Statement on Page 7 which reads as follows:

"The Unemployment Insurance Appeals Board should by law include labor representation."

"This is a most forceful statement, all-embracing as to the deep-seated feeling that we have for adequate representation.

"And, Mr. Chairman, I move the adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 70

Amend Sections 3503, 3504, 3552 and 3652 of U.I. Code

The committee's report:

"The subject matter of this resolution is concerned with providing unemployment insurance in geographical areas of excessive unemployment. Your committee concurs with the intent of the resolution, but notes that there was introduced at the current session of the Legislature, a bill on the subject matter which included

changes suggested by the Department in the language of the specific provisions contained in the resolution.

"Your committee accordingly concurs in the intent of the resolution, but without the specific language contained in the resolution.

"Mr. Chairman, I move the adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 71

Overpaid U.I. Benefits

The committee's report:

"The subject matter of this resolution is concerned with the recovery from an unemployed individual of benefits paid to him by the agency. There is litigation currently pending in a case entitled *Gillis v. The Department of Human Resources* in which the Court has stricken down the attempts of the Department to recover such payments. The Federation is participating in such litigation as amicus curiae, and it is hopeful that the attempt of the agency to reverse the favorable ruling will be unsuccessful.

"Because of such circumstances your committee recommends that the resolution be filed.

"Mr. Chairman, I move the adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 72

Amend Section 927 of U.I. Code

The committee's report:

"The subject matter of this resolution is concerned with the inclusion of tips as wages under the Unemployment Insurance Code.

"In the opinion of your committee, the subject matter is more adequately covered in the Statements of Policy II, Unemployment Insurance, Page 7; and the committee accordingly recommends that Resolution No. 72 be filed.

"Mr. Chairman, I move the adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 75

Eligibility for Disability and Unemployment Insurance

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 137

Tips or Gratuities to be Treated as Wages in Determining U.I. Benefits

The committee's report:

"The subject matter of this resolution is concerned with the coverage of tips under the Unemployment Insurance Code.

"Your committee believes that the Statements of Policy, II, Unemployment Insurance, Page 7, previously adopted by this convention, more adequately covers the subject matter.

"Your committee accordingly recommends that Resolution No. 137 be filed.

"Mr. Chairman, I move the adoption of the committee's report."

The committee's recommendation was adopted.

This concluded the partial report of the Legislation Committee.

Remarks of

JOHN F. HENNING

Executive Secretary-Treasurer

on

Distribution of Anti-AFL-CIO Literature

Chairman Gruhn next called on Secretary-Treasurer Henning for a report on a special matter to be called to the attention of the convention.

Secretary-Treasurer Henning spoke as follows:

"Mr. Chairman and delegates. Yesterday during the noon hour there was a women's group picketing the front of the Biltmore Hotel, issuing anti-AFL-CIO literature, carrying anti-AFL-CIO signs.

"Among the pieces of literature distributed was a cartoon from a newspaper showing the State AFL-CIO movement as a thug dominating Senator Mills of San Diego.

"This cartoon was directed at the fact that Senator Mills of San Diego voted with us in response to the request of our organization and affiliates to withhold ratification of the Equal Rights Amendment until we could assure the legality of laws now protecting women workers in California.

"On this circular distributed by the women's group was a sponsorship notice at the bottom; 'Compliments of Assemblyman Walter Karabian, Author of Assembly Joint Resolution 17, Resolution to Ratify the Equal Rights Amendment.'

"I contacted Assemblyman Karabian this morning by phone. I told him I was going

to bring the circular to the attention of this convention and I asked him to repudiate his association with this cartoon.

"There was a brief discussion but he agreed to do it. So I am free to tell you that Karabian repudiates the cartoon.

"We hope to hold later discussions with him on how the sponsorship was given in the first place. Now this does refer to the position we held in Sacramento on this whole matter of the Equal Rights Amendment. Testifying in Sacramento were representatives of unions which had significant numbers of women workers and arguing against the ratification were representatives of the Office & Professional Employees International Union, the Communications Workers of America, the Culinary Unions, the Amalgamated Clothing Workers of America, California Federation of Teachers, American Federation of State, County and Municipal Employees, the Service Employees International Union, and the United Farm Workers National Union—all protesting action that would leave their women workers at the mercy of some of the most ruthless employers in our industrial history.

"I believe that the antilabor charges voiced by people who are being used whether they know it or not, by anti-union employers can well be answered by all of the representatives who spoke on the issue in Sacramento.

"And I believe, Mr. Chairman, there are representatives on the floor here this morning who would wish to speak briefly on this matter so that there shall be a proper understanding of it."

Chairman Gruhn then recognized Delegate Ruth Miller (Amalgamated Clothing Workers No. 278, Los Angeles).

Remarks of

RUTH MILLER

Amalgamated Clothing Workers

"I am Ruth Miller. I am a member of Local 278 of the Amalgamated Clothing Workers of America.

"The union I represent is an organization with a membership that is close to 85 percent female. We in conjunction with other unions and the American Federation of Labor have in the last several years been deeply involved in the total question of what happens to women in the work force and what happens to women in our society.

"Let me make it very clear to you that as a working woman and I am sure that I speak for other working women in this room who are, like myself, trade unionists,

there is no woman working in the United States today who has not felt the sting of discrimination on her job, whether she is conscious of it or not. However, we commend the Secretary of the California Labor Federation, who has given of his time and energy and help in the support of our cause, which is not just to seek equality, a very illusive thing, but to see to it that women who are working today shall not, in the name of seeking this illusive benefit, lose that which we have won since 1913 in the State of California.

"The State of California today has the very best protective labor standards of any state in this nation. We say to the women of NOW who distributed the leaflet to which Secretary Henning referred: You represent middle-class, professional women. You care not one iota about what happens to the women who work in the fields, in factories, in the service industries; who, if you take away from them the protective labor standards that have been built up, will be left at the mercy of the employers who are by this device and by using the women of NOW, seeking an economic bonanza. We want equality, but we will not desert our sisters in this state or others by destroying the standards that have been built up. It is far more important, because all of us know how hard it is to get a labor-sponsored statute on the books, to see to it that these standards be extended to the entire work force rather than destroy them in an illusive fight for equality.

"Before I conclude, let me give you a specific example of what I am talking about.

"The women in this state have for many, many years been covered by a minimum-wage law. All of you know that. The entire work force is not so covered. This Federation and all of its affiliates have worked endless hours to achieve a state minimum wage for the work force in California. This has never been possible, has not been achieved even today.

"If we support the position of the women of NOW, we will not only not have such things as a minimum-wage law for men; we will destroy it for the women and minors who are presently protected and who will have no place to turn to, to secure basic benefits.

"I, on behalf of my organization and others here, commend the Federation for its support of the extension of labor standards to the entire work force and condemn the actions of organizations such as NOW who cannot speak for working women."

The Chair then recognized Delegate Edith Withington.

**Remarks of
EDITH WITHINGTON
Office & Professional Empls.
No. 29, Oakland**

"Nobody who has been aware of the legislative activity in the past couple of years could have any doubt as to the position of the California Labor Federation and its affiliates on the Equal Rights Amendment and on the protective legislation, starting two years ago with the Sieroty Bill and up until this last Session with Willie Brown's bill known as AB 1710.

"The California Labor Federation through Jack Henning was instrumental in lining up witnesses to testify as to the need of the protective legislation.

"We have watched this. The statements made by NOW are erroneous, they are lies. Because the Federation has asked for this protective legislative extension before the ERA and they have never come out against the ERA. We have backed the Federation in its stand for protective legislation extension in conjunction with an Equal Rights Amendment."

Chairman Gruhn then recognized Delegate Gretchen Mackler.

**Remarks of
GRETCHEN MACKLER
Teachers No. 1528, Alameda**

"I had the opportunity to pick up a leaflet yesterday at the demonstration which was unsigned. And I consider this to be a very unserious way to conduct a demonstration.

"The leaflet states: 'They say it will take away state protective labor legislation.' That's a lie.

"I was in Sacramento at the hearings when the Equal Rights Amendment came up for ratification. I heard the constitutional lawyers say that if the ERA is passed, it will in fact nullify those state protective laws that the labor movement has sweated and fought for, for the last 60 years. I heard proponents of the ERA, the NOW lawyers, in fact say: 'Yes, it would take away our protective laws. But who needs them? The sweatshop conditions that existed in the early 1900's no longer exist. They are outdated. You don't need them any more.'

"Most of us in the labor movement know that that is a lie!

"The second point on this leaflet says: 'With or without passage of the ERA, one-sex labor laws are illegal under the Civil Rights Act of 1964. The intent of the ERA is to compel the extension of beneficial labor laws to both men and women.'

"It may be the intent and it is all well and good for the writers of this leaflet to say so, but that has not been the way the courts have interpreted the 1964 Civil Rights Amendment. As a matter of fact, in all instances except one the courts have equalized the laws downward to the lowest working conditions instead of upward to the highest labor standards. In the past two years 21 states have lost all or part of their protective laws because the courts ruled that they were in conflict with the 1964 Civil Rights Amendment.

"The entire labor movement must unite around the passage of AB 1710, which will extend all protective laws to all workers in the State of California in conjunction with the passage of equal rights.

"We are for equal rights, but those of us at the bargaining table know you don't give up one set of rights for another. You fight for all of them. And you certainly don't give up what you have already got.

"So I call on our brothers and our sisters to unite in lobbying for the passage of AB 1710 in this fall's legislative session.

"Thank you."

The Chair then recognized Delegate Patricia F. Brady.

**Remarks of
PATRICIA F. BRADY**

Retail Store Empls. No. 428, San Jose

"I would like to extend Gretchen's remarks on making the point that protective legislation is a cost item to employers. The laws had to be written into the law and still must be improved to protect all records. It is naive for this or any other organization to assume without such bills as Willie Brown's AB 1710 that will extend protective legislation to men, that any protective legislation will be readily put back into effect by court action or legislative action. They now feel that they must attack in the manner that they are.

"May I suggest to them that they turn their energies as we are in the AFL-CIO State Federation to pressure those legislators who have antiunion employer support and that are holding up the passage of bills such as AB 1710 or the ERA, that we work together on AB 1710 or the ERA."

Chairman Gruhn then recognized Delegate Mary Bergan.

**Remarks of
MARY BERGAN
California Federation of Teachers,
Sacramento**

"I speak representing the State Federation that in two successive conventions

has strongly and completely endorsed the AFL-CIO position on the Equal Rights Amendment, which is that we will support the Equal Rights Amendment only after we are assured that the protective laws that now cover only women are extended to all workers, men and women alike.

"I was privileged to attend every committee hearing in Sacramento on the Equal Rights Amendment this session. I wish that all of you could have been there with us because there would have been no better way for you to know exactly what the issues are. There, like vultures waiting, were manufacturers' representatives and Republicans. They want the ERA, and we must question it when people like that want the Equal Rights Amendment, pure and simple, what they want it for.

"We know what they want it for. They are ready to return our workers to sweatshop conditions and to maintain those conditions for their own profit.

"The Teachers Union is proud to stand with the AFL-CIO in this fight, and we will continue to do so until Willie Brown's legislation or similar legislation is not only passed by the legislature, but enacted into law. Because I think we must also recognize that the crucial task for AB 1710 is not the legislature, but it is the Governor of this state. And we cannot finalize arguments that you can get your legislation, your ERA, because, of course, you can't get this legislation as long as we have a man like Governor Reagan in the State Capital to veto legislation like that.

"We need more. We are not willing to gamble away the rights and the protections of our fellow workers in this state.

"So again, I urge you to write not your legislators alone, but the Governor of this state, so that when AB 1710 comes to his desk he signs it.

"Thank you."

Chairman Gruhn then recognized Delegate Maxine Wolpinsky.

Remarks of

MAXINE WOLPINSKY

Clerical, Technical & Professional Empls.
No. 1695, Berkeley

"I come from a union which is primarily made up of females, the membership is primarily female, at the University of California.

"The international organization of AFSME has something like fifty percent female membership, and at the most recent International Convention the con-

vention voted that they were in favor of the Equal Rights Amendment if it contained a provision to extend protective legislation to men.

"This is what we working women want.

"The mistake that the women from the National Organization for Women are making is very basic. They would tell you, for example, that Mrs. Banuelos, who has been nominated for the Treasurer of the United States by President Nixon, they would tell you that she has the same interests as the female workers in her tortilla factory and that the passage of the Equal Rights Amendment, without the provision to extend this legislation to men, is going to benefit those female factory workers as much as it is Mrs. Banuelos.

"Well, they are very much mistaken. If this Equal Rights Amendment is passed, it is a very dangerous thing and furthers the exploitation of unorganized working women.

"Most of the women in the work force are yet to be unionized. These laws are really the only protection that they have until we reach a state where the organization of women is such that we are all protected by union contracts.

"I would like to take this opportunity to say that yesterday the delegates here, who are the leadership of the labor movement in California, demonstrated overwhelmingly that they are not opposed to women's rights, they are in support of women's rights. And we believe that the National Organization for Women is absolutely wrong when they condemn you, and we stand behind you all the way."

Chairman Gruhn then recognized Delegate Eve Mitchell.

Remarks of

EVE MITCHELL

Communications Wkrs. No. 9430,
San Mateo

"I wish to speak in support of the Equal Rights Amendment and the state protective legislation which comes under Resolution No. 95.

"It might be worthwhile knowing that California was one of the first states in the Union to enact legislation, in 1912, to promote the health, safety and welfare of women and minor workers of the state through the agency of the Industrial Welfare Commission. This protective legislation, now covering some two and a half million women workers in the state, stands in severe jeopardy of nullification because of the alleged conflict with Title 7.

"The recent passage in Congress on the

Equal Rights Amendment was a contribution to the wages and working conditions of women workers, also our minor workers.

"We now have Assembly Bill 1710, which has passed all the committees and which is now to be brought on the Senate floor.

"We need to retain the state protective laws for women and minors; however, we need to widen the scope to include men workers.

"I have several points I would like to state on this issue.

"Just because a worker is a man does not mean he should be forced to work anywhere from 50 to 60 or 70 hours a week. A male worker can enjoy leisure time as well as a female worker. Just because a worker is a man does not mean he is restricted from a scheduling right.

"We workers who are benefited from a union contract are already covered by this item. However, what about our future negotiations for future contracts? If these state laws are knocked down, what do we have to protect us?

"Also, how about the many many millions of workers who were not covered by unions for one reason or another?

"Under some conditions women who get off work after 9:00 p.m. are provided with cabs to return home. Just because a worker is a man does not mean he is not subject to robbery, violent attacks, muggings. Just look at your paper every day. It's full of it.

"Also why should a male worker be restricted from a scheduled meal period? Doesn't he get hungry, too?

"To allow our state protective laws to be erased from the books can only eventually take us back to the sweat-shop situation.

"Organized labor worked strenuously to achieve these laws for women and minors. Equal rights and state protective laws can work harmoniously together just by deleting the words 'women' and adding 'all workers'.

"I strenuously urge all the delegates here, when this resolution comes up on the floor, to adopt this resolution."

At this point, Chairman Gruhn cautioned Delegate Mitchell not to discuss a resolution at this particular time.

Delegate Mitchell concluded:

"I urge all delegates to support our stand on the Equal Rights Amendment.

"Thank you."

Chairman Gruhn next recognized Delegate Mary Olson Moran.

Remarks of

MARY OLSON MORAN
Hotel, Restaurant, Cafeteria & Hotel
Empls. No. 512, San Pedro

"I rise at this time to thank the officers of our great State Federation of Labor for the marvelous work that they have done in behalf of women.

"I would hate to think of where we would be if we depended upon some of the women's organizations that are cropping up all over the state.

"I rise to thank you from the bottom of my heart for the great work that has been done.

"Thank you."

Chairman Gruhn then recognized Delegate Jack Begler.

Remarks of

JACK BEGLER
Laundry & Dry Cleaning Wkrs.
No. 52, Los Angeles

"In the name of the 5,000 members of our union, most of whom are women, in the name of thousands of other laundry workers with whom I have spent a lifetime organizing and working for better conditions, we repudiate such slanderous attacks by a group of middle- and upper-class ladies against the labor movement.

"It is the labor movement, the California Labor Federation, that stands out in the forefront in the fight for equal rights for all, and also for women at the same time, and all times.

"I missed yesterday's discussion about Resolution No. 110, and I just wanted to call to the attention of the Chairman that before Brother Elman spoke, that inadvertently in that resolution it says: 'Resolved, That a conference be called of the trade union movement'. It should read: 'a conference of trade unionists to discuss and organize the fight for equal rights for women'.

"Let me emphasize again what the previous delegate just said. I think everyone working—professionals, labor, white collar, blue collar—the entire community owes a vote of thanks to the leadership of the California Labor Federation in this fight for equal rights for women and for men at the same time.

"Thank you."

At this point, Delegate A. T. Gabriel (Misc. Empls. No. 110, San Francisco) moved the previous question.

Chairman Gruhn, however, explained that there was no question before the con-

vention and that the previous speakers were speaking on a subject matter which was opened by Secretary-Treasurer Henning.

Rules Suspended

The Chair then recognized Secretary-Treasurer Henning who then made the following motion:

"Mr. Chairman, I move that the rules be suspended, which call for a recess of our convention at 12:00 noon, to allow continuance of the business and permit an early adjournment."

The motion was seconded and carried.

Chairman Gruhn next called on Max Osslo, chairman of the Committee on Legislation, for a report.

FINAL REPORT OF COMMITTEE ON LEGISLATION

Max Osslo, Chairman

Chairman Osslo then presented Resolutions Nos. 10 and 18 as a combination.

Resolution No. 10

Day Care Centers

Resolution No. 18

Child Care Facilities

The committee's report:

"The subject matter of these resolutions concerns child care facilities. Your committee directs the attention of the delegates to Statement of Policy XII, 'Welfare', page 16, which reads: 'We call for a major expansion of federally-financed child care facilities to provide for a wide range of educational, health and nutritional services for the nation's young children with major emphasis on helping the children of both welfare recipients and working parents.'

"Your committee accordingly recommends that Resolutions 10 and 18 be filed.

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

The committee's recommendation was adopted.

Resolution No. 37

Workmen's Compensation

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 76

Medical Appliances in Workmen's Compensation Cases

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 133

Increase Number of Day Care Centers

The committee's report:

"The subject matter of this resolution involves day care centers. Your committee believes the subject matter is more adequately covered in the Statement of Policy XII, Welfare, page 15. We therefore recommend Resolution 133 be filed.

"Mr. Chairman, I move the adoption of the committee's report."

The committee's recommendation was adopted.

Chairman Osslo then presented Resolutions Nos. 87, 95, 109 and 155 as a group.

Resolution No. 87 — Guarantee Equal Rights for Workers

Resolution No. 95 — Equal Rights Amendment and State Protective Legislation

Resolution No. 109 — Extend Existing Labor Standards to All Workers

Resolution No. 155 — Support the Federal Equal Rights Amendment

The committee's report:

"The subject matter of these resolutions concerns the so-called 'Equal Rights Amendment' and the safeguards protecting women currently existing in the State of California. Your committee believes that this subject matter is more adequately covered in Statement of Policy VI, 'Labor Legislation', page 10.

"Your committee accordingly recommends these resolutions be filed.

"Mr. Chairman, I move the adoption of the committee's report."

The committee's recommendation was adopted.

Resolution No. 114

State Fair Labor Standards Act

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 129

Amend Chapter 11—Bankruptcy

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 132

Protect Culinary Workers' Wages and Fringe Benefits

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 136

Enact California Service Contract Act

The committee recommended concurrence.

The committee's recommendation was adopted.

This concluded the final report of the Committee on Legislation.

Chairman Osslo moved to adopt the committee's report as a whole.

The motion was seconded and carried.

Chairman Osslo then read the names of the members of his Committee on Legislation:

Max Osslo, Chairman (Butchers No. 229, San Diego); E. Dene Armstrong (Hod Carriers No. 89, San Diego); Sigmund Arywitz (L.A. Co. Federation of Labor, Los Angeles); Anthony Bogdanowicz (Cabinet & Millmen No. 721, Los Angeles).

Ruth Compagnon (Waitresses No. 639, Los Angeles); Manuel Dias (Boilermakers No. 513, Richmond); James Evans (United Transportation Union No. 710, San Bernardino); Harry Finks (Theatre Empls. No. B-66, Sacramento); John B. Kulstad (Communications Wkrs. No. 9510, Santa Ana).

H. D. Lackey (Bldg. & Const. Trades Council, Bakersfield); Kenneth Larson (Fire Fighters, Los Angeles Co. No. 1014, Los Angeles); James Lee (State Bldg. & Const. Trades Council, Sacramento); John W. Meritt (State Council of Culinary Wkrs., Santa Monica); Leo Mitchell (Electrical Wkrs. No. 1245, Walnut Creek).

Phyllis Mitchell (Office & Professional Empls. No. 3, San Francisco); W. T. O'Rear (Classified School Empls. No. 562, Fresno); Anthony Ramos (Calif. State Council of Carpenters, San Francisco); John T. Schiavenza (Calif. Conf. of Machinists, Oakland); Raoul Teilhet (Calif. Fed. of Teachers, Sacramento).

Chairman Osslo then expressed his thanks:

"Mr. Chairman, brother and sister delegates, at this point I would be indeed ungrateful if I didn't take the opportunity to express my personal appreciation for having such a fine committee to work with, as well as to express the appreciation of the Legislation Committee to the entire delegation of this great convention and its officers for the fine cooperation received.

"Equally I would like to express on behalf of myself, as well as our committee, our gratitude and deep appreciation for the fine service rendered by the counsel of this Federation, Mr. Charles P. Scully.

Without his knowledge of the history and his thorough knowledge of the background of the legislation in which he was so ably competent in helping us and advising us on so many important matters, it would have been much more difficult to prepare a report such as the type that was given to you.

"So with deep and sincere appreciation I express my gratitude.

"I wish at this time that the Committee on Legislation be discharged with a vote of thanks, Mr. Chairman."

Chairman Gruhn then said:

"At this time the Chair discharges the Committee on Legislation with a vote of thanks.

"I know the officers of this convention, and I am sure the delegates are of the same opinion, know that the work of this committee has been heavy, it has been vital to the functions of this convention. And I know we appreciate the great job they have done in making their report to this convention."

Chairman Gruhn then called on Secretary Henning.

Donation for United Labor Committee to Defeat Proposition 22

Secretary-Treasurer Henning then announced:

"Mr. Chairman and delegates, you know that we have established the United Labor Committee to Defeat Proposition 22.

"United Farm Workers Union representatives are here. This action will take only ten minutes. They will pass among you asking for personal donations to the Farm Workers' campaign to defeat Proposition 22."

Here followed a collection by the Farm Workers to defeat Proposition 22.

Chairman Gruhn next called on Chairman Small of the Resolutions Committee, for a report.

FINAL REPORT OF COMMITTEE ON RESOLUTIONS

T. A. Small, Chairman

Resolution No. 116

Community Service Organization

The committee's report:

"Your committee concurs in the intent of the resolution, but with the understanding that there will be mutual cooperation in each local area between the labor movement and the CSO. With such statement, your committee accordingly recommends the resolution be filed.

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

The committee's recommendation was adopted.

Resolution No. 118

Mexican-Americans in California

The committee's report:

"The subject matter of this resolution is concerned with condemnation of discrimination against Mexican-Americans and the request for cooperation in eliminating discrimination.

"While sympathetic to the limited objective of this resolution, your committee believes there has been a total commitment by the Federation against all discrimination of any and every type and believes that this subject matter has been more adequately covered in Statement of Policy VIII, Civil Rights, page 11, and we accordingly recommend that Resolution No. 118 be filed.

"I move the adoption, Mr. Chairman."

The motion was seconded.

Delegate Joe. N. Ochoa (Los Angeles Co. Empls. No. 119, Los Angeles) rose to speak in opposition to the committee's recommendation.

The motion to adopt the committee's recommendation carried.

Resolution No. 112

Use of Union Services Under Dental Plans

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 4

Enforce Toxic Chemical Safety Laws

The committee's report:

"Your committee recommends that the 'Resolved' be amended by striking in line four the following: 'and films and literature be made available in educating workers and employers as to the hazards and safety measures.'

"The reason for the amendment is that the committee has been advised that such films are readily available at state and federal agencies, and any expenditures by the Federation in this regard would be wasteful.

"Your committee accordingly recommends that the resolution as amended be adopted.

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

The committee's recommendation was adopted.

Resolution No. 79

Occupational Safety and Health Act of 1970

The committee's report:

"The subject matter of this resolution is concerned with more effective implementation of the safety laws and regulations.

"We believe the subject matter of this resolution is more adequately covered in the Statement of Policy VI, Labor Legislation, Page 10, and we therefore recommend Resolution 79 be filed.

"I move the adoption."

The committee's recommendation was adopted.

Resolution No. 96

Award Contracts to Depressed Shipbuilding Areas

The committee's report:

"The subject matter of this resolution is concerned with the revitalization of certain ship construction and repair in various areas within the State of California.

"Your committee is sympathetic with the objective of the resolution, but believes that its effectiveness would depend upon the adequate research and intensive activity by the Federation officers and staff.

"Your committee, accordingly, while concurring in the intent of the resolution, recommends that it be referred to the incoming Executive Council for study and action and that Resolution No. 96 be filed.

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

The motion was seconded.

Delegate Herman Solomon (Boilermakers No. 6, San Francisco) spoke in support of the committee's recommendation.

The committee's recommendation was adopted.

Resolution No. 97

Tankers and Taxes

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 101

Stop Export of American Workers' Jobs

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 123

Strengthen Coastwise, Intercoastal and Domestic Maritime Trade

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 124

Maritime Industry

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 98

Congressional Action on Oil Industry's Tax Loopholes

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 99

Tax Justice

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 43

Revise Partial System in California Administrative Code

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 63

Oppose Electronic Claims Monitoring

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 120

National Association for the Advancement of Colored People

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 121

Jewish Labor Committee

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 128

Support Department of California Veterans of Foreign Wars—Establish a Department of Veterans Affairs

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 130

City of Hope

The committee's report:

"Your committee recommends that the Resolved be stricken and the following inserted:

" 'Resolved, That the California Labor Federation, AFL-CIO reaffirm its endorsement of the City of Hope.'

"As so amended your committee recommends your concurrence.

"I move its adoption."

The committee's recommendation was adopted.

Resolution No. 144

Commend Histadrut on Its 52nd Anniversary

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 146

Establish Owens Valley Regional Planning and Environmental Agency

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 102

Support Strikers at San Rafael Independent Journal

The committee's report:

"Your committee recommends that the second Resolve be amended by striking in Line 4 the words 'and resources'.

"Unless this amendment is done, the convention would be committing the total resources of the Federation to this one organization, which, of course, is impossible.

"As so amended your committee recommends concurrence and I move the adoption."

The motion was seconded.

**San Rafael Independent Journal
Strike-Lockout**

Delegate Donald Abrams (Typographical No. 21, San Francisco) then spoke on the

San Rafael Independent-Journal Strike-Lockout.

"Mr. Chairman and delegates, I appreciate the opportunity to say just a few words in way of a report to this convention regarding our strike in San Rafael. I shall not go into the background of it.

"I would like to say that our organization is highly indebted to the officers and the affiliates of this Federation for the support that we have received. At the present time, however, the strike/lockout is being prosecuted by the four other unions which were locked out and which respected our picket line and are presently continuing the fight. Those unions are the Pressmen, Stereotypers, Photoengravers, and the Teamsters.

"Our union was decertified in an NLRB election. And I would like to tell you of the events that led to the decertification, but I would first like to urge your support for the other four unions which are continuing that struggle up there.

"With regard to the decertification, we wanted to bring to your attention the collusion that took place between the publisher and the Administration in Washington, D.C., to further amplify some of the things that we feel the labor movement is faced with.

"When the strike began our union filed an unfair-labor-practice charge against the I-J. The charge was immediately referred by the Regional Director to the National Board in Washington. It took eight months for the board in Washington to come to a conclusion. When the conclusion was handed down, the General Counsel of the NLRB instructed the Regional Board to continue to prosecute the unfair-labor-practice charge and, if no conclusion were reached, to go ahead and file the charges against the employer.

"Within 48 hours the employer had been able to get a stay of that order on the basis that he wanted to appear before the General Counsel in Washington.

"He did appear before the General Counsel in Washington, D.C. We were invited to appear also.

"The result of that appearance came in a letter from the General Counsel reversing his findings that an unfair-labor-practice charge existed.

"We appealed his reversal. Consequently, it went beyond the year where an election could be held under the circumstances where our people would be entitled to vote in the election. The election was called for, the election was held, and the Board ruled that our people could not vote in that election. And the reason that

we could not vote in it was because the NLRB itself had not completed the work on the unfair-labor-practice charge that was pending before them. Thus, we were decertified by this act of collusion.

"These are the things with which we were faced in San Rafael. This is the reason that we suffered the bitter loss that we did suffer. But we do ask that you use these remarks that we pass along to you to keep in mind the things that are going on with this present Administration.

"Once again, if it is possible to inform your members living in that area to boycott the Independent-Journal, advise your membership that this paper is still a rat publication; we would certainly appreciate that type of support for the other unions.

"Thank you."

The motion to adopt the committee's recommendation on Resolution No. 102 was carried.

The Chair then recognized Secretary-Treasurer Henning.

Contribution to San Rafael Independent-Journal Strikers

Secretary-Treasurer Henning then stated:

"Mr. Chairman, I move that the California Labor Federation, AFL-CIO make a financial contribution to the Independent-Journal strikers, the amount to be determined by the Executive Council."

The motion was seconded and carried.

Chairman Small continued: "I would like to move that the report of the Resolutions Committee be adopted as a whole as amended."

The motion was seconded and carried.

This concluded the report of the Resolutions Committee.

Chairman Small then thanked the members and read their names.

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

Arthur Berland (Retail Clerks No. 324—Long Beach).

James B. Booe (Communications Workers District 9—Sacramento).

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

John Crowley (San Francisco Labor Council—San Francisco).

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

George Flaherty (California State Theatrical Federation—San Francisco).

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

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

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

Everett Matzen (Butchers No. 115—San Francisco).

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).

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

J. J. Twombly (State Building & Construction Trades Council—Sacramento).

Cornelius Wall (Ladies Garment Workers No. 497—Los Angeles).

Morris Weisberger (Sailors Union of the Pacific—San Francisco).

Ray M. Wilson (Southern California District Council of Laborers—Los Angeles).

Chairman Small then continued:

"I agree entirely with the remarks that were made by Vice-President Osslo from the Legislative Committee in thanking our counsel, Charles Scully, for the help that he has given to us.

"Thank you."

Chairman Gruhn at this time discharged the Committee on Resolutions with an expression of thanks. He then thanked General Counsel Scully for his work with the committees and asked that the delegates applaud the committees' members.

Chairman Gruhn then addressed the delegates of the convention.

"We are nearing the end of the convention, and before we get to the Installation of Officers and then the adjournment, I would like to express as President of this Federation my thanks for the wonderful cooperation that the delegates have given to me during the course of this convention.

"I wish to thank you for reelecting me as President. I pledge to you that I shall carry on my term of office as I have carried on in my whole history in the trade-union movement from the time I was a 21-year-old. I will continue the fight for this Federation and the whole trade-union movement. I will be working with the Secretary, the General Vice-President and the rest of the officers of the Federation. We are going to go ahead, move this trade-

union movement to organize the unorganized and to do the work that is necessary to offset the enemies of the trade-union movement.

"Thank you very much."

Chairman Gruhn then recognized Secretary-Treasurer Henning who spoke as follows:

Closing Remarks

JOHN F. HENNING

Executive Secretary-Treasurer

"Mr. Chairman and delegates. I join with Al Gruhn in thanking you for the interest you have given to the business of the convention. I thank you for supporting the liberal direction of the convention.

"These are difficult times for the labor movement. The Administration in Washington has shackled and chained the movement in terms of its policies with respect to free bargaining. The Administration in Washington has ignored the appeals of the labor movement in the social areas of education, housing, health, full employment and racial equality.

"The work of the convention begins now. We must work so as to bring about the restoration of free bargaining and we must work to bring about the achievement of those social values which will give to the American people a civilization worth living.

"I thank you for reelecting me and God Bless you."

Introduction of

C. T. McDONOUGH

Vice-President, Hotel & Restaurant Employees & Bartenders International Union

Chairman Gruhn then proceeded to introduce the former Vice President C. T. McDonough for the purpose of installing the elected officers.

"The Chair now calls upon a man who has been a great man in the trade-union movement of this state—not only the state, but throughout the country. He has made great contributions. I have had the opportunity to work with him in negotiations, and on the picket lines.

"It is a pleasure to present to you a Vice-President of the Hotel & Restaurant Employees and Bartenders International Union and a former Vice-President of the California State Federation of Labor, C. T. McDonough!"

INSTALLATION OF OFFICERS

C. T. McDonough, Installing Officer

"We shall now have the Installation of the Officers. All the vice-presidents and

other officers are present on the platform.

"Will you raise your right hand and repeat after me, using your name where I use mine:

"I, C. T. McDonough, 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.

"Will the President kindly come forward.

"Mr. President, I present you with the emblem of authority. Use it with firmness, and let justice be your guide and success crown your efforts.

"I now present you with this gavel."

IN MEMORIAM

President Gruhn then said: "Delegates, I would like all the delegates to stand at

attention for one minute in silent memory of all our past officers, Neil Haggerty, Tom Pitts, Chick Reed, Lou Blix, Harvey Lundchen and Jimmy Blackburn, and other leaders of the trade-union movement and brothers and sisters of the trade-union movement who have passed away over these two years since the last convention.

"Will you all stand in silence."

The delegates stood for one minute of silence in memory of trade unionists and friends of labor who had passed away during the preceding two years.

ADJOURNMENT

There being no further business, Chairman Gruhn called upon Secretary-Treasurer Henning who moved that the convention be adjourned sine die.

The motion was seconded and carried.

Whereupon, at 1:19 p.m. the Ninth 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 1972 convention.

DIGEST

I FULL EMPLOYMENT AND THE ECONOMY

The national economy is plagued by high unemployment, rapid inflation, and stagnation. The special interests benefit and workers are paying the price.

A national commitment to full employment—decent jobs at decent wages for all—is essential. This requires expansionary monetary and fiscal policies, public works projects, public service employment programs, low interest rates, and new foreign trade legislation. The present federal program of wage and price control should be completely revised to make it fair and equitable or the entire program should be abandoned. We also insist upon control of business profits and dividends in the economic stabilization program.

In California a statewide public works program is needed and state government must accept the responsibility of stimulating California's lagging economy.

Adopted, pp. 34-35.

II UNEMPLOYMENT INSURANCE

Basic improvements are needed in California's unemployment insurance system to update it to the needs of the 1970's. We urge the State Legislature to greatly increase weekly benefit amounts; extend coverage to presently uncovered workers; to extend the benefit period; to limit the trade dispute disqualification provision; to boost the taxable wage base; to include tips as wages in computing benefit levels; and to insure labor representation on the appeals board.

Adopted, p. 35.

III UNEMPLOYMENT DISABILITY INSURANCE

California's worker-financed unemployment disability insurance system should be improved by increasing the maximum weekly benefit; including pregnancy; and raising the taxable wage base when necessary.

Adopted, p. 42.

IV WORKMEN'S COMPENSATION

The Workmen's compensation program was greatly improved in 1971. Numerous further improvements are needed, however, including a major increase in benefit levels for temporary and permanent disabilities; the free choice of physician; improved death benefits; coverage for domestic workers; guaranteed labor representation on the appeals board; and a reduction in the waiting period for benefits.

Adopted, p. 42.

V TAXATION

The nation's tax system favors the wealthy and business at the expense of the average taxpayer. Tax reform to close the oil depletion loophole, the capital gains and state and local bonds tax-breaks, and curb tax policies that encourage the exportation of jobs is essential.

In California, greater reliance should be placed on the progressive income

tax, tax loopholes should be closed and regressive property and sales taxes reduced.

Adopted, p. 42.

VI LABOR LEGISLATION

The trade union movement is under attack by organizations and groups who seek to cripple its power and influence at the collective bargaining table and politically. Such efforts must be repulsed and positive changes adopted in the nation's basic labor laws, including repeal of Section 14(b), increases in the federal minimum wage, updating of the NLRA and adoption of situs picketing legislation.

Adopted, p. 42.

VII AGRICULTURAL LABOR

We strongly support the organizing efforts of the United Farm Workers, AFL-CIO, and pledge them our continued assistance in their continuing battle for industrial democracy in agriculture. We oppose the punitive, anti-farm worker initiative placed on the November, 1972, ballot by growers and their allies. We call for legislation to give farm workers true collective bargaining rights, unemployment insurance and equal coverage under the Fair Labor Standards Act.

Adopted, p. 42.

VIII CIVIL RIGHTS

Prejudice and discrimination continue to cast a shadow over the nation. Full employment is essential for meaningful equality of minority groups. We pledge our continued support for programs to eliminate discrimination in jobs, housing, education, and the mal-administration of justice based upon race, color, creed, national origin, sex or age. We also reiterate our commitment to an alliance of trade unionists and the minority communities to achieve jointly held goals and oppose efforts to divide us.

Adopted, p. 42.

IX HOUSING

The nation's housing needs remain unmet by the Nixon Administration. We believe that all Americans should be guaranteed adequate housing.

To eliminate ghettos and stimulate the economy we urge that massive, publicly support housing programs be enacted and fully-funded at the national and state levels now.

Adopted, pp. 42-43.

X EDUCATION

Every student must be insured an equal educational opportunity regardless of residence. To accomplish this requires a basic reform of the federal and state systems of financial aid to education.

We support greater state and federal aid to public education at all levels and will continue to oppose the imposition of tuition at the state colleges and universities.

We call for legislation giving teachers collective bargaining rights. We also urge that greater emphasis be given vocational education and that the role of organized labor in the building of our nation be adequately portrayed in textbooks and classrooms.

Adopted p. 43.

XI SOCIAL SECURITY

We reiterate our belief that a national health insurance system providing quality medical care for all is a necessity.

To improve the condition of the aged and disabled we support a further major

increase in Social Security benefits, an increase in the taxable wage base, contributions from general revenues, and a reduction in the waiting period for permanent disability benefits.

Adopted p. 43.

XII WELFARE

The present federal, state, and local government-financed welfare system is inefficient, cumbersome, and inequitable. It should be replaced with a federally-financed and administered program that provides an annual minimum basic family assistance payment, a major expansion in child care facilities and job training programs.

Such a reformed system would break the cycle of welfare dependency and would be fair to recipients, taxpayers, and the general society.

Adopted, p. 43

XIII FOREIGN POLICY

We believe America must continue its active leadership role in foreign affairs in order to realize a world of peace, freedom, and economic security for all peoples.

In Vietnam the war must be ended, conditioned on the release of our POW's and assurances the people of South Vietnam have full voice and vote in determining their political destiny.

We reaffirm our long-standing commitment to Israel, and believe NATO must be maintained and the United Nations strengthened.

We also support enactment of the Burke-Hartke bill to end the exportation of U.S. jobs and technology and urge the federal government to curb the use of illegal aliens and "green carders" as strikebreakers.

Adopted as amended, pp. 43-44.

XIV NATURAL RESOURCES

In California, as elsewhere, special interest groups continue to exploit our natural resources for private gain at the expense of the public interest. We reaffirm our support for federal reclamation law and oppose efforts to subvert the law in Washington and Sacramento. We also believe reclamation law should be amended to provide for federal purchase and resale of lands in excess of the law's 160-acre limitation.

Adopted, p. 44.

XV CONSUMER PROTECTION

Strong consumer legislation is needed to protect the interests of the buying public and to insure that products and services are of good quality. We call for enactment of "no fault" automobile insurance; legislation requiring merchants who advertise in Spanish to provide sales contracts in Spanish and English; a ban on automobile "deficiency judgments"; a reduction in interest rates; and the expanded generation and transmission of public power by municipally-owned utilities.

Adopted, p. 44.

XVI ECOLOGY

We believe every citizen has the right to live in a clean, safe environment. We reject the activities of the "no growth" environmentalists who often have a callous disregard for the legitimate needs and aspirations of workers just as we reject the efforts of industry to exploit the economic insecurity of workers by condemning all environmental reform.

We call for a balanced approach in preserving the environment and urge environmentalists to join labor in a coalition for progressive change.

Adopted, p. 44.

I

**FULL EMPLOYMENT AND
THE ECONOMY**

The national economy is plagued by high unemployment, rapid inflation, and stagnation. The special interests benefit and workers are paying the price.

A national commitment to full employment — decent jobs at decent wages for all — is essential. This requires expansionary monetary and fiscal policies, public works projects, public service employment programs, low interest rates, and new foreign trade legislation. The present federal program of wage and price control should be completely revised to make it fair and equitable or the entire program should be abandoned. We also insist upon control of business profits and dividends in the economic stabilization program.

In California a statewide public works program is needed and state government must accept the responsibility of stimulating California's lagging economy.

The nation's economy has steadily deteriorated over the past three years. The record is chillingly clear: unemployment has doubled; inflation continues unabated; business gets even bigger tax breaks, profits go up; wages stagnate. One "game plan" after another has only worsened the situation.

The payoff to business of the Nixon Administration's anti-worker economic programs is clear. The clamp on wages, coupled with rising productivity and ineffective price controls, produced a 21 percent increase in corporate profits after taxes in the first three months of this year alone.

The privileged few have benefited; the vast majority of workers have suffered. In short, the policies of the Nixon Administration, rooted in the long discredited "trickle-down" economic theories of another era, have been an abject failure for workers and the middle-class.

Unemployment statistics indicate the results of economic stagnation drift and decay. Over 48 million persons nationwide were officially classified as "unemployed" in July and over one million more demoralized persons had dropped out of the labor force because of the lack of jobs.

The overall national unemployment rate was at 5.5 percent compared to 3.5 percent in 1969. The overall rate was high, but the unemployment rate among teenagers was a devastating 14.8 percent, among unskilled workers 9.3 percent, and among minorities 9.9 percent. This is the legacy of three years of economic mismanagement and of government, of, by, and for special interests.

The national economic pattern of high unemployment, inflation, and stagnation has been repeated and mirrored in California. Our state is one of the national leaders in unemployment. In July 554,000 Californians were out of work and the statewide unemployment rate of 6.1 percent considerably exceeded the national average.

Efforts of the National Administration to control price increases have been no more successful than its other misguided economic actions. As any housewife knows, a paycheck buys less each month.

The present federal program of wage and price control should be completely revised to make it fair and equitable or the entire program should be abandoned. We also insist upon control of business profits and dividends in the economic stabilization program.

The nation made a commitment to achieve, year-in and year-out, full employment when it enacted the Full Employment Act of 1946. This commitment — decent jobs at decent wages for all able to work — has never really been met.

The federal government's fiscal and monetary policies working together must encourage a major economic expansion until full employment is achieved and maintained. To accomplish this requires a major and lasting expansion of a federally-funded public service employment program.

It requires special federal programs providing financial aid for short-term public works construction and repairs, particularly in areas of severely high unemployment. The unfreezing by the President of billions of dollars of Congressionally appropriated funds for numerous federal programs is particularly essential.

It requires that Congress direct the Federal Reserve system to allocate available bank credit, at reasonable interest rates, for the construction of housing, mass transit, hospitals, and other vitally needed community facilities.

It requires that the Congress markedly increase the federal minimum wage and extend coverage of the law to the millions of workers still beyond its protection. Improving the living standards of

the working poor also stimulates the economy for the poor spend all they earn and spend it quickly.

It requires permitting workers to share equally in economic progress through higher earnings that will be rapidly translated into higher consumer sales. "Real" wages of workers have stagnated for years; they must rapidly grow if the economy is to really prosper.

It requires ending the stranglehold a handful of massive conglomerates and banks have on the national economy before the economic power and controlling destiny of the nation slips into even fewer hands. Recognizing this, the Congress should initiate a thorough, in-depth study of our national economic structure.

It requires reforming foreign trade policies, by stopping the exportation of American jobs and technology and by fairly taxing the foreign earnings of multinational corporations. This means Congressional enactment of the Burke-Hartke Foreign Trade and Investment Act.

It requires in California, creating a major state public works program to build jobs and meet public needs. Coupled with this, state government must accept the responsibility of stimulating California's economy by developing programs to attract new industry, emphasizing the need to diversify the state's economy, adequately funding the schools, and reforming the tax structure.

In short, the nation and California must finally and lastingly accept responsibility for achieving full employment. Providing jobs for all who seek them is the best way to reduce social strife. All segments of society must realize they have a basic interest in achieving this goal.

Adopted, pp. 34-35.

II

UNEMPLOYMENT INSURANCE

Basic improvements are needed in California's Unemployment Insurance system to update it to the needs of the 1970's. We urge the State Legislature to greatly increase weekly benefit amounts; extend coverage to presently uncovered workers; to extend the benefit period; to limit the trade dispute disqualification provision; to boost the taxable wage base; to include tips as wages in

computing benefit levels; and to insure labor representation on the appeals board.

The purposes of unemployment insurance have been two-fold since the program's inception in 1935: To replace a major portion of the earnings of workers who become involuntarily unemployed and to help stabilize the economy by maintaining overall purchasing power. Over the years these purposes have eroded because unemployment insurance benefit levels consistently have failed to keep pace with increasing wage levels.

In 1971, for example, the State Legislature increased the maximum weekly unemployment insurance benefit from \$65 to \$75 a week. This increase means an additional \$64 million in benefits are being paid to California's unemployed each year. Even so, the maximum weekly benefit should be much higher.

Strong employer resistance has succeeded in keeping the taxable wage base at low levels. It is now \$4,200 annually, only \$1,200 higher than it was 37 years ago. The average weekly wage in California, however, is five times greater than it was in 1935.

In addition to this basic weakness, many workers still remain excluded from unemployment insurance coverage and the law is restrictive and unfair in numerous other ways.

Specifically, the following improvements are needed in California's unemployment insurance system to update it to the economic realities of the 1970's.

1. The weekly maximum benefit amount should be sharply increased so that a clear majority of workers who become unemployed receive adequate weekly benefits.

2. Coverage should be extended to presently uncovered workers, such as farm laborers, domestics, and uncovered non-profit workers and public employees;

3. The benefit period should be extended;

4. The "trade dispute" disqualification provision should be limited to a maximum of five weeks;

5. The taxable wage base should be sharply increased in order to finance higher benefits;

6. Tips and gratuities should be included as wages in computing weekly benefit levels; and

7. The Unemployment Insurance Appeals Board should, by law, include labor representation.

Adopted, p. 35.

III UNEMPLOYMENT DISABILITY INSURANCE

California's worker-financed unemployment disability insurance system should be improved by increasing the maximum weekly benefit; including pregnancy; and raising the taxable wage base when necessary.

California's unemployment disability insurance system is now 26 years old. Entirely worker-financed, it provides wage-related benefits to workers who suffer non-occupational illness or injury.

California is only one of five states having a disability insurance program. In 1971, the state Legislature increased maximum weekly benefits under the program from \$87 to \$105. This action has produced more than \$18 million in new wage-replacement and hospitalization benefits to workers unemployed because of a non-occupational injury or illness.

The program is financed by a one percent tax on earnings up to \$8,000 a year. We support an increase in this tax base in order to provide higher and better benefits and oppose any efforts to increase the tax rate.

Specifically, we support:

1. A significant increase in the maximum weekly benefit so most workers suffering a non-occupational illness or injury will receive two-thirds of their normal weekly wage.

2. Including pregnancy within the program.

3. Significantly increasing the taxable wage base above the present level, when necessary, in order to finance improved benefit levels and coverage.

Adopted, p. 42.

IV WORKMEN'S COMPENSATION

The Workmen's compensation program was greatly improved in 1971. Numerous further improvements are needed, however, including a major increase in benefit levels for temporary and permanent disabilities; the free choice of physician; improved death benefits; coverage for domestic workers; guaranteed labor representation on the appeals board; and a reduction in the waiting period for benefits.

In 1971 the Federation secured the greatest benefit increases since the inception of California workmen's compensation program sixty years ago. Maximum temporary benefits were increased from \$87.50 to \$105 a week; permanent disability benefits rose from \$52.50 to \$70 a week; death benefits were increased \$5,000; and the retroactive waiting period for benefits was cut from 49 to 28 days. New benefits for workers resulting from these changes total \$71 million annually.

Even with these long overdue improvements, however, our state's workmen's compensation program remains inadequate in many areas. The majority of temporarily disabled workers do not receive two-thirds of the pre-injury earnings. Even worse, for workers permanently disabled the maximum weekly benefit of \$70 is far less than the maximum they can receive before their work injury becomes permanent and stabilized. Moreover, despite the national trend, California law still does not allow an injured worker to choose his own physician. Instead, the employer or insurance carrier makes this decision.

The following major improvements are needed in California's state workmen's compensation program:

1. The maximum weekly benefit amount for temporary total disability should be increased so that the vast majority of injured workers will receive two-thirds of their pre-injury weekly earnings.

2. The maximum weekly benefit amount for permanent disability should be equal to that for temporary disability, as is the case in most states.

3. Injured workers should be free to select their own treating physician.

4. Death benefits should be payable to the surviving spouse until remarriage or death and to dependents.

5. Coverage should be extended to domestic household workers.

6. The Workmen's Compensation Appeals Board should, by statute, include two labor representatives who are not attorneys.

7. A mandatory rehabilitation program providing injured workers complete vocational rehabilitation should be established and during the rehabilitation period regular weekly benefits should be paid.

8. The waiting period for benefits should be reduced from seven to three days and the retroactive waiting period should be cut from 28 to 14 days.

Adopted, p. 42.

V TAXATION

The nation's tax system favors the wealthy and business at the expense of the average taxpayer. Tax reform to close the oil depletion loophole, the capital gains and state and local bonds tax-breaks, and curb tax policies that encourage the exportation of jobs is essential.

In California, greater reliance should be placed on the progressive income tax, tax loopholes should be closed and regressive property and sales taxes reduced.

The simple fact is that the nation's tax system is unjust and inequitable. The rich, corporations, and banks are favored, while workers bear more than their fair tax share. High property and sales taxes paid by the average taxpayer, coupled with tax give-aways for the privileged have created the climate for a taxpayers' revolt.

The Nixon Administration has urged and the Congress has enacted new tax loopholes and gimmicks to benefit the wealthy and its corporate supporters. The "little-guy" has been callously shuffled aside in the effort to expand the "trickle-down" economic theories of the national Administration.

The Revenue Act of 1971, for example, permanently reduced corporate tax rates by 20 percent. The annual cost to the federal treasury of the tax bonanzas to business will be over \$5 billion this year and will grow to more than \$10 billion annually by 1981.

Corporations and the wealthy will pay less, proportionately, in federal taxes. Most Americans will make up the difference or suffer the consequences of shortages and cutbacks in vitally needed public facilities and services. Even so, the Nixon Administration is attempting to sell the public on a new national sales tax — the so-called "value added tax." This hidden sales tax, whose burden falls heaviest on the average wage earner, is regressive and would reduce again the business community's contribution to the costs of government.

In short, the existing federal tax system is full of loopholes. In 1970, the year of the most recent data available, 112 persons with incomes of \$200,000 or more paid no federal income taxes. Wages and salaries are taxed in full; yet only one-half of capital gains are taxed and various other forms of income escape taxation completely.

The nation needs basic tax reform. This

means abolishing such loopholes as the oil depletion and other mineral allowances, closing the capital gains tax break, taxing earnings from presently tax-exempt state and local bonds, curbing federal tax breaks that encourage the exportation of jobs, and ending business giveaways such as the investment tax credit and depreciation speed-ups.

At the state level the tax system also needs an overhaul. Many of the loopholes in federal tax laws exist in California too, such as the favorable treatment of capital gains and the oil depletion allowance. In addition, California schools continue to be financed primarily by property taxes and there is constant pressure to increase the state's regressive sales tax, both across-the-board and in particular, limited areas of activity such as the restaurant industry.

In 1971, some progress was made in California, largely due to enactment of pay-as-you-go withholding of personal income taxes, a goal long-sought by organized labor.

The most basic reform needed in California is to reduce the heavy burden of the regressive property tax on homeowners and renters alike. Greater state aid for schools and eliminating the property tax as a means of financing welfare would help to achieve this goal. However, efforts in the name of property tax relief to extend property tax-cut windfalls to corporations, land speculators, and other major property owners must be opposed.

California's personal income tax, with its graduated rate structure based on the "ability to pay" principle, is the fairest, most equitable tax. Its role in the financing of state and local government must be expanded in order to make the overall state tax structure more equitable. At the same time, the capital gains and oil depletion tax giveaways must be ended. The favored position banks and corporations enjoy in the state tax system due to the two-thirds vote requirement in the Legislature before their taxes can be increased should be replaced by a simple majority-vote requirement, as in the case with the personal income tax and sales tax.

Adopted, p. 42.

VI LABOR LEGISLATION

The trade union movement is under attack by organizations and groups who seek to cripple its power and influence at the bargaining table and politically. Such efforts must be repulsed and positive changes adopt-

ed in the nation's basic labor laws, including repeal of Section 14(b), increases in the federal minimum wage, updating of the NLRA and adoption of situs picketing legislation.

Trade unionism provides working people the best means of achieving relative economic stability, decent wages and working conditions while contributing greatly to the nation's general welfare.

Collective bargaining has eliminated gross injustices on the job and its success has given millions a significant share in the benefits of our economic system. In both the economic and social sense, the chief bulwark of democracy is a healthy, dynamic trade union movement.

Yet the basic institution of trade unionism is under mounting attack and trade unionists must gird themselves for major, pitched battles in Congress in future years.

Employers and the Nixon Administration have been working ceaselessly to impose compulsory arbitration on the transportation industry and many are seeking to impose compulsory arbitration throughout industry. The right wing seeks to cripple union political activity and to apply the nation's anti-trust laws to labor unions.

Meanwhile, the National Labor Relations Act no longer serves its original purpose. It needs drastic revision. Section 14(b), which permits states to prohibit the union shop, should be repealed and provisions that allow union-busting firms to operate unhampered while hamstringing unions must be repealed. Today an anti-union employer can successfully use the Act to thwart trade unionism. Employers deliberately undertake unfair labor practices, despite the Act's explicit ban on such activities.

In short, the NLRA needs amendment. The mandatory injunction provisions need repeal; more effective remedies for anti-labor activity are necessary; unwarranted restrictions on union activity added to the Act by the Taft-Hartley and Landrum-Griffin amendments should be eliminated; and coverage of a remodeled and improved Act should be extended to uncovered workers.

Other improvements are needed in federal labor legislation. Chief among these are situs picketing legislation to protect the job rights of building trades workers and amendments to the Fair Labor Standards Act increasing the minimum wage to \$2.50 an hour and extending the Act to all workers in interstate commerce. Efforts to set

a lower minimum wage for young workers must be opposed as well as attempts to provide for a 4-day, 40-hour week without double-time pay beyond eight hours in a day.

Similarly, we are opposed to efforts to weaken the federal Occupational Safety and Health Act by exempting smaller employers and call upon the federal government to enforce the Act to the maximum extent contemplated by the Congress. In addition, we oppose efforts to weaken the federal Davis-Bacon Act, including present attempts to exempt federal housing projects from its coverage.

In California there also is a crying need to improve and update labor legislation. Far too often the State Legislature has remained inactive and inert in this area or has refused to adopt progressive legislation to meet workers' needs.

Specifically, in California we need a strong, collective bargaining law for all public employees that contains the right to withhold labor; legislation to ban the use of professional strike-breakers in labor disputes; a ban on the widespread issuance of *ex parte* injunctions; and the creation of a model intrastate collective bargaining law for farm workers, hospital workers, and employees of non-profit organizations patterned after the Wagner Act of 1935.

We urge the State Legislature to continue to reject the so-called Equal Rights Amendment to the U.S. Constitution until men are included within the jurisdiction of all state labor laws protecting women, thereby assuring the legality of present laws protecting women. Further, we urge the legislature to enact for men and women a statutory minimum wage and hours law, with a minimum wage of \$2.50 an hour and urge the Industrial Welfare Commission to establish such a minimum wage in its jurisdiction.

We call for full enforcement of state and federal laws requiring equal pay for equal work.

We call on the state legislature to provide that employees shall keep all tip monies given them for their services.

Finally, recognizing the need to improve job safety, we demand that the State Division of Industrial Safety be adequately financed and staffed and that all safety laws and regulations be vigorously enforced. We also call for the adequate financing and staffing of all Divisions of the Department of Industrial Relations.

Adopted, p. 42.

VII AGRICULTURAL LABOR

We strongly support the organizing efforts of the United Farm Workers, AFL-CIO, and pledge them our continued assistance in their continuing battle for industrial democracy in agriculture. We oppose the punitive, anti-farm worker initiative placed on the November, 1972, ballot by growers and their allies. We call for legislation to give farm workers true collective bargaining rights, unemployment insurance and equal coverage under the Fair Labor Standards Act.

Farm workers continue to be denied the most elemental protections and rights granted most other workers. When unemployment insurance was established farm workers were excluded. They still are. When the National Labor Relations Act was enacted farm workers were excluded. They still are. When the federal Fair Labor Standards Act was adopted farm workers were excluded. In most respects they still are.

California's history is much the same. Farm workers remain without the protection of a fair state collective bargaining statute while growers and their allies work to cripple organizing efforts with punitive legislation and ballot initiatives. Farm workers remain uncovered by state unemployment insurance, now because of the opposition of the State Administration. In the minimum wage field the State Industrial Welfare Commission regulations cover farm workers, but the coverage is inferior to other industries.

Inadequate and ineffective adoption and enforcement of safety regulations continue to make agricultural employment hazardous and farm workers are regularly exposed to dangerous pesticides. Their organizing efforts are repeatedly threatened by the widespread use of illegal aliens as strikebreakers as government agencies look the other way.

Farm workers have learned the hard way that only union organization can change their plight. In ever-increasing numbers they have flocked to the United Farm Workers, AFL-CIO, who under the leadership of Cesar Chavez, have won victory after victory in California and elsewhere in the struggle to bring industrial democracy to agriculture. We applaud and reiterate our support of the farm workers' union and pledge our continued efforts to

help them in their struggle to bring about the unionization of farm workers.

We urge that the federal Fair Labor Standards Act be amended to apply to farm workers on the same basis as other covered workers and urge the Congress extend to farm workers the basic collective bargaining rights enjoyed by industrial workers upon enactment of the National Labor Relations Act in 1935.

We pledge our continuing support for a similar law guaranteeing the right to organize and bargain collectively in California and call upon the State Legislature and the Governor to extend unemployment insurance to farm workers on the same basis as it applies to other covered workers.

We continue to support efforts to ban the use of illegal aliens and so called "green-carders" as strikebreakers and are strongly opposed to the punitive anti-farm worker initiative placed on the November, 1972, ballot by growers and their allies.

In addition, housing, health and educational programs on a large scale and responsive to the needs of farm workers should be created.

Adopted, p. 42.

VIII CIVIL RIGHTS

Prejudice and discrimination continue to cast a shadow over the nation. Full employment is essential for meaningful equality of minority groups. We pledge our continued support for programs to eliminate discrimination in jobs, housing, education, and the administration of justice based upon race, color, creed, national origin, sex or age. We also reiterate our commitment to an alliance of trade unionists and the minority communities to achieve jointly held goals and oppose efforts to divide us.

This nation, at its birth, made a fundamental commitment to the belief that "all men are created equal." Yet today, nearly two hundred years later, minority groups still feel the sting of racial prejudice and discrimination.

We reaffirm our commitment to work for the elimination of discrimination in jobs, housing, and education; we call for the administration of justice in ways that will assure the equality of all persons before the law.

To fully understand the terrible cost of discrimination, requires only a look at the wretched poverty of the rural South or the unlivable conditions existing in the core of most major cities. Unemployment is high for everyone, but it is particularly outrageous among minorities in inner city areas. Housing is squalid and education, starved of funds, is usually poor.

The nation cannot forever endure the sharp dichotomy between affluent suburbia and inner city poverty, for a generation of angry, bitter youth, despairing in democracy and seeking simplistic answers to the injustices of generations is growing steadily.

The best way to ameliorate the situation is to create an economy of full, permanent employment, with good jobs at good pay for all. Job discrimination and unemployment are the root causes of the problems facing minority groups and society.

Recognizing that most of the necessary legislation in the civil rights field has been enacted, we pledge our continuing efforts to make the promise of the 1964, 1965, and 1967 Civil Rights Acts a reality. This legislation must be implemented with vigor, rather than half-heartedly on occasion.

The working alliance between organized labor and minority groups must be strengthened. As the late Dr. Martin Luther King, Jr., once said in speaking of the aspirations of Black Americans:

"Our needs are identical with labor's needs; decent wages, fair working conditions, livable housing, old age security, health and welfare measures, conditions in which families can grow, have education for their children and respect in the community . . . The duality of interests of labor and Negroes makes any crisis which lacerates you, a crisis from which we bleed."

Specifically, we support nationally and at the state level programs to:

1. Provide jobs for all. This is the only way to truly narrow the gap between the nation's "haves" and "have nots" and to bring everyone into the nation's economic and social mainstream.

2. Provide massive low-cost housing and health programs to meet people's needs and eliminate ghettos.

3. Provide full educational opportunities, adequately funded, for all, with special emphasis on meeting the particular educational needs of minority communities. Particularly important is providing incentives to attract and keep the best teachers in ghetto schools.

4. Eliminate discrimination in the ad-

ministration of justice, whether it be against Chicanos in the San Joaquin Valley or Blacks in the rural South.

5. Expand manpower programs with special emphasis on remedial training and the creation of public service jobs.

6. Assure women of full equal rights.

In addition, we pledge our opposition to all efforts to cripple the education opportunities of minority children by banning school busing. We recognize that "busing" is an explosive issue, inflamed by demagogues who raise racial passions by exploiting the politics of fear. But the focus must be on providing better quality instruction. School busing, properly utilized and administered, can help achieve this goal.

Finally, we recognize there has been and will be attempts to divide minorities and the trade union movement. The national administration, through programs such as the "Philadelphia Plan," has sought this end. We reiterate our support for apprenticeship recruitment programs such as "Outreach", the A. Philip Randolph Institute, and the efforts of the AFL-CIO's Human Resources Development Institute, believing such programs offer the best means of achieving equal job opportunities for all.

Adopted, p. 42.

IX HOUSING

The nation's housing needs remain unmet by the Nixon Administration. We believe that all Americans should be guaranteed adequate housing.

To eliminate ghettos and stimulate the economy we urge that massive, publicly supported housing programs be enacted and fully-funded at the national and state levels now.

For over 20 years the Congress and repeated study commissions have concluded the nation is not meeting its housing needs. In 1949 the Congress said the nation needed 800,000 public housing units within six years. Some 600,000 have been built in 23 years. The Housing Act of 1968 set an annual goal of 2.6 million newly constructed housing units; in no year since has the nation come close to meeting this goal.

Moreover, reflecting high land costs and inflated interest rates, which together account for most housing costs, the mobile home market has expanded tremendously. For many moderate income households today mobile homes are the only

form of housing available outside of apartments.

Nearly 40 years ago, President Franklin D. Roosevelt said one-third of the nation was "ill-housed, ill-fed, and ill-clothed." Forty years later relatively few people remain ill-fed and ill-clothed, but millions remain ill-housed. Yet adequate housing is critical to a nation's well-being and not only meets people's needs for shelter, but also generates employment.

To build more and better housing requires action in numerous areas. The housing "delivery system" today is inadequate, inefficient, wasteful, and time-consuming. A regional or metropolitan approach to providing housing is needed.

Major, and often competing, development programs should be integrated into an overall community development effort. As the national AFL-CIO has pointed out, "consolidated grant funds could be used for urban renewal, rehabilitation, loans and grants, demolition codes, open space, urban beautification, historical preservation, water and sewer, neighborhood facilities, advance acquisition of space and model cities supplemental grants."

The federal government should create an urban development bank to provide long-term loans to organizations pursuing public policy goals in the housing field. In addition, the federal government should move to reduce financing and land costs by reducing the FHA-VA allowable interest rates and taking the profit out of land speculation by adopting a national land policy that assures the availability of enough buildable land at reasonable cost to achieve stated housing goals.

In California the state government must move dramatically in the housing field, replacing rhetoric with action, by providing adequate funding for the Cal-Vet program and a statewide bond issue to help subsidize housing costs and to build new housing units.

We oppose efforts by some "environmentalists" who, in the name of ecology, would limit housing construction in suburban areas through unreasonable restrictions, such as large-lot zoning. Suburban areas share the responsibility of meeting California's housing needs, particularly for low to moderate income families. Exclusionary policies, often advanced as "preserving the environment" are socially and economically discriminatory and must be opposed.

What the nation lacks in the housing field, as in other areas, is the firm commitment to right past wrongs. We agree with the President's Commission on the

Urban Crisis which stated two years ago:

"We often subsidize the richest people in the country . . . about 3½ 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 . . .

"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."

In short, we support and urge now massive, publicly supported housing programs at the federal and state levels to guarantee open and adequate housing for all low and moderate-income citizens.

adopted, pp. 42-43.

X EDUCATION

Every student must be insured an equal educational opportunity regardless of residence. To accomplish this requires a basic reform of the federal and state systems of financial aid to education.

We support greater state and federal aid to public education at all levels and will continue to oppose the imposition of tuition at the state colleges and universities.

We call for legislation giving teachers collective bargaining rights. We also urge that greater emphasis be given vocational education and that the role of organized labor in the building of our nation be adequately portrayed in textbooks and classrooms.

The labor movement has long been committed to a strong system of public education for all. Today public education faces many problems, compounded by inadequate financing, often unwieldy educational bureaucracies, attacks upon it by radical groups, and the emotion-charged issue of busing. In an increasingly complex technological society change must come to education and the learning period must be extended. Education from pre-school

through adulthood is becoming ever more a necessity.

A major contribution towards solving some of our pressing problems can be made through greater equalization of educational opportunity so that all people can realize their full potential. This is necessary to prevent the development of an immobile, class society in which people are stratified on economic and racial lines.

At the federal level greater financial aid is needed by the nation's schools, colleges, and universities. One-third of all educational expenditures should come from federal funds, including direct operational grants to higher education.

Of equal importance, society must acknowledge that only 20 percent of high school graduates finish college. With the present secondary school emphasis on college preparation, many high school students are receiving irrelevant general educations. Greater emphasis at the high school and junior college level should be placed on vocational-technical education.

In California, public education faces a financial crisis. Most of the cost of elementary, secondary and junior college education is borne by the property tax. This regressive source of funds is running dry.

Moreover, the State Supreme Court decision in the *Serrano* case recognized the discrimination students face when school districts of greatly different financial resources attempt to provide the same basic education. School children in low wealth districts often suffer severe and permanent educational handicaps because they cannot compete on the job or in college with students educated in school districts with an affluent tax base.

A basic revamping of the federal and state systems of educational finance is necessary. Such a reform must provide as its cornerstone basic federal and state aid on an even basis in order to assure equality of education regardless of a student's residence or family income.

Higher education in California is also in trouble. The state college and university system has been progressively starved of necessary funds for years with repeated cutbacks in teaching personnel, curriculum, and facilities. Reflecting this, California is no longer first among the states in higher education. The state is actually doing relatively less today than it did 10 years ago.

Not only have students suffered from the education malaise of recent years, teachers have been terminated or denied justifiable and overdue pay increases and attempts have been made to intimidate those

holding unorthodox views.

We reaffirm our historical position that quality education is the right of all citizens. Specifically, we support:

1. Greater federal and state financial support for public education, including reform of the state's school finance system to provide sufficient aid to insure equality of education opportunity.

2. The concept of tuition-free state colleges and universities.

3. Strengthening of programs such as the state's successful Educational Opportunities Program at the college level and expansion of such efforts as Head Start, the Teacher Corps, remedial reading and writing programs, adult education and school lunches.

4. Development and dissemination of accurate materials portraying the role and contributions of the labor movement to the nation's history.

5. Enactment of collective bargaining legislation for teachers at all levels.

6. Greater emphasis at the secondary school and junior college levels on vocational-technical education.

7. The right to intellectual inquiry and free expression and the preservation of academic freedom.

Adopted, p. 43.

XI SOCIAL SECURITY

We reiterate our belief that a national health insurance system providing quality medical care for all is a necessity.

To improve the condition of the aged and disabled we support a further major increase in Social Security benefits, an increase in the taxable wage base, contributions from general revenues, and a reduction in the waiting period for permanent disability benefits.

The United States is the world's only major industrial nation that does not provide its citizens comprehensive health care as a right. Among the consequences are higher infant mortality rates and a shorter average life expectancy in the United States than in most other advanced nations.

We find this intolerable and reaffirm our full commitment for a national health insurance system. Such a system would provide quality medical care to all Americans, including the poor, the rich, and minority

groups, and would overhaul the present creaky and inefficient health care delivery system.

We support the Kennedy-Corman National Health Security program. It provides universal coverage; comprehensive benefits without co-insurance or deductibles; no arbitrary cutoff points; no exclusions for pre-existing conditions; no waiting periods; free choice of physician; effective cost controls; and creates a Health Resources Development Fund to be used for health manpower training, group practice expansion, and improved health services. The program would be financed by employer and employee contributions through the existing Social Security mechanism, with matching contributions from general federal revenues.

In the broad field of Old Age, Survivors, Disability and Health Insurance we call for major improvements while applauding Congressional enactment of a 20 percent increase in Social Security benefits this year. This action represents a major improvement in Social Security, but more remains to be done.

A further across-the-board benefit increase of at least 15 percent should become effective next year and the minimum benefit should be increased to \$200 a month for a single person and \$300 a month for a couple.

The taxable wage base, now \$9,000, will rise to \$12,000 in 1974. It should be extended to \$15,000 and adjusted upward regularly thereafter in accord with rising wage levels.

The waiting period for permanent disability benefits, presently six months, should be reduced to one month and older workers below retirement age who are partially disabled and unable to work in their usual job should be covered.

Finally, recognizing that Social Security taxes are set at a flat rate, extending only part way up the income scale, and are regressive, the cost of future improvements should come in significant part from contributions to the Social Security Trust Fund from general federal revenues.

We also believe that the aging are a great resource to society and that special attention should be paid their needs in governmental programs in the transportation, job retraining, and housing fields.

Adopted, p. 43.

XII

WELFARE

The present federal, state, and local government-financed welfare sys-

tem is inefficient, cumbersome, and inequitable. It should be replaced with a federally-financed and administered program that provides an annual minimum basic family assistance payment, a major expansion in child care facilities and job training programs.

Such a reformed system would break the cycle of welfare dependency and would be fair to recipients, taxpayers, and the general society.

The present welfare system, a federal, state and local government patchwork program, financed by all three, is inefficient, cumbersome, and inequitable. It robs many recipients of dignity and self-respect and is not achieving the goal of extending a helping hand to those in need.

Instead, as presently administered, it encourages dependency and its own perpetuation. It is a sad fact that many families are on welfare for two or three generations. This "welfare dependency" cycle must be broken. The old welfare approach has failed the recipients, taxpayers, and society. Empty rhetoric about moving people "off the welfare rolls onto payrolls" is not the answer, however, despite its political appeal.

Reform is overdue. The federal government should assume the responsibility for welfare. This means the federalization of the federal-state-local welfare program, with total federal financing and administration.

A minimum income guarantee to welfare recipients regardless of their residence is needed. The minimum basic family assistance payment should be raised from the \$2,400 level—contained in H.R. 1, the House of Representatives-passed bill now before the U. S. Senate—to at least the present poverty level figure. Any lesser amount would mock the nation's supposed commitment to move its low-income citizens out of abject poverty.

We call for a major expansion of federally-financed child care facilities to provide for a wide-range of educational, health and nutritional services for the nation's young children with major emphasis on helping the children of both welfare recipients and working parents.

We support expansion of job training programs for welfare recipients, although realizing that in an economy of high unemployment job training schemes are of dubious value without parallel programs to stimulate rapid economic growth.

No welfare recipient should be referred

to any job, public or private, paying less than the federal minimum wage. In addition, the jobs of state and local government employees now administering welfare must be protected when the federal government takes over the program.

We support the food stamp program, believing no one should be without adequate nourishment and oppose all efforts to ban union members on strike from eligibility.

Only the above actions can reform the existing welfare system. If taken, they would represent a significant first step in developing a humane welfare system providing adequate income for those in need, suitable training programs culminating in decent jobs at decent pay, expanded child care services, and health, counseling, rehabilitation, and other necessary supportive services.

Such a system would break the cycle of welfare dependency, be fair to recipients, giving them hope and dignity, fair to taxpayers, and benefit the general society.

Adopted, p. 43.

XIII FOREIGN POLICY

We believe America must continue its active leadership role in foreign affairs in order to realize a world of peace, freedom, and economic security for all peoples.

In Vietnam the war must be ended, conditioned on the release of our POW's and assurances the people of South Vietnam have full voice and vote in determining their political destiny.

We reaffirm our long-standing commitment to Israel, and believe NATO must be maintained and the United Nations strengthened.

We also support enactment of the Burke-Hartke bill to end the exportation of U.S. jobs and technology and urge the federal government to curb the use of illegal aliens and "green carders" as strikebreakers.

This country has shouldered the major burden of the cost of defending freedom, in Europe, Asia, and elsewhere for thirty years. The burden is heavy and there are growing pressures to lighten it. A national turning-inward and withdrawal from many of our basic foreign commitments now seems fashionable. We reject this view, believing that our responsibility is to help democratic nations throughout the world, weak or strong.

For example, in Europe NATO must be maintained and moves to drastically reduce U.S. troop strength opposed. We must maintain our longstanding commitment to Israel, thereby preserving the balance of power in the Middle East. We should maintain a democratic presence, in alliance with the free nations of Asia, to assure that area's military and economic security. We should continue to help strengthen the United Nations, recognizing it has not fulfilled its potential and that too often it is only a debating society.

Specifically, we believe:

1. The war in Vietnam must be ended, with U.S. withdrawal conditioned on the release of our POW's and the assurance the people of South Vietnam have full voice and vote in determining their political destiny.

2. The United Nations must be strengthened and rejuvenated, for it remains the best hope of mankind in a troubled and explosive world.

3. The nation must maintain a military posture sufficient to deter any would-be aggressor while seeking true world disarmament.

4. The nation's foreign aid program must be maintained, with one percent of GNP devoted to it and the efforts of neo-isolationists to drastically reduce or alter the program must be opposed.

5. The nation's foreign trade policies need reform to curtail the export of U.S. jobs and technology. The best way to achieve this objective is Congressional enactment of the Burke-Hartke bill.

6. The federal government must more adequately enforce the law along our southern border to halt the importation of illegal aliens who often become strikebreakers and threaten existing labor standards. The federal government also must crack-down on U.S. firms building and operating low-wage assembly plants immediately south of the U.S.-Mexico border, thereby exporting American jobs.

7. The growth of democracy and the social and economic well-being of workers in Latin America, Africa, and Asia depends upon the growth of strong, independent trade unions. To this end we reaffirm our support of the efforts of the American Institute for Free Labor Development in Latin America, the African-American Labor Center in Africa, and the Asian-American Free Labor Institute in Asia.

8. We reiterate our condemnation of the "runaway ship" practices of U.S. ship-owners who use foreign flag vessels to undercut the wages and working condi-

tions of U.S. merchant seamen. We also condemn runaway motion picture production.

9. We support the creation of world-wide fair labor standards.

10. We reaffirm our support of the foreign policy position of the national AFL-CIO.

Finally, we reiterate our belief that the United States must not relinquish its active role of world leadership, however tiring and harsh the burden. As President Kennedy said in his Inaugural Address eleven years ago, we must recommit ourselves to a continuing "struggle against the common enemies of man: tyranny, poverty, disease, and war itself."

Adopted as amended, pp. 43-44.

XIV

NATURAL RESOURCES

In California, as elsewhere, special interest groups continue to exploit our natural resources for private gain at the expense of the public interest. We reaffirm our support for federal reclamation law and oppose efforts to subvert the law in Washington and Sacramento. We also believe reclamation law should be amended to provide for federal purchase and resale of lands in excess of the law's 160-acre limitation.

The nation's national resources should exist and be developed for the benefit of all the people, not just a privileged few.

Nowhere is this truer than in the West, where the principal natural resources are public land and water. Special interests repeatedly have attempted, often successfully, to monopolize the use of public lands and the development and use of public water. This problem is accentuated today, with many large conglomerates moving into agriculture seeking tax-shelters.

Throughout the West much of the water development that has occurred has been subsidized by federal funds under reclamation law. This law, now seventy years old, attempts to control private land and water speculation and monopoly by providing that no right to the use of water shall be sold for a tract larger than 160 acres (320 acres for man and wife). The beneficiary of the public subsidy of water must occupy the land, not be an absentee owner. In addition, the U. S. Secretary of the Interior, before allowing lands in excess of 160-acres to receive water, must obtain agreements from the landowners that they will sell such lands at the pre-

water price, unaffected by any reclamation project.

Far too often federal reclamation law has been unenforced or inadequately enforced because of intense pressures by large landholders and their allies in industry, banking, and commerce. The incentive for the wealthy to try to subvert the law is large because the public subsidizes water resources development by about \$1,000 an acre. Also, large landholders seek to capture the windfall profits from the rising land values caused by public investment in water development.

This situation is particularly apparent in the San Joaquin and Imperial Valleys where large landholders and their allies are constantly working to subvert reclamation law and to jettison the law by sponsoring weakening amendments to it in the Congress.

While failing to amend or repeal reclamation law, they have succeeded in finding other means of circumvention, such as sponsorship of the California Water Project which has no acreage limitation feature. A third of the water transported South by this massive project is for agricultural uses.

We reaffirm our support of the family farm, believing society is better served by breaking-up the huge concentrations of economic wealth now existing in parts of rural California. We are not unmindful that many of the state's large landholders have regularly opposed not only the legitimate aspirations of farm workers, but practically every other liberal legislative proposal.

We urge the federal government to strictly enforce the excess land provisions of reclamation law. We also support strengthening amendments to the law, as introduced in the Congress by U. S. Senator Alan Cranston and six California Congressmen. These amendments provide for federal purchase of excess lands at their pre-water price and the ultimate resale of the lands at nearly current market prices with the proceeds earmarked for public purposes, particularly "water grants to education" and for conservation. Such a mechanism can help curb endless suburban sprawl by retaining some of the purchased lands for open space and agricultural greenbelts.

We further call for the extension of the acreage limitation concept to lands irrigated by the State Water Project.

California and the West need land reform to break-up the concentration of large landholdings. The best vehicle to accomplish this objective is federal reclamation

law, amended to provide for government purchase of excess lands, and vigorously enforced by courageous administrators.

Adopted, p. 44.

XV

CONSUMER PROTECTION

Strong consumer legislation is needed to protect the interests of the buying public and to insure that products and services are of good quality. We call for enactment of "no fault" automobile insurance; legislation requiring merchants who advertise in Spanish to provide sales contracts in Spanish and English; a ban on automobile "deficiency judgments;" a reduction in interest rates; and the expanded generation and transmission of public power by municipally-owned utilities.

Organized labor supports enactment of effective consumer legislation at the national and state levels to protect the interests of workers and their families and to insure that products and services sold are of good quality. Despite the strong efforts of trade unionists and consumer groups, however, the old adage of "buyer beware" still exists and shoddy overpriced merchandise still floods the marketplace.

The nation needs a broad series of consumer protection measures, including creation of a federal Consumer Protection Agency to represent and act in behalf of consumer interests. Unfair, excessive finance charges for consumer credit should be eliminated and "no fault" automobile insurance legislation enacted. Warranty protections are essential and consumers should be able to avail themselves of legal remedies to eliminate fraudulent and misleading practices. Restrictions on false and misleading labeling and advertising also are required.

Specifically, we support the following program:

1. California and the nation need a comprehensive, fair "no fault" automobile insurance system including insurance industry regulation so that windfalls from any cost reductions benefit the consumer rather than improve the profit position of the insurers.

2. An Office of Utility Consumers' Counsel should be created at both the federal and state levels to represent the public before such rate-making bodies as the California Public Utilities Commission.

3. State legislation providing that firms

who advertise they conduct business in Spanish provide sales contracts in Spanish as well as English should be adopted to protect a major segment of California's population from unscrupulous practices.

4. We oppose enactment of the Uniform Consumer Credit Code in our state because it would allow increases in the cost of consumer credit and adversely affect existing consumer protections in California law.

5. We support legislation to require informational product labeling, including ingredients, nutritional values, expiration dates, durability, and unit pricing so the buying public can make meaningful comparisons between products.

6. We endorse enactment of consumer class action legislation, to allow mistreated and cheated consumers to sue for redress as a group rather than individually.

7. We support legislation to ban the use of automobile "deficiency judgments" in California.

8. We endorse legislation to provide that sales promotion advertising by public utilities shall come from corporate profits rather than at the expense of the ratepayer.

9. We support a reduction in the interest rates charged retail customers on revolving charge accounts, believing a ceiling of 12 percent true interest per annum is adequate and oppose retailers charging interest on any portion of an outstanding debt paid within the billing period.

10. We oppose registration and certification of automobile mechanics, believing responsibility for adequate automobile repair is the dealer's.

11. We support better regulation of the household moving industry.

12. We support expanded generation and transmission of public power as a means of lowering utility rates and believe small, municipally-owned utilities should be allowed to jointly finance such efforts.

Finally, we reiterate our belief in a major expansion of consumer education programs by educational institutions and by non-profit and consumer organizations. To help achieve this, and to increase the chances of enactment of favorable consumer legislation, we pledge the Consumer Federation of California our continuing assistance.

Adopted, p. 44.

XVI ECOLOGY

We believe every citizen has the right to live in a clean, safe environ-

ment. We reject the activities of the "no growth" environmentalists who often have a callous disregard for the legitimate needs and aspirations of workers just as we reject the efforts of industry to exploit the economic insecurity of workers by condemning all environmental reform.

We call for a balanced approach in preserving the environment and urge environmentalists to join labor in a coalition for progressive change.

All Americans have the right to live in a clean, safe environment. Yet many workers labor in unsafe factories and fields, exposed daily to harmful pollutants. After work they breathe polluted air. When seeking recreation they face polluted waters and insufficient campsites.

Workers suffer the most today, because unlike affluent suburbanites, they face pollution on and off the job. Yet there are many, including some environmental spokesmen who, consciously or not, would put an even greater burden on workers. They are the advocates of "no growth" and would sacrifice someone else's job for environmental purity. They would preserve open space by stopping residential construction, even though the nation has critical housing needs.

However, the nation's tradition of largely unregulated capitalism has led to the massive exploitation of our resources and industry now seeks to recruit organized labor as an ally in its struggle to avoid environmental responsibilities. Employers often try to exploit the job insecurity of workers in order to get worker support for their efforts. We reject such attempts.

We believe it is unnecessary to choose between environmental preservation and economic security. Jobs for all who wish to work must not be sacrificed by our

commitment to a cleaner environment. A stepped-up attack on pollution actually can create numerous new employment opportunities.

Accordingly, we support strong efforts to end air pollution. The internal combustion engine is the chief cause of such pollution and alternative sources of power should be developed.

We support massive programs to end the pollution of our waterways, realizing that thousands of jobs will be provided by the construction and maintenance of new sewage treatment plants.

We support a major expansion of mass transit facilities and services to help reduce pollution and congestion.

We support better land-use planning to preserve open space, provide greenbelts, eliminate indiscriminate timber-cutting, and increase public parks and recreational areas.

We believe state government should develop a master plan for the future growth and development of California and that it should systematically develop new recreational sites for public use.

We also believe greater efforts must be made by government, labor, industry, and responsible environmentalists to determine the impact of new technology and development projects on the environment and, when such projects seriously threaten the environment, create alternative means of achieving our goals.

Finally, we believe that environmental reform can succeed only when it is viewed as an integral part of social and economic reform. We decry efforts to pit environmentalists against labor, urge environmentalists to recognize the need for a balanced overall approach, and to join labor in building a coalition for progressive change.

Adopted, p. 44.

BALLOT PROPOSITIONS

The Executive Council of the California Labor Federation, AFL-CIO, makes the following recommendations regarding the propositions which will appear on the November, 1972, general election ballot.

Proposition No. 1

Digest: Bonds for Community College Expansion.

Recommendation: Vote YES

Senate Bill 168—Provides, conditional upon approval of state electorate, for issuance of state bonds, in total amounts not to exceed \$160,000,000, and expenditure for public community college capital outlay purposes.

Calls special election to be consolidated with general election of November 1972 for submission of bond proposal to electors.

Amends and supplements the Budget Act of 1971 to appropriate specified amounts from State Construction Program Fund for specified community college capital outlay projects.

Recommendation adopted, p. 34.

Proposition No. 2

Digest: Health Science Facilities Bond Act.

Recommendation: Vote YES

Senate Bill 281, as amended by Senate Bill 220. Revises from \$294,000,000, to \$155,900,000, the total amount of bonds authorized to be issued, conditioned upon approval of state electorate, pursuant to the Health Science Facilities Construction Program Bond Act of 1971. Requires revision of ballot arguments, ballot pamphlet analyses, and ballot title to reflect such revision.

Provides, conditioned upon approval of state electorate and upon approval of state electorate of the Health Science Facilities Construction Program Bond Act of 1971, as amended, for issuance of state bonds in total amounts not exceeding \$138,100,000, and expenditure of proceeds for health science facilities at the University of California, as may be provided for by Legislature. Calls special election, to be consolidated with 1976 general election, for submission of bond proposal to state electorate.

Recommendation adopted, p. 34.

Proposition No. 3

Digest: Pollution Control Facilities.

No Recommendation

Assembly Constitutional Amendment 81—

Empowers the Legislature to provide for the issuance of revenue bonds, not secured by the taxing power of the state, to finance the acquisition, construction, and installation of environmental pollution control facilities, including the acquisition of all technological facilities necessary or convenient for pollution control, and for the lease or sale of such facilities to persons, associations, or corporations, other than municipal corporations. Specifies that the Legislature may, by resolution adopted by either house, prohibit or limit any proposed issuance of such revenue bonds.

Recommendation adopted, p. 34.

Proposition No. 4

Digest: Legislative Procedures.

No Recommendation

Assembly Constitutional Amendment 95—Provides that legislators' terms commence first Monday in December following election.

Provides that Legislature shall convene in regular session at noon on first Monday in December of each even-numbered year, except that the Legislature shall convene the regular session following adoption of measure, and terms of members shall commence, at noon on January 8, 1973.

Provides that each session of the Legislature shall automatically adjourn on November 30th of the following even-numbered year.

Eliminates provisions relating to veto sessions. Authorizes Governor to cause Legislature to assemble in special session on extraordinary occasion. Provides for veto of bills at special session where legislature prevents bill return by adjournment.

Provides that statutes, other than those enacted in special session or which go into immediate effect, go into effect January 1st next following a 90-day period after enactment. Prohibits passage of bills on or after September 1 of an even-numbered year with specified exceptions.

Prohibits presentation of bills to Governor after November 15 of second calendar year of biennium.

Provides that referendum measures may be proposed within 90 days after the enact-

ment date of a statute.

Authorizes houses to recess without consent of other house for 10, rather than 3 days.

Deletes provision specifically authorizing legislative committees to act after adjournment of a session.

Revises provision prohibiting passage by each house of appropriation bills until enactment of Budget Bill to prohibit Legislature from sending such bills to Governor until Budget Bill is enacted.

Makes conforming changes.

Recommendation adopted, p. 34.

Proposition No. 5

Digest: Powers of Local School Districts.

No Recommendation

Assembly Constitutional Amendment 26—Permits Legislature to authorize governing boards of all school districts to initiate and carry on any programs, activities, or to otherwise act in any manner which is consistent with the laws and purposes for which school districts are established.

Recommendation adopted, p. 34.

Proposition No. 6

Digest: Amends and Deletes Provisions in Constitution.

Recommendation: Vote YES

Assembly Constitutional Amendment 42—Deletes constitutional provisions from certain articles and reinserts them with nonsubstantive changes in different articles.

Deletes provision authorizing Legislature to provide for establishment, government, charge and superintendence of institutions for persons convicted of felonies.

Deletes provision limiting maximum terms of officers and commissioners to four years where term not provided for in the Constitution.

Prohibits salaries of elected state officers from being reduced during their term of office and provides that laws setting these salaries are appropriations.

Requires the Legislature to provide for the working of convicts for the benefit of the state rather than authorizing convicts to obtain employment as provided by statute.

Authorizes Legislature to provide for and deal with all matters involving taxation and tax exemption of real or personal

property involved in or affected by state boundary changes, alterations, or redefinitions.

Recommendation adopted, p. 34.

Proposition No. 7

Digest: Amends Constitution Regarding Voting Rights and Open Presidential Primary.

Recommendation: Vote YES

Senate Constitutional Amendment 32—Revises article on suffrage to provide that a United States citizen 18 years of age and resident in this state may vote; that judicial, school, county, and city offices shall be nonpartisan, and that voting shall be secret.

Requires Legislature to define residence and provide for registration and free elections; to prohibit improper practices which affect elections; to provide that no severely mentally deficient person, insane person, person convicted of an infamous crime, nor person convicted of embezzlement or misappropriation of public money shall ever exercise the privileges of an elector in this state; and to provide for primary elections for partisan offices, including an open presidential primary.

Recommendation adopted, p. 34.

Proposition No. 8

Digest: Tax Exemption for Pollution Control Facilities.

No Recommendation

Senate Constitutional Amendment 70—Authorizes Legislature to exempt from ad valorem taxation certain pollution control facilities which produce results which meet or exceed applicable pollution control standards.

Defines pollution control facility.

Provides for subventions to counties, cities and counties, cities and districts in amount equal to revenue lost by any act adopted pursuant to this authorization.

Recommendation adopted, p. 34.

Proposition No. 9

Digest: Vote Required on School Bonds.

Recommendation: Vote YES

Senate Constitutional Amendment 72—Permits approval by a simple majority, rather than by two-thirds, of votes cast by electors, of a proposal of a local public entity which is authorized to incur an

indebtedness for school purposes, which proposes to incur an indebtedness in the form of general obligation bonds in an amount in excess of the annual income and revenue of such entity, where the purpose of such indebtedness is to repair, reconstruct or replace public school buildings determined to be structurally unsafe for school use.

Recommendation adopted, p. 34.

Proposition No. 10

Digest: Property Tax Exemption for Blind Veterans.

Recommendation: Vote YES

Senate Constitutional Amendment 23—Increases the maximum exemption from property tax which the Legislature is authorized to give to veterans who are blind due to service-connected disabilities from \$5,000 to \$10,000.

Recommendation adopted, p. 34.

Proposition No. 11

Digest: Privacy an Inalienable Right

Recommendation: Vote YES

Assembly Constitutional Amendment 51—Includes pursuing and obtaining privacy among inalienable rights.

Recommendation adopted, p. 34.

Proposition No. 12

Digest: Disabled Veterans' Exemption from Property Taxes.

Recommendation: Vote YES

Senate Constitutional Amendment 59—Authorizes Legislature to exempt from property taxation the home, up to a maximum of \$10,000 of assessed valuation, of any resident veteran who, by reason of a total service-connected disability, suffered the loss of sight in both eyes and the loss or loss of use of one upper or lower extremity, or the loss or loss of use of both one lower and one upper extremity, or, the loss of both arms.

Recommendation adopted, p. 34.

Proposition No. 13

Digest: Workmen's Compensation Subsequent Injury Fund.

Recommendation: Vote YES

Senate Constitutional Amendment 20—Grants the Legislature the power to provide for payment of an award to the state on death, arising out of and in

course of employment, of an employee who has no dependents. Permits the award to be used to pay extra compensation to employees for subsequent injuries.

Recommendation adopted, p. 34.

Proposition No. 14

Digest: Property Taxation Initiative Constitutional Amendment.

Recommendation: Vote NO

Establishes several property tax rate limitations. Prescribes tax rates for sales, use, cigarettes, distilled spirits, banks, corporations, and insurance companies. Limits total ad valorem tax on property to 1.75% of market value for all purposes except payment of designated types of debts and liabilities. Eliminates property tax for welfare purposes, limits property tax for education, and requires state funding of these from other taxes. Requires severance tax on extraction of minerals, and hydrocarbons. Requires two-thirds vote of Legislature to increase designated taxes. Restricts exemptions from property tax to those approved by election. If the proposed initiative is adopted undefined additional financing from state sources in the approximate annual amount of seven hundred million dollars (\$700,000,000.00) will be required.

Recommendation adopted, p. 33.

Proposition No. 15

Digest: Establishes Criterion for State Employees' Salaries. Provides for Compulsory Arbitration.

Recommendation: Vote NO

Initiative Constitutional Amendment. Requires State Personnel Board, University of California Regents, and State University and College Trustees semiannually to determine prevailing rates in private and public employment for services comparable to those performed by state employees, and recommend to Governor adjustments to state employee salaries and benefits necessary to equal prevailing rates. The recommendations must be included in Governor's budget, cannot be reduced or eliminated except by two-thirds vote of Legislature, and are not subject to Governor's veto. Provides for written agreements and arbitration between state and employees on other employer-employee relation matters. Statement of additional financing from state sources:

Adoption of this initiative could require a significant increase in state cost in years that a salary increase recommendation would not be adopted otherwise. For example, if this amendment had been in effect during the preparation of the 1972-73 fiscal year budget, the estimated cost increase to the state would be in the approximate amount of one hundred twenty seven million three thousand dollars (\$127,003,000).

Recommendation adopted, p. 33.

Proposition No. 16

Digest: California Highway Patrol Salaries.

No Recommendation

Constitutional Initiative. Requires State Personnel Board to: (1) determine maximum salary for each class of policemen or deputy sheriff in each city and county within state, (2) adjust salaries of uniformed members of Highway Patrol to at least the maximum rate paid policemen or deputy sheriffs within comparable classes, and (3) report annually to Governor on its determinations and adjustments. Requires Governor to provide in budget for full implementation of these determinations and adjustments. These budget provisions can be modified or stricken only by two-thirds vote of legislature voting solely on this issue. Statement of additional financing from state sources. If this amendment had been in effect during the preparation of the 1972-73 fiscal year budget, the estimated cost increase to the state would be in the approximate amount of seventeen million five hundred and nineteen thousand dollars (\$17,519,000).

Recommendation adopted, p. 33.

Proposition No. 17

Digest: Death Penalty Initiative Constitutional Amendment.

No Recommendation

Amends Constitution of California to provide that statutes in effect on February 17, 1972, requiring, authorizing, imposing or relating to the death penalty are in full force and effect, subject to legislative amendment or repeal by statute, initiative, or referendum and that the death penalty provided under these statutes is not cruel or unusual punishment.

Recommendation adopted, p. 33.

Proposition No. 18

Digest: Obscenity Initiative.

No Recommendation

Amends, deletes, and adds Penal Code statutes relating to obscenity. Defines nudity, obscenities, sadomasochistic abuse, sexual conduct, sexual excitement and other related terms. Deletes "redeeming social importance" test. Limits "contemporary standards" test to local area. Creates misdemeanors for selling, showing, producing or distributing specified prohibited materials to adults or minors. Permits local governmental agencies to separately regulate these matters. Provides for county jail term and up to \$10,000 fine for violations. Makes sixth conviction of specified misdemeanors a felony. Creates defenses and presumptions. Permits injunctions and seizures of materials. Requires speedy hearing and trial.

Recommendation adopted, p. 33.

Proposition No. 19

Digest: Marijuana Initiative.

No Recommendation

Removes state penalties for personal use. Proposes a statute which would provide that no person eighteen or older shall be punished criminally or denied any right or privilege because of his planting, cultivating, harvesting, drying, processing, otherwise preparing, transporting, possessing or using marijuana. Does not repeal existing, or limit future legislation prohibiting persons under the influence of marijuana from engaging in conduct that endangers others.

Recommendation adopted, p. 34.

Proposition No. 20

Digest: California Coastline Initiative.

Recommendation: Vote NO

Coastal zone conservation act. Creates state coastal zone conservation commission and six regional commissions. Sets criteria for and requires submission of plan to Legislature for preservation, protection, restoration and enhancement of environment and ecology of coastal zone, as defined. Establishes permit area within coastal zone as the area between the seaward limits of state jurisdiction and 1,000 yards landward from the mean high tide line, subject to specified exceptions. Prohibits any development within permit area without permit by state or regional commission. Prescribes standards for is-

suance or denial of permits. Act terminates after 1976. This measure appropriates five million dollars (\$5,000,000) for the period 1973 to 1976.

Recommendation adopted, p. 34.

Proposition No. 21

Digest: School Busing Initiative.

Recommendation: Vote NO

Student school assignment. Adds section to Education Code providing: "No public school student shall, because of his race, creed, or color, be assigned to or be required to attend a particular school." Repeals section establishing policy that racial and ethnic imbalance in pupil enrollment in public schools shall be prevented and eliminated. Repeals section which (1) establishes factors for consideration in preventing or eliminating racial or ethnic imbalances in public schools; (2) requires school districts to report numbers and percentages of racial and ethnic groups in each school; and (3) requires districts to develop plans to remedy imbalances.

Recommendation adopted, p. 34.

Proposition No. 22

Digest: Agricultural Labor Relations Initiative.

Recommendation: Vote NO

Sets forth permissible and prohibited labor relation activities of agricultural employers, employees, and labor organizations. Makes specified types of strikes, picketing, and boycotts unlawful. Defines unfair labor practices. Creates Agricultural Labor Relations Board with power to certify organizations as bargaining representatives, conduct elections therefor, prevent unfair labor practices, and investigate and hold hearings relating to enforcement of Act. Provides Board's orders are reviewable and enforceable by courts. Provides interference with Board's performance of duties or commission of defined unlawful acts is punishable by fine and/or imprisonment. If the proposed initiative is adopted undefined additional financing from state sources in the approximate amount of six hundred thousand dollars (\$600,000) per year, will be required.

Recommendation adopted, p. 34.

RESOLUTIONS

Reason for Termination

Resolution No. 1—Presented by California State Conference of Painters, Long Beach; State Building and Construction Trades Council of California, Sacramento.

Whereas, Many ills exist in our present unemployment compensation code. Namely: A workman's eligibility to draw this compensation is predicated mainly on the reason his employment was terminated. Therefore his eligibility is left to the whim of his last employer in his answer to a letter sent him by the Department of Human Resources; and

Whereas, This being a cost factor to the employer, he can answer back in such a manner as to deny the workman his eligibility to draw unemployment compensation. To avoid a particular claim from being charged back to his account, he can even say he had to fire the man because he caught him stealing, or any NUMBER of reasons; and

Whereas, This procedure sets off a chain reaction of cost factors, not only to the workman in time and expense to appeal, but also to the Department of Human Resources in processing thousands of appeal cases; therefore be it

Resolved, That this Ninth Convention of the California Labor Federation, AFL-CIO, go on record in favor of new legislation, amending the California State Unemployment Insurance Code to contain sections spelling out that the employer must, on termination of an employee, and with his last paycheck, give said employee a written notice of exact reason for termination and brief explanation. This slip must be presented to the State Employment Office when making application for benefits. This would be an immediate deterrent to capricious acts of an angry employer, thereby saving employee time and expense of long, drawn-out appeals procedure. An interesting by-product of the act would also save the state the expense of sending out letters of inquiry to employers requesting reason for job termination. Recommend that strong enforcement procedures be contained in the Act.

Referred to Committee on Legislation.
Filed, pp. 89-90.

Employer Responsibility for Bad Checks

Resolution No. 2—Presented by California State Conference of Painters, Long Beach.

Whereas, The bad check problem has grown out of all proportions, causing much

hardship to the families of painter employees; and

Whereas, The Union Business Representative has little legal means of control, having to spend far too much time running down these bad check artists; and

Whereas, Many times painters who receive bad checks have to wait for months before recovering their money (and sometimes only part of it) on account of bankruptcy proceedings; and

Whereas, In the meantime the painter employee has to assume all the liability for the bad check — must make it good at his bank or with whoever has cashed it; in some cases even losing his good credit rating; and

Whereas, The employee is undergoing double jeopardy, not only having to make good on the bad check and losing interest on his own money which the employer has not paid him, but can also be jailed for non payment; and

Whereas, California is one of the few states not having a law protecting the employee for liability for bad checks; and

Whereas, This situation is not only extremely unfair to the employee but is also an unwarranted expense to the local unions in the collection thereof; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, sponsor legislation to make the employer completely and entirely responsible for restitution and repayment of all bad checks and that the employee be relieved of all liability for repayment and/or penalty for non repayment of any bad check received from an employer.

Referred to Committee on Legislation.
Nonconcurrency, p. 73.

Guarantee Payment of Surety Bonds

Resolution No. 3—Presented by California State Conference of Painters, Long Beach.

Whereas, Many union negotiated contracts throughout the State of California require signatory employers to post surety bonds in varying amounts to insure the payment of wages, fringe benefits and various other forms of indebtedness; and

Whereas, Under existing laws it has been necessary in many instances to institute legal action to effect collection; and

Whereas, This action is burdensome, time consuming and expensive; and

Whereas, On many occasions the legal fees incurred have been greater than the amount due; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, seek legislation in the California State Legislature which would make it mandatory for a bonding company to honor their obligations upon due proof of loss, without the necessity of instituting legal action.

Referred to Committee on Legislation.
Adopted as amended, pp. 73-74.

Enforce Toxic Chemical Safety Laws

Resolution No. 4—Presented by California State Council of Painters, Long Beach.

Whereas, The manufacturing and application of paint is becoming tremendously toxic; and

Whereas, The State of California and the federal government are not pursuing or policing these materials; and

Whereas, Hundreds of thousands of people are being exposed daily and are facing tremendous health problems and even death; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, work to secure enforcement of legislation in the field of toxic chemicals, especially paint products; and films and literature be made available in educating workers and employers as to the hazards and safety measures.

Referred to Committee on Resolutions.
Adopted as amended, p. 105.

Improve Social Security Benefits

Resolution No. 5—Presented by California State Council of Carpenters, San Francisco.

Whereas, Unemployment in the United States has reached alarming proportions due to changing technology, new materials and the population explosion; and

Whereas, There is no indication in the immediate or foreseeable future wherein the unemployment factor of this nation will be greatly reduced due to the above; and

Whereas, There are many young men and women attaining the workable age for whom there is no employment available; and

Whereas, The Congress of the United States has not provided the type of legislation to compel the Federal Social Security Administration to adequately increase retiree pensions over the years to be consistent with today's higher cost of living; and

Whereas, A great number of retirees for one reason or another have failed to provide anything extra for themselves for their retirement years; and

Whereas, These people are now living a life of deprivation and hardship, living off

the small pension check from the Federal Social Security Administration; therefore be it

Resolved, That this Ninth Convention of the California Labor Federation, AFL-CIO, go on record in favor of a substantial increase in Social Security monthly benefits and a meaningful reduction in the age requirements and to so notify our Senators and Congressmen.

Referred to Committee on Resolutions.
Adopted, p. 91.

Liberalization of the State U.I. Program

Resolution No. 6—Presented by California State Council of Carpenters, San Francisco.

Whereas, The State Unemployment Insurance benefits paid to unemployed workers who qualify under the rules of the Department of Human Resources Development have not sufficiently increased over the years to maintain a decent standard of living; and

Whereas, The weekly benefit allotment is now less than 50 percent of the average weekly earnings of a great many workers today; and

Whereas, The benefits that are being paid, are paid for far too short a period of time; therefore be it

Resolved, That the delegates to this Ninth Convention of the California Labor Federation, AFL-CIO, work to promote legislation at the state level that will increase the Unemployment Insurance Weekly Benefit to 80 percent of the claimants' customary and ordinary wage rate up to a maximum of \$150.00 and extend the benefit period to 42 weeks instead of the current 26 weeks and the ratio of benefits to earnings be rescheduled to provide a minimum benefit of \$50.00 per week without any increase in the minimum earnings to qualify for benefits; and be it further

Resolved, That the highest quarter earnings used to establish the weekly benefit rate be the three months in which the claimant had the highest earnings.

Referred to Committee on Legislation.
Filed, p. 90. See Policy Statement II.

Prohibit Ex Parte Injunctions in Labor Disputes

Resolution No. 7—Presented by Northern California District Council of Laborers, San Francisco; State Building and Construction Trades Council of California; Sacramento.

Whereas, The judges of the Superior Courts of the various counties in California

often issue injunctions ex parte without a full hearing on the facts in order to restrain picketing and other peaceful conduct of labor organizations; and

Whereas, Such injunctions are often without legal foundation and terminate, or have the effect of terminating, lawful conduct by labor unions; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, have prepared and introduce legislation at the earliest possible time which would prohibit the issuance of ex parte injunctions in any labor dispute in California and which would require at least ten days' notice of any hearing with respect to the issuance of a preliminary injunction in a labor dispute.

Referred to Committee on Legislation.
Adopted, p. 74.

"No-Fault" Car Insurance

Resolution No. 8—Presented by Office and Professional Employees, Local 30, Los Angeles.

Whereas, In the United States there is a deep and growing resentment against practices of the auto insurance industry; and

Whereas, Some of the complaints against auto insurance policies have been repeated over and over again: High unilateral increases in rates; cancellation without notice; non-renewal of policies; refusal to sell insurance in certain areas and to certain groups of workers, etc.; and

Whereas, Since 1965 Senator Philip Hart (D-Mich.), Chairman of the Senate Anti-Trust and Monopoly Subcommittee has conducted hearings and studies on many facets of the auto industry and the auto insurance industry; in addition, the Department of Transportation conducted a two year study in the same area and its reports have been made public; and

Whereas, Out of all these hearings and studies has emerged startling data on weakness in auto safety as well as the bankruptcy of our auto insurance system, namely and to wit:

Of those seriously injured in auto accidents (or survivors of those killed) only 45% receive benefits from present liability insurance systems. One out of ten receives nothing from any form or reparation;

Of the \$5.1 billion in compensable economic losses (medical costs, lost wages and the like) resulting from the deaths and serious injuries in 1967 auto accidents, auto insurance repaid less than \$1.1 billion, while compensation from all other forms of insurance

totalled only \$1.4 billion;

In the 220,000 lawsuits arising from 1968 auto accidents, the victims collected a total net after legal fees and other expenses of \$700 million while lawyers collected \$600 million plus expenses; An estimated 8 to 10% of all drivers fit into the "hard to place" insurance market. Many drivers, especially the elderly, the young and the resident of city centers, have trouble even getting insurance coverage even though they have good driving records; and

Whereas, Under the present automobile insurance systems, administrative and legal expenses devour 55 cents of every premium dollar and the costs of these premiums have soared almost out of sight; moreover auto accident cases take 17% of U.S. judges' time and contribute mightily to courtroom backlogs; and

Whereas, In an effort to meet these problems many states are turning to "No-Fault Insurance Plans" — under these plans auto insurance aids accident victims without going through the lengthy and costly procedure of determining who is liable for causing the accident. "No-fault" also pays medical costs, compensates for income lost because of the accident and pays benefits and other expenses. Thus, as much as 90 cents of every premium dollar is available to pay for benefits; therefore be it

Resolved, That this Ninth Convention of the California Labor Federation, AFL-CIO, heartily endorse the concept of "No-Fault" insurance and that all delegates work for the enactment of national and state "No-Fault" laws to correct the gross inadequacies of our present system, and in accordance with the standards outlined by the national AFL-CIO; and be it further

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, instruct its representatives to contact the national AFL-CIO, urging them to encourage the U. S. Department of Transportation to take the lead to bring about a national "No-Fault" insurance program.

Referred to Committee on Resolutions.
Adopted, p. 91.

Employment Equality and Leadership Development for Women

Resolution No. 9—Presented by Office and Professional Employees, Local 30, Los Angeles.

Whereas, Women in our society have not as yet achieved full equality in the areas of equal pay for equal work, equality of job opportunities and advancement; and

Whereas, The apathy of many women

employees toward union membership is reflected by employer discrimination against their sex in pay and promotions; and

Whereas, The Ninth Convention of the California Labor Federation, AFL-CIO, fully recognizes the urgent need to completely eradicate all discriminatory practices prevailing against women employees and to institute programs for the training of women members in all phases of union education, including special emphasis on leadership training; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, urge all delegates to intensify their educational efforts among women's groups and organizations to impress on them the many advantages they can gain through organization in the labor movement, to end discrimination against their sex in all fields of employment; and be it further

Resolved, That the California Labor Federation, AFL-CIO, and all of its affiliated local unions cooperate and assist, in every way possible, groups and organizations whose bona fide objectives are the achievement of full equality for all women in our society; and be it further

Resolved, That an educational program having special emphasis on the training of women for union leadership be encouraged on all levels — state and local; and be it finally

Resolved, That this Ninth Convention of the California Labor Federation, AFL-CIO, reiterate its full support for the principle of equal rights and equal treatment of women, including all aspects of employment, union membership and achievement through merit of leadership in both fields.

Referred to Committee on Resolutions.
Filed, pp. 67-68.

Day Care Centers

Resolution No. 10—Presented by Office and Professional Employees, Local 30, Los Angeles.

Whereas, More than one third of all mothers with pre-school children — many of them wives of hard pressed workers—are employed or seeking a job; and

Whereas, The mothers' availability to work is conditioned on their ability to place their pre-school children with competent baby sitters or at a good child care center; and

Whereas, It is recognized by experts in the child care field that through the lack of proper day care centers, many children suffer emotionally and their par-

ents suffer financial hardships; and

Whereas, Plainly there is urgent need for expanded government subsidized day care centers, not just for welfare mothers emerging from training programs but for all employed mothers and fathers who cannot find suitable care at a bearable price; therefore be it

Resolved, That affiliated locals of the California Labor Federation, AFL-CIO, propose in contract negotiations that employers, where feasible, contribute a premium for a child care center; and be it further

Resolved, That the substantial resources of the government be made available to develop and expand day care centers with qualified staff to the extent that they are readily available to virtually every pre-school child of working mothers and fathers; and be it further

Resolved, That the representatives of this Ninth Convention of the California Labor Federation, AFL-CIO, contact the legislators and urge them to press forward on a bill which would reflect the sense of this resolution.

Referred to Committee on Legislation.
Filed, p. 103. See Policy Statement XII.

Consumer Legislation

Resolution No. 11—Presented by Office and Professional Employees, Local 30, Los Angeles.

Whereas, The existing legislation to protect consumers is woefully inadequate and only affects the periphery of the enormous and many faceted problem; and

Whereas, Consumers are still exploited by misleading packaging and overpriced products, especially food; also high interest rates; high medical costs; high housing costs; high repair costs on cars and household appliances; high car insurance costs; and

Whereas, The present state administration has not proposed any meaningful program to aid the consumer and apparently does not intend to; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, instruct its representatives and all of its affiliated local unions to notify the legislators in Sacramento that we favor an active, independent, adequately funded Consumer Counsel; and be it further

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, instruct its representatives to draft and have introduced in the state legislature class action bills to facilitate suits by

consumers' groups for recoveries of overcharges.

Referred to Committee on Legislation.
Adopted, p. 59.

Women In The Work Force

Resolution No. 12—Presented by Office and Professional Employees, Local 30, Los Angeles.

Whereas, Women are in the labor force in greater numbers and by higher percentages than ever before; and

Whereas, The percentage of women in unions also is increasing, nationally comprising 20% of union members and in California comprising about 22%; and

Whereas, The practices and thinking of employers and labor organizations have failed to keep pace with this influx of women workers; and

Whereas, Discrimination should end wherever and whenever it occurs; and

Whereas, The Office and Professional Employees International Union, Local #30, AFL-CIO, CLC, believes that the labor movement should play an active role in resolving the problems of all of its members, including the special problems of women; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, urge its affiliated local unions when negotiating contracts with employers to:

- (1) Evaluate all jobs with a rate of pay based on job content and realistic value of responsibility carried;
- (2) Demand that promotions be granted on the basis of competence and qualifications;
- (3) Eliminate variants in job descriptions which serve as a pretext for nullifying the Equal Pay for Equal Work laws;
- (4) Extend all contract rules and regulations for the protection of women and minors to everyone;
- (5) Include coverage in health and welfare plans for women workers hospitalized for reasons of pregnancy;
- (6) Provide for day care facilities for children of employed mothers and fathers as a basic and unmet need in our society; and
- (7) Provide for maternity leave without loss of seniority.

Referred to Committee on Resolutions.
Filed, pp. 67-68.

Four Day—Thirty-Two Hour Workweek

Resolution No. 13—Presented by Office

and Professional Employees, Local 30, Los Angeles.

Whereas, Automation and technological change pose the greatest challenge facing white-collar employees in the United States; and

Whereas, the four (4) day workweek will enable all working people to achieve a fair share of the benefits accruing from the dramatic increase in productivity of the working force which has in large measure resulted from the rapid rate of introduction of electronic data processing equipment and computer systems; and

Whereas, Adverse factors are reflected in growing unemployment of craftsmen in the building trades, engineers and scientists in the aerospace and defense industries as well as shipping and transportation, accompanied by a marked reduction in white collar positions; and

Whereas, Benefits accruing to employees include more leisure time, better family relationship, improved morale and health at no lessening of wage scale, moving a Massachusetts Institute of Technology social scientist to call the four (4) day week a "momentous social invention" and "merely one facet in the steady sweep toward greater freedom and less lifetime toil"; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, call for a movement throughout the state to implement the four (4) day, thirty-two (32) hour workweek by submitting it as a proposal in all future contract negotiations; and be it further

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, petition the state legislature to enact laws to meet this pressing need.

Referred to Committee on Legislation.
Nonconcurrence, p. 74.

Individual's Right to Privacy

Resolution No. 14—Presented by Office and Professional Employees, Local 30, Los Angeles.

vacy of virtually every American citizen; and

Whereas, A trade union study of the credit bureaus in the United States finds that they have set up a "private intelligence network" which threatens the pri-

Whereas, This report on the credit bureau industry concedes that the business community has a "need to know" but that the individual also "has a legitimate right to his privacy"; and

Whereas, The study showed that credit bureaus gather more than the economic

data required by businessmen; that they also seek out information on the individual's work record, personal conduct and family affairs, and now hold secret dossiers on some 110 million Americans; and

Whereas, Fear exists among thinking citizens that there is a gradual and nearly invisible meshing of government and private files until inevitably a complete dossier will be available on all of an individual's past experience — the totality of his life's history — at the flick of a computer switch; therefore, be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, hereby call for the introduction of legislation to curb the irresponsible practices of the multi-million dollar credit rating and reporting industry; and be it further

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, take the lead in fighting for stronger regulation of commercial spying agencies to prevent the secret circulation of wrongful, personal or irrelevant misinformation about individuals to the detriment of their jobs, their ability to obtain credit, or their general reputations.

Referred to Committee on Legislation.
Adopted, p. 59.

Support 1973 United Crusade

Resolution No. 15—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The leadership, time, skill and knowledge of organized labor and its individual members have played an important part in the development and progress of federated voluntary financing for health, welfare and youth services of more than 250 United Crusade Agencies, including member agencies of United Way and 12 chapters of the American Red Cross in Los Angeles County; and

Whereas, The United Way Inc. and the American Red Cross are conducting their ninth annual United Crusade partnership campaign in the greater Los Angeles area for services to families, children, and adults who are in need; for disaster relief services; for blood programs; and to provide help to members of the armed forces and their families; and

Whereas, Members of organized labor are fully represented on the United Crusade Committee, on the United Way corporate Board of Directors, on all five United Way regional Boards of Directors, and on the Boards of the American Red Cross; and further, are participating in the process of budgeting by determining and allocating contributed funds where

they will do the most good for the entire community; and

Whereas, Service statistic records indicate that in the past year alone 2,926,509 adults, children and families received services from United Way agencies, including health services for 338,952 individuals, special care for 26,739 children through adoption, day care, counseling and centers for handicapped; counseling and disaster service care for 727,000 families and youth programs for 1,833,000 boys and girls; and in that same period American Red Cross collected and distributed 194,058 pints of blood for hospitalized patients, trained 123,350 persons in safety programs, 12,000 in first aid and assisted 31,200 families of servicemen; provided 25,800 trained volunteers for community service and medical facilities, children's homes, shelter and care homes, bloodmobiles and service centers; and continued assisting more than 12,000 local families still needing help after the San Fernando Valley earthquake in 1970; and

Whereas, Members of organized labor are working as volunteers for both the United Way and the American Red Cross and are actively involved in the annual United Crusade; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, strongly urge its affiliates' members to contribute their fair share in accordance with established giving throughout the community, and to contribute this fair share to the United Crusade unless they have already contributed to AID-United Givers, the Permanent Charities Committee or their employing firms' in-plant federation.

Referred to Committee on Resolutions.
Adopted, p. 94.

Support Community Chest, United Crusade, United Fund and Other Federated Fund-Raising Drives

Resolution No. 16—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 services 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 Ninth Convention of the California Labor Federation, AFL-CIO, call upon its affiliated local unions and their membership in all communities where Community Chests and Councils, United Crusades, United Funds, or other united campaigns exist, in accordance with the type of fund-raising federation approved by the labor movement in the respective communities, urging the participation of organized labor in these activities, and loyally, actively and generously to support the local Community Chest, United Crusade or other federated fund-raising campaign.

Referred to Committee on Resolutions.
Adopted, p. 94.

Support AID-United Givers

Resolution No. 17—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 Givers 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 or not 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, The Employees of AID-United Givers have, during the fiscal year 1971/72, become affiliated with the Office and Professional Employees International Union, Local No. 30, AFL-CIO, CLC and are working under favorable conditions of a union contract with that organization, making AID-United Givers the only fund-raising organization in Southern California now totally unionized and using union label materials; and

Whereas, Because AID-United Givers is totally organized as to personnel and the use of materials with the union label, it should receive the unanimous support of all organized labor in the areas served by the organization; and

Whereas, During the fiscal year of 1971/72, AID-United Givers raised and distributed \$16,732,269.29 for the support of worthy charities in Southern California and throughout the United States; and

Whereas, AID-United Givers, in its 21 years of existence has raised and distributed more than \$204,800,000 for charitable purposes; and

Whereas, AID-United Givers' low operational cost of approximately 5.54 percent assures the donor that his contribution reaches its intended source — to help the needy; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, endorse the AID-United Givers program; and be it further

Resolved, That the California Labor Federation, AFL-CIO, advise its affiliated unions of the total unionizing of the AID-United Givers staff and its use of the union label and urge increased participation of its affiliated unions and their members in cooperation with the AID-United Givers staff in those industries now having AID chapters; and be it further

Resolved; That affiliated unions cooperate with the AID-United Givers staff in the bringing into the AID-United Givers program those industries or offices not now in the AID-United Givers program.

Referred to Committee on Resolutions.
Adopted, p. 94.

Child Care Facilities

Resolution No. 18—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, There is long standing recog-

dition that working mothers are hampered in their efforts to obtain gainful employment and promotion on the job because adequate facilities for child care are not available either in quantity or quality, as they should be; and

Whereas, Lack of such child care facilities has resulted in economic distress to families where parents have been discouraged from seeking employment because of their absence; and

Whereas, This is harmful not only to the individuals involved but to our society because of the loss of productive buying power; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, call for the introduction of appropriate legislation both at the state and federal levels, to broaden child care services in scope and quality of services.

Referred to Committee on Legislation.
Filed, p. 103. See Policy Statement XII.

Public Welfare

Resolution No. 19—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, At least 30 million people continue to exist in poverty and although the nation's many social welfare programs were devised to help these people, actually public welfare reaches fewer than one-fourth of the poor; and

Whereas, Those who receive public assistance receive an amount insufficient to meet their minimum needs; and

Whereas, The AFL-CIO continues to give unreserved support to the Ribicoff amendment to the Family Assistance provisions of HR1, already passed by the House of Representatives; and

Whereas, The U.S. Senate Finance Committee has passed a starvation pay forced work scheme to replace the present public assistance program and as a substitute for HR1; and

Whereas, If enacted the Committee's scheme would, at a time when five million workers are unemployed, force adults, mostly mothers with children over the age of six, to accept jobs offered by private employers paying as low as \$1.20 an hour, or to work in publicly financed make-work projects at abysmally low wages; and

Whereas; Not only the adults, but also the dependent children would be deprived of all aid if the adults refused to submit to the oppressive work rules; and

Whereas, Governor Reagan has praised the Senate Finance Committee plan, and has continued to seek to establish so-called

"welfare reform" laws and regulations to deny aid to the needy, to cut the amount of aid, and to harass the poor who must depend on welfare for existence; therefore be it

Resolved, that the Ninth Convention of the California Labor Federation, AFL-CIO, affirm our denunciation of the Senate Finance Committee's bill and the repressive "welfare reform" proposals of Governor Reagan; and be it further

Resolved, That we reaffirm our support of a decent, humane public welfare program which will:

Establish a federal minimum basic family assistance payment of \$3,000 for a family of four with automatic increases to no less than the poverty level within a few years;

Protect all recipients against any reductions in present payments;

Prohibit referral to jobs paying sub-minimum wages;

Assure adequate child care for children of mothers referred to a job or training;

Protect the job rights of state and local employees administering welfare when the federal government takes over the program.

Referred to Committee on Resolutions.
Adopted as amended, pp. 91-92.

Consumer Education

Resolution No. 20—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Many states now require consumer education courses in their public schools to enable young people to develop competence in dealing with the economic world in which they live; and

Whereas, The public school system of the State of California does not currently require the inclusion of consumer education in the educational system, although both the Governor and the Division of Consumer Affairs have emphasized the need for such consumer education in our public schools; and

Whereas, It is clear that the accelerated complexities of the market place have far outstripped the capabilities of parents, products of an earlier and simpler era, to impart knowledge and skills to their offspring; and other possible counselors, the local merchant and banker, have disappeared into the corporate structure and personalized relationships have disappeared into today's mechanized merchandising; and

Whereas, This problem is compounded

by accelerated trends in product diversification, sophisticated selling and advertising techniques, expanded personal services, and greater credit opportunities; and

Whereas, Legislation and enforcement are insufficient protection to combat fraudulent practices and to enable consumers to make rational choices among many options; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, sponsor and support legislation to require the inclusion of consumer educational courses in the curricula from kindergarten through secondary schools in the public school system of the State of California; and be it further

Resolved, That the State Board of Education effect a study for implementation and to establish guidelines for curriculum development; and be it further

Resolved, That this program should enable students of all ages to achieve competence in four areas:

- (1) Competence to make rational choices in the disposition of earnings and assets;
- (2) Competence to determine comparative value benefits among the choices of goods and services in the marketplace;
- (3) Competence to evaluate the quality and durability of goods and services;
- (4) Competence to utilize credit correctly and efficiently.

Referred to Committee on Legislation.
Adopted as amended, p. 59.

Consumer Health Protection

Resolution No. 21—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The enactment of national health security laws carry the highest legislative priority of the AFL-CIO; and

Whereas, There is little chance of early enactment of a California program because of the multiplicity of proposals; and

Whereas, In the absence of appropriate federal legislation, enactment in this field by the California Legislature would be permissible; and

Whereas, Among all proposals so far submitted to the Legislature the bill introduced by Senator Moscone entitled the "Consumer Health Protection Act" is the most desirable; therefore be it

Resolved, That this Ninth Convention of the California Labor Federation, AFL-CIO, place itself on record calling for early enactment of California health protection

legislation along the lines of the present SB 770.

Referred to Committee on Legislation.
Adopted, p. 59.

Discrimination by Private Organizations

Resolution No. 22—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, People from minority groups have played a key role in every respect in bringing about growth and prosperity to this country; and

Whereas, Minorities have fought with honor to preserve this country in war and peace; and

Whereas, Any attempt to undermine the privileges of citizenship of minorities by promoting or encouraging racism by anyone should be clearly denounced; and

Whereas, The Supreme Court of the United States has begun to turn back the clock in the field of civil rights by its recent decision; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, express its disappointment in the decision of the Supreme Court granting a private club the right to discriminate. It is our belief that private organizations holding state licenses must be held responsible for the observance of all public laws including civil rights laws.

Referred to Committee on Resolutions.
Adopted, p. 91.

Educational Opportunities Program

Resolution No. 23—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The Educational Opportunities Program (EOP) in the California State University and College system has succeeded beyond all expectations in affording an education to thousands of worthy students who might otherwise be turned away from college because of poverty; and

Whereas, The Governor sharply cut the \$2.3 million allocated for EOP grants by the Legislature for the 1971-72 budget, thus virtually crippling the program; and

Whereas, The Governor has made a \$3.3 million allocation for EOP grants in the community colleges for 1972-73, but none at all for the state colleges in the forthcoming budget; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, strongly urge the Legislature and Governor to allocate a minimum of \$3.3 million for State University and College EOP grants in 1972-73 so that the program can be im-

proved rather than be cut back or eliminated altogether.

Referred to Committee on Resolutions.
Re-referred to Committee on Legislation, p. 33.
Adopted, p. 69.

Equal Educational Opportunity

Resolution No. 24—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Historically, organized labor has been in the vanguard of the popular movement which brought the public school system into being in the U.S.; and

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, 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 expanded to provide educational services to pre-elementary school level children, as well as lifelong learning opportunities 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, "Vouchers" and "performance contracts" would divert needed resources to private business and private education

and tend to substitute private institutions in place of public education; and

Whereas, The state and federal governments should assume the responsibility of equalizing opportunity for all; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, support state legislation and administrative measures to assure equal educational opportunity and quality education for all and equalization of the resources at the disposal of the various school districts, through:

1. The state assumption of an increasingly larger responsibility for supplying funds to assure equal quality educational opportunities for all with an initial obligation to meet at least fifty percent of the cost of school financing in each district; and

2. Development of a state tax structure for that purpose based on ability to pay; and

3. Provision for enlargement of vocational education and its integration into the total educational structure, for early childhood school programs, and for life-long learning opportunities; and

4. Financial encouragement for innovation in education methods; and

5. Opposition to legislation which would divert public funds to private schools by means of "vouchers," "performance contracts" and similar measures; and

6. Provision of funds to assure reduction of class size; and be it further

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, support a continuation and increase in federal aid to education.

Referred to Committee on Legislation.
Adopted as amended, p. 60.

Working People and the Environment

Resolution No. 25—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The future of mankind may well depend on the education of our youth in the conservation of our resources and the protection of our environment; and

Whereas, The State of California has, through legislative action, mandated that conservation be included in the public school curriculum; and

Whereas, A knowledgeable teacher is necessary to reach the goal, as prescribed by the Legislature; and

Whereas, Our governmental agencies can provide the necessary information to in-

crease teacher expertise; and

Whereas, Organized Labor has always been involved in matters concerned with, and involved in matters pertaining to, the education of our youth; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, instruct the representatives of the California Labor Federation, AFL-CIO, to cooperate with the State Board of Education, along with governmental agencies, in the development of study courses, both field and class, that will further increase the expertise of educators, with a view toward voicing labor's concerns regarding environmental problems as they pertain to jobs, wages and working conditions of all working people; and be it further

Resolved, That the California Labor Federation, AFL-CIO, recommend to local boards of education that educational credits be granted for participation in these study courses; and be it further

Resolved, That copies of this resolution be sent to Wilson Riles, Supt. of Public Instruction; John A. Maga, Air Resources Board; James G. Stearns, Conservation Dept.; G. Ray Arnett, Fish & Game Dept.; William P. Mott, Jr., Parks & Recreation Dept.; Kerry W. Mulligan, Water Resource Control Board; William R. Gianelli, Water Resources Dept.; Mrs. March K. Fong, Chairwoman of the Assembly Committee on Environmental Quality; Edwin L. Z'berg, Chairman, Assembly Committee on Natural Resources & Conservation; John A. Nejedly, Chairman of the Senate Committee on Natural Resources & Wildlife; Joe Penfold, Conservation Director I.W.L.A.; and other interested parties for their earliest attention and consideration.

Referred to Committee on Resolutions.
Filed, p. 66. Subject matter referred to Executive Council.

Establish Committees on the Environment

Resolution No. 26—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Many organizations, both public and private, have proposed legislation regarding the environment; and

Whereas, Working people in the State of California must live and work under the laws that are passed as a result of the proposals of these various groups; and

Whereas, These proposals can affect wages and working conditions of the working people in the State of California; and

Whereas, Organized Labor should be thoroughly informed as to the impact of proposed environmental legislation, state, regional and local; and

Whereas, Organized Labor has a responsibility to assume an active role in protecting our environment, as well as to protect the jobs, wages and working conditions of its members; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, urge local central labor bodies, councils and unions to form environmental committees to study and make recommendations regarding environmental problems.

Referred to Committee on Resolutions.
Filed, p. 66. See Policy Statement XVI.

Independent Consumer Protection Agencies

Resolution No. 27—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The AFL-CIO has long been in the forefront of the fight for consumer protection; and

Whereas, Workers and their families form the greatest part of the American consuming public; consequently, union advocacy of such measures as food, drug and product safety standards, fair pricing, consumer education, fair advertising and packaging codes, outlawing of usurious lending and credit practices, quality health care for all, and the maintenance of fair competition for the consumer's dollar, benefits all Americans; and

Whereas, So-called "consumer protection" agencies now established by President Nixon on a federal level and Governor Reagan on a state level are not politically independent and lack effectiveness in the protection of consumers; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, strongly support legislation which will establish independent, effective consumer protection agencies at all levels of government, federal, state and local, such agencies to be empowered to represent consumers at governmental hearings, initiate legislative action, and go to court, if necessary.

Referred to Committee on Legislation.
Adopted, p. 60.

Labor Representation on Environmental Commissions and Boards

Resolution No. 28—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The working people of the State of California have a vested right in the environment of the State of California; and

Whereas, The present administration of the State of California has wherever pos-

sible excluded organized labor from participation in the administration of state government; and

Whereas, Wages, jobs and working conditions will be affected by actions taken by commissions and boards appointed by the Governor, regarding the environment; and

Whereas, There is an indication that proposed environmental commissions and boards will be composed of business and other non-labor members; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, instruct its representatives, as a matter of policy, to urge that any bills pertaining to environmental commissions or boards make provision that there be representatives from organized labor along with representatives from other community groups; said representatives should have full voting and participatory rights.

Referred to Committee on Legislation.
Adopted, p. 60.

Retiree Organizations

Resolution No. 29—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Since 1968 it has been the policy of the AFL-CIO to organize the retired members of its affiliates as indicated in President Meany's letter of January 3, 1969, to all affiliated national unions; and

Whereas, Many affiliates have acted affirmatively to President Meany's request and the retiree organizations have affiliated with the National Council of Senior Citizens, Inc., a labor-oriented and AFL-CIO endorsed organization of over three million members; and

Whereas, The legislative, political, social and economic impact of labor has been enhanced by such retiree organizations through their cooperation with COPE at all levels of interest as indicated in the efforts of the Los Angeles County Federation of Labor, AFL-CIO, during the past four years; and

Whereas, There are approximately 350,000 retired union members in California; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, initiate appropriate action to implement the policies of the AFL-CIO in this regard among all affiliates as a means of furthering the social, economic, legislative and political interests of our active and retired members and our national interests as well; and be it further

Resolved, That as another step in the implementation of President Meany's rec-

ommendation that the California Labor Federation, AFL-CIO, designate a full time staff member to be charged with the responsibility or organizing and coordinating the activities of retired members.

Referred to Committee on Resolutions.
Filed, p. 67. Subject matter referred to Executive Council.

Affirmative Action Program

Resolution No. 30—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Women have not received opportunities for promotion and higher paying jobs because they have in the past been discouraged and often barred from holding them; and

Whereas, Experience has demonstrated that a paper policy of "non-discrimination" does not immediately break down centuries of discrimination and stereotypes — on both sides; and

Whereas, The federal government in December 1971 issued Revised Order 4 which requires prime government contractors and sub-contractors with 50 or more employees, and government contracts of \$50,000 or more to set specific goals and timetables for moving qualified women into all levels of their work forces, and if the companies don't comply, the government will revoke federal contracts; and

Whereas, Many industries have instituted Affirmative Action Programs to hire and upgrade women; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, encourage local unions to set up Affirmative Action Committees to develop Affirmative Action Programs to encourage employers through collective bargaining to achieve the following:

a. An active effort is made to hire women in job categories where more should obviously be included.

b. Recruitment sources and procedures are spelled out for recruiting a pool of candidates including qualified women for specific job categories.

c. Promotion procedures are spelled out so that every employee is evaluated and encouraged to apply for openings regardless of present employment in traditional jobs lacking obvious promotional possibilities.

d. Where women are already assuming responsibilities over and above those described in their job classification, such classification be revised to reflect more adequately the actual job being done and compensation it calls for.

Referred to Committee on Resolutions.
Adopted, pp. 67-68.

Equal Pay for Women

Resolution No. 31—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, In 1963 the federal government passed the Equal Pay Act, a law requiring employers to pay both sexes equal compensation for work demanding equal skill, effort and responsibility; and

Whereas, California has a similar statute in effect; and

Whereas, While these laws do not pretend to deal with other types of continuing discriminatory practices against women workers, they are a step in the direction of eliminating a serious abuse for women at work; and

Whereas, To date, under the federal law, close to \$42,000,000 has been awarded to 102,000 women workers for failure on the part of employers and, in some cases unions, to observe the provisions of the law; and

Whereas, Women today represent close to 39 percent of the work force. They are employed for the same reasons as men are employed to earn a livelihood for themselves and their families. Equal Pay regulations can help in the elimination of the widespread practice of paying women lower wages than men; therefore be it

Resolved, That this Ninth Convention of the California Labor Federation, AFL-CIO, recommend that its affiliates:

- a. Contractually provide an equal pay for equal work clause in all negotiated contracts.
- b. Insure strict enforcement of these laws in all units under contract.
- c. Report all unresolved violations to the United States Department of Labor or the California Department of Industrial Relations (whichever is applicable) for processing.

Referred to Committee on Resolutions.
Filed, pp. 67-68.

End Discrimination Against Women Workers

Resolution No. 32—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The number and percentage of women in the work force has been increasing steadily; and

Whereas, Similarly, women comprise an increasing number and percentage of the nation's union members; 20 percent nationally and 22 percent in California; and

Whereas, The attitude and practices of employers and labor organizations have

failed to keep pace with this influx of women workers. Consequently, discriminatory practices continue in practice; and

Whereas, The Los Angeles County Federation of Labor, AFL-CIO, believes the labor movement should play an active role in the eradication of discriminatory practices against women workers in hiring, promotion, pay levels, opportunities for employment; and

Whereas, We further believe that the special problems created by increased employment of women requires immediate action; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, urge its affiliates when negotiating with employers to:

1. Evaluate all jobs as work with a rate of pay based on job content skill and responsibility regardless of the sex of the worker doing the task.
2. Demand that promotions be granted on the basis of competence and qualifications and usual seniority rights.
3. Eliminate variations in job descriptions which serve as a pretext for nullifying the Equal Pay for Equal Work laws.
4. Extend all contract rules and regulations heretofore applicable only to women and minors to the entire work force.
5. Include hospitalization costs incurred for reasons of pregnancy in health and welfare plans.
6. Provide day care facilities for children of employed parents.

Referred to Committee on Resolutions.
Adopted, pp. 67-68.

Amend Railroad Unemployment Insurance Act

Resolution No. 33—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The 92nd Congress, 1st Session, introduced HR 8868 which would amend the Railroad Unemployment Act to increase the unemployment and sickness rate and raise the contribution base; and

Whereas, The Railroad Unemployment Insurance Act has for some time needed to be amended to provide increased benefits due primarily to inflation; and

Whereas, The sickness and accident rate, primarily the accident rate, seems to be on a steady increase, additional benefits are necessary; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO,

support HR 8868 introduced in the 92nd Congress, 1st Session, which would amend the Railroad Unemployment Insurance Act, the results of which would substantially increase unemployment and sickness benefits and would provide the necessary increase in contributions in order to keep the fund stable.

Referred to Committee on Resolutions.
Adopted, p. 92.

Amend Railroad Retirement Act of 1937 and Railroad Retirement Tax Act

Resolution No. 34—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, HR 8065 was introduced into the 92nd Congress, 1st Session—a bill to amend the Railroad Retirement Act of 1937, and the Railroad Retirement Tax Act to revise the eligibility conditions for annuities and to change the Railroad Retirement tax rates; and

Whereas, The Railroad Retirement Act of 1937 has been amended from time to time to increase annuities but not to change eligibility conditions which are badly needed in the current situation and through loss of jobs in the railroad industry; and

Whereas, The changes offered through HR 8065 would make it possible for railroad employees to retire at an earlier age, if they desired; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, support amendments to the Railroad Retirement Act of 1937 known in the 92nd Congress, 1st Session, as HR 8065, which would in effect reduce the minimum age of retirement from 65 years to 55 years and the figure 62 years to the figure 52 years based upon proper considerations as set forth in HR 8065 relating to changes for taxing purposes.

Referred to Committee on Resolutions.
Adopted, p. 92.

Establish Rail Passenger Line

Resolution No. 35—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Senate Bill No. 1221 was introduced into the legislature on April 14, 1971, which would establish a rail line from Los Angeles, through the San Joaquin Valley to Sacramento; and

Whereas, Senate Concurrent Resolution No. 34 was introduced as implementing legislation at approximately the same time; and

Whereas, Senate Bill No. 1221 was reported out of the Public Utilities Commit-

tee on July 19, 1971, and was heard in the Senate Finance Committee on July 30, 1971, where it apparently died by a five to five vote—five Republicans against and five Democrats for; and

Whereas, There is need for through transportation from San Diego, California, through Los Angeles and the San Joaquin Valley to Sacramento, with direct connections to Portland, Oregon, for the convenience of the travelling public; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, introduce into the California Legislature and support a bill which would establish a rail passenger line beginning at San Diego, California, via Los Angeles and through the San Joaquin Valley to Sacramento, California, with a connection at Davis, California, to the main line North to Portland, Oregon.

Referred to Committee on Legislation.
Adopted, p. 70.

Access to Public Transportation Facilities by the Handicapped

Resolution No. 36—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The California Labor Federation, AFL-CIO, at its last convention caused Assembly Bill No. 710 to be introduced which would require equipment and structures for rapid transit of local public entities to be accessible to the handicapped; and

Whereas, Assembly Bill No. 710 passed the legislature and was signed into law by the Governor; and

Whereas, Operators of mass rapid transit have indicated that they will comply with this law; and

Whereas, An exemption of Assembly Bill No. 710 stated, "Excepts equipment and structures incidental to the operation of an urban transit system until such equipment is available from two manufacturers,"; and

Whereas, The Southern California Rapid Transit District advised that, "Unfortunately, not a single transit bus manufacturer to date has developed a design which will accommodate wheelchairs," and "A number of specialized vehicles built on pick-up truck chassis have been adapted for handling passengers confined to wheelchairs . . . not adaptable to our regular transit service,"; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO cause to be introduced in the legislature

and actively support legislation which would require all motor bus manufacturers and/or manufacturers of mass rapid transit rail cars to construct their vehicles in a manner which will make that equipment more readily accessible to the handicapped whether they be confined to wheel-chairs or other mode of transportation normally used by the handicapped or by being partially immobile as an individual but unable to board bus-type motor coaches or mass transit rail equipment; and be it further

Resolved, That this same convention go on record with the national American Federation of Labor and Congress of Industrial Organizations, requesting that federal legislation be introduced and supported which would place in the federal law requirements that motor bus manufacturers and of mass transit rail equipment be required to immediately devise and construct motor bus or rail equipment designed to make readily accessible their equipment to the handicapped.

Referred to Committee on Legislation.
Adopted, p. 70.

Workmen's Compensation

Resolution No. 37—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The aim of workmen's compensation laws is to make the cost of industrial accidents and industrial diseases that result in loss of lives, loss of bodily function and loss of wages, regardless of their causes, a charge upon industry; and

Whereas, It was the presumable intention of the framers of the law to make this remedy so simple that an injured employee would not be obliged to have special law training or to retain an attorney in order to safeguard his rights; and

Whereas, Many of the intended benefits of injured and disabled employees have vanished in a maze of legal opinions; and

Whereas, The main purpose of the Los Angeles County Federation of Labor, AFL-CIO, ever mindful of the workers' problems, is that today more than ever before it is important that the worker should know what his rights are, and what he should do to safeguard them if he is injured in his employment; therefore be it

Resolved, That this Ninth Convention of the California Labor Federation, AFL-CIO, call for revision and improvement of the California workmen's compensation laws through enactment of legislation to provide:

1. That the injured worker shall have

free choice of physicians for treatment of his industrial injury.

2. All workers should be compensated for temporary disability by payment of benefits equal to "wages lost due to accident".

3. All workers suffering permanent disability should be compensated by a weekly payment equal to wages he would have earned had he worked.

4. 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.

5. Dependents of workers killed in industrial accidents, or who die because of an industrial disease, should receive death benefits in a sum equal to the deceased worker's earnings for the period of total dependency, and the continuance of dependency by minor children until they become self-supporting or finish college.

6. The legalistic adversary system should be abolished and workmen's compensation should be fully administered without the necessity of court proceedings, etc.

7. Such sections of the Labor Code, Workman's Compensation Act, or other revisions of law relating to time limits on filings relating to an industrial accident, industrial disease or relating to time limits for recinding, altering or amending a filing for relief, should be eliminated.

8. Future medical care of an injured worker shall be mandatory upon the employer or the insurance carrier.

9. Any Workman's Compensation Appeal Board should be constituted to have equal representation from labor, management, and the public.

10. A lump sum payment on request by injured or survivors for benefits shall be granted without reduction of benefits.

Referred to Committee on Legislation.
Adopted, p. 103.

The Main Purpose of the California Labor Movement

Resolution No. 38—Presented by Los Angeles County Federation of Labor, AFL-CIO Los Angeles.

Whereas, Present safety and health laws do not meet the test of equity and the current enforcement attitude in California is "Not how fairly and justly the injured workers should be treated but rather how

much he can be denied.”; and

Whereas, The California State Assembly Committee public hearing on the Sylmar tunnel explosion June 24, 1971, which killed seventeen workers brought forth the following statement from Speaker Bob Morretti regarding present language policies of the State Division of Industrial Safety. “There is evidence, both from the recent hearings and from cases raised by representatives of labor, that job safety has no longer the prime goal of the Division”; and

Whereas, The hearings revealed poor administration, failure to maintain an adequate number of field inspectors to provide employee protection, and serious morale problems within the Division; and

Whereas, The California State Division of Safety has “shown a remarkable reluctance to prosecute unsafe operators who fail to comply with orders to provide a safe place to work,”; and

Whereas, The labor movement must have action to eliminate faulty and indifferent enforcement of health and safety laws which threaten the physical well being of California workers; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, call for the establishment in the California Labor Code and the Orders of the California Industrial Safety Board the following provisions:

1. To request the state safety administrator to open hearings for amendment of existing standards and adoption of new standards more appropriate to modern industrial society.

2. To provide for notification when an employer applies to the state administrator for permission to vary an occupational safety or health standard, and to have the employer post a copy of the application for variance in a prominent place in the establishment.

3. To allow for the opportunity to participate in a variance hearing as an interested party, as well the right to appeal the state administrator's final decision to the court of proper jurisdiction.

4. To require that the employer advise the employee as to the toxic effects, treatment, conditions of exposure and precautions for safe use of all hazardous materials in the establishment by means of labelling and other forms of warning.

5. To require that notification be given the employee if he is being exposed to harmful materials in excess of levels set by the standards, and the employer to

report on his activities to correct the situation.

6. To require that where the inspector concludes that an imminent danger exists in a workplace, affected employees be given immediate notification.

7. To require that the employee be informed by the employer of his protection and obligation under the Act, including provisions of applicable standards.

8. To provide access to the employer of information regarding his history of exposure to their toxic materials or harmful physical agents which are required under the provisions of a standard to be monitored or measured and records kept.

9. Where the standard requires monitoring and measuring hazardous materials or physical agents, the employee or his authorized representative shall have the right to observe these activities, and to have access to the records.

10. To provide access to the employer of available criteria describing effects of toxic materials and harmful physical agents to which he is exposed.

11. To provide for an authorized representative of the employees, to accompany the inspector for the purpose of aiding such inspection.

12. To establish a procedure for securing from the state administrator a special inspection where there appears to be an imminent danger, or a violation of a standard which threatens to cause serious physical harm.

13. Where request for such a special inspection is denied, to provide that the state administrator respond in writing stating his reasons and establishing procedures for an appeal from this decision.

14. Where the state administrator cites an employer for violation, such citation must be prominently and conspicuously displayed at or near the place of violation.

15. Where the state administrator or his representative arbitrarily or capriciously fails to abate an imminent danger, resulting to injury to an employee, he may bring action in a court of appropriate jurisdiction mandating proper enforcement procedures.

16. Where the employee believes he has been discharged, reduced in pay, transferred, has lost seniority, or been subjected to any other form of discrimination by his employer for using the provisions of the Act, he shall have available machinery within the state

government to assist him in recovering income lost through such discriminatory conduct.

17. To provide that all advisory committees contain equal numbers representing labor and management.

Referred to Committee on Legislation.
Adopted as amended, p. 70.

Disability Benefits Resulting from Pregnancy

Resolution No. 39—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Absence from work for reasons of pregnancy is caused by physical disability and there is no reason why in the economic sense there should be a distinction between pregnancy and any other physical disability; and

Whereas, Loss of employment under such circumstances should be compensated by disability benefits; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, introduce legislation to amend the Unemployment Insurance Code to include pregnancy among the disabling factors for which disability benefits should be payable.

Referred to Committee on Legislation.
Adopted, p. 89.

Services of Labor Law Enforcement

Resolution No. 40—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The existence of governmental agencies is for the aid and service to all of the people; and

Whereas, It is a basic tenet that the securing of justice should be as speedy as possible; and

Whereas, The Division of Labor Law Enforcement has adopted a policy of refusing to handle the claim of any employee who is covered by a collective bargaining agreement that contains grievance and arbitration provisions; and

Whereas, Such policy constitutes a discriminatory practice, denying the assistance of and protection of a state agency to some workers; and

Whereas, State facilities and services should be available to all citizens of the state on an equal basis; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, call for clarifying legislation amending the Labor Code to insure that the existence of grievance procedures in collective bargaining agreements shall not be an impediment to the utilization of the services of the

State Division of Labor Law Enforcement in the assertion of claims for unpaid wages.

Referred to Committee on Legislation.
Adopted, p. 74.

Respect Collective Bargaining Agreements

Resolution No. 41—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The process of collective bargaining is the accepted way of labor-management relations and has so been proven and adopted by practice, experience, congressional action, courts and the last six U.S. Presidents; and

Whereas, To set aside, abrogate or declare null and void contractual conditions mutually agreed upon by employers and bona fide labor unions is confiscatorial and a deprivation of basic rights; and

Whereas, Governmental agencies, especially quasi-judicial bodies above all others, should, and must, respect the conditions of such collective bargaining agreements; and

Whereas, It appears that the California Unemployment Insurance Appeals Board considers the terms of a bona fide collective bargaining agreement to be immaterial as to its decisions; and

Whereas, The California Unemployment Insurance Appeals Board thus does not give credence to the basis of employer-employee relationships and covenants; and

Whereas, It is not and should not be within the purview of the California Unemployment Insurance Appeals Board to ignore or rewrite basic agreements sustaining employer-employee relationships; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, urge the enactment of legislation for appropriate amendments to the Unemployment Insurance Code to provide that the terms and conditions of collective bargaining agreements shall not be arbitrarily altered by decisions of the California Unemployment Insurance Appeals Board.

Referred to Committee on Legislation.
Filed, p. 90.

Raise Disability Insurance Hospitalization Payments

Resolution No. 42—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Charges and costs for hospitalization have in recent years soared to the point that could financially wipe out and put in debt for life the average disabled person requiring hospitalization; and

Whereas, Such charges and costs in many instances exceed the amounts payable on behalf of those who are even fortunate enough to have some insurance; and

Whereas, The present \$12.00 per day hospitalization benefit payment identified in the Unemployment and Disability Insurance Code is inadequate and anti-dated; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, call for an amendment to Section 2801 of the Unemployment Insurance Code to raise the hospitalization payments from \$12.00 per day to \$50.00 per day.

Referred to Committee on Legislation.
Nonconcurrence, p. 89. See Policy Statement III.

Revise Partial System in California Administrative Code

Resolution No. 43—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The "partial" system for unemployment insurance payments through the issuance of notices of reduced earnings by the employer was introduced many years ago as a means of identifying claimants permanently connected with an employer, but laid off temporarily through lack of work; and

Whereas, The partial system, unrealistically identified that a layoff shall last no longer than two consecutive weeks, regardless of the nature of an industry, length of service of an employee, fluctuating economic conditions or the prohibitive costs of breaking in or training new personnel; and

Whereas, Title 22 of the Code of Civil Procedure spells out and is actually the manual of operations of the partial system in laying down the guidelines of the issuance of notices of reduced earnings; and

Whereas, At the end of two consecutive weeks of layoff and the issuance of two notices of reduced earnings, a claimant's status is automatically changed from "laid off" to "unemployed" regardless of the merits of each individual claimant or his connection with the industry or his employer; causing undue and excessive hardship on both the claimant and the employer; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, instruct its representatives to seek amendment of the provisions of the partial system procedure now contained in 1326-8C of Title 22 of the California Administrative Code and that the language be modified whereby notices of reduced earnings issued by em-

ployers for laid off employees be honored for as high as five consecutive weeks.

Referred to Committee on Legislation.
Re-referred to Committee on Resolutions, p. 41.
Adopted, p. 106.

Refusal to Cross Established Picket Lines

Resolution No. 44—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, In the event a labor dispute exists, referrals by the Human Resources Development Dept. to alleged job openings at such place are not deemed suitable employment and no referrals are made; and

Whereas, Such policy is indicative that the State is acting in a neutral manner and is not, nor intends to aid or interfere with the trade dispute; and

Whereas, The crossing or refusing to cross established picket lines by people unrelated to the dispute should have at the very least the same rights of opinion as the State has in their interpretation of suitability, without the threat of penalty through denial of unemployment insurance benefits, if so exercised; and

Whereas, By such interference with the individual's right of decision through denial of unemployment insurance benefits to those refusing to cross a picket line, the State is aiding and abetting the breaking of strikes; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, call for the amendment of the Unemployment Insurance Code to provide that respecting an established picket line shall not disqualify any person in determining eligibility for Unemployment Insurance benefits.

Referred to Committee on Legislation.
Filed, p. 90. See Policy Statement II.

Suitable Employment Clarified

Resolution No. 45—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The maintenance and raising of standards of living is that which has made America great; and

Whereas, The ultimate danger of inflation is that it goes hand in hand with lower earnings and wages; and

Whereas, The morale of the people is a cogent and incentive factor in maintaining and securing higher standards of living; and

Whereas, To subject people who have, through experience, seniority, and academics, attained proficiency and high

standards; by forcing them to accept employment not consistent with their previous earnings through the denial or threat of denial of Unemployment Insurance benefits, is wrong; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, call for an addition of a section to the Unemployment Insurance Code to read that in order for a job offer to be considered suitable employment, the earnings or wages of such job offer must be at least 90% of the last bonafide employment of such employee including such other items as fringe benefits.

Referred to Committee on Legislation.
Filed, p. 90.

Raise Taxable Wage Structure

Resolution No. 46—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The taxable base for disability insurance has been raised and understandably so, to keep up with increased costs and benefits, to \$8,000 and \$8,500 in 1973; and

Whereas, These disability insurance taxes are wholly and solely paid by employees; and

Whereas, The creditable tax base for unemployment insurance taxes (employer paid) was and remains \$4,800 of annual earnings, an unfair figure, considering earning potentials and the high cost of living, and points to partiality on behalf of special interests; and

Whereas, The creditable tax base for unemployment insurance taxes should be, in order to insure equity, and in line with continuously rising costs; higher than disability insurance or Social Security tax basis which is now over \$9,000; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, call for an amendment to the Unemployment Insurance Code to raise the taxable base for unemployment insurance taxes to \$10,000 on employee earnings.

Referred to Committee on Legislation.
Filed, p. 90. See Policy Statement II.

Repeal Section 1264 of the California U.I. Code

Resolution No. 47—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Section 1264 has been part of the Unemployment Insurance Code and has been the cause of great hardship to claimants; and

Whereas, Additional hardships followed after definitions of what constitutes "family" were interpreted; and

Whereas, The restrictive definitions preclude payments of benefits contrary to the overall intent of the Code; and

Whereas, Compliance to 1264 in many instances means the breaking up of the family unit, one of the basic pillars of our society; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, call for repeal of Section 1264 of the Unemployment Insurance Code in its entirety.

Referred to Committee on Legislation.
Adopted, p. 90.

Amend Sections 1253C-1257B of U.I. Code

Resolution No. 48—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, The terms "refusal of suitable work" (1257B) and "not available" (1253C) are wholly unrelated and separate reasons for ineligibility for unemployment benefits; and

Whereas, In an eligibility determination for unemployment insurance benefits the two are often used in conjunction, in their efforts 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 Ninth Convention of the California Labor Federation, AFL-CIO, 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, AFL-CIO, call for legislation to prohibit the practice of imposing a disqualification under Section 1253C and Section 1257B on the same set of facts.

Referred to Committee on Legislation.
Adopted, p. 91.

Legal Detention Not A Disqualifying Factor

Resolution No. 49—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, 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 arrest 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; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, introduce amendments to the U.I. Code, whereby "legal detention," if the claimant is found not to be guilty, shall not be a disqualifying factor in his availability, or as a definition in the pursuit of a determination of a voluntary quit or discharge.

Referred to Committee on Legislation.
Adopted as amended, p. 91.

Amend Articles 3 and 4 of U.I. Code

Resolution No. 50—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 Ninth Convention of

the California Labor Federation, AFL-CIO, call for an amendment to repeal 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. 91.

Protection of Individual Rights

Resolution No. 51—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 Ninth Convention of the California Labor Federation, AFL-CIO, 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. 91.

Good Cause to Refuse Job Offer

Resolution No. 52—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 Ninth Convention of the California Labor Federation, AFL-CIO, call for the addition of new language to

the Unemployment Insurance Code which will provide that Section 1, Section 1257.5 is added to the Unemployment Insurance Code, to read: "If a job offer is made through an employment agency for which the individual is required to pay a fee or incur a withholding of part of his wages as payment for the referral of such job, the refusal of such job offer shall be deemed to be a refusal with good cause."

Referred to Committee on Legislation.
Adopted, p. 91.

Transportation Time to Place of Employment

Resolution No. 53—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 now 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 being 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 Ninth Convention of the California Labor Federation, AFL-CIO, 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 not be subject to disqualification under any provision of this article.

Referred to Committee on Legislation.
Adopted, p. 91.

Meaning of Supplemental Benefits

Resolution No. 54—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 em-

ployer 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 Ninth Convention of the California Labor Federation, AFL-CIO, 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.
Filed, p. 91.

Delete Section 1262 of U.I. Code

Resolution No. 55—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, Employers have been using this as a device to deny laid-off workers their unemployment benefits and to harass striking unions; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives to work for a change in the California Unemployment Insurance Code, which will eliminate this unfair and abusive practice, which works only to contravene the intent of employment security laws.

Referred to Committee on Legislation.
Adopted, p. 96.

Amend Section 1253 (d) of U.I. Code

Resolution No. 56—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 Ninth Convention of the California Labor Federation, AFL-CIO, instruct our legislative 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.
Filed, p. 96.

Amend Section 1032 of U.I. Code

Resolution No. 57—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 Ninth Convention of the California Labor Federation, AFL-CIO, instruct its legislative representatives to secure amendment of Section 1032 to provide no relief for an employer from reserve account charges where a discharge occurs, unless the job opened is filled within a 5-day period following the termination.

Referred to Committee on Legislation.
Adopted, p. 96.

Change of Appellate Process and Appeals

Resolution No. 58—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; 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 purpose 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 Ninth Convention of the California Labor Federation, AFL-CIO, call for the introduction of legislation changing the Appellate process, providing that the Unemployment Insurance Appeals Board shall attach to all its decisions in which a request for review may be taken an explanation of a party's right to review, and shall provide assistance to such party where necessary; and

Requiring that a request for review shall be filed within six months of the date of the decision with the district court of appeal nearest the residence or business of the person requesting the review; and

Requiring that where the Director of Human Resources Development seeks judicial review he shall do so within six months rather than one year; and

Directing that the filing fees or other costs of either party shall be paid from the Unemployment Administration Fund.

Referred to Committee on Legislation.
Adopted as amended, p. 96.

Amend Section 2627 (b) of U.I. Code

Resolution No. 59—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 Ninth Convention of the California Labor Federation, AFL-CIO, 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. 89.

Eliminate Section 2677 of U.I. Code

Resolution No. 60—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 Ninth Convention of the California Labor Federation, AFL-CIO, 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. 89.

Add Section 1253.3 of the U.I. Code

Resolution No. 61—Presented by Los Angeles County 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 Ninth Convention of the California Labor Federation, AFL-CIO, 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, pp. 96-97.

Amend Section 1279 of the U.I. Code

Resolution No. 62—Presented by the Los Angeles County Federation 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 Ninth Convention of the California Labor Federation, AFL-CIO, 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. 97.

Oppose Electronic Claims Monitoring

Resolution No. 63—Presented by Los Angeles County Federation 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 Ninth Convention of the California Labor Federation, AFL-CIO, 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. 106.

Add Dependency Benefits to U.I. Code

Resolution No. 61—Presented by Los Angeles County Federation 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 Ninth Convention of the California Labor Federation, AFL-CIO, 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. 97.

Termination of Employment Through Resignation

Resolution No. 65—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 Ninth Convention of the California Labor Federation, AFL-CIO, 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. 97.

Quit Because of Employer Violation of Law

Resolution No. 66—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 Ninth Convention of the California Labor Federation, AFL-CIO, 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.
Filed, p. 97.

Show Present Injury As Cause for Discharge

Resolution No. 67—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 Ninth Convention of the California Labor Federation, AFL-CIO, 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. 97.

Self-Employment As Bona Fide Employment

Resolution No. 68—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 Ninth Convention of the California Labor Federation, AFL-CIO, call for amendments to the Unemployment Insurance Code to provide that self-employment shall be considered bona fide employment as the term is used in the Code.

Referred to Committee on Legislation.
Adopted as amended, p. 97.

Amend Article 3 of U.I. Code— "California U.I. Appeals Board"

Resolution No. 69—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 Ninth Convention of the California Labor Federation, AFL-CIO, 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.
Filed, p. 97. See Policy Statement II.

Amend Sections 3503, 3504, 3552 and 3652 of U.I. Code

Resolution No. 70—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 over-all 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 state-wide 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 Ninth 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 who 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 utmost strength to urge the legislature to cause such a bill to be passed.

Referred to Committee on Legislation.
Concurrence in intent, but without specific language. pp. 97-98.

Overpaid U.I. Benefits

Resolution No. 71—Presented by Los Angeles County Federation of Labor, AFL-CIO, Los Angeles.

Whereas, Following the U. S. Supreme Court decision in the case of Java and Hudson vs. the Department of Employment, the California Department of Human Resources Development changed its policy with respect to the waiver of overpayments; and

Whereas, Claimants are now assessed overpayments when they are without fault in the receipt of these benefits; and

Whereas, The California Department of Human Resources Development now actively pursues the collection of these overpayments; and

Whereas, This policy of the California Department of Human Resources Development is clearly contrary to the intent of the Court, as expressed in dicta, in the Java case; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, call for the amendment of Sec. 1180 of the Unemployment Insurance Code to provide that no overpayment shall be assessed for any benefits paid pursuant to determination or decision favorable to a claimant where the claimant is without fault, and that if a subsequent decision reverses a determination or decision favorable to a claimant, benefits shall cease as of the beginning of the week following the date of the decision.

Referred to Committee on Legislation.
Filed. p. 98.

Amend Section 927 of U.I. Code

Resolution No. 72—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 of such tips or gratuities constitute substantially the only wage payable to the worker, then the tips or gratuities shall be treated as wages paid by his employing unit. The reasonable amount of tips and gratuities may be estimated pursuant to authorized regulations; and

Whereas, Tips are now being reported to the employer for credit toward social security benefit awards if equal to, or greater than \$20.00 per month (Medicare bill); and

Whereas, The State of California does not accept the reporting of cash tips for unemployment insurance benefit credits, and although the waiter reports and pays his required taxes to the federal government, and the state franchise tax board, California has yet to consider him a first class citizen by denying him the very same rights and privileges afforded workers of all other crafts and industries; and

Whereas, Employees engaged in the culinary crafts, such as waiters and waitresses are faced with the problems of reporting all tips, and gratuities for which they should be given credit in the determining of earnings for unemployment insurance benefits; and

Whereas, The employees who receive the major portion of their income from gratuities, cry out for economic justice and equal treatment under the law, there is a need to determine once and for all, and specifically spell out in the code, that tips and gratuities shall be construed as wages for which there should be credit given in determining of earnings for unemployment insurance benefits; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, instruct our legislative representatives to seek to have amended 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 Unemployment Insurance Code be amended to find that all cash tips involving and received by waiters and/or waitresses equal to or greater than \$20.00 per month, reported to the employer shall be construed as wages, in the determining of earnings for unemployment insurance benefits.

Referred to Committee on Legislation.
Filed, p. 98. See Policy Statement II.

Employer's Written Notice Upon Termination of Employee

Resolution No. 73—Presented by State Building and Construction Trades Council of California, Sacramento.

Whereas, Many ills exist in our present unemployment compensation code. Namely: A workman's eligibility to draw this compensation is predicated mainly on the reason his employment was terminated. Therefore his eligibility is left to the whim of his last employer in his answer to a letter sent him by the Department of Human Resources; and

Whereas, This being a cost factor to the employer, he can answer back in such a manner as to deny the workman his eligibility to draw unemployment compensation. To avoid a particular claim from being charged back to his account, he can even say he had to fire the employee for petty theft, fighting or any number of reasons, therefore having the employee's claim denied; and

Whereas, This procedure sets off a chain reaction of cost factors, not only to the employee in time and expense to appear, but also to the Department of Human Resources in processing thousands of appeals cases; therefore be it

Resolved, That this Ninth Convention of the California Labor Federation, AFL-CIO, go on record in favor of new legislation, amending the California State Unemployment Insurance Code to contain sections spelling out that the employer must, on termination of an employee, and with his last pay check give said employee a written notice of exact reason for termination and brief explanation. This slip must be presented to the State Department of Human Resources when making application for benefits. This would be an immediate deterrent to capricious acts of an angry employer, thereby saving employee time and expense of long, drawn out appeals procedure. An interesting by-product of the Act would also save the state on the expense of sending out letters of inquiry to employers, requesting reason for job termination. Recommend strong enforcement procedures be contained in the Act.

Referred to Committee on Legislation.
Filed, pp. 89-90.

Collection Agency Procedures

Resolution No. 74—Presented by Lumber & Sawmill Wkrs., Calif. State Council, San Francisco.

Whereas, Utilization by hospitals, physicians, medical centers, etc. of the services

of central billing-collection agencies with automated notification procedures is becoming more widespread throughout the State of California; and

Whereas, Under such automated procedures the first and second notices to the individuals who received treatment is usually followed in rapid succession by a final notice threatening suit if payment is not received immediately; and

Whereas, Such final notice and threat of suit is often received by the individual before the hospital, physician or medical center has submitted the claim to the applicable welfare fund and certainly prior to a determination as to the amount payable by such Fund; and

Whereas, Numerous individual eligible members covered under the Hazard Trust have been subjected to unnecessary harassment and worry because of the above procedures; and

Whereas, Other union members eligible for benefits under other negotiated Trusts have undoubtedly been subjected to the same treatment; therefore be it

Resolved, By this Ninth Convention of the California Labor Federation, AFL-CIO, that the Federation draft and cause to be introduced in the next session of the State Legislature appropriate legislation to prohibit referral to a central billing agency or collection agency of hospital, medical or surgical billings prior to submission of the claim to the applicable Welfare Fund and prior to its determination with respect to the amount payable by such Fund so that subsequent notices to the individual incurring the claim would only embody that portion of the total claim not payable by such Fund.

Referred to Committee on Legislation.
Adopted, p. 70.

Eligibility for Disability and Unemployment Insurance

Resolution No. 75—Presented by Lumber & Sawmill Wkrs., Calif. State Council, San Francisco.

Whereas, Under existing regulations a member disabled either on or off the job for more than five base quarter periods and who then recovers but is unable to find employment is denied either disability or unemployment insurance because he has not had the required earnings during the base period; and

Whereas, This applies to members who have recovered from a disability to the extent of light work only, as well as to members who have fully recovered from a disability; and

Whereas, It is obviously impossible to

have earnings from unemployment during a period of disability; therefore be it

Resolved, By this Ninth Convention of the California Labor Federation, AFL-CIO, that the Federation go on record favoring amendments to appropriate Acts which will provide eligibility for such individuals if they had met the earnings requirement during the five quarters immediately preceding the commencement date of disability; and be it further

Resolved, That the California Labor Federation, AFL-CIO, draft and cause to be introduced appropriate legislation to accomplish the above objective.

Referred to Committee on Legislation.
Adopted, p. 98.

Medical Appliances in Workmen's Compensation Cases

Resolution No. 76—Presented by Lumber & Sawmill Wkrs., Calif. State Council, San Francisco.

Whereas, It has come to our attention that, at the time of workmen's compensation disability requiring appliances, the available medical appliances do not assist the member's disability; and

Whereas, With the rapid advance in medical research and medical appliances in the past several years, we have found that, in certain such cases involving, for example, hearing aids, pacesetters, etc., subsequent medical appliances will assist the previously disabled member; and

Whereas, In certain instances the five-year statute of limitations may have expired and the member is therefore denied access to the medical appliances that would assist his previously incurred disability; therefore be it

Resolved, That appropriate legislation be adopted by the State Legislature to waive the five-year statute of limitations in cases where subsequent medical appliances are developed after an employee's industrial injury and that such appliances be made available to him irrespective of the five-year statute of limitations; and be it further

Resolved, By this Ninth Convention of the California Labor Federation, AFL-CIO, that the Federation draft and cause to be introduced into the State Legislature appropriate legislation to accomplish the above objectives.

Referred to Committee on Legislation.
Adopted, p. 103.

Support Farah Strikers

Resolution No. 77—Presented by Southern California Joint Board, Amalgamated Clothing Workers, Los Angeles.

RESOLUTIONS

Whereas, Close to 3,000 workers are on strike against the Farah Manufacturing Company of El Paso, San Antonio and Dallas in Texas and New Mexico in a continuous effort to win decent treatment and improved working conditions; and

Whereas, This major United States manufacturing company has continuously exploited, oppressed and denied to its 10,000 employees, 94% of whom are Mexican-Americans, and

Whereas, This employer has harassed, intimidated and threatened workers who attempt to join the Amalgamated Clothing Workers of America; and

Whereas, The strike against the Farah Company began in May to protest the firing of workers who were active in organizing the union and other vicious unfair labor practices; and

Whereas, More than 700 strikers have been subjected to arrests, often at night in their homes; held for a bond that is far above the normal amount; to injunctions which severely limit picketing which should be peaceful at all times; to police actions controlling their picket lines; and

Whereas, The strikers, despite great sacrifice, are holding firm and are responding to severe provocation by the company thus demonstrating a courageous commitment to non-violence; and

Whereas, The strike is of major importance not only to the struggling Farah workers but to the Mexican-American community in the Southwest, and will have a significant impact on organizing efforts in the area and in the apparel industry in the United States; therefore

Resolved, That this Ninth Convention of the California Labor Federation, AFL-CIO, wholeheartedly support the strike of the Farah workers.

Whereas, its affiliates to cooperate with and participate in the consumer education campaign not to buy Farah products.

Whereas, its affiliates to help in the task of reaching the community on behalf of the strikers.

4. Send a message of solidarity and support to the Farah strikers.

Referred to Committee on Resolutions.
Adopted, p. 94.

Oppose Compulsory Arbitration Legislation

Resolution No. 78—Presented by International Association of Machinists No. 706, Barstow, Calif.

Whereas, Before the U.S. Congress are

numerous bills having as their intent the imposition of compulsory arbitration on unions and their members, especially in the transportation industry; and

Whereas, The intent of these bills are not to secure the peaceful settlement of negotiations or grievances between the workers and their Employers but to force a settlement or make it so expensive to the labor organization they will be forced to give in to the employer; and

Whereas, This is only an opening wedge which may later be used against any and all labor organizations and their members; therefore be it

Resolved, That this Ninth Convention of the California Labor Federation, AFL-CIO, re-affirm our strongest objection to any form of compulsory arbitration, and our support of across-the-table negotiations, with possible voluntary arbitration, and final recourse to the withholding of our services.

Referred to Committee on Resolutions.
Adopted, p. 92.

Occupational Safety and Health Act of 1970

Resolution No. 79—Presented by International Association of Machinists No. 706, Barstow, Calif.

Whereas, In 1970 the U.S. Congress enacted legislation having as its intent the requiring of all employers to provide a clean, safe, and healthful place of employment, which was supported by most labor organizations; and

Whereas, After the passage of two years' time, little, if any, action is noticeable even though many toxic, hazardous and injurious methods and processes have been introduced into the work-place; and

Whereas, Many State health and safety laws have been negated by the federal law, plus reduction of funding for the California Division of Industrial Safety, thus leaving little or no enforcement for the protection of the worker; therefore be it

Resolved, That this Ninth Convention of the California Labor Federation, AFL-CIO, urge our Executive Officers to explore every avenue available to them to secure prompt and efficient handling of health and safety complaints from industrial workers or their organizations.

Referred to Committee on Resolutions.
Filed, p. 105. See Policy Statement VI.

Support Emergency Community Facilities & Public Investment Act

Resolution No. 80—Presented by Inter-

national Association of Machinists No. 706, Barstow, Calif.

Whereas, There is now in the U.S. Congress H.R. 13853, a bill which would provide five billion dollars for emergency public works projects to needy communities throughout the country to build or modernize sewage and/or water works; and

Whereas, This would provide many jobs for local unemployed craftsmen, as well as improving the community; therefore be it

Resolved, That this Ninth Convention of the California Labor Federation, AFL-CIO, urge its Executive Officers to make every effort to secure passage of this worthy legislation.

Referred to Committee on Resolutions.
Adopted, p. 92.

Support Foreign Trade and Investment Act of 1972

Resolution No. 81—Presented by International Association of Machinists No. 706, Barstow, Calif.

Whereas, The export of U.S. capital and technology by multi-national U.S.-based corporations and banks to foreign subsidiaries is costing the U.S. economy thousands of jobs and threatening the nation's financial solvency; and

Whereas, U.S. Senator Hartke has introduced in the Senate S. 2592 and U.S. Representative Burke has introduced in the House H.R. 10914, legislation having the purpose of curbing this export of our jobs as industrial workers, to cheap labor countries, later bringing the products back here to sell to us; and

Whereas, Many conglomerate corporations use the threat of plant closing to keep from negotiating an agreement with their employees, or actually close up and move to a foreign, cheap labor country, without any consideration for their workers' welfare; therefore be it

Resolved; That this Ninth Convention of the California Labor Federation, AFL-CIO, urge its Executive Officers to make every effort to secure passage of this protective legislation, and that all delegates take the message back to their membership to support this worthy legislation. The job you save may be your own.

Referred to Committee on Resolutions.
Adopted, p. 92.

Establish Regular Lunch Periods

Resolution No. 82—Presented by Calif. State Legislative Board, United Transportation Union, Sacramento.

Whereas, A law is required in this State

to ensure that all employees be granted a lunch period during each shift worked, if desired; and

Whereas, There are no State laws that govern the right to eat within a prescribed time except for two or three classes of employees; and

Whereas, Employees represented by the United Transportation Union are required by the railroads to work as many as fourteen (14) hours without being permitted to eat; and

Whereas, Doctors have advised that working over six (6) hours without eating is detrimental to the health and welfare of a person; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, in convention, actively sponsor legislation that would govern the lunch periods of all employees in the State of California, i.e., no employer shall employ any person for a work period of more than five (5) hours without a meal period of not less than thirty (30) minutes; except that when a work period of not more than six (6) hours will complete the day's work, the meal period may be waived by mutual consent by employer and employee; and be it further

Resolved, Employees must be placed in a location where there is a restaurant, and if such accommodation is beyond one mile or a reasonable walking distance; and be it finally

Resolved, That the employer shall furnish transportation to and from the restaurant.

Referred to Committee on Legislation.
Adopted as amended, p. 74.

Protect Bus Operators

Resolution No. 83—Presented by California State Legislative Board, United Transportation Union, Sacramento.

Whereas, From January 1971 to June 1972, there were eighty-nine reported cases of assault on bus operators and patrolmen of the Southern California Rapid Transit District in Los Angeles; and

Whereas, This is an average of five-and-one-half assaults a month; and

Whereas, An assault on a bus operator under the present statutes is a misdemeanor; and

Whereas, Very few, if any, of the eighty-nine assaults were prosecuted and the rate of assaults is increasing; and

Whereas, An assault upon a bus operator could cause a serious accident, not only to the passengers on his vehicle, but

upon pedestrians and the traveling public; and

Whereas, In our opinion, a more severe penalty for this crime would reduce the incidents of assault on bus operators; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, in convention, actively sponsor legislation to have Title 8, Section 243, Battery; Punishment, of the California Penal Code be amended to add bus operators to this section.

Referred to Committee on Legislation.

Adopted, p. 70.

Building Trades Employees of the University of California

Resolution No. 84—Presented by Los Angeles Bldg. & Const. Trades Council, Los Angeles.

Whereas, The Los Angeles Building and Construction Trades Council and its affiliated unions have historically represented the building trades craft employees of the University of California, with University management for the purpose of establishing pay scales and salaries on the basis of wage rates contained in the negotiated construction agreements; and

Whereas, In the course of negotiating pay scales for the fiscal year 1972-1973, UCLA management is endeavoring to reverse this historical method and insists on providing "maintenance" classifications of the various building trades classifications with concomitant non-construction wage rates; and

Whereas, The skilled building trades craftsmen employed by the University of California do not have the rights and protection of job security nor the true right of representation afforded other public employees; and

Whereas, It is the resolve of the Los Angeles Building and Construction Trades Council that these matters be presented for consideration to the forthcoming convention of the California Labor Federation, AFL-CIO, as items for its legislation; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, in convention assembled, adopt as a part of its program legislation that would:

- (1) Require the University of California to continue classifying all of its skilled building trades craftsmen employees on the existing union-related formula where salaries are based upon the prevailing negotiated construction wage rates in the area of employment; and

- (2) Assure the rights and privileges of organizations and representatives enjoyed by other employees of public agencies in the State under the pertinent provisions of the Government Code be granted to the building trades employees of the University of California; and

- (3) Provide for such employees the job security and assurances of seniority rights afforded other employees of State of California by including them in the State's Civil Service System.

Referred to Committee on Legislation.

Filed, p. 74. Subject matter referred to Executive Council.

Dental Assistants

Resolution No. 85—Presented by Southern California Dental Technicians Union No. 100, Los Angeles.

Whereas, The Nixon Pay Board has ruled that employees in the health industry, even in those cases where there are less than sixty in one spot, are not exempted from Pay Board regulations; and

Whereas, The unorganized dental assistants are working in most cases for wages below the \$2.75 cut-off point decreed in another Pay Board regulation; and

Whereas, The National AFL-CIO has been demanding a minimum wage of no less than \$2.20 per hour and was party to the legal action demanding that \$3.35 an hour be the cut-off point; and

Whereas, Many local and international unions are increasingly negotiating group dental programs; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, call upon all its affiliates to cease to negotiate the use of the services of those dentists refusing to meet those minimum standards that official labor resolutions set as a minimum for any worker; and be it further

Resolved, That it call upon each affiliate to review those plans in existence to determine if the dentists are paying substandard wages.

Referred to Committee on Resolutions.
Adopted, p. 63.

Dental Aid to Aged

Resolution No. 86—Presented by Southern California Dental Technicians Union No. 100 Los Angeles.

Whereas, At the previous convention of the California Labor Federation, AFL-CIO, a resolution was passed dealing with the overall attitude of labor toward the welfare program in California; and

Whereas, The last session of the Legislature and the Governor jointly slashed

the program in effect at that time even though it was much inferior to the proposals of the California Labor Federation, AFL-CIO; and

Whereas, Amongst the vital services almost totally eliminated was that of dental services of a limited degree to the aged; and

Whereas, Such slashes led to dismissals for dental assistants and technicians; and

Whereas, Even if the Kennedy health bill were passed in its entirety it will be well into the next century before dental benefits for the aged would be restored to what they were before the slashes; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, go on record to use its influence to restore those slashes made in dental services in Medi-cal at the next session of the Legislature.

Referred to Committee on Legislation.
Adopted, p. 70.

Guarantee Equal Rights for Workers

Resolution No. 87—Presented by Communications Workers of America, Dist. 9, San Francisco.

Whereas, Congress recently passed a Constitutional Amendment which gives women equal rights; and

Whereas, Before the amendment becomes a part of the Constitution of the United States at least three-fourths of the states must ratify it; and

Whereas, There is no doubt that an equal rights amendment is long overdue, but it should not come as a loss of rights for women who have fought in the past to achieve the protective laws enjoyed today; and

Whereas, The working conditions of all workers regardless of sex would soon be seriously adversely affected by employers not particularly concerned with the health, well-being and safety of their employees; and

Whereas, In the State of California, with the greatest collection of protective legislation now covering three million women workers; and

Whereas, Nullification of such laws would place all workers in double jeopardy, and the gains and benefits achieved through the years of struggle against human exploitation and sweatshop conditions would not be extended to men; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, and the Union WAGE are officially on record in support of state and federal leg-

islation which would guarantee the rights of workers to equal opportunity on the job and to improve and extend the coverage of benefits presently available under the law; and be it finally

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, go on record favoring ratification of the Equal Rights Amendment contingent upon the adoption of legislation extending protective labor laws to all workers.

Referred to Committee on Legislation.
Filed, p. 103. See Policy Statement VI.

Oppose Voucher System and Performance Contracting in Public Schools

Resolution No. 88—Presented by California Federation of Teachers, San Gabriel.

Whereas, The California Labor Federation recognizes that public education is an essential component of a democratic society and that all citizens in a democratic society have the right to a free public education; and

Whereas, The California Labor Federation also recognizes that education generally, and urban education in particular, are in such a state of crisis, both in terms of the ability to achieve the essential goals of educating children and the ability financially to sustain any program whatsoever, that many children are being denied this right; and

Whereas, There is now, because of the general recognition of these crises, a strong motivation for school boards and administrators to seek ready-made formula and accept what are in fact gimmicks, rather than face the real issue of teaching and curriculum reform, community control and increase financial commitments; and

Whereas, Performance contracting, that is, the letting of contracts to perform educational tasks to private industry, tends to abdicate public control of the educational system to corporate interference and open the classroom to the profit-making schemes of big business; and

Whereas, The voucher system would in fact directly subsidize private, non-public alternatives to public education with public funds, while such alternatives may in isolated instances succeed where public education has failed, its advantages are outweighed by the fact that funds used for alternative schools could just as well be used to create alternatives within the system of public education without the inherent dangers of increasing segregation in the schools and further deterioration of educational opportunities for the poor; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, hereby declare its principled opposition to performance contracting, the voucher system, and all other attempts to undermine or otherwise diminish the role of public education in our society, further call upon the President of the United States and his administration in Washington to begin re-ordering national priorities so the process of deterioration now taking place in public education be halted and in fact reversed; 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, AFL-CIO, of its position on this issue.

Referred to Committee on Resolutions.
Filed, p. 64. Subject matter referred to Executive Council.

Collective Bargaining for Teachers

Resolution No. 89—Presented by California Federation of Teachers, San Gabriel.

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 this Ninth Convention of the California Labor Federation, AFL-CIO, seek state legislation and administrative regulations which will assure orderly collective bargaining processes and safe-

guards for the establishment of contractual relations between teachers' unions and school districts.

Referred to Committee on Legislation.
Adopted, p. 59.

Establish Class Size Maximums

Resolution No. 90—Presented by California Federation of Teachers, San Gabriel.

Whereas, The present unemployment among teachers in California is a result of excessive class size and class load; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, will introduce and/or support legislation in establishing class size maximums in all local school districts within the State of California.

Referred to Committee on Legislation.
Adopted, p. 70.

Improve Public Education Through Tax Reform

Resolution No. 91—Presented by California Federation of Teachers, San Gabriel.

Whereas, The local property tax has been determined to be discriminatory in that it provides unequal educational opportunities for rich and poor, and it is therefore unconstitutional; and

Whereas, Californias' schools face a financial crisis that is unprecedented; and

Whereas, California's present tax laws do not provide sufficient funds for education at any level; and

Whereas, Through the loopholes such as oil depletion allowances, exemptions to insurance companies, free automobile licenses for banks, etc., those most able to pay are able to pay the least; and

Whereas, The Governor of the State of California favors regressive taxation which would fall as a burden on those least able to pay; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, support oil severance taxes, severance taxes and other natural resources, closing of loopholes that permit real wealth to escape equitable and fair taxation, the institution of equitable graduated income tax, and a corporate profits tax.

Referred to Committee on Resolutions.
Filed, p. 64. See Policy Statements V and X.

Oppose the Stull Act

Resolution No. 92—Presented by California Federation of Teachers, San Gabriel.

Whereas, The Stull Act mandates that teachers will be accountable for the performance level of their students; and

Whereas, Teachers have absolutely no

control over the learning climate, and experience frequent frustrations of their efforts to maintain professional standards in the face of over-crowded classes, inadequate physical facilities, insufficient equipment and supplies, poor or misguided administration, and a dire shortage of funds; and

Whereas, Teachers are being held responsible for the failures of public education, and yet have no meaningful voice in public education; and

Whereas, The working conditions of teachers are the learning conditions of students; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, take a position against the Stull Act; 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, AFL-CIO, of its position on this issue.

Referred to Committee on Resolutions.
Adopted as amended, p. 64.

Early Childhood Education

Resolution No. 93—Presented by California Federation of Teachers, San Gabriel.

Whereas, The education of young children and the care of young children cannot be separated; and

Whereas, The California Labor Federation, AFL-CIO, is concerned that the needs of all children be met adequately; and

Whereas, All children have special and individual needs, as well as the needs all children have in common; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, re-affirm its position that uniform educational standards as well as health and safety standards for young children, and for staffing patterns and education requirements for their teachers, be maintained in all early childhood programs.

Referred to Committee on Resolutions.
Adopted, p. 64.

Defeat President Nixon in 1972

Resolution No. 94—Presented by San Francisco Labor Council; Typographical Union No. 21, San Francisco.

Whereas, During his term of office Richard M. Nixon, by deliberate policy, has doubled unemployment; increased prices; raised the tax burden of the working people; lowered the tax burden of the rich and the corporations; held back and low-

ered the legitimately negotiated wages and increases of organized labor; and

Whereas, Through Nixon's manipulation the Justice Department has harassed and falsely indicted over 200 labor leaders;

Whereas, This same Justice Department has carried on a deliberate policy of character assassination of elected public officials who support the program of organized labor; and

Whereas, By his use of the veto Nixon has destroyed every decent piece of social legislation passed by the Congress; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, go on record as endorsing the defeat of Richard M. Nixon for the President of these United States; and be it further

Resolved, That this action be communicated to each affiliate of the California Labor Federation, AFL-CIO, to the National and International Union and to the body with which the California Labor Federation is affiliated.

Referred to Committee on Resolutions.
Re-referred to COPE Executive Council, pp. 44-45.

Equal Rights Amendment and Protective Legislation

Resolution No. 95 — Presented by Alameda Federation of Teachers, Alameda.

Whereas, California was one of the first states in the Union to enact legislation in 1913 to promote the health, safety and welfare of women and minor workers in the State through the agency of the Industrial Welfare Commission, which has set minimum wages, maximum hours and minimum standards of working conditions for women and minors through 14 legislative orders; and

Whereas, This protective legislation covering some 2.5 million women workers in the state stands in severe jeopardy of nullification because of alleged conflict with Title VII of the federal Civil Rights Act of 1964 which prohibits discrimination because of sex; and

Whereas, A recent decision of the United States Court of Appeals in the suit brought by Mrs. Leah Rosenfeld struck down and voided the State's hours and wage-paying limitations applicable to women, underscoring the necessity to enact protective standards for both women and men workers; and

Whereas, The recent passage in Congress of the Equal Rights Amendment is a serious threat to the wages and working conditions of women workers; and

Whereas, The present Industrial Welfare Commission orders set a minimum hourly rate of \$1.65, and contain some 50 protective provisions vitally needed to promote the health, safety, and welfare of women workers, such as: rest periods, meal periods, first aid, drinking water, (an urgent need for over 100,000 women and minors engaged in farm work), rest rooms, washing facilities, protective garments and uniforms, as well as regulations concerning lighting, ventilation, temperature, seating facilities, cost of tools, tipping, etc; and

Whereas, Equal rights and equal treatment demand that such legislative protection be extended to all workers, including men, who are in equal need of measures to promote their health, safety, and welfare; and such extension would safeguard benefits and gains achieved through decades of struggle; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, actively pursue legislative measures which will extend the coverage of the Industrial Welfare Commission to all workers; and be it further

Resolved, That the California Labor Federation support ratification of the Equal Rights Amendment only on the condition that the state protective laws are first extended to all workers.

Referred to Committee on Legislation.
Filed, p. 103. See Policy Statement VI.

Award Contracts to Depressed Shipbuilding Areas

Resolution No. 96—Presented by Boiler-makers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local No. 6, San Francisco.

Whereas, At different times key metropolitan areas in our state, formerly San Diego and San Pedro, and now, acutely, the San Francisco Bay Area, continue to be dishearteningly afflicted with critical unemployment in the shipbuilding industry, so that additional closings threaten the remaining yards; and

Whereas, Full employment at these facilities is essential for assuring jobs for tens of thousands of our craftsmen; and

Whereas, The impact of this shipyard unemployment subsequent to the closing of Moore's Dry Dock in Oakland, and Pacific Ship Repair in San Francisco continues to plague the Bay Area. This is graphically illustrated in the just released "Manpower Report of the President" (compiled by the U.S. Dept. of Labor) wherein, on Page 246, unemployment rates for the "Central Cities" of the San Francisco-Oakland area are shown to have escalated from 4.8% in 1969 to 10.9% in 1971, more

than a double jump in just 2 years; and

Whereas, This major unemployment and curtailed defence capability are caused by the lopsided allocation of contracts by our own government agencies, as again glaringly reinforced by President Nixon's announcement of awards totalling \$659.2 million in ship contracts to only 5 yards. These contracts added to those shown in the latest compilation of Merchant-type Vessels, each over 1,000 Gross Tons, under contract as of May 1, 1972—these awards reveal that 8 yards MONOPOLIZE 96% of the construction of all Merchant-type Vessels, each over 1,000 Gross Tons, under contract as of July 1, 1972 (Source: Marine Engineering Log—June 1972 yearbook, p. 9, 1972 issue, p 116 and the San Francisco Examiner, July 2, 1972.)

YARDS

TONNAGE

**1. Bethlehem Sparrows Pt.	1,783,000
**2. General Dynamics—Quincy	1,431,150
**3. Seatrain—Brooklyn	1,350,000
**4. National Steel—San Diego	536,900
5. Avondale—Louisiana	471,900
6. Sun Ship	346,180
7. Todd	240,000
8. Bath, Maine	230,570
	6,389,700

** These 4 yards alone were given 76.6%—over ¾ of the work or 5,101,050 dead-weight tons, while here on the Coast, especially in the Bay Area, unemployment piles up and the roots of future Watts and Hunter Point conflagrations are re-nurtured—due to **ZERO TONNAGE ALLOCATION OF SHIPBUILDING CONTRACTS!** therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, urge that all legislation, State or Federal, that now prevents awards or allocation of contracts to key shipbuilding areas such as the S.F. Bay Area and any other area, that may now or in the future need it, be immediately revised to stipulate that the **OVER-RIDING CONSIDERATION IN AWARD OF CONTRACTS SHALL BE** the amount and/or degree of unemployment in the area (not may be—as in Section 502F of the Merchant Marine Act). Not to change this antiquated concept is to forfeit all claim of social responsibility and drown in the tide of social irresponsibility that squawks and whines about the welfare loads this social irresponsibility has created!

Referred to Committee on Legislation.
Re-referred to Committee on Resolutions, p. 41.
Filed, p. 105. Referred to Executive Council.

Tankers and Taxes

Resolution No. 97—Presented by Boiler-makers, Iron Ship Builders, Blacksmiths,

Forgers and Helpers, Local No. 6, San Francisco.

Whereas, Gigantic American corporations, selling oil, aluminum and other metals and products in this country, have built 1,832 tankers, bulk cargo carriers and other vessels in foreign shipyards to the extent of 84,437,053 deadweight tons since 1950. (Source: Marine Engineering/ log yearbook June 1972, page 143, table 3); 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

Company	No. Ships Built		PROFITS			
	Foreign	1968	1969	1970	1971	
Standard of N. J. & Affiliates	251	\$1,276,681,000	\$1,242,639,000	\$1,309,537,000	\$1,516,562,000	
Texaco, Inc.	48	835,530,000	769,714,000	822,016,000	903,868,000	
Socony Mobil Oil Co.	70	428,239,000	456,498,000	482,707,000	540,795,000	
Gulf Oil Corp.	60	626,319,000	610,558,000	550,000,000	561,000,000	
Standard Oil of California	41	451,831,000	453,786,000	454,817,000	511,092,000	

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

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
May 1966	58	2,204,555
May 1967	91	3,999,050
May 1968	94	9,081,720
May 1969	85	4,665,790
April 1970	145	7,340,362
April 1971	88	12,380,880
April 1972	68	11,309,160

(Source, Table 4, P. 147, Marine Eng. Log June 1, 1972)

Whereas, Over 82% of the 84.4 million deadweight tonnage built abroad or 69,290,950 deadweight tons, consisted of oil tankers, ore/oil carriers, and oil well drill barges and rigs, it is instructive to note the number built abroad by some of those oil companies alongside their net profits in 1968, 1969, 1970, 1971 (profits from Moody's, number of ships built foreign from Marine Eng/Log yearbook, June 1972, page 147) See two-column table below:

made up by imposing additional tax burdens on all other tax payers, employers as well as wage earners; and

Whereas, This is nowhere shown more graphically than by comparing the ever-rising after-income tax profits of the oil companies with their profits before income tax alongside other gigantic industrial groups such as Machinery (other than electrical) and chemicals (including Du-pont, Dow, etc.) See two-column table below:

Group	1970		1970	
	Before Income Tax		After Income Tax	
	Profits	Percent	Profits	Percent
MACHINERY (other than electrical)	\$5,324,000,000	9.2	\$2,689,000,000	4.6
CHEMICALS	\$6,184,000,000	10.7	\$3,434,000,000	5.9
PETROLEUM	\$7,037,000,000	11.0	\$5,936,000,000	9.2

(Source, World Almanac 1972, page 410)

Therefore, Be It Resolved, That this 1972 California Labor Federation, AFL-CIO Convention:

1. Condemn the unpatriotic and irresponsible policy pursued by American Oil Companies, building giant tankers in foreign shipyards.

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 in particular by approving and implementing H.R. 12324 and S.3404.

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 Maritime 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, p. 105.

Congressional Action on Oil Industry's Tax Loopholes

Resolution No. 98—Presented by Boiler-makers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local No. 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 completely 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.*

(2) The use of foreign oil royalties as an offset against United States income taxes.*

*California AFL-CIO Newsletter, Nov. 28, 1968.

(3) While most United States taxpayers pay at rates ranging between 14% and 44% on their income, and most United States corporations about 50%, the 19 largest oil companies, in 1970, paid only 8.7% on net income before tax of \$8,857,753,000**

Some examples (1970):

	Net Income	
	Before Tax	Fed. Tax %
Standard Oil of Calif.	\$ 589,637,000	5.0
Gulf	990,197,000	1.2
Texaco	1,137,666,000	6.4
Standard of New Jersey	2,474,748,000	10.8

**Source: Fact sheet, "Federal Income Taxes of Largest Oil Companies 1970," by Hobart Rowen, Washington 'Post'

(4) That the oil companies can afford, better than any other group, to pay their proper share of taxes, is brought home by the following figures from the April 24, 1972 issue of "Memo from Cope," under the heading "America's Industrial Giants," based on 1971 sales:

Company	Profits after taxes (1971)	Profit as % Sales	Change in Profits from 1970
Standard Oil of N.J.	\$1,517,000,000	8.1%	Up 16%
Mobil Oil	541,000,000	6.6%	Up 12%
Texaco	904,000,000	12.0%	Up 10%
Gulf Oil	561,000,000	9.4%	Up 2%
Standard Oil (Calif.)	511,000,000	9.9%	Up 12%

(5) In California, the greatest market in the world for petroleum products, the oil industry pays around \$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 the educational needs of its citizens.

Therefore Be it resolved,

(1) That this 1972 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 oil 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;

(2)(b) That the convention call on Congress and the Senate to determine the social 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, p. 106.

Tax Justice

Resolution No. 99—Presented by Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local No. 6, San Francisco.

Whereas, The AFL-CIO, in its presentations before the House Ways and Means Committee, has often 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 family, which, just 2 years ago worked and paid —28 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 three-fourths out of each 5-day work week (Source: Arthur Burns, Economist,

S.F. Chronicle, July 27, 1970), now pays in total, federal, state and municipal taxes \$4,530 per year (see Boilermakers Reporter, July '72), or, based on a median American household income of \$10,285 over 44%, which translates into over 5 months of every working year—or 17.6 hours per 40-hour work week—or, 2 and one-fifth days out of each 5-day work week!

While:

(1) For the year 1970, for example, 19 major oil companies rang up a net income before tax of \$8,857,753,000 on which they paid only 8.7% federal tax (Source: Fact Sheet "Federal Income Taxes of Largest Oil Companies, 1970"), by Hobart Rowen, Washington "Post".

(2) In 1971, U.S. Steel, on a net income of \$154,515,754, paid absolutely not one penny of federal income tax. (Congressman Vanik in Boilermaker Reporter July '72—Page 9)

(3) 40% of U.S. corporations escape income taxes (Congressman Vanik, same source).

(4) \$ 7.4 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. (Source: July '72 Boilermaker "Reporter").

(5) 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:

Excess depletion, exploration expense for oil, mining—a \$1.5 billion loophole. (Source: Boilermaker "Reporter" July '72).

(6) Non-payment of taxes on foreign profits—a \$5 billion loophole. (Source: U.S. Dept. of Commerce, Survey of Current Business, May, Dec., 1968).

(7) Rapid depreciation—a \$4.8 billion loophole. (Source: Same as above).

(8) State and municipal bonds—a \$2.7 billion loophole (Source: Same as No. 4).

(9) Farm loopholes — \$800 million (Source: Same as No. 4).

(10) 1971 Law Depreciation Speedup—\$2.5 billion (Source: Same as No. 4).

(11) Investment credit — \$3.5 billion (Source: Same as No. 4).

(12) 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 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 A Hart (D) Michigan, Chairman of the Senate Antitrust and Monopoly Subcommittee, indicates part of the solution in calling for a boost in corporation taxes to 75%. As he stated over 4 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 demagoguery of candidate Wallace on the tax issue and the increased activity of the Petroleum Institute indicate to what extent the American public is awakening to who is shafting whom on taxes; therefore be it

Resolved, That this Ninth Convention of the California Labor Federation AFL-CIO, 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 concerned, 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. 106.

Transportation Jobs

Resolution No. 100—Presented by Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local No. 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 72 years, 1,800,000 of our people have lost their lives in automobile accidents; yet all of our wars since 1775, 197 years ago, inflicted a total loss of 1,046,000 lives; and

Whereas, In recent years, between 55,000 and 58,000 Americans are killed annually, between 4-5 million are crippled or injured, and \$14-\$15 billion a year sustained in property loss 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 over 4/5 or 82% 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-round 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 15.5c per mile to operate (total of fixed and variable costs), rail commutes on BART, for example will be 5c per mile, and even on the enterprising Southern Pacific Railroad, the commute is approximately 2.3c per mile—1/7 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 to our 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; 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 Ninth Convention of the California Labor Federation, AFL-CIO, request our incoming Executive Council to inaugurate an enlightening public relations program that will really put across to John Q. Public; (1) the vastly superior engineering efficiency, for transportation of people, of the new technology in rail and in ferries over autos, (2) their greater economy in cost per mile (3) greater safety, fewer fatalities, injuries and property damage; (4) freedom from smog; (5) greater conveniences; (6) savings on taxes; (7) and, especially now that the energy crisis looms ever-closer, their much lesser drain on our oil energy reserves; and be it further

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 legislation in Congress and the State Legislature that will greatly 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) 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

(2) Tariff favors that in conjunction with the 23% oil depletion allowance, 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 in fatalities and injury to millions of our fellow citizens.

Referred to Committee on Legislation. Filed, p. 70. Subject matter referred to Executive Council. See Policy Statements V, XIII and XVI.

Stop Export of American Workers' Jobs

Resolution No. 101—Presented by Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local No. 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, a warning increasingly voiced by labor spokesmen in the last two years; and

Whereas, These American corporations have been lured overseas by the super-profits 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 \$1,000 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—94% of our trade is now carried in foreign bottoms.

2. Steel—14% to 15% lost to foreign imports; worse on the Pacific Coast with over 35% in Seattle area lost to imports.

3. Shipbuilding — over 84 million dead-weight tons of shipping built overseas—in Japanese, German and other foreign low wage yards, 82% 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. We had 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 electronic — Zenith building a new plant in Taiwan (our protectorate) caused work force reduction of 3,000 jobs in 1970, and 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—American, in 1968, for the first time in history, imported more automobiles than she exported.

9. Motion pictures and television production of all kinds.

In addition, as Paul Hall points out in the Seafarer, May 8, 1970.

10. "Chemicals . . .

11. "Toys . . .

12. "Apparel . . .

13. "Textiles . . .

14. "Meat processing . . .

15. "Pianos . . .

" . . . have been reeling for years under the pounding of unfair foreign competition . . ."; therefore be it

Resolved, That this Ninth Convention of the California Labor Federation, AFL-CIO, 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 six measures first advocated before the House Ways and Means Committee by Andrew J. Biemiller for the AFL-CIO on May 19, 1970, and since incorporated into the Burke-Hartke Foreign Trade and Investment Act of 1972, be urged for adoption upon both Houses of Congress, as told in the Boilermaker Reporter, June 1972.

1. Taxation of U. S. corporations' overseas operations so that they more closely relate to the tax rules domestically.

2. Regulation of the torrent of imports that have smothered U. S. production and cost hundreds of thousands of U. S. jobs.

3. Regulation of the outflow of capital, equipment, technology and patents (and jobs) exported without regard to the harm

done to U. S. citizens and U. S. communities.

4. Procedures for the collection of more pertinent data on foreign trade and labeling procedures. Foreign grants and foreign loan programs should show their effect on U. S. production and jobs. Goods containing foreign-made components should be identified on the product and in advertisements.

5. Repeal of Section 837.00 and Section 806.30 of the Tariff Code, thus ending an abuse whereby U. S. companies assemble products in foreign countries and ship them into the U.S. as "Made in U.S.," paying only a minimum duty on the so-called "value-added".

6. A new Foreign Trade and Investment Commission to administer new legislation and bring modern concepts and methods to its operations.

Referred to Committee on Resolutions.
Adopted, p. 105.

Support Strikers at San Rafael Independent-Journal

Resolution No. 102—Presented by Typographical Union No. 21, San Francisco.

Whereas, San Francisco Typographical Union No. 21 has been on strike against the San Rafael Independent-Journal since January 7, 1970; and

Whereas, All other unions at the Independent-Journal have since established picket lines of their respective organizations; 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 bargain with any union and is cutting wages and destroying decent working conditions and job security; 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 recognize any labor organization; and

Whereas, The importation of professional strikebreakers and the use of private armed guards continues to pose a direct threat to the entire labor movement in Marin County and the Bay Area; therefore be it

Resolved, That the California Labor Federation, AFL-CIO Executive Secretary-Treasurer John Henning and President Albin Gruhn are to be highly commended for extending the cooperation of their of-

fices in assisting the San Rafael Independent strikers; and be it further

Resolved, That this Ninth Convention of the California Labor Federation, AFL-CIO, hereby go on record as extending its fullest support and resources to those local unions in their fight with this unfair employer; and be it finally

Resolved, That all affiliated unions be urged to extend all assistance and cooperation in helping to bring the strike/lockout to an equitable conclusion.

Referred to Committee on Resolutions.
Adopted as amended, p. 106.

War In Indo-China

Resolution No. 103—Presented by Typographical Union No. 21, San Francisco.

Whereas, United States involvement in the tragic civil war in Indo-China has dragged on beyond all reason, beyond all national honor, almost beyond all hope; and

Whereas, The escalation of the war, including mining of North Vietnamese harbors and increased bombing has not brought an end to the war but has only increased the suffering; and

Whereas, Domestically it has divided our country and prevented us from tackling our most urgent social priorities at home, including decent housing; adequate health care for all; education; transportation; security for the aged; and rebuilding our cities; and

Whereas, In many respects, labor has borne the brunt of this military policy, first through inflationary prices and escalating taxes and now through a government wage freeze; therefore be it

Resolved, That this Ninth Convention of the California Labor Federation, AFL-CIO, call upon the President of the United States to proclaim an immediate cease fire, on the land, in the air and on the seas of Indo-China, and to immediately withdraw all United States forces from Indo-China; and be it further

Resolved, That this Ninth Convention of the California Labor Federation, AFL-CIO, call upon both sides to immediately repatriate all prisoners of war; and be it further

Resolved, That this resolution be submitted to the National AFL-CIO Convention by the California Labor Federation, AFL-CIO, for adoption; and be it finally

Resolved, That copies of this resolution be sent to President Richard M. Nixon and members of the Senate and House Foreign Affairs Committees.

Referred to Committee on Resolutions.
Filed, p. 66. See Policy Statement XIII.

Investigate National Labor Relations Board

Resolution No. 104—Presented by Typographical Union No. 21, San Francisco.

Whereas, Most local unions and organizations affiliated with the California Labor Federation, AFL-CIO, have matters pending or have had matters processed by the National Labor Relations Board in the past; and

Whereas, The record shows that the Board, both on a regional as well as national basis, has for the past two years failed to process charges filed by labor organizations against employers in a fair and expeditious manner; and

Whereas, This procrastination, and the biased determinations subsequently made, have in effect made the NLRB an ally of the employer, the results of which have, in many instances, adversely affected the labor organizations involved; and

Whereas, Many of the recent determinations of the Board, including the holding of a decertification election while unfair labor practices were still pending against an employer, appear to be a complete reversal of previous rulings by the Board; and

Whereas, Charges filed by employers against labor organizations appear to be receiving preferential treatment, even where the statute does not require priority treatment; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, in their Ninth Convention deliberations, urge the proper committees of the Senate and the House of Representatives to initiate a full and complete investigation of the National Labor Relations Board; such investigation to include a survey of the consistency of the rulings of the Board; as well as their appropriateness and adequacy under the Statute; and be it further

Resolved, That the investigation be open to the public and that labor organizations be invited to document specific instances as they may apply; and be it finally

Resolved, That copies of this resolution be sent to President Richard M. Nixon; President George Meany, AFL-CIO; and Senators and Representatives of the State of California.

Referred to Committee on Resolutions.
Adopted, p. 63.

Outlaw Professional Strikebreakers

Resolution No. 105—Presented by 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, The use of strikebreakers has been expanded to include virtually every industry, including trucking, construction, service trades and many others; 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 in many instances continue to be employed in struck plants in areas throughout the entire State of California; and

Whereas, Professional strikebreakers and their masters have a vested interest in promoting industrial disputes and disrupting normal collective bargaining relations, thereby subverting established public policy encouraging organization of workers into unions of their own choosing and orderly settlement of labor-management differences; therefore be it

Resolved; That the Ninth Convention of the California Labor Federation, AFL-CIO, does 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 that we call upon the California State Legislature to adopt such legislation.

Referred to Committee on Legislation.
Adopted, p. 70.

Repeal Boycott Sections of NLRA

Resolution No. 106—Presented by Typographical Union No. 21, San Francisco.

Whereas, The right of organized labor to use secondary boycotts through peaceful picketing is restricted by the National Labor Relations Act, thereby granting management broad immunity in strike situations; and

Whereas, The prosecution of sanctioned strikes for labor unions has become more difficult because of the added protection to industrial conglomerates, merged industries, and monopoly arrangements; and

Whereas, The severe limitations imposed by this law prevents reciprocal aid within the labor fraternity aimed at preserving a decent standard of living for the wage earner; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, reiterate its demand for 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 bona-fide labor dispute.

Referred to Committee on Resolutions.
Adopted, p. 92.

Pay Prevailing Union Wage in Public Printing

Resolution No. 107—Presented by 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, AFL-CIO, present an amendment to the State Labor Code in the 1973 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. 88.

Defeat Richard M. Nixon for the Office of President of the United States

Resolution No. 108—Presented by Contra Costa Central Labor Council, Martinez.

Whereas, During his term of office Richard M. Nixon by deliberate policy has doubled unemployment; raised the tax burden of the working people; lowered the tax burden of the rich and the corporations; held back and lowered the legitimately negotiated wage increases of organized labor; and

Whereas, Through Nixon's manipulation the Justice Department has harassed and falsely indicted over 200 labor leaders; and

Whereas, This same Justice Department has carried on a deliberate policy of character assassination of elected public officials who support the program of organized labor; and

Whereas, By his use of the veto Nixon has destroyed every decent piece of social legislation passed by the Congress; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, go on record as endorsing the defeat of Richard M. Nixon for the President of these United States; and be it further

Resolved, That this action be communicated to each affiliate of this Federation, to each National and International Union and to each body with which this Federation is affiliated.

Referred to Committee on Resolutions.
Re-referred to COPE Executive Council, pp. 44-45.

Extend Existing Labor Standards to All Workers

Resolution No. 109—Presented by Office & Professional Employees Local 29, Oakland.

Whereas, The Equal Rights Amendment to the Constitution of the United States has been sent to the states for ratification; and

Whereas, The courts in 21 states have struck down all or substantial parts of women's and minor's protective legislation administered by the Industrial Welfare Commission as being in conflict of Title VII of the Federal Civil Rights Act of 1964; and

Whereas, California has the largest body of beneficial protective laws including minimum wage and time and one half for overtime and that these laws are in danger; and

Whereas, In the past these same laws have been used to discriminate against women workers; and

Whereas, The remedy is extension of these laws to all workers, including men, rather than destruction, and that it is imperative that this be done before ratification of the Equal Rights Amendment so that women workers will not suffer at the hands of their employers; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, support a California State Equal Rights Amendment which provides that existing labor standards shall not be destroyed, but rather extended to all workers of both sexes so the desired aim of extending truly protective legislation to all workers may be achieved and that it be at top priority of legislative activity.

Referred to Committee on Legislation.
Filed, p. 103. See Policy Statement VI.

Call Conference of Trade Union Women

Resolution No. 110—Presented by Office & Professional Employees No. 29, Oakland.

Whereas, Women make up 53% of the nation's total population and 38% of its

work force, yet the discriminatory treatment women suffer in nearly every sector of our national life shames a society which declares its adherence to the principle of equal opportunity; and

Whereas, Nowhere is sex discrimination more flagrantly practiced than in the workplace where women earn on the average, only \$3 for every \$5 earned by similarly employed men — where discriminatory recruitment, job placement, on-the-job training and promotion policies keep millions of women in low-skilled and low paid jobs — where many women are penalized for childbearing by loss of job or seniority rights; and

Whereas, The California Labor Federation, AFL-CIO, is committed to combating discrimination because of race, creed or color and is now in a position to play a major role in combating discrimination against women wherever it exists; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, call a statewide weekend conference of trade union women in conjunction with the State Legislative Conference in 1973 to develop a program to remedy the aforementioned problems.

Referred to Committee on Resolutions.
Adopted, pp. 67-68.

Maternity Leave Benefits

Resolution No. 111—Presented by Office & Professional Employees No. 29, Oakland.

Whereas, Many, if not most countries of the industrialized world provide maternity leave benefits for their women workers as a matter of course; and

Whereas, Unfortunately, the United States is rather backward in this respect; two states, Rhode Island and New Jersey, as well as the Commonwealth of Puerto Rico provide state disability insurance benefits for women on maternity leave; and

Whereas, In California where maternity leave benefits are presently denied to most women workers; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, support legislation and labor negotiations for maternity leave provisions that guarantee pregnant workers job and seniority rights and support of the principle that maternity leave be treated on the same basis as all other medically related work interruptions.

Referred to Committee on Legislation.
Adopted, p. 89.

Use of Union Services Under Dental Plans

Resolution No. 112—Presented by Dental Technicians Union Local 99, San Francisco.

Whereas, All unions and their members are consistently being urged to patronize only those products and services which are under union contract; and

Whereas, Union dental plans are increasingly becoming a part of contracts negotiated by the various unions affiliated with the California Labor Federation, AFL-CIO; and

Whereas, The national AFL-CIO at its two most recent conventions has urged all unions with dental plans under their contracts to take every possible step to insure that the services performed under those dental plans be performed in union-organized offices and laboratories; and

Whereas, There are two Dental Technicians Union Locals, affiliated with the International Jewelry Workers Union (Local 99 in Northern California and Local 100 in Southern California), which have organized both dental technicians and office employees and dental assistants, in their areas; and

Whereas, These unions are now making a determined effort to expand organization into the many unorganized laboratories and dental offices in the face of stiff opposition from the employers who are determined to maintain non-union wages and conditions; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, urge all member unions to take all possible steps to insure that the services provided under union-negotiated dental plans be performed in offices and laboratories under union contract.

Referred to Committee on Resolutions.
Adopted, p. 105.

Amend Section 2626.2 of the Unemployment Insurance Code

Resolution No. 113—Presented by Office & Professional Employees Local 3, San Francisco.

Whereas, Over the years, women workers in the State of California have become concerned over the denial of disability benefits arising out of pregnancy, i.e., mental or physical illness; mental or physical injury; and

Whereas, The present U.I. Code reads as follows: "In no case shall the term 'disability' or 'disabled' include any injury or illness caused by or arising in connection with pregnancy up to the termination of such pregnancy and for a period of 28 days thereafter; and

Whereas, The Unemployment Insurance Code should be amended as follows: Section 2626.2: Pregnancy shall constitute disability if the claimant shall have been first

employed at least 10 months prior to the date of the termination of the pregnancy. Benefits shall be paid under this part in accordance with the following subsections:

- (a) Maternity benefits shall be paid only for the period beginning six weeks prior to the date of the claimant's confinement for a normal pregnancy and ending nine weeks after such date. A normal pregnancy under this part presupposes the birth of a live infant after the gestation period without the abnormal complications specified in subsection (b).
- (b) Regular disability benefits shall be paid upon doctor's certification of the following medical disorders disabling in and of themselves but which are abnormal complications of pregnancy, including but not limited to: puerperal infection, eclampsia, caesarian section delivery, spontaneous or therapeutic abortion, ectopic pregnancy, toxemia, and missed abortion.
- (c) Regular disability benefits shall be paid upon doctor's certification that the following conditions possibly arising out of pregnancy would disable the claimant without regard to the pregnancy, including but not limited to: anemia, diabetes, embolism, heart disease, hypertension; phlebitis, phlebothrombosis, pyelonephritis, thrombophlebitis, vaginitis, varicose veins and venous thrombosis.
- (d) Regular disability benefits shall be paid upon doctor's certification that pursuit of the claimant's regular and customary work would greatly endanger the health and well-being of the mother and her ability to deliver a live infant; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, AFL-CIO, submit to the regular session of the California State Legislature a bill encompassing the above subject which will amend Section 2626.2 of the U.I. Code.

Referred to Committee on Legislation.
Filed, p. 89.

State Fair Labor Standards Act

Resolution No. 114—Presented by Office & Professional Employees No. 3, San Francisco.

Whereas, The California Labor Federation, AFL-CIO, 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 the California Labor Federation, AFL-CIO, urge that a statutory minimum per hour and statutory penalty pay provision as minimum protection against excessive working hours 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, AFL-CIO, inform all central labor bodies in the State of California, as well as, the Governor or the State of California and members of the California State Legislature of its position on this issue.

Referred to Committee on Legislation.
Adopted, p. 103.

Homework

Resolution No. 115 — Presented by ILGWU, L.A. Joint Board, Los Angeles.

Whereas, There is in existence in the State of California, Industrial Welfare Commission Orders, the Labor Code, statutes and provisions which prohibit the manufacture of goods, among which is apparel, if performed and produced under homework conditions; and

Whereas, This practice of homework is very prevalent and increasing in flagrant violation of the law; and

Whereas, This practice must obviously be the result of a conspiring nature involving and controlled by ruthless and unscrupulous employers and management; and

Whereas, The language of the law, the enforcement, the assignment and number of personnel, the investigative efforts and prosecution is so ineffective and unenforceable that as it stands, the law is a farce and carries only a tinge of philosophical application rather than true law and justice; therefore be it

Resolved, That this Ninth Convention of the California Labor Federation, AFL-CIO, most strongly urge that the Legislature rewrite the homework law and implementing it with proper enforcement tools, personnel, investigative powers and prosecution follow-through.

Referred to Committee on Legislation.
Adopted, p. 88.

Community Service Organization

Resolution No. 116 — Presented by ILGWU, L.A. Joint Board, 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 community 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 cooperatives which will service 150 localities; and has established credit unions, buyer clubs, group insurance programs, housing cooperatives and economic cooperation 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 Ninth Convention of the California Labor Federation, AFL-CIO, 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.
Filed, pp. 104-105.

The Middle East

Resolution No. 117 — Presented by ILGWU, L.A. Joint Board, 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 peoples 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, guerilla warfare, terrorism against civilians, military harassment, and other armed activities

have persisted, and often reached intolerable proportions; 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, Sadat 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, Attempts are being made to exploit the present cease-fire as a camouflage for 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 Ninth Convention of the California Labor Federation, AFL-CIO, 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 problem 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 violation 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.
Filed, p. 66. See Policy Statement XIII.

Mexican-Americans in California

Resolution No. 118—Presented by ILGWU, L.A. Joint Board, 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 Ninth Convention of the California Labor Federation, AFL-CIO, 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 second 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.
Filed, p. 105. See Policy Statement VIII.

Freedom For Black Africa

Resolution No. 119 — Presented by ILGWU, L.A. Joint Board, Los Angeles.

Whereas, Organized labor is deeply concerned with freedom and progress in the underdeveloped areas of the world; and

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 and 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 Ninth Convention of the California Labor Federation, AFL-CIO, 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 finally

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.
Filed, p. 66. See Policy Statement XIII.

National Association For The Advancement of Colored People

Resolution No. 120 — Presented by ILGWU, L.A. Joint Board, Los Angeles.

Whereas, The National Association for the Advancement of Colored People (NAACP) 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 NAACP 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 NAACP provides for mass grass roots participation in its efforts throughout the nation; and

Whereas, The NAACP 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 NAACP has over the years led the way in attaining vital change in public policy and private practice in every area of civic life; and

Whereas, At its many national conventions, the NAACP reaffirmed its faith in the ideal of integration rather than separatism in American life, and re-dedicated itself to eradicating all forms of discrimination and prejudice based on race, color, religion, ethnic origin or ancestry; and

Whereas, the NAACP has engaged in cooperative action with the AFL-CIO on many programs and projects of common interest; therefore be it

Resolved, That this Ninth Convention of the California Labor Federation, AFL-CIO reaffirm its endorsement of the NAACP, reiterate its policy of seeking areas of cooperation, and favor continuing support by local unions.

Referred to Committee on Resolutions.
Adopted, p. 106.

Jewish Labor Committee

Resolution No. 121 — Presented by ILGWU, L.A. Joint Board, Los Angeles.

Whereas, The Jewish Labor Committee has established a record of notable achievements in the areas of human rights and community relations; and

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 Ninth Convention of the California Labor Federation, AFL-CIO, 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. 106.

Amend Motor Vehicle Code and Drivers Licensing Manual

Resolution No. 122—Presented by Shipyard & Marine Shop Laborers, Local 886, Oakland.

Whereas, Section 13000 of the Motor Vehicle Code of California creates the non-driver Identification Card, and Section 13-307 of the drivers licensing Manual enumerates the requirements which must be met before such Identification Card may be issued; and

Whereas, The requirements enumerated do not include a U. S. Census Bureau Certificate, simply because such a certificate does not establish the month and date of birth; and

Whereas, In many parts of the U. S. A. records of vital statistics were not kept prior to 1916; and

Whereas, Because of this circumstance over which the individual has no control, many persons who were born prior to the time stated above, are deprived of the privilege of obtaining an M. D. V. Card; therefore be it

Resolved, That Section 13000 of the Motor Vehicle Code, and Section 13-307 of the Drivers Licensing Manual be amended to include the verification of birth through the U. S. Census Records, notwithstanding

the fact that it does not state the month and date of birth.

Referred to Committee on Legislation.
Adopted, p. 88.

Strengthen Coastwise, Intercoastal and Domestic Maritime Trade

Resolution No. 123—Presented by Marine Cooks & Stewards Union, San Francisco.

Whereas, The maritime unions have been hit hard by automation, mechanization and technological changes as well as by foreign flag encroachment on jobs belonging to American maritime workers; and

Whereas, With bold and arrogant disregard for the cabotage laws of the United States, the foreign flag ship operators (commonly called the third flag) are trying to destroy what is left of the American maritime industry; and

Whereas, The Bureau of Customs, charged with enforcement of these laws, has been lax in its interpretation and in the enforcement of the laws, thereby whetting the appetite of the third flag operators and runaway flag operators to the point they now feel they are immune from the law; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, urges the national AFL-CIO to call on Congress to strengthen the cabotage laws to protect the coastwise, intercoastal and domestic trades, that this be done at the earliest possible time; and be it further

Resolved, That the California Labor Federation, AFL-CIO, urges the national AFL-CIO to call on the Bureau of Customs, the Maritime Administration, the Department of Commerce, and the United States Coast Guard to live up to and enforce their portion of all the laws protecting the American maritime workers from being run off the high seas by the real pirates of our day; and be it finally

Resolved, That this resolution be sent to the Maritime Trades Department of the AFL-CIO, and the national AFL-CIO and the Merchant Marine and Fisheries Committees of the United States Congress be notified of this action.

Referred to Committee on Resolutions.
Adopted, p. 106.

Maritime Industry

Resolution No. 124—Presented by Sailors Union of the Pacific, San Francisco.

Whereas, The top maritime legislative goal of recent years was reached recently with passage of the Merchant Marine Act of 1970, and

Whereas, As important as the Act is, it is not the complete answer to all of the industry's problems. In fact, it will not be an answer at all unless all parties concerned—government, labor and management—work diligently for complete implementation of the Act's provisions for shipbuilding, operating and construction differential subsidies and research and development; and

Whereas, There are serious threats not only to the survival of the American-flag fleet itself, but to the health and well being of merchant seamen as well; and

Whereas, The chief threat to the industry and to job security for U.S. Seafarers is the lack of cargo for the U.S.-flag fleet. Cargo is withheld from U.S. ships by private and government shippers. Consequently, the total cargo carried in U.S.-flag vessels last year amounted to less than five percent of the nation's waterborne trade; and

Whereas, There are those who would further weaken the American Merchant Marine by scuttling the Jones Act. The fact is that the Jones Act is essential to the nation's security—military and economic; and

Whereas, The merchant seaman finds himself threatened with the disappearance of vitally needed medical facilities—the United States Public Health Service Hospitals and clinics; and

Whereas, These institutions since 1798 have provided medical care for merchant seamen. The proposal to close them would weaken community health resources as well as destroy the health care system for merchant seamen; therefore be it

Resolved, That the Ninth Biennial Convention of the California Labor Federation, AFL-CIO, requests the national AFL-CIO to urge prompt and full implementation of the Merchant Marine Act of 1970; and be it further

Resolved, That the California Labor Federation, AFL-CIO, urges the national AFL-CIO to demand full compliance with cargo preference by government agencies and departments allotting cargo first to American-flag vessels and if none are available to vessels of nations receiving assistance cargoes, and, lastly, to ships of third-flag nations; and be it further

Resolved, That the California Labor Federation, AFL-CIO, urges the national AFL-CIO to vigorously oppose any efforts to weaken the Jones Act; and be it finally

Resolved, That the California Labor Federation, AFL-CIO, requests that the national AFL-CIO strongly protest the efforts

of the U.S. Department of Health, Education and Welfare to close the Public Health Service hospital system in contravention of the Congressional intent which has been restated from time to time since 1798.

Referred to Committee on Resolutions.
Adopted, p. 106.

Delete Affiliation Fees and Minimum Monthly Per Capita Payment

Resolution No. 125—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, Article XIII, Sections 1(a) and 1(b), page 31, of the Constitution of the California Labor Federation, AFL-CIO, contain provisions which have been rendered obsolete; and

Whereas, It is in the interest of efficiency to maintain the Constitution in accordance with current AFL-CIO policy and practice; therefore be it

Resolved, That Article XIII, Section 1(a) be amended by striking lines 1 through 3 on page 31; and be it further

Resolved, That Article XIII, Section 1(b) be amended by substituting "(a)" for "(b)" at the beginning of line 4, page 31; by amending line 6, page 31 to read "(b) of this section) per capita payment"; by striking the ";" at the end of line 8 and inserting "—" instead; by striking all of line 9 and line 10, page 31, to the period; and be it further

Resolved, That Article XIII, Section 1(c) be amended to substitute "(b)" for "(c)" at the beginning of the third paragraph on page 31, and by amending the fourth line of that paragraph to read "subsections (a) and (b) of Section 1, Ar."

Referred to Committee on Constitution.
Adopted, p. 93.

"Biennial" Convention

Resolution No. 126—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, Article XV, (A) Section 2 on page 34 of the Constitution, California Labor Federation, AFL-CIO, provides for conventions to be held biennially; and

Whereas, Section 3 of Article XXI refers to "each annual convention"; therefore be it

Resolved, That in the interests of clarity and consistency, Article XXI, entitled "Amendment of Constitution," Section 3, on page 47, be amended by striking the word "annual" from the second line of said section, and substituting instead the word "biennial."

Referred to Committee on Constitution.
Adopted, p. 93.

Frequency of Salary Payments

Resolution No. 127—Presented by the Executive Council of the California Labor Federation, AFL-CIO, San Francisco.

Whereas, The Constitution of the California Labor Federation, AFL-CIO, provides that the President, the Secretary-Treasurer and the General Vice President shall receive their respective salaries "payable monthly"; and

Whereas, All other employees of the Federation are paid on a more frequent schedule; therefore be it

Resolved, That Article XII, page 30, entitled "Compensation," of the Constitution, California Labor Federation, AFL-CIO, be amended as follows:

In Section 1, line 3, strike the word "monthly" and substitute therefor the word "weekly";

In Section 2, line 3, strike the word "monthly" and substitute therefor the word "weekly";

In Section 3, line 3, strike the word "monthly" and substitute therefor the word "weekly."

Referred to Committee on Constitution.
Adopted, p. 93.

Support Department of California Veterans of Foreign Wars—Establish A Department of Veterans Affairs

Resolution No. 128—Presented by California State Assn. of Electrical Workers, Los Angeles.

Whereas, There are over 28 million living veterans and the number is increasing by over 850,000 a year; and

Whereas, There are 3,109,000 veterans in the State of California—10.8% of all veterans in the United States; and

Whereas, Millions of veterans in the United States of America and the State of California are members of Organized Labor; and

Whereas, The Veterans Administration is the largest independent agency in the government; and

Whereas, The Veterans Administration is larger than the majority of Departments administered by Secretaries with Cabinet status; and

Whereas, The Veterans Administration expenditures are approximately \$12 billion per year; and

Whereas, The Veterans Administration has approximately 180,000 full-time employees; and

Whereas, The Veterans Administration operates in every state of the Union, hos-

pitals, domiciliaries, nursing homes and other medical facilities as well as regional offices and United States Veterans Assistance Centers; and

Whereas, There are Standing Veterans Affairs Committees in both the Senate and House of Representatives; and

Whereas, All Vietnam Era Veterans are now eligible for all Veterans Administration programs; and

Whereas, Because of the magnitude of these programs and projected increase in the number of veterans who, together with their families, represent almost half of our population of over 200 million persons; and

Whereas, The establishment of a new Department headed by a Secretary of Cabinet status cannot be considered a precedent since there have been established new Departments in the last Administration; and

Whereas, The establishment of a Department of Veterans Affairs could be made a part of the Administration's present proposals to reorganize the Federal Government by combining certain Departments and creating new Departments; therefore be it

Resolved, That this Ninth Convention of the California Labor Federation, AFL-CIO, go on record as supporting the Department of California, Veterans of Foreign Wars of the United States, that legislation be introduced and supported and all necessary steps be taken to establish a Department of Veterans Affairs at national level and that the Administrator of Veterans Affairs be elevated to the position of Secretary and appointed to the President's Cabinet.

Referred to Committee on Resolutions.
Adopted, p. 106.

Amend Chapter 11—Bankruptcy

Resolution No. 129—Presented by California State Council of Culinary Workers, Bartenders, Hotel, Motel and Club Service Employees, Santa Monica.

Whereas, A number of hotels, restaurants and bars are forced by economic conditions to operate under Chapter 11 proceedings; and

Whereas, Trustees who are designated to operate such business frequently seek to avoid the responsibilities imposed on such business by current effective collective bargaining agreements; and

Whereas, The courts sometimes permit such trustees to cancel or avoid current effective collective bargaining agreements and thereby to deprive employees of their

hard-earned economic rights; therefore be it

Resolved, That the law be amended so as to require that persons operating businesses in involuntary bankruptcy or for the benefit of creditors, be required to assume and honor all currently existing collective bargaining agreements; and be it further

Resolved, That the California Labor Federation, AFL-CIO, direct its legislative representatives to introduce legislation designed to accomplish the intent of this resolution.

Referred to Committee on Legislation.
Adopted, p. 103.

City of Hope

Resolution No. 130—Presented by California State Council of Culinary Workers, Bartenders, Hotel, Motel and Club Service Employees, Santa Monica.

Whereas, The labor movement has learned from hard experience that the goals of American Labor are not limited to higher wages and better working conditions, but that adequate protection requires a broader concern with the health and welfare of the trade unionists; and

Whereas, Organized labor knows that it has an important stake in the battle against the diseases which ravage the bodies and minds of its members and their families; and

Whereas, The City of Hope is a free, national and nonsectarian Pilot Medical Center dedicated to the service of humanity through unsurpassed quality facilities for patient care and pioneering programs in research and education in the major catastrophic diseases of our era—cancer and leukemia, heart and respiratory afflictions, diabetes and other maladies of metabolism, disorders of the blood and heredity—and basic studies in genetics and the neurosciences; and

Whereas, Many hundreds of original findings and discoveries have emerged from its staff and laboratories in recent years in its efforts to relieve pain, prolong life and effect cures; and

Whereas, To meet accelerating needs, this center of healing and research is now embarked on a capital funds campaign for \$18,000,000.00 for new programs, new facilities, new staff and new equipment; and

Whereas, The unique role of the City of Hope is one of seeking to influence medicine and science everywhere; and

Whereas, In the fraternal spirit of the labor movement, facilities at the City of Hope are made available, free, to patients

not in a sense of charity, but as a matter of social justice, with full regard for human dignity and individual worth; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, be requested to prepare, introduce and take such action as may be necessary to accomplish the aims and objectives of this resolution.

Referred to Committee on Resolutions.
Adopted as amended, p. 106.

Oppose Unreasonable Postal Rate Increases

Resolution No. 131—Presented by California State Council of Culinary Workers, Bartenders, Hotel, Motel and Club Service Employees, Santa Monica.

Whereas, The Post Office Department is asking for another increase in postage rates; and

Whereas, Many of our local unions are having a difficult time contacting their members because of the continuing rise in postal rates; and

Whereas, Despite the fact that rates have risen, the postal service has not improved the delivery of mail; therefore be it

Resolved, That the United States Congress and the United States Senate be urged to oppose unreasonable postal rate increases.

Referred to Committee on Resolutions
Adopted, p. 92.

Protect Culinary Workers' Wages and Fringe Benefits

Resolution No. 132—Presented by California State Council of Culinary Workers, Bartenders, Hotel, Motel and Club Service Employees, Santa Monica.

Whereas, Individual members of the affiliated California State Council of Culinary Workers, Bartenders, Hotel, Motel and Club Service Employees view with great concern the financial failure of an ever increasing number of restaurants, bars and hotels; and

Whereas, The number of persons employed by restaurants, bars and hotels who never receive the wages and fringe benefits due them because their employers cannot meet their financial obligations is increasing at an alarming pace; therefore be it

Resolved, That the California Labor Code should be amended to protect employees of restaurants, bars and hotels from financial hardship by requiring that before any person commences operating a restaurant, bar or hotel, it establish a fund in trust for its employees of a value

sufficient to guarantee the payment of wages and fringe benefits (including but not limited to contributions payable under a health and welfare plan and under a pension plan) of every employee. Such a trust fund should be used for the sole purpose of paying wages and fringe benefits of employees and it should not be used to satisfy any other claims of creditors of the employer; and be it further

Resolved, That the California Labor Code should be amended to provide that any person who is about to commence operating a restaurant, bar or hotel, in lieu of establishing a trust fund, may deposit with the Labor Commissioner the bond of a surety company conditioned upon the payment of all wages and fringe benefits found by the Labor Commissioner to be due and unpaid in connection with the operation of the business; and be it further

Resolved, That the California Labor Code should be amended to require persons who are presently operating a restaurant, bar, or hotel to establish a trust fund, or, in the alternative, to post a bond with the Labor Commissioner in order to protect the wages and fringe benefits of employees; and be it finally

Resolved, That the California Labor Federation, AFL-CIO, is requested to adopt this resolution and draft the necessary bill to enact the legislation required.

Referred to Committee on Legislation.
Adopted, p. 103.

Increase Number of Day Care Centers

Resolution No. 133—Presented by California State Council of Culinary Workers, Bartenders, Hotel, Motel and Club Service 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 California Labor Federation, AFL-CIO, be requested to direct its legislative representatives to introduce legislation designed to accomplish the intent of this resolution.

Referred to Committee on Legislation.
Filed, p. 103. See Policy Statement XII.

Disability Benefits for Women

Resolution No. 134—Presented by California State Council of Culinary Workers, Bartenders, Hotel, Motel and Club Service Employees, Santa Monica.

Whereas, The California law discriminates against women in denying to them disability benefits while they are unemployed by reason of pregnancy, childbirth and recovery therefrom; and

Whereas, The Federal Civil Rights Act and EEOC guidelines thereunder, as well as numerous court decisions involving state and federal governmental employees, have established that pregnancy, childbirth, and recovery therefrom must be treated as a temporary disability for purposes of paid sick leave and medical benefits; and

Whereas, Constitutional principles of equal protection of the laws demand that California working women receive the same treatment under the law as men; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, direct its legislative representatives to introduce legislation designed to see to it that the California Unemployment Insurance Code is appropriately amended to provide that working women in California shall be entitled to receive the same disability benefits as men during the period when women workers are unemployed by reason of disabilities caused or contributed to be pregnancy, miscarriage, childbirth and recovery therefrom.

Referred to Committee on Legislation.
Filed, p. 89. See Policy Statement III.

Amend Bankruptcy Act

Resolution No. 135—Presented by California State Council of Culinary Workers, Bartenders, Hotel, Motel and Club Service Employees, Santa Monica.

Whereas, Individual members of the affiliated California State Council of Culinary Workers, Bartenders, Hotel, Motel and Club Service Employees view with great concern the financial failure of an ever-increasing number of restaurants, bars and hotels; and

Whereas, The number of persons who have been adjudged bankrupt is increasing substantially; and

Whereas, An ever-increasing number of workers suffer severe financial hardship because their employers experience financial failure; and

Whereas, Countless workers never receive the wages which are owed them by their bankrupt employers because the

Bankruptcy Act inadequately protects the claims of a worker against his employer's bankrupt estate; and

Whereas, Countless workers never receive fringe benefits owed them, which are as vital to their financial well-being as wages, because the Bankruptcy Act affords no protection against an employee's loss of fringe benefits due to the financial failure of his employer; therefore be it

Resolved, That the Bankruptcy Act, specifically 11 U.S.C. Sections 35 and 104, be amended by Congress to provide that fringe benefits (including, but not limited to, contributions payable under a health and welfare plan and under a pension plan) are debts which have priority, in advance of the payments of dividends to creditors, or be paid in full out of the bankrupt estates, and are debts which are not affected by a discharge in bankruptcy; and be it further

Resolved, That the Bankruptcy Act, specifically 11 U.S.C. Sections 35 and 104, be amended to provide that wages, commissions and fringe benefits, regardless of when they are earned, are debts which have priority and are debts which are not affected by a discharge in bankruptcy; and be it further

Resolved, That the Bankruptcy Act, specifically 11 U.S.C. Section 104, be amended to provide that wages, commissions and fringe benefits are to be paid first, before the payment of all other debts which have priority; and be it further

Resolved, That the Bankruptcy Act, specifically 11 U.S.C. Section 104, be amended to provide that each claimant shall receive an amount equal to the wages, commissions and fringe benefits owed by his bankrupt employer even if the sum exceeds \$600.00; and be it finally

Resolved, That the proper resolution for federal legislation be directed to the AFL-CIO urging their adoption and the drafting of the federal legislation required by this resolution.

Referred to Committee on Resolutions.
Adopted, p. 92.

Enact California Service Contract Act

Resolution No. 136—Presented by California State Council of Culinary Workers, Bartenders, Hotel, Motel and Club Service Employees, Santa Monica.

Whereas, The Service Contract Act of 1965 has been adopted by the Congress of the United States and signed into law by President Lyndon Johnson; and

Whereas, The Service Contract Act of 1965 provides that contractors supplying

certain services to the federal government (including food service, housekeeping service, custodial and janitorial service, guard service, laundry and dry cleaning service, packing and crating service, and other services) are required to pay their employees wages and fringe benefits at the prevailing rates for employees in the locality; and

Whereas, The Service Contract Act of 1965 extends to service workers benefits similar to those afforded construction workers under the Davis-Bacon Act and provides to service workers much needed protection against the payment of substandard wages and the maintenance of substandard conditions by service contractors operating under contracts with the federal government; and

Whereas, The State of California requires that payment of wages at the prevailing rate to employees working on state, county, city and other public construction projects, but does not provide similar protection to employees of service contractors operating under contracts with such public entities; and

Whereas, In the absence of the enactment by the State of California of a statute similar to the Service Contract Act of 1965, contractors operating under service contracts with state and local entities remain free to pay their employees substandard wages and thereby to affect adversely the economic rights of all service employees; and

Whereas, We believe that it is necessary for the State of California to enact a statute similar to the Service Contract Act of 1965, in order to extend to the employees of all agencies, local public works contractors, or subdivisions of the state and local government and the same protection now enjoyed by employees working for Federal Service Contracts; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, prepare, introduce and take such action as may be necessary to accomplish the aims and objectives of this resolution.

Referred to Committee on Legislation.
Adopted, p. 104.

Tips or Gratuities to be Treated as Wages in Determining U.I. Benefits

Resolution No. 137—Presented by California State Council of Culinary Workers, Bartenders, Hotel, Motel and Club Service Employees, Santa Monica.

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 of such tips or gratuities constitute substantially the only wage payable to the worker, then the tips or gratuities shall be treated as wages paid 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 problems 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, and specifically spell out in the code, that tips and gratuities shall be construed as wages for which there should be credit given in determining of earnings for unemployment insurance benefits; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, 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 all tips involving and received by waiters and/or waitresses shall be construed as wages, in the determining of earnings for Unemployment Insurance Benefits.

*Referred to Committee on Legislation
Filed, p. 98. See Policy Statement II.*

Limit TV "Reruns"

Resolution No. 138—Presented by California State Theatrical Federation, San Francisco.

Whereas, The excessive presentation of repeat performances of particular episodes of television series programs, commonly known as "reruns", has become epidemic in network primetime television broadcasting (generally 7:30 to 11 P.M.); and

Whereas, The steady increase in recent years of "reruns" over the three TV networks constitutes an inferior television programming practice and policy which jeopardizes the vitality, and future growth of the television broadcasting industry; and

Whereas, The escalation of "reruns"

has reached the point where at times less than half of the network TV shows during primetime hours consists of original television programming and unduly restricts the viewing choices for 63 million American families who rely on TV broadcasts as a major source of their entertainment; and

Whereas, This pollution of the airwaves with the repetitious and dull television programming in the form of a glut of "reruns" has not only brought about a deplorable decline in the quality and variety of available television entertainment for the viewing public, but has severely reduced employment opportunities for many thousands of skilled and talented American film workers who largely depend upon the extent, character and quality of television film production to support themselves and their families; and

Whereas, The Federal Communications Commission has been charged by the Congress of the United States with a comprehensive mandate to utilize its statutory licensing and rule-making powers to promote the larger and more effective use of television broadcasting in the public interest; and

Whereas, The Supreme Court of the United States has repeatedly recognized that the powers of the FCC are not limited to regulating the engineering and technical aspects of broadcasting as a kind of "traffic officer", and that the Commission has "the burden of determining the composition of that traffic" by making certain that the kind and content of programs being offered to the listening and viewing public will best serve its interest, convenience and necessity; and

Whereas, A petition (RM-1977) has been filed with the Federal Communications Commission supported by a group of concerned citizens and organizations known as S.T.O.P. (Save Television Original Programming) asking for adoption of an FCC rule limiting "reruns" of conventional television programs in primetime on the three major network stations (ABC, CBS and NBC) to a maximum of 25% of the total allotted primetime hours annually; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, hereby goes on record as favoring the adoption by the Federal Communications Commission of a rule limiting TV "reruns" such as that requested by the S.T.O.P. petition now pending before the Commission; and be it further

Resolved, That the California Labor Federation, AFL-CIO, favors the adoption of

such a rule limiting TV "reruns" as a constructive action upholding the interest of the listening and viewing public in preserving and extending a reasonable amount of original programming on American television and protecting and increasing the job opportunities of American film workers engaged in the production of filmed television programs; and be it finally

Resolved, That a copy of this resolution be forwarded to the Chairman and Members of the Federal Communications Commission at Washington, D. C. for their information and advice.

Referred to Committee on Resolutions.
Adopted, p. 63.

Condemn Runaway Film Production

Resolution No. 139—Presented by California State Theatrical Federation, San Francisco.

Whereas, The following resolution was adopted unanimously by the Convention of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada at its 51st Convention in Milwaukee, Wisconsin, which ended on August 4, 1972; and

Whereas, The present practice of certain American film companies in producing motion picture films for the American market in areas outside the United States and Canada is causing widespread unemployment for members of the IATSE, resulting in severe hardship and suffering to them and contributing also to the general deterioration of the domestic economy; and

Whereas, In many instances the inducement for such runaway production is, in addition to cheaper labor costs, a subsidy provided by a foreign government which in effect constitutes a bribe to American producers to make their films abroad; and

Whereas, We consider this practice unethical, unfair, and discriminatory against workers in the United States and Canada and contrary to the overall purposes and policies of both of these governments; therefore be it

Resolved,

1. That this Ninth Convention of the California Labor Federation, AFL-CIO, condemn, in the strongest terms possible, all forms of runaway film production;

2. That the California Labor Federation, AFL-CIO, present this entire matter to the National AFL-CIO and the Canadian Labour Congress to the end that legislation be introduced as soon as possible which will impose on any motion picture,

television production or television commercial made outside the United States and Canada by an American company or by a subsidiary or other controlled corporation of an American company with the aid of a subsidy of any nature from a foreign government, an importation tax in an amount equal to the subsidy so provided.

3. That the California Labor Federation, AFL-CIO, solicit the aid and assistance of the State Department in protesting such runaway production practices to the foreign governments involved as unfair, unethical and discriminatory.

4. That the California Labor Federation, AFL-CIO, take all necessary steps to enlist the aid of the AFL-CIO and of the Canadian Labour Congress and members of the legislative bodies in both countries to sponsor and adopt such other legislation and measures as may be necessary and appropriate to curb runaway motion picture film production.

Referred to Committee on Resolutions.
Adopted, p. 92.

Use AFL-CIO Artists and Craftsmen

Resolution No. 140—Presented by California State Theatrical Federation, San Francisco.

Whereas, Over the past several years there has been an increasing number of motion picture and television production companies using non-union employees in California, in the production of theatrical and television motion pictures; and

Whereas, The increased use of such non-AFL-CIO Union and Guild employees has resulted in a serious competitive advantage by such employers, as against employers that are hiring and employing AFL-CIO Union and Guild members; and

Whereas, The effect of the use of non-AFL-CIO Union and Guild members by such employers is resulting in the destruction of union wages and conditions of employment, as built up in California for many years by the AFL-CIO Unions and Guilds; and

Whereas, Such AFL-CIO Unions and Guilds that are members affiliated with the California Labor Federation, AFL-CIO, are requesting the California Labor Federation, AFL-CIO, to take appropriate action; and

Whereas, Unless appropriate action is taken, such employers using non-AFL-CIO employees will continue to increase; therefore be it

Resolved,

1. The California Labor Federation,

AFL-CIO, shall go on record as opposing the use by any employer engaged in the theatrical field to use any employees as artists and craftsmen that are not members of appropriate AFL-CIO Unions and Guilds.

2. The California Labor Federation, AFL-CIO, should take all appropriate action through its affiliated AFL-CIO Unions and Guilds to urge every employer engaged in the theatrical field to operate under AFL-CIO collective bargaining agreements concerning artists and craftsmen.

Referred to Committee on Resolutions.
Adopted. p. 63.

Protect Motion Picture and TV Industry Products Through Burke-Hartke Bill

Resolution No. 141—Presented by California State Theatrical Federation, San Francisco.

Whereas, the AFL-CIO Economic Policy Committee has recognized that increased foreign imports and United States-owned foreign operations have resulted in the loss of job opportunities for American workers; and

Whereas, The foreign investments of American motion picture and television film producers have created catastrophic unemployment among workers in the United States domestic film industry; and

Whereas, The Foreign Trade Investment Act of 1972 (Burke-Hartke Bill) establishes tariff and trade regulations that protect American workers from displacement by foreign imports; and

Whereas, Some federal administrative agencies have considered the motion picture and television industry as a communications media and not a producer of tangible items, goods or articles; therefore be it

Resolved, That this Ninth Convention of the California Labor Federation, AFL-CIO, go on record supporting the passage of the Burke-Hartke legislation; and be it further

Resolved, That Title III, Section 301 (a) "CATEGORIES OF GOODS" of the Bill include the following:

"The products of the motion picture and television industry shall be understood to be within the meaning of the term 'goods'."

Referred to Committee on Resolutions.
Adopted. p. 94.

Appointees to the California Arts Commission

Resolution No. 142—Presented by Cali-

fornia State Theatrical Federation, San Francisco.

Whereas, The California Arts Commission was appointed in April, 1964 by Governor Edmund G. Brown, in accordance with Assembly Bill One, 1963, authored by the Speaker of the Assembly, the Honorable Jesse M. Unruh; and

Whereas, The Commission was established, in the words of the Act, "to establish the paramount position of this state in the nation and in the world as a cultural center"; and

Whereas, The Commission is virtually moribund due to the attitude and appointments made by the present Governor; and

Whereas, The Commission is not fulfilling the purpose for which it was originally established; and

Whereas, This failure to act in a positive manner is responsible for loss of jobs to many union members of the theatrical industry; therefore be it

Resolved, That the delegates to the Ninth Convention of the California Labor Federation, AFL-CIO, demand that the present Governor consult the California Labor Federation in regard to any future appointments to the California Arts Commission, so that appointments will be made with regard to expertise in the field of the Arts.

Referred to Committee on Resolutions.
Adopted. p. 63.

Support Strikers at Los Angeles Herald-Examiner

Resolution No. 143—Presented by Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, 2000 union members and their families have been battling valiantly for nearly five years against the union-busting efforts of the massive and wealthy Hearst Corporation in Los Angeles; and

Whereas, These members of the newspaper unions have succeeded, despite overwhelming odds in cutting the circulation of the Los Angeles Herald-Examiner from its pre-strike position as the largest evening circulation newspaper in the country to a position now of having only about one-half of its previous 750,000 circulation per day; and

Whereas, These union members have succeeded in reducing the Los Angeles Herald-Examiner from a newspaper that was once healthy with paid advertising to a newspaper that now ranks the lowest of any daily in California in advertising content; and

Whereas, These 2000 members and their

families have gone without wages since December 15, 1967, and have made enormous sacrifices in the interest of preserving newspaper trade unionism in the state; and

Whereas, the California Labor Federation AFL-CIO, its officers and affiliates have consistently supported the strike and lockout efforts of these Herald-Examiner trade unionists both by refusing to subscribe to the Herald-Examiner or by buying from stores that advertise in the Herald-Examiner, and have helped sustain the strike-lockout effort with financial contributions; therefore be it

Resolved, That this Ninth Convention of the California Labor Federation, AFL-CIO, reaffirm its support of these valiant strikers and call upon each of its affiliates to continue their moral and financial support of the strike-lockout.

Referred to Committee on Resolutions.
Adopted, p. 65.

Commend Histadrut on Its 52nd Anniversary

Resolution No. 144—Presented by Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, Histadrut, the General Federation of Labor in Israel, marks the 52nd Anniversary of its founding in this year of 1972. Established in 1920, with only 4,400 members, Histadrut celebrates its 52nd year with a membership of over one million workers and housewives, who, together with dependents, comprise nearly 75% 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 re-

lations 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 wholehearted moral and financial cooperation to Histadrut; therefore be it

Resolved, That this Ninth Convention of the California Labor Federation, AFL-CIO, (1) Extend its fraternal greetings to Histadrut on the occasion of its 52nd Anniversary and pledges 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.
Adopted, p. 106.

Unfair Foreign Competition

Resolution No. 145—Presented by Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, California trade unionists will be adversely affected by the decision of a contractor to the Washington Metropolitan Area Transit Authority, Washington, D.C., to let a contract for tunnel liner rings to a foreign producer when such rings can be produced in California; and

Whereas, The production facility in California is the sole domestic producer of tunnel liner rings in the United States; and

Whereas, The California domestic producer cost bid for the tunnel liner rings was equal to the foreign producers at the time bids were submitted; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, urges U.S. Senators Alan Cranston and John Tunney to intervene on behalf of California workers to assure that tax dollars spent on this public

project in the nation's capital shall be spent in the United States.

Referred to Committee on Resolutions.
Adopted, p. 63.

**Establish Owens Valley
Regional Planning and
Environmental Agency**

Resolution No. 146—Presented by Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, A report by the Izaak Walton League on the Owens Valley, Mono Basin, dated October 15, 1971, refers to several prior studies of record and emphasizes the need for establishing a comprehensive multiple resource use master plan; and

Whereas, No plan now exists for a sound land-use and water allocation program; and

Whereas, This lack means that control of water rights remains in the hands of a powerful absentee urban agency with no demonstrated interest in or plan for equitable sharing of the area's water and land resources; therefore be it

Resolved, The Ninth Convention of the California Labor Federation, AFL-CIO, endorses establishment of a State-chartered Owens Valley Regional Planning and Environmental Agency; and be it further

Resolved, That the governing board of the Agency include representation from organized labor, along with other components of the affected communities; and be it finally

Resolved, That copies of this resolution be transmitted to the Governor of California, to the Speaker of the State Assembly and the President Pro-Tem of the State Senate, to the State Directors of the Departments of Fish and Game and of Water Resources, and to the Izaak Walton League, California Division.

Referred to Committee on Resolutions.
Adopted, p. 106.

Executive Compensation

Resolution No. 147—Presented by Executive Council, California Labor Federation, AFL-CIO, San Francisco.

Whereas, The President, Secretary-Treasurer, and the General Vice President have had no adjustment in their compensation the last four years; and

Whereas, The application of the principle of a 5.5% increase would be completely consistent with the alleged wage-price formula; therefore be it

Resolved, That Article XII of the Constitution of the California Labor Federa-

tion, AFL-CIO, be amended by adding at page 30, Section 4, to read as follows:

"Section 4. The salaries specified in Sections 1, 2 and 3 of this Article shall be increased 5.5% upon the adoption of this resolution and 5.5% commencing one year thereafter."

Referred to Committee on Constitution.
Adopted, p. 93.

Utilize American Workers and Products

Resolution No. 148—Presented by Calif. State Conference of Operating Engineers, San Francisco.

Whereas, It is in the best interest of the people of these United States that every effort should be made to achieve maximum employment; and

Whereas, The members of several unions already substantially unemployed may be adversely affected in the event a contractor under contract with the Washington Metropolitan Area Transit Authority, Washington, D.C., lets a contract for tunnel liner rings to a foreign producer when same can be produced in the State of California; and

Whereas, The production facility in the State of California is the sole domestic producer of said product in the United States of America; and

Whereas, The employees voluntarily reduced their base wage rate a minimum of ninety (90) cents per hour to vie with foreign competition and to create work for 150 persons for in excess of six months in direct production and create work for at least 80 additional people for six months in all related transportation and basic steel production; and

Whereas, The California domestic producer cost quote for the tunnel liner rings are at par with the foreign producers at the time the quotes were submitted to the Authority; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, urges the Washington Metropolitan Area Transit Authority to exercise its authority to see to it that the work is assigned so as to maximize employment of those of our people presently unemployed and that the California Labor Federation, through its executive officers, contact and enlist the support of all California Senators and Congressmen to the end that unemployment, with its advance effect on welfare costs, be minimized by seeing to it that the work is performed by the people of these United States; and be it further

Resolved, That a copy of this resolution be forwarded to the Washington Metropolitan Area Transit Authority, all California

Senators and Congressmen, the Building and Construction Trades Department, AFL-CIO, and the President of the AFL-CIO.

Referred to Committee on Resolutions.
Adopted, p. 63.

Prohibit Use of Polygraph, Chemical and Electronic Detectors

Resolution No. 149—Presented by California State Council of Retail Clerks, San Francisco.

Whereas, Studies made by the AFL-CIO and other public-minded organizations have reliably exposed tests by devices, such as the polygraph, sodium pentothal and voice detectors as devices used for entrapment, coercion and discrimination; and

Whereas, Use of such devices has caused irreparable damage to countless numbers of workers; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, meeting in Los Angeles, August 21 through 25, 1972, organize a legislative campaign for the purpose of outlawing use of mechanical, chemical and electronic devices under all circumstances in all areas of employment; and be it further

Resolved, That a copy of this resolution be sent to the Executive Council of the AFL-CIO urging them to continue the fight against use of mechanical, chemical and electronic devices.

Referred to Committee on Legislation.
Adopted, p. 88.

Dissolve Federal "Wage and Price Boards"

Resolution No. 150—Presented by California State Council of Retail Clerks, San Francisco.

Whereas, The Nixon administration established wage and price controls with the stated intent to curb inflation; and

Whereas, The type of wage and price controls imposed are clearly fraudulent; they neither control prices nor fairly and equitably control wages without a damaging effect upon the worker and the national economy; and

Whereas, the abusive and arbitrary control of wages is rendering an economic burden upon the American worker more intolerable, especially in view of mounting unchecked inflation; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, meeting in Los Angeles, August 21 through 25, 1972, demand of the present administration and of the incoming administration (elected by the election of November 1972) the

immediate dissolution of wage and price controls; and be it further

Resolved, That should such demand efforts fail, that the California Labor Federation then petition our elected representatives in Congress to adopt measures which will withhold appropriation of tax monies to continue the work of these wage and price boards.

Referred to Committee on Resolutions.
Filed, p. 67. See Policy Statement I.

Regulation of Franchised Business

Resolution No. 151—Presented by California State Council of Retail Clerks, San Francisco.

Whereas, During the last two decades, our economy has experienced an unparalleled growth in franchised business; and

Whereas, Many of these franchises are abused under the guise of being self-employment of operators who work without benefit of Unemployment Insurance, Disability Insurance, Workmen's Compensation or other benefits enjoyed by employed workers; and

Whereas, These franchised businesses employ workers who in turn are abused, and depress the standard of union working conditions; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, meeting in Los Angeles, August 21 through 25, 1972, undertake the task of asking friendly legislators to introduce favorable legislation to prohibit use of franchises where franchise is economically dominated by the franchisor.

Referred to Committee on Legislation.
Adopted, p. 88.

National Minimum Wage of Three Dollars Per Hour

Resolution No. 152—Presented by California State Council of Retail Clerks, San Francisco.

Whereas, Millions of American workers find themselves hopelessly deprived of a decent livelihood for themselves and their families because they are caught in a low wage dilemma in a period of uncontrolled inflation; and

Whereas, These workers have been literally robbed of the opportunity to unionize to correct low wage inequities because of slave labor laws, such as Taft-Hartley and Landrum-Griffin; and

Whereas, The hopeless economic plight of millions of our workers is adversely affecting the economic conditions of our nation and our state; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, meeting in Los Angeles, August 21 through 25, 1972, urge Congress and State Legislatures to enact legislation to establish an adequate minimum hourly wage to protect all workers by eliminating the arbitrary exemptions of certain industries; and be it further

Resolved, That the California Labor Federation urge the Senate and the House of Representatives to take the initiative and amend the Labor Standards Act increasing the national minimum wage rate to three dollars (\$3.00) per hour.

Referred to Committee on Resolutions.
Filed, p. 67. See Policy Statement I.

Support the Boycott of Non-Union Lettuce

Resolution No. 153—Presented by California State Council of Retail Clerks, San Francisco.

Whereas, For the first time in our history, farm workers have successfully organized a labor union of their own; the United Farm Workers Union, AFL-CIO; and

Whereas, Through their union and its organizing efforts, the farm workers have won major strikes and obtained signed contracts with large segments of agricultural industry; and

Whereas, Farm workers have never enjoyed protective legislation that other workers have, requiring them to make their substantial gains by the use of picket lines; and

Whereas, Adverse legislation such as was recently passed in Arizona has the intent of stopping, if not killing all gains made by the farm workers union; and

Whereas, Such legislation backed by large growers has caused the union to once again declare a national boycott of Iceberg variety head lettuce; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, meeting in Los Angeles, August 21 through 25, 1972, publicly support said boycott of lettuce with financial assistance where necessary and strongly urge all affiliated local unions to do likewise.

Referred to Committee on Resolutions.
Filed, p. 64. See Policy Statement VII.

Repeal Section 14(b) of the National Labor Relations Act

Resolution No. 154—Presented by California State Council of Retail Clerks, San Francisco.

Whereas, Forces intent upon crippling and destroying the trade union movement

are numerous and free collective bargaining is under constant assault by those who use the weaknesses of the National Labor Relations Act to further their own special interests; and

Whereas, These attacks must be firmly repulsed while we seek enactment of positive legislation to strengthen the free collective bargaining process; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, meeting in Los Angeles, August 21 through 25, 1972, commit itself and affiliated local unions to the task of proposing and fighting for repeal of Section 14(b) of the National Labor Relations Act.

Referred to Committee on Resolutions.
Adopted, p. 94.

Support the Federal Equal Rights Amendment

Resolution No. 155—Presented by California State Council of Retail Clerks, San Francisco.

Whereas, The U.S. Congress has enacted an amendment to the Constitution implementing equal rights for all its citizens (with particular reference to females), and it is the stated intent of this legislation to end discrimination in the United States; and

Whereas, The Congress, in denouncing all forms of discrimination, failed to include the growing discrimination of workers because of age; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, meeting in Los Angeles, August 21 through 25, 1972, go on record in support of the Equal Rights Amendment and urging the legislature to adopt it with a provision to retain any existing protective legislation; and be it further

Resolved, That the California Labor Federation and its affiliated local unions dedicate equal efforts to the inclusion of age as a discriminatory factor in employment with the intent that all legislation which forbids discrimination because of race, creed, national origin and sex, will also forbid discrimination because of age.

Referred to Committee on Legislation.
Filed, p. 103. See Policy Statement VI.

Expedite Construction of Low Income Housing

Resolution No. 156—Presented by California State Council of Retail Clerks, San Francisco.

Whereas, Article 34 of the California State Constitution prohibits any local governing body or housing authority from constructing or acquiring a federally-

financed, low income housing project without a majority vote of the population in the affected area; and

Whereas, Such voter approval is required for housing for low income persons but not for any other income group; and

Whereas, The effect of requiring majority approval has been to sharply curtail the construction of decent and adequate low income housing units; and

Whereas, Only two states, namely California and Alabama, have the voter requirement to build federally-financed, low income housing; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, meeting in Los Angeles, August 18, 1972, dedicate itself to enact legislation calling for the removal of Article 34 from the California State Constitution.

Referred to Committee on Legislation.
Adopted, p. 88.

Support Economic Action as a Means of Obtaining Signed Union Contract

Resolution No. 157—Presented by California State Council of Retail Clerks, San Francisco.

Whereas, The National Labor Relations Act has properly been labeled a slave labor law because it prohibits organized workers from expressing their freedom of speech through the picket line as a means for expansion of their union; and

Whereas, Such denial of free speech right to workers has successfully inhibited the natural growth of the U.S. labor movement; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, meeting in Los Angeles, August 21 through 25, 1972, commit itself and affiliated local unions to the task of organizing a national effort among affiliates of the AFL-CIO to prevail upon Congress to repeal all sections of the National Labor Relations Act which restrict the use of picket lines or boycotts in efforts to organize non-union workers and obtain union contracts.

Referred to Committee on Resolutions.
Adopted, p. 94.

Create an Occupational Safety and Health Act in California

Resolution No. 158—Presented by California State Council of Retail Clerks, San Francisco.

Whereas, To assure safe and healthful working conditions for working people, the Congress of the United States created Public Law 91-596, known as the Occupational Safety and Health Act of 1970; and

Whereas, This law authorizes enforcement of the standards developed under the Act by assisting and encouraging the states in their efforts to assure safe and healthful working conditions; by providing for research, information, education, and training in the field of occupational safety and health; and

Whereas, Public Law 91-596 applies only to businesses and industry engaged in interstate commerce; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, meeting in Los Angeles, August 18, 1972, dedicate itself to the task of enacting legislation which will provide all of the requirements, benefits and conditions contained in the Occupational Safety and Health Act of 1970 to cover all workers, without exception, within the State of California.

Referred to Committee on Legislation.
Adopted, p. 88-89.

Support the National Commission for Stabilization of Workmen's Compensation Laws

Resolution No. 159—Presented by California State Council of Retail Clerks, San Francisco.

Whereas, Most states provide insufficient workmen's compensation pay or inadequate medical protection or both to workers who suffer work-connected injuries, while a few states have achieved accepted standards of medical, hospital and weekly pay compensation; and

Whereas, The existing disparity has become so great that some states are at a distinct competitive disadvantage to other states creating untold suffering and abuse to millions of workers; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, meeting in Los Angeles, August 21 through 25, 1972, commit itself and urge all affiliated local unions to the urgent task of convincing legislators at all government levels to legislate acceptable minimum state and federal standards in the field of workmen's compensation; and be it further

Resolved, That said minimum standards include medical benefits and compensation for all industrial accidents on a total acceptance coverage basis to include all workers in every type of work.

Referred to Committee on Legislation.
Filed, p. 75. See Policy Statement IV.

Fair Employment Practices

Resolution No. 160—Presented by California State Council of Retail Clerks, San Francisco.

Whereas, The labor movement has his-

torically opposed the use of black lists by employers and has obtained legislation to outlaw the use of the notorious black list; and

Whereas, In recent years employers have perfected the use of extensive inquiries into the past history of prospective employees under the guise of application for employment; and

Whereas, Some of the information so acquired such as personal history, health, and medical information is irrelevant and sometimes prejudicial to the applicant for employment; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, meeting in Los Angeles, August 21 through 25, 1972, commit itself to promote legislation which will prohibit the practice of compelling job applicants to disclose personal, health and medical history as a condition for obtaining employment; and be it further

Resolved, To prohibit the practice of terminating employees for failure to disclose personal health and medical history.

Referred to Committee on Legislation.
Adopted, p. 89.

Include Pro Rata Vacation Pay in the California Labor Code

Resolution No. 161—Presented by California State Council of Retail Clerks, San Francisco.

Whereas, Organized labor has long established the right of workers to enjoy annual paid vacations; and

Whereas, The accepted practice is that vacation wages are earned during the course of each work year; and

Whereas, In order to protect this right,

organized labor has long endeavored to collect pro rata vacation pay for any fraction of a year worked; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, meeting in Los Angeles, August 21 through 25, 1972, commit itself to the task of promoting proper legislation to amend the Labor Code of the State of California to the effect that during a work year on whose completion a worker is entitled to an additional week vacation with pay, that the pro rata vacation pay for anytime worked during that work year be calculated to reflect the additional week's pay.

Referred to Committee on Legislation.
Filed, p. 74.

Promote Labor Community Services in California

Resolution No. 162—Presented by California State Council of Retail Clerks, San Francisco.

Whereas, The AFL-CIO has for many years sponsored a successful program of community services within the AFL-CIO; and

Whereas, In California organized labor has yet to establish community service programs in most of the Central Labor Bodies within the state; therefore be it

Resolved, That the Ninth Convention of the California Labor Federation, meeting in Los Angeles on August 21 through 25, 1972 reactivate the State Community Services Committee and charge it with the responsibility of organizing and coordinating AFL-CIO Community Services Programs in California.

Referred to Committee on Resolutions.
Filed, p. 64. Subject matter referred to Executive Council.

REPORTS OF OFFICERS

REPORT OF THE EXECUTIVE COUNCIL

San Francisco, August 1, 1972
To: The 9th 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 seven occasions during the interim period following the August 31-September 3, 1970 Convention in San Francisco.

The dates and locations of the meetings were as follows: December 2-3, 1970 at the Spa Hotel in Palm Springs; March 30-31, 1971 at the Woodlake Inn in Sacramento; June 29-30, 1971 in the Westgate Plaza Hotel in San Diego; Sept. 30-Oct. 1, 1971 at the Woodlake Inn in Sacramento; Dec. 8-9 at the Biltmore Hotel in Los Angeles; March 8-9, 1972 at the Edgewater Hyatt House in Oakland; and June 8-9, 1972 at the Kona Kai Club in San Diego. As of this report the next Executive Council meeting is scheduled to convene at the Biltmore Hotel in Los Angeles Aug. 16, 1972, just prior to the opening of the Ninth Convention of the Federation at the Los Angeles Convention-Exhibition Center on Aug. 21, 1972.

ELECTION OF NEW MEMBERS

On Dec. 2, 1970, the Council reluctantly accepted the resignation of Chris Amadio who retired as vice president in District 9-C. Elected to succeed him was Fred L. Martin, Directing Business Representative of the International Association of Machinists, Lodge 1305 in San Francisco who played a major role in negotiating his union's first pension program and in improving the health and welfare coverage afforded all I.A.M. members.

At the same time, the Council elected James Booe, vice president of District Nine of the Communications Workers of America and a member of the CWA's National Executive Board, to replace Vice President Richard W. Hackler as vice president at large, Office B. Hackler resigned to assume duties as Assistant to CWA President Joseph A. Beirne in Washington, D.C. Booe has been a leader in District Nine's educational and organizational efforts.

On March 30, 1971, Loretta Riley, president of the California State Council of Bartenders, Hotel and Motel Service Employees, was elected to fill the vacancy in the office of Vice President At Large, Of-

fice A, created by the death of Vice President Joseph Angelo.

On September 30, 1971, the Council accepted the resignation of Paul Jones, Vice President in District 10-B, with deep regret and also reported that the Federation had suffered a great loss in the death of District 11 Vice President Howard (Chick) Reed.

Lamar Childers, business representative of the Alameda County Building and Construction Trades Council, was elected to the vacancy in District 10-B and Leo L. Mitchell, Business Manager of I.B.E.W. Local 1245, was elected as vice president in geographical District 11.

On December 8, the Council acted on the resignations submitted by Vice President Wilbur L. Fillippini of District 5, who resigned to become national administrator of the Sheetmetal and Air Conditioners Fund, and G. J. (Jerry) Conway of Steelworkers Local 3941 who stepped down as Vice President At Large in Office "I" for health reasons.

Benny Arellano, business manager of Laborers Local 545 in Ventura, was elected to replace Fillippini and Frank S. McKee, director of District 38 of the United Steelworkers of America, was elected to replace Conway.

On June 8, 1972, Vice President Stanley Lathen of District 12 submitted his resignation expressing his personal thanks for the "courtesies and cooperation" he received from his colleagues on the Council during his 10 years' service as a State AFL-CIO Vice President.

Loretta Riley, president of the California State Council of Bartenders, Hotel and Motel Service Employees, was elected to replace Lathen as Vice President in District 12, and resigned her post as Vice President At Large, Office A.

James P. McLoughlin, secretary-treasurer of the Santa Clara Central Labor Council who is also Secretary-Treasurer of the Retail Store Employees Local 428, was elected Vice President At Large, Office A.

LEGISLATIVE PROGRAM

Just two days after the November 3, 1970 General Election, the Executive Council's Legislative Committee met with its 18-member advisory committee at the Hilton Hotel in San Francisco to draft

recommendations on legislative priorities for the 1971 legislative session to be submitted to the full Executive Council.

In drawing up these recommendations, both the Legislative Committee and the Advisory Committee, which had been appointed by the Federation's President and Secretary-Treasurer, were guided by the provisions of the legislative review authority granted to the Executive Council by Section 4 of Article IV 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."

Use of the assistance of the Advisory Committee to help determine legislative priorities was in line with a policy statement adopted at the Federation's Fifth Convention in 1964.

The Legislative Committee and its Advisory Committee was faced with the task of weighing carefully more than 100 resolutions adopted at the Federation's Eighth Convention and recommending a category of priority for each.

Procedurally, the Advisory Committee made its recommendations to the Legislative Committee which in turn made its recommendations to the Federation's Executive Council. The Executive Council made the final determination on the Federation's legislative program.

In those cases 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 organizations sponsoring the resolution to apprise them of the committee's recommendation and invite them to appear before the Executive Council at a designated time if they wanted to oppose 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 committee's recommendation to withhold the introduction of legislation.

The Legislative Committee's recommendations were subsequently presented to the Federation's Executive Council at its meeting at the Spa Hotel in Palm Springs on December 2-3, 1970.

California trade union officials serving on the Advisory Committee included:

James B. Booe, vice president of CWA District Nine; George E. Jenkins, assistant regional manager, Laborers International Union; George W. Johns, secretary, San Francisco Labor Council; James S. Lee, president, California State Building and Construction Trades Council; John Meritt, secretary, State Culinary Alliance; Phyllis Mitchell, secretary, Office and Professional Employees, Local 3; Anthony Ramos, executive secretary-treasurer, California State Council of Carpenters; R. R. Richardson, secretary-treasurer, San Diego-Imperial Counties Central Labor Council; Loretta Riley, secretary, Bartenders & Culinary Workers Local 770; Raoul Teilhet, president, California Federation of Teachers; Ronald Weakley, business representative, I.B.E.W. Local 1245; Morris Weisberger, secretary-treasurer, Sailors Union of the Pacific;

Steve Edney, president, United Cannery and Industrial Workers; Richard K. Groulx, executive secretary-treasurer, Alameda County Central Labor Council; J. E. Howe, director, United Transportation Union; John T. Schiavenza, secretary, California Conference of Machinists; J. J. Twombly, regional director, International Union of Operating Engineers; and Larry Vail, secretary, California State Council of Retail Clerks.

In view of organized labor's success in helping to restore both houses of the legislature to the hands of progressive forces in the November, 1970 elections, the Executive Council proceeded to adopt a wide-ranging program designed to improve the lot of all California workers and calling specifically for major improvements in the state's three basic social insurance programs—unemployment insurance, workmen's compensation and disability insurance.

The specific details of the program were published in the California AFL-CIO News before the opening of the 1971 Legislative session and widely reprinted by labor pub-

lications throughout the state.

The 1971 session, the longest in the history of the state, ran all the way through the month of December, 1971 necessitating the veto session to be held concurrently with the opening of the 1972 session.

Shortly after all work on the 1971 session was concluded in March, 1972, the Federation published a 28-page booklet, "1971 Report on the Legislature," which noted that despite major obstacles, the Federation succeeded in winning the greatest improvements in the social insurance field in the history of the state. It pointed out that the improvements won in the unemployment insurance, workmen's compensation and disability insurance programs meant that 800,000 California workers will receive annually about \$153 million more in benefits than in the past.

1972 SESSION

To prepare for the 1972 session, the legislative committee met December 2, 1971, in the Secretary-Treasurer's office in San Francisco to review the goals set forth by resolutions adopted at the 1970 convention and draw up its recommendations for the 1972 legislative program to be submitted to the Executive Council's next meeting.

These recommendations were submitted to the Executive Council at its meeting at the Biltmore Hotel, Dec. 8-9, 1971 and subsequently adopted.

Recognizing that 1972 was an election year and that the legislative session would afford legislators with poor voting records on public interest issues to join with progressive forces, the Council's 1972 legislative program underscored the need to enact legislation insuring collective bargaining rights for public employees and extending the Industrial Welfare Commission's protections—including the state's \$1 65 pay floor—to men.

It also voiced support for enactment of a "no fault" auto insurance law and called for a boost in the state minimum wage to \$2. Details on the 1972 legislative program were carried in the California AFL-CIO News on Dec. 10, 1971 and its progress has been reported in subsequent issues.

With the 1972 session in recess as of the date of the preparation of this report, no summary of it can yet be made.

REFERRED RESOLUTIONS

In the course of the 1970 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. 85—This resolution called for legislation to require insurance companies to send compensation payments directly to the injured worker instead of to the insured companies to be forwarded to the employee.

This matter was referred to the Secretary-Treasurer who determined that insurance companies have no right to make payments to the insured companies instead of directly to the employees. The pertinent section of the Labor Code, Section 4902, reads as follows:

"No compensation, whether awarded or voluntarily paid, shall be paid to any attorney at law or in fact or other agent, but shall be paid directly to the claimant entitled thereto unless otherwise ordered by the Appeals Board. No payment to an attorney at law or in fact or other agent in violation of this section shall be credited to the employer."

Since this issue also came up in a resolution in the 1968 convention, the Secretary-Treasurer pointed out that a complaint to the State Compensation Insurance Fund should be all that is necessary to correct this situation if it arises again.

Resolution No. 119—This resolution called for expansion of the number of vice presidents on the Federation's Executive Council from 35 to 36 with the additional vice president to be a geographical vice presidency for Santa Clara County. It should be pointed out that this resolution was not adopted by the convention but was filed with the subject matter referred to the incoming Executive Council.

Subsequently the Executive Council appointed a five member committee composed of the Secretary-Treasurer, the President and three vice presidents to review the matter.

The election of James P. McLoughlin, Secretary-Treasurer of the Santa Clara Central Labor Council and of the Retail Store Employees Local 428, San Jose, as a Vice President at Large. Office A. has provided Santa Clara County with a county-based vice president without the necessity of expanding the number of vice presidents on the Executive Council from 35 to 36. This development will be taken into consideration by the Committee in making its report on the subject matter to the pre-convention meeting of the Executive Council in Los Angeles August 16-18, 1972.

Resolution No. 130—This resolution, which would have empowered the Executive Council to set up a statewide labor fund to defend Dr. Eldred Rutherford, professor of Psychology and President of the American Federation of Teachers Local 1362 at San Jose State College who was stripped of tenure and fired for leading a 1969 college faculty strike, was not adopted by the 1970 convention but was filed with the subject matter referred to the Executive Council. Shortly after the conclusion of the 1970 convention, Rutherford was fully vindicated by a faculty review committee and his tenure and job restored, making further action on this matter unnecessary.

NATIONAL ECONOMIC POLICY

Following President Nixon's suspension of the Davis-Bacon Act, a 40-year-old law requiring locally prevailing wage rates to be paid on all federal construction projects, on February 23, 1971, the Executive Council acted swiftly to counteract the Nixon Administration's attempt to make the nation's building tradesmen the scapegoat for the failure of the Nixon Administration's faltering economic policies.

The Executive Council contacted congressmen and state legislators to protest the fact that the President had not told the American people the truth about the low average annual earnings of construction workers or about the dramatic decline in homebuilding labor costs.

The Council broadly publicized federal statistics showing that in 1969 the average annual wage of building trades workers amounted to only \$8,481 and that building tradesmen are only able to find employment an average of 35 weeks a year.

Moreover it pointed out that the onsite labor costs in residential housing fell from 33 percent of the cost of a new home in 1949 to only 18 percent in 1969 while land costs rose from 11 percent of the total cost of a new home in 1949 to 21 percent in 1969.

Soon after Nixon's suspension of the Davis-Bacon Act both the State Legislative Counsel and State Attorney General Evelle Younger ruled it did not apply in California because of the existence of state level legislation.

And barely a month later, on March 29, 1971, Nixon abandoned his ill-conceived move by lifting the suspension of the Davis-Bacon Act.

Four and a half months later President Nixon tacitly acknowledged the complete failure of his first 'game plan' and re-

versed field. That was when he announced the imposition of wage-price controls on Aug. 15, 1971.

The AFL-CIO had consistently stated for the past five years that it would support such action, if necessary, so long as the controls were fairly applied to all segments of the economy—prices, wages, profits, dividend income et al. But it soon became evident that this was not the intent of the Nixon Administration, dominated as it was—and is—by big business interests.

As the discriminatory, anti-worker, pro-employer nature of the controls program became evident, the AFL-CIO became more and more convinced that it was both unfair and unworkable. The National AFL-CIO Executive Council voiced these concerns. The Federation's Executive Council went on record at its Sept. 30-Oct. 1, 1971 meeting at Sacramento in full support of the position of the National AFL-CIO and President Meany on the wage-price freeze issue when it issued the following statement:

"The California Labor Federation, AFL-CIO, has clearly and repeatedly stated its opposition to the inept, unfair and unworkable economic policies of the Nixon Administration. The Phase II program is stacked against the interests of the American working people yet the Administration is attempting to make the labor movement the scapegoat if the program fails.

"The unveiling of Phase I and II have been theatrical acts in the best show business tradition. What they lacked in content or equity they had in showmanship. Nowhere was the staging more calculated than during and after the President's recent visit to the AFL-CIO convention.

"The script for the visit was simple: show up, throw away the prepared text, give the delegates a 'from the heart' speech and hope, fervently, for enough boos and jeers to project a beleaguered image to the nation. This did not happen; the Present was treated coolly and politely. But no matter, the myth makers have tried to convey another image.

"The California labor movement believes the President's appearance at the convention was solely political, motivated only by a desire to have the public believe that labor was negative and obstructionist in daring to oppose his latest economic schemes.

"We vigorously support the economic policies of the National AFL-CIO and believe the labor movement under President Meany's leadership has won unparalleled

recognition in terms of determining the national economic policy.

"We call upon the Congress to take the initiative in directing the economy, believing the present administration is incapable of managing the economy in a way that benefits most workers. The Nixon Administration's economic policy today is nothing more than the old discredited 'trickle-down' theory with a new face-lift.

"We demand realistic, meaningful federal controls on prices, interest rates, dividends, and rent.

"We commend the Congress on the action taken thus far to insure the payment of retroactive wage increases and call upon the Congress to give immediate approval to this legislation.

"The only way to cure our nation's economic and social problems is to build a full employment economy. We will continue to do all we can to achieve this goal."

FOREIGN TRADE AND THE JOB DRAIN

The abysmal deterioration of the role of the United States in international trade during the past few years has been a source of ever deepening concern to the Executive Council.

The deterioration is mirrored in many aspects: the devaluation of the U.S. dollar by amounts ranging up to 25 percent in some foreign currency; record deficits in our international balance of payments that appear to be doubling every year; abandonment of the U.S. Merchant Marine to the point where barely five percent of U.S. exports are carried in U.S. ships; and the accelerating flight of U.S. technology and U.S. jobs to low wage nations abroad due to U.S. corporate tax and trade laws that jeopardize both the domestic and international security of the nation to satisfy corporate greed.

During the past two years the Executive Council's concern with this problem has been expressed in a number of ways.

For example at its March 30-31, 1971 meeting at Sacramento, the Council went on record in support of H.R. 6069, a measure to provide tax incentives for motion pictures produced in the United States. This action was in response to a request from the Screen Actors Guild and stemmed from the flight of film production to foreign locales due largely to tax advantages, a flight that has resulted in

a high unemployment rate in the domestic motion picture industry.

Problem Put in Perspective

But the problem was placed in broader perspective at the Executive Council's meeting in Los Angeles in December, 1971 when the Council adopted the following statement on Foreign Trade and U.S. Jobs:

"During the past decade, more and more foreign-made goods have flooded our domestic markets eliminating U.S. jobs and contributing to the nation's severe balance-of-payments problem.

"U.S. corporations are busily exporting American jobs and technology and one domestic market after another has been taken over by foreign producers. In many cases these producers are only foreign subsidiaries of U.S. multinational corporations.

"Such basic products as typewriters, office machines, radios, television sets, toys, dinner ware, and bicycles, to name but a few, are now almost entirely produced abroad. In many other industries such as textiles, automobiles and electrical equipment, the situation is fast becoming critical.

"The old concept of 'free trade' is largely meaningless today. U.S. corporations are rapidly moving production abroad and foreign nation's erect barrier after barrier to U.S.-produced goods, adopt preferential agreements and provide government-sponsored subsidies and services to their exporters.

"American workers have seen their jobs disappear and their living standards threatened. Yet the general public and many union members are unaware of the severe consequences to them and the national economy of the import floodtide.

"Congressional action is necessary to reshape U.S. tax and trade laws or our nation will deteriorate into a crippled, low-wage, service economy, suffering from the massive unemployment of production workers.

"Legislation to tax the foreign operations of U.S. corporations equitably, to stem the export of jobs and technology, to regulate the torrent of imports and to effectively stop foreign 'dumping' has recently been introduced in the Congress. The California Labor Federation, AFL-CIO, strongly supports S. 2592 by Senator Vance Hartke and H.R. 10911 by Congressman James Burke, and urges their enactment. We call upon each member of Cali-

fornia's Congressional delegation to become a co-sponsor of these bills.

"We believe S.2592 and H.R. 10914 are of critical importance to our nation and pledge our unstinting effort to secure their Congressional enactment, and we are pleased to join with the national AFL-CIO in urging their adoption."

Maritime Power Ebbs

Three months later at its meeting in Oakland in March, 1972, the Council called attention to the nation's deteriorating maritime strength when it adopted the following resolution:

"Whereas, there is urgent need to expedite implementation of the Merchant Marine Act of 1970 to reverse rising unemployment in American shipyards and to rebuild as quickly as possible the American Flag Merchant Marine whose strength is at an all time low.

"Whereas, achievement of these desired objectives can be assisted by enactment into law of a legislative program agreed upon by all AFL-CIO maritime unions and adopted by the Executive Council of the AFL-CIO at its meeting in Bal Harbor, Florida on February 21, 1972.

"Therefore, be it resolved by the California Labor Federation, AFL-CIO, that it support and call upon the Congress to enact the following legislative program which was endorsed by the Executive Council of the AFL-CIO:

"1. Opposition to compulsory arbitration or any form of government interference in any manner in collective bargaining.

"2. Support of H.R. 12324 to require that at least 50 percent of all U.S. oil imports and natural gas be carried in U.S. flagships, and support of S. 201 to preserve the merger of El Paso Natural Gas and Pacific Northwest Pipeline Company as a means of assuring the development of U.S. technology in this highly specialized shipbuilding field and to assure maximum U.S. Flag participation in the transportation of liquid natural gas which will have an increasingly vital role in meeting America's energy requirements.

"3. Support H.R. 10923 that would require government-financed cargo to be carried 100 percent on American Flagships, provided freight rates are equal to those charged by foreign flags.

"4. Support all legislative efforts to modernize and preserve the existing U.S. Public Health Service hospitals and prevent efforts of the Department of

Health, Education and Welfare to close these essential health care facilities."

Another aspect of the nation's foreign trade crisis was brought up at the same meeting when District Council No. 1 of the Oil, Chemical and Atomic Workers Union called on the Federation to give its support to the construction of the Alaskan pipeline.

Pending clarification of some aspects of this request, action was deferred until the Executive Council's meeting in San Diego last June.

Alaska Pipeline Backed

At the June meeting, the Executive Council went on record and publicized its support for construction of the Alaskan pipeline.

At its June, 1972 meeting the Executive Council also took advantage of the opening of the annual AFL-CIO Union-Industries show in San Diego to draw attention to the critical need to reform the nation's tax, trade and foreign investment policies.

Statement Adopted

In a statement adopted at that meeting, the Executive Council said:

"Opening of the Annual AFL-CIO's Union-Industries Show in San Diego today provides a graphic demonstration of the success and benefits reaped by both U.S. workers and employers as a result of the development of the American system of free collective bargaining in the labor-management relations field.

"The Show, which contains more than 350 exhibits and demonstration projects, is pegged to the theme of "Progress Through Cooperation" and is opened daily from 1:00 p.m. to 10:30 p.m. in the San Diego Community Concourse.

"Location of the Show in San Diego, where the flight of U.S. jobs and U.S. technology to low-wage areas is more acutely visible than in most other parts of the country, may help develop public awareness to the need for a major overhaul in our nation's tax, trade and foreign investment policies such as embodied in the Burke-Hartke bill now before Congress.

"Just last week a U.S. Commerce Department executive reported to the San Diego Chamber of Commerce that the dual-Plant Border Industrialization Program has created 40,000 new jobs — not U.S. jobs but jobs in Mexico.

"The AFL-CIO has consistently supported programs to assist underdeveloped na-

tions. But the emergence of multi-national corporations and the enactment of corporate tax and foreign trade laws that actually encourage U.S. firms to export U.S. jobs and technology at the expense of the economic health of this nation must be curbed.

"This is one of the principle causes of our worsening international balance of payments problem. Last year, under the Nixon Administration, for the first time since 1888 our nation suffered a trade deficit—not a small trade deficit but a deficit totaling more than \$2 billion. And this year it's worse. A record \$1.5 billion deficit was posted during the first quarter alone and U.S. Commerce Secretary Peter G. Peterson has already predicted that the second quarter will be even worse.

"With nearly half a million workers jobless in California and more than five million jobless throughout the nation, it should be clear to all citizens that continuation of existing tax and trade policies can only result in economic disaster to this nation's domestic economy.

"Accordingly we urge visitors to the 1972 Union-Industries Show here in San Diego to consider the need to call on their Congressmen to support the Foreign Trade and Investment Act of 1972 (S. 2592 and H.R. 10914) which would:

- Eliminate tax breaks and incentive to move production abroad and relate taxes on U.S. corporations' overseas operations more closely to domestic tax rules.

- Regulate the torrent of imports that have cost hundreds of thousands of U.S. jobs.

- Authorize the President to regulate the outflow of capital from the United States.

- Provide an improved program to speed anti-dumping complaints to afford relief to affected industries and workers.

- End an abuse whereby U.S. companies assemble products in foreign countries and ship them into the United States as 'Made in U.S.', paying only a minimum duty on the so-called 'value added'.

"These and other provisions of the proposed act are essential to prevent the United States from deteriorating into a low-wage service economy while witnessing the increasing concentration of wealth and economic power in the hands of an already small and rapidly shrinking fraction of the nation's population."

CIVIL RIGHTS

During the past two years, the Executive Council has continued to press for the AFL-CIO's fundamental objective of assuring equal rights for all, regardless of race, color, sex, age or creed.

While some progress has been made—perhaps most notably in the lowering of the voting age to 18—much remains undone and actions by the incumbent conservative national administration to reverse the progress made toward quality education for all during the 1960's by transforming the word "busing" into a racist rallying cry coupled with its attempt to pack the U.S. Supreme Court with conservative lawyers of scant national stature, suggest that the battle ahead will be tougher than ever.

The impact of the Nixon Administration's social and economic policies were mirrored in a report released by the Census Bureau in May 1971 which disclosed that for the first time in a decade the number of Americans living in poverty increased by 12 million, reversing a decline that had been underway ever since the nation's poor totaled 39.8 million in 1960.

And just last month, the Census Bureau reported that the number of people with incomes below the Nixon Administration's official poverty line of \$4,137 for an urban family of four climbed from 25.4 million to 25.6 million in 1971, the highest level since 1967.

Until 1970 the number had declined steadily from the total of almost 40 million in 1960.

It hardly needs noting that the struggle for civil rights for all is a handmaiden of the struggle for economic rights.

Women's Rights Issue

And it has been in this context and this context only that the Executive Council has urged a delay in California's ratification of the women's Equal Rights Amendment to the U.S. Constitution.

To clarify the Federation's position on the women's Equal Rights Amendment, the Executive Council adopted the following statement at its meeting in San Diego June 8-9, 1972:

"Millions of California workers—men and women—will be the losers if the California Legislature ratifies the Women's Equal Rights Amendment to the U.S. Constitution before enacting legislation to extend the state's minimum wage and other protective laws, presently applying only to women, to men.

"This is because the courts would be forced to hold existing statutes invalid because they discriminate on the basis of sex.

"The Executive Council of the California Labor Federation, AFL-CIO, which represents California's 1.6 million AFL-CIO union members, has been both shocked and dismayed at the persistent efforts of some would-be liberal groups and individual legislators who have heedlessly lent their voices to efforts to ramrod the ratification measures, **AJR 17** and **SJR 20**, through the legislature without regard to the need to protect workers' rights.

"The simple fact is that there is no reason why the state's minimum wage and other minimal standards of working conditions should not be applied to all workers.

"Some elements within the employer community, however, are apparently attempting to use the ERA as a time machine to return to the 19th century when labor standards were all but non-existent.

"The California AFL-CIO has consistently championed equal rights for all, including equal rights for women.

"It must be emphasized that we are not opposed to the equal rights amendment, only to its misuse as a means of subverting the wages and working conditions of some of the lowest paid workers in our state.

"We therefore urge the State Legislature to delay action on ratification of the Equal Rights Amendment until legislation extending the state minimum wage and other protective laws to men has been passed and signed into law. Anyone familiar with the state's legislative process is fully aware that such action can be obtained more easily before the equal rights amendment is ratified than afterward.

"Any other course of action can only be viewed as irresponsible and a violation of the public trust bestowed on the state's legislators."

As of the date of this report, the Federation's efforts, which have enjoyed the strong support of union women from such unions as the Office and Professional Employees, the American Federation of State, County and Municipal Employees, the California Federation of Teachers; the Retail Clerks, the Amalgamated Clothing Workers, the Service Employees International Union; the United Farm Workers Union and the Laundry and Dry Cleaning Workers Union, have succeeded in delaying action on the equal rights amendment, thanks in major measure to the leader-

ship of Senate President Pro Tem James R. Mills (D-San Diego) and Senators Stephen P. Teale (D-West Point) and Robert J. Lagomarsino (R-Ventura).

But legislation extending the protective laws to men has not yet won final legislative approval and been signed by the Governor, so the outcome of this fight is not yet resolved.

The Executive Council also supported the national AFL-CIO's successful fight against the Nixon Administration's Cost of Living Council which exempted only workers earning less than \$1.90 an hour from wage controls.

Apprenticeship Program

In other areas, such as the Apprenticeship Program, significant progress has been made.

The California Plan for Equal Opportunity in Apprenticeship, one of the first such plans in the nation, was drawn up with participation by Executive Council members. The number of registered minority apprentices accounted for nearly 21 percent of the more than 32,000 apprentices in training during 1971-72, according to figures released last month by the Division of Apprenticeship Standards of the State Department of Industrial Relations.

These figures compared with a figure of about 19 percent of minority apprentices out of a total of more than 28,000 in California during the previous fiscal year and was substantially higher than the national average of only about 12 percent for registered minority group apprentices.

This progress is perhaps more significant since it was made against a tide of severe unemployment, high interest rates that curbed construction projects and the refusal of President Nixon to release about \$12 billion in funds authorized for various federally assisted projects.

In terms of numbers, Mexican-Americans and other Spanish Americans registered as apprentices in California in 1971-72 totaled 3,665 or 11.4 percent; Blacks, 2086, or 6.5 percent; American Indians, 351 or 1.1 percent; Orientals, 296 or 0.9 percent; Filipino, 121 or 0.4 percent and others, 113 or 0.4 percent.

Soviet Jewry

Responding to repeated incidents involving the Soviet Union's suppression of the right of Jews to emigrate to Israel, the Executive Council urged President Nixon to take up the question of Jewish religious freedom and civil rights during his visit to Russia earlier this year.

In a wire sent to Nixon as a result of action taken by the Executive Council, the Federation's Secretary-Treasurer said:

"In the name of the Executive Council of the California Labor Federation, AFL-CIO, I ask that you place the question of Jewish religious freedom and Jewish civil rights before the rulers of Russia during your stay in the Soviet Union.

"It is essential that Soviet officials know of the sentiment of the American labor movement with respect to the freedom of the Jewish people.

"Please speak in behalf of Jewish liberty in your presentation of American views of the world of 1972."

No response indicating action by President Nixon on this issue had been received from the White House as of the date of this report.

Other Activities

In addition, it is pertinent to note that three members of the Executive Council — John F. Henning, Albin J. Gruhn and Sigmund Arywitz — were honored by the Jewish Labor Committee's Trade Union Council for Human Rights in October 1971 for their ongoing efforts to promote equal rights and better human relations in the fields of employment, housing and education.

Beyond that, a number of Executive Council members have been in the forefront of efforts to establish programs to get more minority groups into the building and construction trades through the AFL-CIO's Operation Outreach program.

Other details of the Federation's efforts in the civil rights field are covered in the secretary-treasurer's report.

"NO FAULT" INSURANCE

Recognizing the consuming public's need for more adequate and dependable auto insurance coverage at reasonable costs, the Executive Council pledged its support to win enactment of a federal no-fault auto insurance law at its meeting of Dec. 8-9, 1971 and urged immediate enactment of "a meaningful 'no fault' program by the California Legislature in 1972 to serve as an impetus for federal action."

In a policy statement adopted at that meeting, the Council said:

"The automobile insurance system in California and most of the nation is inefficient, costly, unfair and often unavailable. The deficiencies are so great that basic and lasting reform is mandatory.

"The system is inefficient and costly. Last year consumers spent \$14.6 billion on automobile insurance premiums, but only \$7.5 billion was returned in benefits. Moreover, the cost of automobile insurance increases annually and rapidly although coverage and benefits do not.

"The system is basically unfair. Automobile accident victims are often poorly compensated and many receive no benefits. A recent study by the U.S. Department of Transportation indicated that claimants with a permanent total disability on the average suffered a personal economic loss of \$78,000 yet received an insurance payment of only \$12,556. The present fault system generally fails to provide adequate compensation. Nor is it prompt. Lengthy delays between the time of an accident and the time of payment are common.

"In addition, automobile insurance is unavailable to many people or, once purchased, is often cancelled or not renewed by insurance companies to minimize their risk.

"In short, reform of the present system is essential and overdue. A 'no fault' automobile insurance system is needed. Such a system would include mandatory coverage and the payment to the policyholder by his insurance company of medical and rehabilitation costs and wage losses regardless of fault. It would provide quick and assured payment.

"The California Labor Federation, AFL-CIO, joins the National AFL-CIO in strongly supporting a comprehensive federal auto insurance law that incorporates the 'no fault' principle of compensation.

"Also, recognizing the powerful impetus to federal action that can result from California enacting 'no fault' legislation and the clear need for such a law, the California Labor Federation, AFL-CIO, urges the state legislature to enact a meaningful 'no fault' program in 1972 and pledges such a program our full support."

L.A. HERALD-EXAMINER STRIKE ACTION

The indomitable spirit and perseverance displayed by the workers of more than a dozen unions involved in the marathon strike-lockout at the Hearst Corporation's Los Angeles Herald-Examiner for more than four and a half years has earned them a secure and esteemed niche in the history of the battle to attain and preserve free collective bargaining for all workers.

But, although some progress has been

made in the past two years, the battle itself is not yet won.

Earlier this year, after years of litigation, the locked out workers involved in the dispute were awarded more than a million dollars in unemployment compensation, an average of \$1,300 per member.

And just last month a referee for the State Unemployment Insurance Appeals Board ruled that some 500 members of Local 69 of the Los Angeles Newspaper Guild are eligible for about \$500,000 in unemployment insurance benefits.

But, for the most part, these awards have not yet been paid and are subject to lengthy appeals. Even if they are eventually paid, they will do little to recompense the personal losses, sacrifices and deprivations that the 2000 valiant trade unionists who have borne the burden of this critical battle have suffered.

Meanwhile, the battle continues. Some negotiation meetings have been held but no major progress had been reported as of the date of this report.

The Herald-Examiner Joint Strike-Lockout Council's publication, "On the Line," has continued to chronicle the scab paper's day by day downward drift in ad lineage and circulation. It's now less than half of what it was when the strike began on Dec. 15, 1967. The circulation losses coupled with jobless payment decisions totalling more than \$1.5 million mean the paper is hurting. The battle must be carried on.

At its first meeting following the Federation's 1970 convention, the Executive Council donated \$2,000 to the Los Angeles Herald-Examiner Joint Strike-Lockout Council and has subsequently authorized and helped publicize repeated fund appeals to maintain the highly successful 'back-of-the-bus' ad campaign and assure maximum support to these striking and locked out trade unionists in every way possible.

This dispute will be in its 1,712th day when our ninth convention convenes and the need for support is still critical. Earlier this year a new fund appeal issued by the Strike-Lockout Council, which was given the broadest possible statewide circulation through the assistance of the Federation's Executive Council, noted that:

"Since George Hearst precipitated this dispute by his adamant refusal to bargain in good faith for a decent contract some four and a half years ago, this once-proud 'flagship' of the Hearst empire' has sunk to an inglorious position

of being lower in advertising lineage than 24 other papers in California, one of those being a four-day-a-week throwaway. The Her-Ex circulation has stayed at less than half of the pre-strike/lockout figure."

Noting that the unions have recently resumed bargaining with the scab paper's management, it said:

"Despite this new opening, we know this is no time to reduce our efforts. If anything, it is time to increase all activities in an effort to force a decent settlement."

It urged any union wishing to contribute to the 'back-of-the-bus' ad campaign (which costs \$25 a bus per month) to send their contributions to: ~~Herald-Examiner~~ Strike/Lockout Council, 1058 South Olive St., Los Angeles, Ca. 90015.

SAN RAFAEL I-J STRIKE

Executive Council members have also given strong support to embattled trade unionists at the San Rafael Independent-Journal, a paper that enjoys a virtual monopoly in one of the wealthiest counties in the state.

At its December, 1970 meeting, the Executive Council authorized a \$2,000 contribution to the Marin Strike Headquarters at 701 Mission Avenue, San Rafael, and has consistently sought to maximize support for the workers involved in that two-and-a-half-year-old dispute within their own jurisdictions.

Barely six months after the 1970 convention three veteran San Francisco area union leaders—Leon Olson, president of ITU Local 21; Jack Goldberger, president of Newspaper and Periodical Drivers Local 921; and Don Abrams, an ITU representative—were sentenced to 15 days in jail on contempt of court charges stemming from the I-J strike.

San Francisco Mayor Joseph Alioto, who attended a rally at the Marin County Jail to demonstrate his support for the workers when their leaders turned themselves in to start serving their sentences, declared:

"I think the jailing of responsible and important labor leaders ought to have gone out with high button shoes.

"The entire Bay Area has a stake in what's going on here. Jail never solved a labor dispute and never will."

Alioto's Stand Lauded

In appreciation of the San Francisco Mayor's support, the Executive Council later authorized the following statement:

"Whereas, The Executive Council of the California Labor Federation, AFL-CIO, has

reviewed the record of public service compiled by the Honorable Joseph Alioto, Mayor of San Francisco; and

"Whereas, The Council views the liberalism, integrity and abilities of Mayor Alioto with warm approval; and

"Whereas, Mayor Alioto, in the face of hostile political propaganda and personal attack, has consistently given active expression to his concern for the rights of working people; and

"Whereas, America desperately needs public officials with Mayor Alioto's liberal courage; therefore be it

"Resolved, That the Executive Council of the California Labor Federation, AFL-CIO, officially commends the Honorable Joseph Alioto for his unflinching devotion to civic duty and for his unswerving friendship toward labor and wage earners; and be it further

"Resolved, That the Secretary-Treasurer be instructed to convey a copy of this resolution to Mayor Alioto as an expression of the high regard in which the Mayor is held by the members of this Council."

U. C. DISPUTE

At the June 8-9 meeting, responding to a request for help from unions taking economic action at the University of California's Berkeley and San Francisco campuses, the Executive Council voted to contribute to help the unionists successfully terminate their economic action. Subsequently, the Federation contributed \$2,500 to aid the workers.

In addition, the Federation called for a boycott of the Institute of Industrial Relations of the Berkeley campus of the University, and a letter was sent to all affiliates requesting contributions to help the employees who withdrew their services.

The Executive Council's action played a major role in the successful conclusion of the economic action at both University of California campuses.

A trade union committee headed by Federation Vice President Morris Weisberger gave significant aid in the successful resolution of the struggle.

FARM LABOR

Aware of the threat posed by an anti-farm labor initiative measure drafted by representatives of grower interests, the Council authorized a statement at its December 8-9, 1971, meeting in Los Angeles urging union members and the general public not to be misled by the claim that it provides for "secret ballot" elections.

The Council's statement said:

"Agricultural groups, unsuccessful in their attempts to pass anti-farm worker legislation in Sacramento this year, are now circulating an initiative petition to accomplish the same goal.

"The petition basically is a carbon of the pro-grower bills defeated in the legislature. The initiative outlaws primary and secondary boycotts, and, among other anti-worker provisions, purports to provide for 'free elections' but hobbles farm workers seeking unionization with many restrictions.

"Worst of all, the petition contains a little 'right-to-work' section, applicable only to workers in agriculture.

"The California Labor Federation, AFL-CIO, is strongly opposed to the initiative petition. We urge our members and the general public not to be misled or deceived by the claim that the initiative provides for 'secret ballot' elections.

"It is an anti-farm worker measure and its purpose is uncomplicated — to thwart the organizing efforts of the United Farm Workers Organizing Committee, AFL-CIO, and get a foot in the door to eventually bring about 'right-to-work' open shop conditions for all California workers. We urge that members of organized labor and the public at large shun this initiative."

This initiative, however, has qualified for the Nov. 7, 1972, ballot and further action on it will be determined by the delegates to the Federation's Ninth Convention.

During the past two years, the Executive Council has sought in every way possible to maximize support for the United Farm Workers Organizing Committee, which just last year outgrew its "organizing committee" status and became the United Farm Workers National Union.

In addition to continuing to contribute \$19,200 a year in direct subsidies to the Farm Workers' organization, Executive Council members have assisted significantly in assuring broad publicity to farm workers projects including the various food caravans to Delano and other points and organizational assistance throughout the state. It has also raised more than \$7,500 in voluntary donations during the period covered by this report.

Among other things, the Executive Council endorsed UFWOC's poster stamp fund-raising campaign which featured sheets of 48 poster stamps in multi-color designs that were produced by Artist Andrew Zermeno, a veteran farm worker himself.

The stamps depicted various areas of concern to farm workers and featured the

famous black Aztec eagle. These stamps are still available by a contribution of at least \$1 to the UFWOC Defense Fund, P.O. Box 130, Delano, Ca. 93215.

SAFETY

In the two-year period since the Eighth Convention, the Federation has fought vigorously, and for the most part successfully, to prevent further cuts in the budget for the Division of Industrial Safety of the State Department of Industrial Relations. The Executive Council has also been in the forefront of the fight to get at the cause of the tragic Sylmar Tunnel explosion, which killed 17 skilled craftsmen on June 24, 1971, and to assure that adequate steps are taken to prevent similar tragedies in the future.

Responding to a demand for a legislative investigation of the tragedy made by Secretary - Treasurer Henning and Vice President Cinquemani, Assembly Speaker Bob Moretti in September, 1971, appointed a three-man Assembly committee to determine if proper safety procedures were ordered and implemented by the State.

In November, 1971, Moretti reported that an Assembly subcommittee had discovered "disturbing shortcomings concerning safe working conditions in California" and that there is evidence "that job safety is no longer the prime goal of the State Division of Industrial Safety."

Moreover, Moretti added:

"I am seriously concerned over indications that understaffing, improper use of personnel and a reluctance to prosecute persistent violators have resulted in dangerous working conditions on hundreds of projects."

In view of this, Moretti named a special Select Committee on Industrial Safety to determine any need for changes in the Division's personnel, administration, or in existing provisions of the state labor and safety codes.

In the course of hearings held in January, 1972, by the Select Committee, which was chaired by Assemblyman Jack R. Fenton (D-Los Angeles) safety engineers themselves protested the reluctance of their superiors to crack down on employer violations.

And the Federation's Executive Secretary expressed the Executive Council's concern when he wired Fenton to urge "an immediate personnel increase in the Division of Industrial Safety" and action to bring about a "revitalization" of the Division.

The wire to Fenton also stated:

"As currently staffed, the Division cannot hope to meet the obligations imposed on it by law.

"The construction section is in particular need of assistance. The injury rate in the construction industry is twice that in overall employment. The principal California 'safety' story of 1971 was not the one percent reduction in the total injury frequency rate but the death of 17 construction workers in the Sylmar tragedy.

"The Division of Industrial Safety must be made to understand this. Our organization will be pleased to work with your committee on the Division of Industrial Safety to secure both additional safety personnel and the revitalization of the Division."

In the course of these hearings, Jack F. Hatton, chief of the Division of Industrial Safety since March, 1967, resigned.

In the wake of these hearings, William C. Hern, director of the State Department of Industrial Relations, announced the formation of a Select Labor-Management Fact Finding Committee on the Division of Industrial Safety.

Vice President Larson, chairman of the Federation's Committee on Safety and Occupational Health, was one of three representatives of organized labor appointed to this Committee.

Less than a week later, a separate special investigation of the Division of Industrial Safety conducted by auditors from the staff of the State Department of Finance submitted a 54-page report stating that "the percentage of employees who felt support from their superiors was unsatisfactory is, in our opinion, indicative of major problems."

It said that field inspectors "believe that favoritism is shown for major employers" and noted that due to staff shortages, a backlog of 5,000 inspections has built up.

In February the Select Labor Management Fact Finding Committee submitted a report stating that field level men have "not received the necessary support from top management personnel" in attempting to push prosecution of safety violators. In addition the three labor members of the committee urged Hern to resign to make way for "fresh leadership."

Both the labor and management members agreed that:

● "The area of prosecution has been a source of continuing frustration within the Department.

● "A general feeling of inhibition has developed in the Division with respect to initiating prosecutions.

● "As has been seen, a somewhat defeatist attitude has imbued some of the staff because of its feeling that headquarters lacks enthusiasm for the prosecution approach."

Subsequently a series of recommendations based on the Fact Finding Committee's report were endorsed by the Governor.

Among other things, these recommendations call for studying procedures for suspending or revoking licenses of contractors who violates safety regulations and conferences among state officials on how to "expedite the preparation and prosecution of safety violation cases."

The most recent statistics available at the time of the Committee's report showed that some 750 persons died in California industrial accidents in 1970. The data also indicated that although the population and the number of industrial accidents had increased since 1967, the number of prosecutions had dropped off sharply.

Four months later, after repeated charges by labor and legislative leaders that the Division of Industrial Safety had failed to adequately enforce Labor Code and safety orders designed to protect workers, Hern resigned.

In addition, the Federation was a co-sponsor of a four-day program on the Occupational Safety and Health Act of 1970 held December 13-16, at the Earl Warren Legal Center at the University of California at Berkeley.

HOUSING

Although the nation's interest rate levels, which soared to their highest levels in 110 years within six months after President Nixon's election in 1968 and remained there throughout 1970 thereby drastically curtailing home construction, have eased at least temporarily during the past year, the housing shortage both in California and the nation at large remains critical.

Too many families are still housed in unsafe, dilapidated structures and too many California children are still obliged to attend schools already recognized as unsafe if a major earthquake occurs in the state.

The latter situation will be significantly eased thanks to the California voters' approval of Proposition 2 of the June 1972 primary election ballot which authorizes \$350 million in state bonds to help school districts replace non-quake-safe schools. The Executive Council had recommended a "yes" vote on Proposition 2 at its March 1972 meeting.

Following a review of existing housing legislation, Vice President Cinquemani, Chairman of the Executive Council's Housing Committee submitted the following report to the Council at its June 8, 1972, meeting in San Diego:

"At the federal level there appears to be ample legislation on the books. However, the necessary funding has not been supplied not withstanding the pressures exerted on the Administration by labor.

"In Sacramento many bills have been introduced on the general subject of housing; many of these appear to be for the benefit of the mobile home industry, the land developers or the money markets.

"It becomes increasingly more obvious that every piece of legislation on the subject must be carefully analyzed; that all research and statistics compiled by the various organizations and special interest groups throughout the country must be digested to determine the most favorable position to take for our members and the general public. To all this must be added our position vis-a-vis the conservationists and the other groups with ecological interests."

EDUCATION

For generations, the labor movement has consistently championed free public education to enable all citizens to maximize their opportunities and develop their potentials to the fullest.

In line with this commitment, the Executive Council has steadily sought to expand the Federation's scholarship program and has long been on record in support of state assumption of the principal share of public education costs along with substantial increases in federal aid to education.

The Executive Council's views on some of the more immediate problems in education were reflected by the Federation's President in an address to the National Strategy Seminar on Industry, Education and Labor sponsored by the U.S. Department of Health, Education and Welfare in Sacramento just last month when he pointed out that the recent *Serrano vs. Priest* decision by the California Supreme Court holding that segregation by wealth is not only discriminatory but unconstitutional and that it "revives forcefully the question of local districts bearing the major costs of educating the children within its narrow boundaries."

This decision "revives the whole question of taxes on real and personal property, which the labor movement has long

held to be regressive and thus highly objectionable," the Council's President said.

He also touched on the AFL-CIO's reservations about the Nixon Administration's plans for a greater involvement of employers in education.

"Employers are known to have a narrow view of the world of work, a negative view of the role of unions and, in some cases, will overtly try to perpetuate an anti-union orientation," he said.

He pointed out that the U.S. Office of Education's proposals to promote alternatives to "in-schoolhouse" education programs—with one of the alternatives being the worksite—presents immediate problems that could intrude on union contracts.

"Since any real effort in this direction must involve large companies, most of which have collective bargaining agreements with their employees, efforts should begin now to clear up the difficulties inherent in such a plan," he said.

There are "great dangers involved" if research and development models proceed with nonunion employers only, he noted.

"Without proper supervision, employers would be able to claim tax writeoffs on programs of dubious merit, inject their own propaganda into the curricula and lure students into a biased program on the assumption that it's the best route to a guaranteed job," the council's president warned.

Scholarship Program

In the two years since the 1970 convention, the number of \$500 scholarships awarded in the Federation's annual scholarship program has increased more than 30 percent, rising from a total of 40 (19 in 1969 and 21 in 1970) to a total of 53 (23 in 1971 and 30 in 1972) largely through the efforts of the Executive Council.

In view of the fact that more than 2,000 high school seniors throughout the state submit applications every year for the scholarship contest, the Executive Council decided to broaden recognition afforded by the competition at its December 2-3, 1970 meeting in Palm Springs by increasing the eligibility list for final judging from the top 50 papers to the top 75 papers in order to get a better cross section.

This was done in both the 1971 and 1972 contests and certificates of merit were awarded to contestants whose papers were judged to be in the top 75 both years.

ECOLOGY AND JOBS

Simplistic, halt-the-world-I-want-to-get-off approaches to the serious problems of environmental contamination confronting California and the nation at large too often tend to ignore the simple fact that we are seeking to preserve the environment to protect all forms of life, workers included.

The Executive Council has long been aware of the complex inter-relationship between such competing desires as the employers' demand for "efficiency" and the workers' demand for safety on the job.

Likewise, in the field of environment vs. economic growth, a reasoned approach which recognizes the needs of major segments of our workforce to remain employed is essential.

Any review of the stands taken by the California Labor Federation, AFL-CIO, over the past 20 years will demonstrate that the Executive Council has repeatedly emphasized the need for planned economic growth, an objective always opposed by unscrupulous land speculators and subdividers who are simply out for a fast buck.

Mindful of these complexities, the Executive Council, at its March 8-9, 1972, meeting in Oakland, carefully examined the so-called environment initiative on the June, 1972 ballot and concluded that it was an ill-conceived, destructive proposal "that would create unemployment and ignore the basic economic needs of California."

After voting to recommend a "No" vote on the measure, the Executive Council adopted the following statement detailing its position:

"The California Labor Federation, AFL-CIO, urges a "No" vote on Proposition 9, the Pollution initiative on the June 6, 1972 Primary Election Ballot.

"Proposition 9 is a destructive proposal that would create unemployment and ignore the basic economic needs of California. It would also impose a negative legal rigidity on future environmental development.

"Proper ecological reform can best result from agreement between the progressive forces of community life. More specifically, the economic and social history of our country suggests a natural planning alliance between labor and environmentalists.

"Proposition 9 would make such an alliance impossible for it would worsen the already desperate unemployment situation in a state that now has more than 600,000 jobless workers.

"Further, it would make impossible the kind of economic growth that is so essential to full employment and a prosperous economy.

"Labor has nothing in common with a U. S. business establishment that has given us a nation of waste, refuse and pollution. But neither shall labor share company with those who regard workers as expendable in the building of a decent society.

"Labor is strongly committed to environmental reform but it insists that ecological change be an integral part of economic and social reform. Neither the environment nor the community good will be advanced by disjointed, thoughtless approaches to the complex questions of the environment in our industrial age.

"The American people deserve a civilized urban and rural environment but they won't get it through the anti-worker concepts that identify Proposition 9.

"The California Labor Federation directs the attention of the people of California to the following destructive factors of Proposition 9:

"1. The Proposition in one proposal alone would result in the loss of at least 150,000 jobs because it sets the content of sulfur in diesel fuel used in internal combustion engines at not more than 0.035 percent by weight. There is not enough diesel fuel currently available with such sulfur content to meet the needs of transit buses, trucks and locomotives. The restriction would drastically affect the transportation industry and gravely weaken the whole California economy.

"2. The Proposition gives bureaucrats the frightening power to impose fines of four-tenths of one percent of an individual's gross annual income for every day he operates a personal car or business enterprise in violation of pollution standards. This would mean a fine of \$40 a day for a person earning \$10,000 a year.

"3. The Proposition gives bureaucrats the authority to shut down businesses and factories emitting pollutants above a control standard. This could mean economic hardship and unemployment by government command since the enforcement officer's decisions may not be appealed.

"4. The Proposition would prohibit any new leases or any renewals of existing leases for oil drilling on coastal tidelands and one mile inland from the mean high tide line. Besides causing more unemployment in the oil and construction industries, the effect of this requirement would be to make California more dependent upon imported oil.

"5. The Proposition would cost the state \$200,000,000 annually in lost tidelands oil revenues. California needs to provide more, not less, public services, particularly to the unemployed and low-income families. The Proposition would tempt the state to replace lost industry revenue through the sales tax and other regressive taxes.

"6. The Proposition bans for five years the manufacture or construction of any electric generating plant which is nuclear-powered. This requirement is self-defeating because nuclear energy is 'clean' and to ban future nuclear power plants at a time of rapidly growing energy demands is to compel heavier reliance on polluting fossil fuels for power generation.

"7. The Proposition requires lead to be completely eliminated from gasoline fuel by 1976. This is a much more severe standard than that recommended by the federal Environmental Protection Agency and would place a new economic burden on low-income people owning older cars.

"8. The Proposition would put into state law detailed technical requirements and standards which could be changed only by a majority vote of the state's electorate, an incredibly expensive and cumbersome method of solving environmental problems."

Following an energetic campaign led by Executive Council members and other AFL-CIO union officials to alert workers to the dangers inherent in Proposition 9, the Proposition was rejected by California voters last June by a 2 to 1 margin. The semi-official vote tally was 2,091,461 "Yes" votes to 3,839,208 "No."

PUBLIC EMPLOYEES

In line with one of the Federation's major priorities—to win full collective bargaining rights for public employees—the Executive Council authorized an Educational conference on Public Employment which was held in Fresno November 4-5, 1971.

This conference, which attracted more than 200 participants and was hailed as a "great success," featured an address by Theodore W. Kheel, a nationally recognized authority on mediation and collective bargaining, who observed:

"I believe that much of our difficulties in public employment stem from the wish on the part of many well intended people to do two things that are totally inconsistent. They talk about guaranteeing public employees the right to bargain collectively but simultaneously say they cannot have the right to strike. It is not possible

to achieve both of these objectives. If public employees should have the right to bargain collectively, they must also have the right to strike. If a strike ban for all public workers regardless of what they do or how severe their grievances may be is essential, then they should be told frankly that they cannot have the right to bargain collectively."

Citing his long experience in the field, Kheel added:

"I view collective bargaining as one of the most essential parts of our democratic system. I say this even though I have often seen it at its worst. Bargainers obviously are no better or worse than anyone else . . . But when I see what can be accomplished through collective bargaining, I want to stand up and cheer."

Public Employees Council

In a related matter, the Executive Council has continued to explore the possibility of establishing some kind of statewide fraternal relationship with public employee unions of California and, specifically, has pursued talks with the Public Employees Council of California regarding their request for affiliation.

An initial study of that organization's constitution by a special committee of the Executive Council found it to be in conflict with the constitutional criteria for affiliation. But the Executive Council acted at its June 1972 meeting in San Diego to permit the Public Employee Council to affiliate when it adopted the following report setting forth the necessary criteria:

Report of the Committee to Investigate The Application for Affiliation of the Public Employees Council of California

It follows, that if a non-chartered subordinate body is to be accepted for affiliation, there must be standards governing such acceptance. In keeping with the objective that only bona fide labor organizations affiliated with the AFL-CIO shall be eligible for affiliation with the California Labor Federation, the Committee recommends that the Executive Council reaffirm the following standards for judging the application for affiliation by a non-chartered subordinate body falling within the scope of subsection 1 (d) of Article III:

1. The subordinate body shall be composed exclusively of AFL-CIO organizations which are also affiliated with the California Labor Federation, AFL-CIO.

2. The aims and objectives of the subordinate body must be consistent with the aims and objectives of the AFL-CIO and

the California Labor Federation, AFL-CIO.

3. The subordinate body must be regularly constituted with a duly adopted constitution providing for at least the following: (a) Regular meeting date or dates; (b) A financial structure reasonably adequate to accomplish the organization's purposes and objectives; (c) The election of constitutional officers responsible for the operation of the organization between meetings; (d) A constitutional base governing the representation and voting strength of affiliated organizations; and (e) Adequate protections against domination or control by communists, fascists, or other totalitarians.

4. The subordinate body shall confine its jurisdiction to areas and activities that do not conflict with the jurisdiction of chartered subordinate bodies.

Rules Governing Unchartered Subordinate Bodies Upon Affiliation

Inasmuch as there is no guarantee that an unchartered body accepted for affiliation under the above standards will continue to meet such standards after it is affiliated, it is necessary that some continuing authority to be exercised by the Executive Council to police its standards.

The committee further recommends the following:

1. The affiliated, unchartered subordinate body shall inform promptly the Executive Council of the California Labor Federation, AFL-CIO, of all constitutional amendments, as well as other changes in its methods of operations.

2. The Executive Council of the California Labor Federation, AFL-CIO, shall, on petition or on its own motion, disaffiliate the subordinate body if it determines that the subordinate body no longer meets the standards for acceptance of affiliation.

3. The subordinate body cannot refuse affiliation to any local that is affiliated with the California Labor Federation, AFL-CIO.

With respect to the affiliation of the Public Employees Council of California, with the California Labor Federation, AFL-CIO, the following conditions shall be met:

1. Resolutions submitted to the California Labor Federation, AFL-CIO, conventions shall deal exclusively with public employees and public employment.

2. It shall amend its constitution so that a majority must be present to conduct business at its executive board meetings.

3. It shall call a convention and revise its constitution prior to the 1972 California Labor Federation, AFL-CIO, Convention if

it intends to qualify delegates for such convention.

4. It shall notify all affiliates of the California Labor Federation, AFL-CIO, that it is holding an organizing convention and inviting them to attend and affiliate with the Public Employees Council of California if they have any members in public employment.

The Executive Council's Committee on the application of the Public Employees Council of California for affiliation was composed of Vice Presidents Ken Larson, Chairman; Sig Arywitz and Lamar Childers, Secretary Treasurer Henning and President Gruhn.

AID TO AFFILIATES

In addition to the assistance lent to affiliates in specific instances mentioned in other sections of this report such as the section on "Foreign Trade and the Job Drain," "Farm Labor," the "Los Angeles Herald-Examiner," the "San Rafael Independent-Journal Strike" and the University of California dispute situations and the "We Don't Patronize" List, the Executive Council has continued to exert every effort to assist affiliates both in strike situations and on a host of other matters.

For example, the Executive Council pressed the Federation's campaign to serve affiliates by exposing the anti-labor activities of the California League of Cities when, at its October 1 meeting in Sacramento, it reiterated its appeal to central bodies throughout the state to continue to protest the use of public tax monies to support such activities by the League.

Similarly, the Executive Council has supported efforts of the Hollywood Film Council calling for federal action to ease the massive unemployment caused by the serious decline in the production of motion pictures in the United States.

Among other things, the Executive Council has helped publicize and generate support for:

- The drive by the Office and Professional Employees Union to organize the banking industry.

- Action to curb the use of "wetbacks" or so-called "greencard" commuters as strikebreakers and cutrate workers in Southern California since the use of such workers adversely affects organizing efforts by a number of unions as well as job opportunities for all U.S. workers.

In this connection, Vice President Osslo spoke out in January 1971 against the in-

adequacy of enforcement by immigration officials in Los Angeles.

Although immigration officials had promised to conduct an investigation of a plant harboring such workers, they later said that the employer had requested a one-day delay and then, on the following day, denied immigration officials access to the plant. The Immigration Service subsequently informed the union that it would be necessary for them to get a court order to proceed.

- The successful efforts of the Office and Professional Employees Union to organize Blue Shield employees earlier this year.

- The United Furniture Workers appeal for boycott of the La-Z-Boy Chair Company until the union's dispute with the firm was settled late last year.

- Support for the Pottery Workers International Brotherhood in a dispute with the Treasure Craft Company in Compton.

- Support for United Telegraph Workers Union Local 34 of San Francisco in its strike against the Western Union Company.

- The continuing appeal by the Amalgamated Clothing Workers of America for a consumer boycott of Farah Slacks.

In addition, direct financial aid to affiliates by the Executive Council is detailed under the section of this report headed "Exonerations."

COMMUNITY SERVICES

Since the conclusion of the Federation's Eighth Convention, the Executive Council has been involved in a number of activities in the field of community services.

In addition to the support and publicity that the Federation provides annually to such programs as the Essay Contest sponsored by the Governor's Committee for Employment of the Handicapped in which the Federation provides \$100 in expense money and round trip fare to Washington, D.C., for the California winner to participate in the National Awards ceremonies of the President's Committee of the Employment of the Handicapped, the Executive Council helped publicize the need for contributions to aid the victims of hurricane Celia which ripped into Corpus Christi, Texas, in 1970 leaving more than 65,000 families with crippling losses.

Earlier this year the Executive Council also pressed efforts to help the Red Cross meet its need for \$5 million to relieve victims of the flash flood that swept over Rapid City, South Dakota, killing more

than 200 people and damaging or destroying more than 6,000 homes.

Contributions to aid the flood victims in Rapid City, the home of some 2,000 AFL-CIO union members, are still needed and should be sent to the Western Area office, American Red Cross, P.O. Box 3673, San Francisco, Ca. 94119.

AID-United Givers

In another development, after the AID-United Givers, an organization that has served as a fund raising medium for various health and welfare agencies in southern California, signed a collective bargaining agreement covering its employees with OPEIU Local 30, the Executive Council adopted a resolution at its Sept. 30-Oct. 1, 1971 meeting reaffirming the Federation's support of the organization. The text of that resolution follows:

"Whereas, At its Eighth convention in San Francisco in 1970, the California Labor Federation, AFL-CIO, again endorsed the AID-United Givers program of support to health and welfare agencies throughout southern California; and

"Whereas, AID-United Givers affords full community participation through a tripartite Board of Directors representing labor, management, and the public; and

"Whereas, Office and Professional Employee International Union Local No. 30, AFL-CIO, has recently signed a collective bargaining agreement covering employees of AID-United Givers, further strengthening the organization's ties with organized labor; and

"Whereas, Over \$16,586,817 was raised and distributed through the agency of AID-United Givers in support of worthy charities in southern California and throughout the United States during fiscal 1970-71; therefore be it

"Resolved, By the Executive Council, that the California Labor Federation, AFL-CIO, reendorses the AID-United Givers program; and be it further

"Resolved, That all affiliates in the area served be urged to give wholehearted support for and participate in the activities of this organization; and be it finally

"Resolved, The labor press be encouraged to give maximum publicity to the appeals and programs of AID-United Givers."

More recently at its June 8 meeting in San Diego, the Council also adopted a resolution endorsing the Jerry Lewis Labor Day Telethon for Muscular Dystrophy. The text of that resolution follows:

Whereas, The 1971 Murray-Green Award

was presented to Jerry Lewis for his outstanding work on behalf of the Muscular Dystrophy Association of America; and

Whereas, Muscular dystrophy is a progressive muscle-wasting disease so weakening its victims that a common cold can kill; and

Whereas, The health of this Nation, so vital to its welfare and security, is endangered by any disease whose cause and cure is unknown, and whose victims number in the millions of our citizens; and

Whereas, These victims, the majority of whom are children, derive hope and comfort from Muscular Dystrophy Associations of America's three hundred and twenty-five chapter affiliates that provide medical services, orthopedic appliances and physiotherapy. In addition, there are education, recreation, and rehabilitation services. All of these are offered any patient free of charge, and without any "means test" to determine who shall receive help; and

Whereas, The scope of MDAA's research program—which includes construction and support of a major research center, the Institute for Muscle Disease—and an international research program including grants to the University of California at Los Angeles, San Francisco, Berkeley, Davis, Irvine and University of the Pacific, San Francisco, and Harbor General Hospital, Torrance; and

Whereas, MDAA sponsors a nationwide network of 94 clinics—ten of which are located in California—where complete examinations for differential diagnosis including pertinent laboratory tests and, if necessary, up to three days of hospitalization are provided without cost; therefore be it

Resolved, That the California Labor Federation, AFL-CIO, call upon its affiliated local unions and their membership to support Jerry Lewis's efforts in the fight against muscular dystrophy by supporting in all ways possible the 1972 JERRY LEWIS LABOR DAY WEEKEND TELETHON and concurring in the AFL-CIO Resolution supported by our President Mr. George Meany, at the AFL-CIO convention last November in Bal Harbour, Florida.

"WE DON'T PATRONIZE" LIST

Since the Federation's 1970 convention, the State AFL-CIO's "We Don't Patronize" List has expanded substantially, a fact that's hardly surprising in the light of the increasingly anti-union and anti-worker policies being pursued by the Nixon Ad-

ministration coupled with the continuing high rate of unemployment in the state.

The **Montgomery Ward store in Redding** was added to the "We Don't Patronize" List at the Executive Council's meeting in Sacramento on March 30, 1971.

Gaffers & Sattler products were added to the list at the Executive Council's meeting in San Diego June 29-30, 1971, at the request of Stove, Furnace and Allied Appliance Workers Local 123-B of Hawthorne. The firm produces stoves and other household appliances.

The **Kindair Theater Corporation**, operators of seven theaters in Monterey and Santa Cruz Counties was added to the unfair list at the Council's June 29-30, 1971 meeting in San Diego. The Kindair Corporation operates the following theaters:

Cinema 70 in Monterey;
Steinbeck Theater in Monterey;
Valley Cinema in Carmel Valley;
Globe Theater in Salinas;
Cinema Theater in Soquel; and
Twin I & II in Aptos.

This addition was made at the request of Local 611 of the International Alliance of Theatrical Stage Employees and Motion Picture Machine Operators which has been engaged in a marathon dispute with the corporation.

"**Sea World**," a marine exhibition and amusement park in San Diego was officially added to the list at the Council's meeting in Sacramento September 30, 1971.

At the same meeting a day later, the **Newporter Inn** at Newport Beach was also added to the Federation's unfair list.

More recently, at its June 8-9, 1972 meeting in San Diego, the Executive Council acted to aid the San Francisco Executive Board of Culinary Workers in curbing the encroachment of non-union establishments in San Francisco when it added 25 non-union San Francisco firms, largely taverns and restaurants, to the Federation's unfair list. These non-union San Francisco establishments are:

Thomas Lords
Mother Lode
Cooperidge
Coffee Cantata
Vintner's
Hudson Bay West
Perry's
Victoria Station
The Deli
The Godfather

Mingal-Ya

Jim's Grill

All of the foregoing are on Union Street in San Francisco.

The following non-union restaurants in Ghirardelli Square in San Francisco were also placed on the unfair list:

Magic Pan

The Mandarin

Ghirardelli Wine & Cellar Cafe

In addition, the following non-union establishments on Broadway and elsewhere in San Francisco were placed on the Federation's "We Don't Patronize" List:

McDonald's Hamburger (all)

Colonel Sanders Kentucky Fried Chicken (all)

H. Salt Esquire Fish & Chips (all)

Jack-in-the-Box (all)

Benihana of Tokyo

Headhunter Amusement Park of San Francisco

Kau Kau Gardens

Carol Doda's

Mabuhay Restaurant

The Casbah

Two Firms Deleted

Since the 1970 convention, two firms—The McMillan Ring-Free Oil Company, Inc. and the Islandia Hotel & Restaurant in San Diego—have been removed from the list as a result of successful settlements by the unions involved.

Other firms remaining on the list since the 1970 convention are:

Coors Beer

Tennessee Plastics of Johnson City, Tennessee

The Nut Tree and The Coffee Tree Restaurant on Highway 40 between San Francisco and Sacramento

San Rafael Independent-Journal

The following San Diego area motels:

Bahia Motel & Motor Lodge

Catamaran Motor Hotel & Restaurant

The Executive Council has also helped publicize and given strong support to a number of other unions involved in boycott activities, such as the United Furniture Workers' successful campaign against the La-Z-Boy Chair Company plants in Monroe, Mich. and Florence, S.C., and the Amalgamated Clothing Workers of America's boycott of **Farah Slacks** manufactured at Farah plants in Texas and New Mexico.

In addition, the Federation is continuing its support of such national AFL-CIO consumer boycotts as those in progress against the **Los Angeles Herald-Examiner** and the **Kingsport Press** of Kingsport, Tennessee, publishers of the "World Book" and "Child Craft" series.

UNION LABELS, SHOP CARDS AND BUTTONS

In an effort to alert union members and the consuming public at large to the value of the union label, shop card and buttons, the Executive Council has undertaken a stepped up campaign involving more publicity and greater accent, where possible, on the affirmative.

For example, in connection with the addition of some 25 unfair San Francisco restaurants to the Federation's "We Don't Patronize" List earlier this year, a list of union restaurants on Union Street in San Francisco was also publicized in the California AFL-CIO News at the direction of the Executive Council.

Similarly, in advance of Christmas and other holidays, the Executive Council has sought to assure publicity to remind members to purchase union-made gifts.

For example, just before the Christmas shopping spree in 1970, Vice President Finks, Chairman of the Federation's Committee on Union Labels, Shop Cards and Buttons, observed in a story carried in the California AFL-CIO News and reprinted in a substantial segment of the State's Labor Press:

"If you care enough to give, give products which are American made, products which bear the union label."

Pointing out that union label products are produced by skilled, experienced men and women, well trained, adequately compensated and interested in doing the best possible job for you, the customer, Finks said:

"You help preserve American jobs and stay the plunge into depression for the American economy when you buy American and buy Union."

In line with the stepped up publicity campaign, the Executive Council has also seen to the publicizing of information dealing with where to look for the union label. Since this is one of the first questions many trade unionists and friends of labor ask, it seems fitting to incorporate that list in this report.

In women's and children's apparel, the union label will generally be found in association with the size tag. In coats and

suits, it is more likely to be found on an inside side seam.

Here's where to look for it on specific items of apparel for men, women and children:

- **Shoes**—in insole, in front of heel, on outer sole or inside upper lining.
- **Neckties**—small end.
- **Gloves**—inside upper edge.
- **Suits**—inside right breast pocket.
- **Overcoats and topcoats**—lining of side pocket.
- **Trousers**—inside right back pocket.
- **Shirts**—bottom of front tail.
- **Pajamas**—front hem of coat.
- **Work Pants**—inside right front pocket.
- **Overalls**—right hip pocket.
- **Heavy outerwear, rainwear, sportswear** — lower pocket.
- **Slacks, knickers, kneepants, riding britches** — inside right hip pocket.

Among other things, the Executive Council also gave wide publicity to both the 1971 AFL-CIO Union-Industry Show held in Atlanta, Ga., May 14-19, 1971, and to the 1972 Union-Industry Show in San Diego June 9-14.

In fact, the Executive Council's June 8 meeting in San Diego permitted a majority of the Federation's Executive Council to be on hand for the opening of the 1972 show the following day and to take part in the opening ceremonies.

The show is the largest free admission show conducted annually in the nation and features scores of exhibits that serve to demonstrate to the public and to union members themselves that buying products and services offered by companies having contracts with AFL-CIO unions pays off in prosperity and progress for the nation.

State Bar Suspends Action Against Union Label Use

Earlier this year, an issue of the California State Bar Journal carried an opinion holding that any lawyer who permits the use of a union bug on his letterhead or permits the use of the union label by Office and Professional Employees is guilty of unprofessional conduct and is subject to discipline.

The Executive Council took this matter up at its June 8, 1972 meeting in San Diego and decided to protest the matter to the Board of Governors of the State Bar.

Responding to a letter sent to the State Bar in the name of the Executive Council by the Secretary-Treasurer on June 22,

David K. Robinson, president of the State Bar, noted that the opinion had not been approved nor adopted by the State Bar's Board of Governors and that it was not binding on the Board or its disciplinary committees.

Robinson said that "as a result of numerous questions raised by various members of the Bar concerning this opinion, it was placed on the agenda for our June meeting. The Board passed the following resolution concerning this matter:

"Resolved, in view of questions raised regarding Opinion 1971-24 of the Committee on Professional Ethics concerning use of union "bug" on lawyers' letterhead or union identification symbols under identification line on lawyer's correspondence, that the Board determines not to act on said opinion until the matter has received further study and hereby suspends the effectiveness of said opinion until further action by the Board.'

"I have discussed this matter with your General Counsel Charles P. Scully, Esq., whom I hold in the highest regard. I have told him that our board will welcome and consider any authorities he had on the subject matter of this opinion, as well as any reasons why he felt the opinion was erroneous.

"At present the opinion has been suspended pending further study. It was based in part upon a provision in the new American Bar Association Code of Professional Responsibility. We have a special committee under the chairmanship of Arthur H. Connolly, Jr., Esq., of San Francisco, which is studying this Code to see whether any provisions in it, or the whole thereof, should be added to our rules of professional conduct in California.

"In the event the Board of Governors indicates that it is considering the reinstatement of this opinion, I can assure you that before final action is taken your General Counsel, Charles Scully, as well as other members of the Bar, will be given full opportunity to present their views and authorities.

"Thank you for bringing the views of your Executive Council on this matter to our attention. Your views will be given careful consideration by the members of our Board."

OTHER ISSUES

While it is not feasible to attempt to catalogue every action taken by the Executive Council in this report, several other issues deserve mention.

To forward the AFL-CIO's number one

legislative goal of winning national health care for all, the Executive Council authorized a two-day educational conference on National Health Insurance sponsored by the Federation which was held at the Del Webb TowneHouse in San Francisco March 11-12, 1971. This conference is reported in greater detail in the Secretary-Treasurer's Report.

At its March 8-9, 1972 meeting in Oakland, the Executive Council also strongly protested the "high handed tactics" employed by U.S. Secretary of Health, Education and Welfare George Romney enforcing a change in the San Francisco building code relating to plastic pipe and romex wiring.

The San Francisco Board of Supervisors had initially upheld the city's ban on plastic pipe but had reluctantly reversed its position after Romney threatened to cut off \$38 million in funds for public projects for the city. The San Francisco Building and Construction Trades Council had pointed out that the safety and durability of plastic pipe was subject to question.

Following discussion at the Executive Council's March 30-31, 1971, meeting in Sacramento, the Council voted to continue the established policy of not admitting reporters from the People's World to any Federation Convention or conference press tables.

MODERNIZATION OF BOOKKEEPING

Following an extensive study by the Executive Council's special Committee on Bookkeeping Procedures, the Executive Council authorized a program to adapt the Federation's accounting procedures to computer bookkeeping and streamline the financial report to make it similar to the financial report issued by the National AFL-CIO at its March 8-9, 1972 meeting.

Progress made toward implementing this program was reviewed at the June 8 meeting in San Diego when it was reported that the conversion and modernization program to bring about greater economy and efficiency in the Federation's bookkeeping and accounting offices was proceeding on schedule.

Members serving on the special committee who were discharged with thanks at the Council's June 1972 meeting were Vice Presidents Morris Weisberger, Chairman. T. A. Small, L. L. Mitchell, Secretary-Treasurer John F. Henning and President Albin J. Gruhn.

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 exoneration in the payment of per capita taxes to locals involved in labor disputes or for other good causes.

Indirect strike assistance of this nature was granted upon request in the following instances:

At the December 2, 1970 meeting in Palm Springs, exoneration was granted to Local 1504 of the International Union of Electrical Workers in Los Angeles for the months of June, July and August, 1970 due to a strike against RCA Corporation during that period.

Three other local unions granted exoneration due to strike situations at the December, 1970 meeting were:

Local 513, Hotel and Restaurant Employees and Bartenders Union of Pasadena, from December 1, 1970 for the duration of its strike against the Foothill Restaurant Association;

Sugar Workers Union No. 1 of Crockett for the months of June, July, August and September, 1970; and

United Rubber Workers Local 703 of Hanford for the months of July, August, September and October, 1970 due to a strike against the Goodyear Tire and Rubber Company.

At the March 1971 meeting in Sacramento, exoneration was granted to Retail Clerks Local 1364 in Redding subject to review by the Secretary-Treasurer and a report back to the Executive Council.

Other requests from various affiliates for exoneration received at the March 1970 meeting were referred to the Secretary-Treasurer with the power to act. Subsequently, exoneration was granted to:

United Papermakers and Paperworkers, Local 329, Antioch, for the period September 1970 - January 1971 due to a strike against the Johns Mansville Plant in Pittsburgh;

Steelworkers Local 1502, Montebello, for February and March 1971 due to a strike against the Continental Can Company;

Steelworkers Local 1684, San Francisco for March 1971 due to a strike against the American Can Company;

Steelworkers Local 5303, San Pedro, for March 1971, also due to a strike situation;

And to Retail Clerks Local 1364, Redding, from October 1970 to date.

A request submitted to the March 1971

meeting for exoneration by Local 69 of Glass Bottle Blowers in Saugus was referred to the Secretary-Treasurer for study. This request was taken up at the Council's June 1971 meeting at which the Council voted to notify Local 69 that their request had not been granted.

Also at the June meeting, however, exoneration was granted to Steelworkers Local 7616 of Oakland for the month of March 1971 when its members were on strike.

At its Sept. 30 - October 1, 1971 meeting in Sacramento, the Council granted exoneration to Local 782 of the United Rubber, Cork, Linoleum and Plastic Workers of America in Long Beach from June to Sept. 1, 1971 due to a strike situation.

It also granted exoneration for the months of June and July 1971 to Local 48 of the United Telegraph Workers of America in Los Angeles which had been on strike.

At the same meeting a request from Local 774 of the United Brick and Clay Workers of America in Glendale for exoneration due to arbitration and other costs was referred to the Secretary-Treasurer. Following study, exoneration was granted to this affiliate for the months of April 1971 to December 1971.

Similarly, a request for exoneration received from United Rubber Workers Local 639 of Fountain Valley was referred to the Secretary-Treasurer for approval if justified and exoneration was later granted for the month of March 1972.

COMMITTEE CHANGES

During the past two years, the Executive Council has been assisted in its work by its seven standing committees.

The composition of these committees has been changed during this period as a result of the deaths of Vice Presidents Angelo and Reed and the resignations of Vice Presidents Jones, Fillippini, Amadio, Hackler, Conway and Lathen and as a result of requests made by Executive Council members serving on the various committees.

At present the makeup of these committees is as follows:

LEGISLATION

Max Osslo, Chairman, Sigmund Arywitz, M. R. Callahan, William G. Dowd, Kenneth Larson, Morris Weisberger.

EDUCATION

T. A. Small, Chairman, Steve Edney, John L. Dales, Ray Wilson, Edward Shedlock.

COMMUNITY SERVICES

H. D. Lackey, Chairman, James Booe, Fred Fletcher, Lloyd Lea, Frank S. McKee.

SAFETY AND OCCUPATIONAL HEALTH

Kenneth Larson, Chairman, Leo Mitchell, Joseph Garcia, Bennie Arellano, Joseph P. Mazzola, Joseph Seymour.

CIVIL RIGHTS

Ray S. Mendoza, Chairman, Leonard Cahill, Manuel Dias, Harry Finks, G. A. McCulloch, Jerome Posner, James McLoughlin.

HOUSING

John Cinquemani, Chairman, Anthony Bogdanowicz, C. A. Green, Richard Groulx, Fred Martin, Lamar Childers.

UNION LABELS, SHOP CARDS & BUTTONS

Harry Finks, Chairman, Joseph R. Garcia, H. D. Lackey, Jerome Posner, Loretta Riley.

IN MEMORIAM

Within the past two years, death has claimed several of the ablest leaders the California labor movement has ever produced.

Barely a year after the 1970 convention, on Sept. 1, 1971, Thomas L. Pitts, the Federation's Secretary - Treasurer Emeritus died in Lakeport at 56, less than a year and a half after physical disabilities forced him into premature retirement.

Brother Pitts had served as a leader in the ranks of organized labor in California for more than 30 years, including 10 years as President and another 10 years as Secretary-Treasurer and executive officer of the Federation.

He was credited with leading the fight for better jobless benefits and stronger protections for industrially injured and disabled workers and played a major role in the 13-year battle to end the notorious bracero program, a victory that helped spur the unionization of farm workers. He also fought hard for improved consumer protective legislation and against the imposition of tuition at the University of California.

Little more than a month later on October 10, C. J. (Neil) Haggerty, one of the most respected and admired labor leaders in the nation died in Palm Springs.

Brother Haggerty, 77, had served as President of the State Federation of Labor from 1937 to 1943 when he was elected Secretary-Treasurer, a post to which he was repeatedly reelected until 1960 when

he was elected president of the National AFL-CIO Building and Construction Trades Department. He had retired from that position only six months before his death.

A close friend of three California governors — Earl Warren, Goodwin J. Knight and Edmund G. Brown — Mr. Haggerty was the first labor official ever to serve on the University of California Board of Regents.

Advances won in the fields of state labor laws and social insurance under his leadership were described as "an unparalleled example of effective leadership of labor's broad interests before the legislature."

The Federation was also deeply saddened by the death of Vice President Howard (Chick) Reed, a leader of organized labor in Contra Costa County for more than 45 years who died August 10, 1971.

Brother Reed, Business Representative for the Contra Costa County Building and Construction Trades Council, was long active in civic and political affairs in Northern California and had served for a number of years as President of Teamsters Local 315.

The death of Vice President Joseph Angelo barely two weeks after the windup of the Federation's 1970 convention was also a major loss.

Brother Angelo, 56, was director of the AFL-CIO United Steelworkers' District 38 which encompasses 14 western states. He served as chairman of the National Can negotiations and was a veteran of the 18-month-long "Little Steel Strike" in 1937.

Similarly the Federation mourned the loss of former Vice President James H. (Jimmy) Blackburn, 79, who had served as President of the State Conference of Painters and had been chairman of the Credentials Committee at Federation conventions for more than 30 years.

The Federation also noted with sorrow the death of Lew C. G. Blix, of Studio Electricians No. 37 in Hollywood who had served as a vice president of the State Federation of Labor in 1932.

The Federation also mourned the death of former Vice President Harvey Clemens Lundschen who died in Los Angeles July 29, 1972 at 73. Brother Lundschen had served organized labor for more than 45 years and was the guiding force in chartering Miscellaneous Restaurant Employees Local Union 440 in Los Angeles and served as its executive officer continuously until his retirement in August, 1965. He was a Federation Vice President from 1949 to 1958.

Two others who made significant contributions to the labor movement in California through their service on the Federation's staff have died since the last convention. They are:

Joan London Miller, who had retired as librarian for the California Labor Federation in 1962 after more than 20 years of service, and,

David M. Boring, a veteran employee of the California Labor Federation, who served as the Federation's accountant for the past 12 years.

1972 CONVENTION

The selection of Los Angeles as the convention city for 1972 was determined by an election at the 1970 convention. The date for the 1972 convention is in accord with the Federation's constitution which stipulates that the Convention shall be convened on the third Monday of August of even numbered years.

During the course of its June 8, 1972 meeting in San Diego, the Executive Council reviewed and approved preliminary plans for the convention and scheduled its pre-convention meeting to be held Wednesday, Thursday and Friday, August 16, 17, and 18 at the Biltmore Hotel, headquarters hotel for the convention.

The convention itself is scheduled to open at 10:00 a.m. Monday, August 21 at the Los Angeles Convention and Exhibition Center at 1201 South Figueroa Street, Los Angeles.

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 at its August 16-18 meeting.

Fraternally submitted,
The Executive Council
California Labor Federation
AFL-CIO

John F. Henning,
Secretary-Treasurer

Albin J. Gruhn,
President

Manuel Dias,
General Vice President

Bennie Arellano

Sigmund Arywitz

Anthony J. Bogdanowicz

James B. Booe

Leonard Cahill

M. R. Callahan

Lamar Childers

John A. Cinquemani

John L. Dales

William G. Dowd

Steve Edney

Harry Finks

Fred D. Fletcher

Joseph R. Garcia

C. Al Green

Richard K. Groulx

H. D. Lackey

Kenneth D. Larson

Lloyd Lea

Fred L. Martin

Joseph P. Mazzola

Gordon A. McCulloch

Frank McKee

James P. McLoughlin

Ray S. Mendoza

Leo Mitchell

Max J. Osslo

Jerome Posner

Loretta Riley

Joseph H. Seymour

Edward T. Shedlock

T. A. Small

Morris Weisberger

Ray Wilson

Vice Presidents

REPORT OF THE SECRETARY-TREASURER

San Francisco, August 1, 1972

To the Ninth Convention of the California Labor Federation, AFL-CIO . . .

Greetings:

This report reviews the activities of the Federation for the two years following the 1970 Convention in San Francisco. Federation activities since 1970 have been wide ranging, extending from major successes in the legislative field to consumer affairs, and from programs to strengthen the California economy to providing assistance to affiliates.

The Federation's efforts have come during a period of economic downturn and slack. The past two years have witnessed a continuation of the Nixon Administration's anti-worker, anti-consumer, anti-minority, economic and social programs.

Unemployment has continued to increase both nationally and in California and inflation has continued at an unabated rate. Meanwhile, the national administration has attempted to shackle the trade union movement with its Phase I and Phase II economic policies.

Regressive Policies Take Toll

In most cases the nation's political leadership has seemed incapable of dealing with the problems facing the general society. A dangerous movement toward conservatism continues, with the President having appointed to the U. S. Supreme Court four members, who invariably voting as a bloc, have begun to overturn past liberal interpretations of the Constitution.

Of necessity, the Federation's activities and efforts since the 1970 Convention have attempted to grapple with this regressive pattern.

Reflecting this, in California, much of the Federation's efforts have been spent defending California's long-time commitment to progress in such fields as higher education and consumer protection.

Benefit Increases Won

In the legislative arena, bolstered by successes in the 1970 election, your Federation has worked successfully to achieve major improvements in the state's social insurance programs. Because of the adverse economic policies in the national administration, efforts to improve the unemployment insurance, workmen's compensation, and disability insurance programs have become even more important.

The following sections of this biennial report summarize the Federation's activities

since the last Convention. Only the details of the Federation's legislative efforts in Sacramento have been omitted since they have been reported to all affiliates in the "1971 Report of the Legislature" mailed to all affiliates in March, 1972, and also have been recorded in the Federation's weekly newspaper, the **California AFL-CIO News**.

1970 CONVENTION RESOLUTIONS

Of the many resolutions adopted at the Federation's 1970 Convention, upwards of 50 called for further action by the Secretary-Treasurer in some form. These resolutions, together with covering letters and other appropriate material, were sent to organizations and individuals throughout the nation.

Resolutions sent to National AFL-CIO:

Eighteen of the resolutions adopted at the 1970 Convention were sent to the National AFL-CIO. Many of the resolutions called for action by the national body, others called for federal legislation or administration action by the federal government. The resolutions were:

- No. 3—"Alcatraz as Indian Culture Center"
- No. 12—"Imports"
- No. 14—"Implement Shipbuilding Program"
- No. 51—"Welfare Reform"
- No. 59—"Urban Transportation"
- No. 60—"Improve Safety on the Railroads"
- No. 61—"Nationalization of Railroads"
- No. 63—"Removal of Passenger Train Service in California and the U.S.A."
- No. 72—"Restore Tanker Building Jobs and Plug Oil Tax Loopholes"
- No. 73—"Transportation Jobs and Community Benefit"
- No. 74—"Congressional Action on Oil Industry's Tax Loopholes"
- No. 76—"Stop Export of American Workers' Jobs"
- No. 91—"Freedom for Black Africa"
- No. 99—"The Middle East"
- No. 101—"Amend NLRA"
- No. 110—"A Comprehensive Maritime Program"

No. 139—"Television-Reruns"

No. 140—"Bar Foreign Film and TV Imports"

Resolutions sent to California's U.S. Representatives and Senators:

Copies of the following 23 resolutions were sent to California's two U.S. Senators and 38 Congressmen:

No. 3—"Alcatraz as Indian Culture Center"

No. 11—"Oppose Collective Bargaining Restrictions"

No. 12—"Imports"

No. 14—"Implement Shipbuilding Program"

No. 54—"Welfare Reform"

No. 59—"Urban Transportation"

No. 60—"Improve Safety on the Railroads"

No. 61—"Nationalization of Railroads"

No. 63—"Removal of Passenger Train Service in California and the U.S."

No. 72—"Restore Tanker Building Jobs and Plug Oil Tax Loopholes"

No. 73—"Transportation Jobs and Community Benefit"

No. 74—"Congressional Action on Oil Industry's Tax Loopholes"

No. 76—"Stop Export of American Workers' Jobs"

No. 94—"Freedom for Black Africa"

No. 95—"Commend Histadrut for Achievements"

No. 96—"Housing for All"

No. 99—"The Middle East"

No. 104—"Amend NLRA"

No. 110—"A Comprehensive Maritime Program"

No. 120—"Protect American Jobs"

No. 123—"Halt Foreign Motion Picture and TV Film Imports"

No. 139—"Television Re-Runs"

No. 140—"Bar Foreign Film and TV Imports"

Resolutions sent to Specific Congressmen and Congressional Committees:

No. 72—"Restore Tanker Building Jobs and Plug Oil Tax Loopholes"

No. 74—"Congressional Action on Oil Industry's Tax Loopholes"

These resolutions were sent to Congressmen Wilbur Mills, Chairman, Ways and Means Committee, House of Representatives, and also the the Committee on Mari-

time and Fisheries of the U.S. House of Representatives and to the U.S. Senate Maritime Committee.

Resolutions sent to Specific Departments of National AFL-CIO:

No. 72—"Restore Tanker Building Jobs and Plug Oil Tax Loopholes"

This resolution was sent to the Metal Trades and Maritime Departments of the national AFL-CIO, Washington, D.C.

Resolutions sent to the President

The following 14 resolutions were sent to the President of the United States:

No. 3—"Alcatraz as Indian Cultural Center"

No. 14—"Implement Shipbuilding Program"

No. 54—"Welfare Reform"

No. 59—"Urban Transportation"

No. 60—"Improve Safety on the Railroads"

No. 61—"Nationalization of Railroads"

No. 63—"Removal of Passenger Train Service in California and the U.S."

No. 73—"Transportation Jobs and Community Benefit"

No. 74—"Congressional Action on Oil Industry's Tax Loopholes"

No. 76—"Stop Export of American Jobs"

No. 94—"Freedom for Black Africa"

No. 99—"The Middle East"

No. 110—"A Comprehensive Maritime Program"

No. 140—"Bar Foreign Film and TV Imports"

Resolutions sent to the Governor and the State Legislature:

The following 10 resolutions were sent to the Governor and the State Legislature:

No. 10—"Division of Apprenticeship Standards"

No. 11—"Oppose Collective Bargaining Restrictions"

This resolution was sent only to members of the California State Legislature.

No. 51—"Consumer Problems"

No. 54—"Welfare Reform"

No. 79—"Equal Pay for Equal Work"

No. 80—"State Fair Labor Standards Act"

No. 81—"No Relaxation of Women's 8-Hour Law"

No. 82—"Child Care Centers"

No. 111—"Union Label on State Printing"

No. 128—"Bank Organizational Campaign"

Resolutions sent to Various Federal Agencies:

The following five resolutions were sent to various federal agencies:

No. 59—"Urban Transportation"

This resolution was sent to the Secretary, U.S. Department of Transportation, Washington, D.C.

No. 60—"Improve Safety on the Railroads"

This resolution was sent to the Interstate Commerce Commission, Washington, D.C.

No. 61—"Nationalization of Railroads"

This resolution was sent to the Interstate Commerce Commission, Washington, D.C.

No. 63—"Removal of Passenger Train Service in California and the U.S."

This resolution was sent to the Interstate Commerce Commission, Washington, D.C.

No. 139—"Television Re-Runs"

This resolution was sent to the Federal Communications Commission, Washington, D.C.

Resolutions sent to Various State Agencies:

The following seven resolutions were sent to various state agencies:

No. 18—"Oppose Electronic Claims Monitoring"

This resolution was sent to the Department of Human Resources Development and the Unemployment Insurance Appeals Board in Sacramento.

No. 33—"Amend Section 1030.5 of U.I. Code"

This resolution was sent to the Unemployment Insurance Appeals Board in Sacramento.

No. 60—"Improve Safety on the Railroads"

This resolution was sent to the Public Utilities Commission in San Francisco.

No. 63—"Removal of Passenger Train Service in California and the U.S."

This resolution was sent to the Public Utilities Commission in San Francisco.

No. 64—"Safety of Bus Passengers and Equipment — Freeway Operations"

This resolution was sent to the State Division of Highways in Sacramento.

No. 71—"Oppose use of Minors as Strikebreakers"

This resolution was sent to the State Board of Education in Sacramento.

No. 85—"Workmen's Compensation Weekly Payments"

This resolution was sent to the State Workmen's Compensation Insurance Fund in San Francisco.

Resolutions sent to Affiliates:

No. 11—"Oppose Collective Bargaining Restrictions"

No. 53—"Welfare Program"

No. 55—"Endorse California Council on Health Plan Alternatives"

No. 56—"AID — United Givers"

No. 68—"Support Community Chest and other Federated Fund-Raising Drives"

No. 82—"Child Care Centers"

No. 93—"Community Service Organization"

No. 95—"Commend Histadrut for its Activities"

No. 97—"Jewish Labor Committee"

No. 98—"Mexican Americans of California"

No. 100—"NAACP"

No. 108—"Support Independent - Journal Strikers"

No. 115—"Rebuild A Quality Environment"

No. 120—"Protect American Jobs"

No. 129—"Television Re-Runs"

Resolutions sent to other organizations:

No. 95—"Commend Histadrut for its Activities"

This resolution was sent to the San Francisco office of Histadrut.

In addition, many of the above resolutions were given publicity in the Federation's weekly newspaper, the **California AFL-CIO News**. Some of the resolutions introduced at the 1970 Convention of the Federation were referred to the Executive Council. The Council's action on them is reported in that body's report to this convention.

THE ECONOMY

Faced with a doubling in the number of unemployed and in the rate of inflation since he took office in January, 1969, President Nixon in August, 1971, abruptly junked his old economic "game plan," unveiling a new program in its place. With former Texas Governor John Connally, now Secretary of the Treasury, as its spokes-

man, the new program was described as "Phase I." According to the President it was a wage-price freeze program designed to overcome the nation's serious economic problems. To trade unionists, however, it was simply a program that would, among other things, do incalculable damage to free collective bargaining.

Following on the heels of President Nixon's announcement of his new economic program in August, 1971, AFL-CIO President George Meany spelled out the labor movement's initial objections to it, saying:

"It is quite apparent that the President wants to give another tax bonanza to American corporations on top of his \$37 billion tax giveaway to them in the form of increased depreciation allowances. This bonanza would be at the expense of American workers already the victims of inflation and recession.

Phase I Hit as Unfair

Noting that the National Administration had at least tacitly acknowledged that its previous economic program was a failure, the national AFL-CIO pointed out that:

"The AFL-CIO has since February, 1966, said that if the situation warrants extraordinary overall stabilization measures, the AFL-CIO would 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 said repeatedly that we are prepared to cooperate with government controls if the President decides they are necessary provided such controls were even-handed and across-the-board. But we have opposed any and all attempts at one-sided curbs on workers' wages without effective curbs on prices, profits, interest rates, and other incomes.

"The President's program simply does not meet that test. We have said that we are prepared to sacrifice as much as anyone else, as long as anyone else, so long as there is equality of sacrifice. The pledge still stands. But this program as it relates to the domestic economy is certainly not equality. For the President studiously avoids any mention of profits and interest rates — the two most inflationary factors in the economy — his chief spokesman has made it quite clear that these will not be controlled"

Demand for No-Strike Vow

Coupled with the new economic policies of the Nixon Administration was the demand that labor adopt a no-strike pledge.

Your Secretary-Treasurer promptly denounced this ploy stating:

"The Nixon Administration's edict that all strikers in the country return to work at once is nothing less than a call for industrial war in a society already bleeding from unprecedented social divisions.

"Neither Congress nor the Constitution has given the President any such strike-breaking powers as those now asserted in his name.

"Threats of fines to be imposed on free workers by government represents nothing more than White House tyranny and will be regarded as such by all labor unions.

"The California Labor Federation, representing more than 1,630,000 AFL-CIO workers, pledges its moral and organizational support to AFL-CIO, Teamster and ILWU workers now on strike in this state.

"In concert with the national AFL-CIO we shall insist that President Nixon be denied the right to distort authority granted him under the Economic Stabilization Act."

Editorial Action

The Federation coupled its initial attack on the President's new economic program with the following editorial which appeared in its weekly newspaper:

"After two and a half years of growing unemployment and uncontrolled inflation, Mr. Nixon has abandoned his disastrous economic policies.

"The new game plan is nothing but the old Alley Oop pass. The President is throwing the ball up in the air and hoping to God it comes down in the hands of big business.

"Perhaps the most frightening part of the new plan is the revelation that Mr. Nixon still believes in planned unemployment for workers and tax giveaways for industry.

"His move toward lower auto costs and partial import limits appear to be cynical gestures when measured against his heartless decision to fire 130,000 government employees.

"His failure to propose a freeze on profits and bankers' interest rates confirms his commitment to the very policies that have given the country its gravest economic crisis since the Great Depression."

One week after the announcement of the President's new economic policy your Secretary-Treasurer dispatched the Federation's general counsel to attend a meeting in Washington, D.C. of general counsels of all AFL-CIO affiliates. The conference was called because of the need to deeply an-

layze the nature of the many legal issues raised by the President's economic decisions.

As the months went by the Federation continued to voice its strong support of the national AFL-CIO's position opposing the President's economic policies. In late September your Secretary-Treasurer sent letters to California's entire congressional delegation regarding the Administration's economic proposals. The letter stated that:

"Under the Nixon program controls and sacrifices fall on the families of wage earning Americans and on the poor among us in order to provide further largess from federal funds to increase and underwrite corporate profits, dividends, and interest.

"For those with much, the President proposes more; for those with little, he proposes still less.

"The Federal Treasury is for the broad public interest in order to build a better America for all and not a trough for private greed and private profit."

No Curbs on Profits

In the course of testimony delivered in mid-September, AFL-CIO President Meany pointed out that "the controls and the sacrifice fall on the millions of average American wage and salary earners and their families while corporate profits, dividends, interest rates and many prices are not restrained by the (President's) executive order."

Among other things, Meany noted, Nixon's program "would give big business \$70 billion over the next 10 years."

He described this as "the biggest tax bonanza in corporate history" and said that this would "severely lessen the tax responsibility of corporations, shifting it to wage and salary earners."

Nixon Proposals Analyzed

In analyzing Nixon's four proposals, the national AFL-CIO said that they would:

1. Take money from the poor, by delaying welfare reforms that are long overdue and which the President has repeatedly urged.

2. Withhold money from federal employees that they have already earned by delaying the scheduled wage increases until July 1, 1972.

3. Slash federal employment by five percent eliminating 100,000 jobs.

4. Withhold the federal revenue sharing assistance the President has repeatedly promised to the financially strapped cities and states.

Throughout the Fall and Winter months of 1971-72 your Federation continued to hammer away at the President's new "game plan." When in November, 1971 the five public members of the President's 15-member Pay Board aligned themselves with the five employer members in voting to deny virtually all pay raises withheld during the August 15-November 14 wage freeze and to limit future wage and salary increases to an average of 5.5 percent when Phase II went into effect your Secretary-Treasurer denounced the move as "shocking" and illegal.

Nixon Devalues U.S. Dollar

In late December, 1971 the Nixon Administration devalued the American dollar. Your Secretary-Treasurer assailed the Administration's claim that 500,000 American jobs would be created by such a move pointing out that it was "a particularly ironic statement to come from a national administration whose disastrous economic policies have already cost the U.S. economy two million jobs."

While allowing devaluation might stimulate employment in export-related industries, your Secretary-Treasurer noted that "it doesn't at all mean that this will counterbalance the continuing exportation of U.S. technology and jobs by U.S. corporations to their foreign subsidiaries," and concluded that Nixon's devaluation action "signals the urgent need for immediate corrective surgery on the nation's foreign trade and corporate tax laws."

In February, 1972 after watching six months of the President's new economic policies in action and the hardships they were producing for workers your Secretary-Treasurer pointed out that they could be viewed as the first steps toward corporate fascism. In an editorial in the *California AFL-CIO News* your Secretary-Treasurer wrote:

"Fascism is a dirty word with a dirty history. Mussolini put it in the vocabulary of the 20th century with his castor oil state. Later the word described Axis systems that somewhat controlled Capitalism but exterminated union labor.

"During the 1930s and 1940s, Communist hacks in America put the Fascist label on anyone who suggested "Uncle Joe" might be running a human butcher shop in Russia.

"The word is up again as the Nixon Administration moves toward the abolition of labor freedom. Fascism now looks like coercive capitalism and it's looking dirtier every day.

"Here's how the President is doing it:

1. In February of 1971 the building trades unions lost their right to free collective bargaining when Nixon imposed specific wage controls on construction workers. The controls still stand.

2. In August of 1971 all American unions lost wage bargaining freedom under Nixon's New Economic Policy. It's still that way.

3. This month Nixon came closer to having the U.S. Senate impose his permanent prohibition of strikes in the transportation industry. The Nixon edict would have applied to teamsters, maritime workers, airline and railroad workers. The President hasn't stopped driving for Congressional passage.

"If Capital is to enjoy full profit and power while Labor is denied its freedom, we could be on the road to industrial Fascism. No other conclusion is possible."

Labor Quits Pay Board

One month later, when four of the five labor representatives on the Pay Board withdrew their membership your Federation said:

"The White House is beginning to sound like Peking West. When AFL-CIO officials this week left the Nixon Pay Board, the White House called it sabotage and Chairman Richard made insulting attacks on George Meany.

"The President should realize that he isn't dealing with the likes of the controlled workers who dolled up Peking for his visit and caught the falling snow just before it hit the street.

"Bad ideas can be contagious. It is one thing to pursue world peace but something else to pay butler to dictators and take their system seriously. If the President wants a regimented labor force he should return forthwith to Peking.

"It is more than significant that just one day after the AFL-CIO departures it was revealed that food prices had reached a 14 year high. The same President who talks tough to Labor dares not limit food prices for fear of losing the farm states in the presidential elections.

"Nor does the labor-baiting President dare to limit corporate profits for fear of losing those who have always financed his political ambitions.

"The AFL-CIO representatives believed they could not in conscience remain on the Nixon Fraud Board. By staying they would have given blessing to a system structured to serve business profiteers. We congratulate George Meany and his colleagues."

Labor's Pay Board Action Lauded

The following week your Secretary-Treasurer praised the four just-resigned labor members of the Pay Board for exposing "the prejudice nature of the Pay Board." In wires to President George Meany of the AFL-CIO, President Floyd E. Smith of the International Association of Machinists, President I. W. Abel of the United Steelworkers of America, and President Leonard Woodcock of the United Automobile Workers, your Secretary-Treasurer said:

"Congratulations upon your resignation from the Nixon Pay Board. Your action has made it clear that labor will not participate in a system of imposing unfair wage controls on workers and absolutely no controls of corporate profits. You have also well exposed the prejudicial nature of the Pay Board which found public members thinking and voting as industry members."

Throughout this period the Federation continued its efforts to improve the state of the California economy.

Focus on Runaway Filmmakers

For example, in December, 1970 at a rally held at the Hollywood Paladium to focus public attention on runaway filmmakers who left thousands of talented U.S. workers jobless, particularly in the Los Angeles-Hollywood area, your Secretary-Treasurer pointed out that "if the federal government could give billions of dollars to agriculture, including millions to individual California growers for not growing crops, surely it could give some form of subsidy to the stricken Hollywood film industry."

At the rally, well-attended by political leaders as well as labor leaders from throughout southern California, your Secretary-Treasurer emphasized that everyone "must remember that Hollywood could not be prosperous in a state in which more than 500,000 are jobless or a nation in which industrial growth has been brought nearly to a standstill.

"What's needed is a full employment economy to provide a solution to the economic crisis facing our state and nation."

Your Secretary-Treasurer made it clear that while "labor doesn't favor the total protectionism of the Smoot-Hawley era of high tariffs which left the consuming public at the mercy of American industry . . . we do favor federal government assistance for the stricken film industry."

Since that time the Federation has continued to work with the Hollywood Film Council, which is composed of AFL-CIO unions and guilds representing the crafts,

technicians, and artists within the motion picture and television industry in southern California, and other labor and community groups in trying to improve the economic health of the motion picture industry.

Also, realizing for many years the heavy dependence of the California economy upon defense and aerospace spending, the Federation has continued to work in this area at the state legislative level and elsewhere, attempting to direct attention to the need for economic conversion and the diversification of the state and national economies.

Fed Offers 8-Point Program

In April, 1971, your Secretary-Treasurer sketched out the Federation's eight-point program for economic conversion in a speech delivered to the Massachusetts State Labor Council AFL-CIO, in Boston. It was emphasized the specific action by both the legislative and executive branches of the federal government must be coupled with progressive policies to make economic conversion work because the necessity for effective action in this area is made more complicated by the fact that unlike post World War II and Korean War periods, when the U.S. jobless rate was under three percent, the termination of the Vietnam War will come at a time when the nation is suffering exceptionally high unemployment. The eight points in the Federation's economic diversion program, which apply to California and the nation, are:

1. Creation of a national economic conversion agency which would direct overall national planning as well as specific projects for relief of regional areas suffering from defense production slashes. The crash programs would mobilize all government resources to assist the stricken communities.

2. Adoption of monetary and fiscal policies to renew the economic growth that identified the Kennedy-Johnson years and gave the country its longest period of unbroken economic advance in history.

3. Immediate relief actions, including:

- (a) Congressional adoption of the Accelerated Public Works Program to pump \$2 billion into the construction economy;

- (b) Congressional adoption of the Public Service Act to provide employment of 500,000 workers over a four-year period in the recreational, health, educational, and public service fields with full wage protection based on the principles of the Davis-Bacon Act;

- (c) Presidential action to release \$12 billion in monies authorized by Congress for

highway construction, urban renewal, and educational purposes.

4. Congressional enactment of a 39-week unemployment insurance eligibility law with the U.S. government paying for the 13 weeks beyond the present 26-week maximum. This should be supplemented by enactment of legislation requiring employers in defense and aerospace industries to set aside funds to benefit workers displaced by reductions in either defense or aerospace production. Such monies would be used to relocate and retain displaced workers as well as for direct assistance payments.

5. Enactment of a \$2 U.S. minimum wage to assist those most afflicted by the soaring cost-of-living.

6. Improvement of the present G.I. bill to provide more adequately for the training and job placement of returning Vietnam war veterans.

7. Federalization of state welfare assistance to assure those in need equal treatment in all states and make certain that all welfare programs will be financed by the federal income tax structure.

8. Federal tax reforms to eliminate loopholes now favoring corporate interests and the wealthy.

Profit Claim Disputed

In speaking at the Rotary Club of Los Angeles in September, 1971, your Secretary-Treasurer continued to hammer away at the Nixon Administration's contention that profits are inadequate and that any increase in profit levels will create more jobs and aid the poor. Citing a report recently issued by the Economics Department of the First National City Bank of New York, one of the nation's biggest banks, your Secretary-Treasurer pointed out that its report on corporate profits "showed an average year-to-year increase of 11 percent in after-tax earnings in the second quarter of 1971."

Your Secretary-Treasurer noted that, "The First National City Bank's report can hardly be described as a pro-labor source. Yet its conclusions, which were made prior to Nixon's announcement of the wage freeze, directly repudiate the basic premise for the Nixon Administration's new economic game plan.

"Profits have been expanding rapidly in both of the last two quarters yet unemployment has climbed. The poor are poorer and the recent jump in wholesale prices indicates more inflation is on the way."

In January, 1972 the Federation further elaborated on what is needed to bring the nation out of its tailspin in the fields of

unemployment and inflation. Testifying before the California Democratic Party's Commission on Platform and Policy your Secretary-Treasurer stated that the Nixon Administration's present program has proved to be "unfair and unworkable," and pointed out that the nation is "confronting one of the more severe economic crises of the 20th century, a crisis reflected in the devaluation of the U.S. dollar, the imposition of wage-price controls, the near doubling of our nation's pool of unemployed workers from three million to 55 million and the soaring of interest rates to a 100-year high in the past three years."

Platform Planks Proposed

Taking issue with an Administration pronouncement that it would seek to reduce unemployment to five percent for fiscal 1973, a goal which Administration spokesmen dubbed as "realistic," your Federation said:

"We believe that's unrealistic. We believe that the wealthiest and most powerful nation on earth need not condemn five, six, or seven million of its working age citizenry to the financial distress and psychological debilitation of unemployment.

"We therefore urge the Commission to include in its party platform a plank that will commit the national government to serve as a public works employer whenever necessary while implementing foreign trade adjustments and corporate tax reforms coupled with the monetary and fiscal policies of economic growth that will enable our nation to regain its capacity to develop, a full employment economy.

"The Administration made no mention of U.S. trade and tax laws that have encouraged the corporate giants of American industry to establish subsidiaries in low-wage countries abroad and send their products back to be sold at U.S. prices to maximize their profits. They did not mention that the annual sales of foreign branches of U.S. firms have been estimated at approximately \$200 billion, about five times U.S. exports."

To correct this situation, your Secretary-Treasurer called on the Democratic Party to include language indicating support for the principles of foreign trade adjustment and corporate tax reform as embodied in the Foreign Trade and Investment Act of 1972 sponsored by Senator Vance Hartke (D-Indiana) and Congressman James Burke (D-Mass.).

The Federation also urged the Democratic Party Platform to include provisions to:

- Indicate opposition to the so-called

"value added" tax which, it said, is "nothing more than a deceptive name for a national sales tax" that would shift more of the tax burden from wealthy individuals and corporations to low and middle-income wage earners.

- Oppose present proposals for "no-strings" federal revenue sharing because they fail to require that such funds be spent for any specified purpose or program, provide no enforceable federal performance standards and include no requirement that federal labor standards and civil rights requirements be met.

- Pledge to fight for enactment of a national health security program such as is embodied in S. 3 and H.R. 22 authored by Senator Edward M. Kennedy (D-Mass.) and Congressman James C. Corman (D-Calif.).

- Pledge support for repeal of Section 14 (b) of the Taft-Hartley Act and for enactment of legislation to assure farm workers the right to organize and bargain collectively.

- Boost the federal minimum wage to \$2.50, reduce the standard workweek and eliminate sub-minimums for younger workers.

- Fight for adoption of a national no-fault auto insurance program.

Challenge on Ecology Issues

In another area of major economic concern your Federation has been active in efforts to insure that the growing concern about "preserving the environment" will not mean that workers must bear the burden of such efforts through increases in already high unemployment levels. To this end, the Federation's officers and staff have met repeatedly with environmentalists, labor officials, business and community leaders in efforts to insure that workable solutions to California's environmental problems are adopted and extremist positions are rejected.

Speaking to the Industrial Relations Research Association in Los Angeles in February, 1972, your Secretary-Treasurer pointed out that organized labor in California will not "remain silent in the face of assaults by environmentalists who would provoke more unemployment in a state already suffering more than half a million jobless workers and in a nation where high unemployment has become part of economic planning by Washington."

The Federation threw down a challenge to environmentalists "to make their proposals an integral part of economic and social advance."

Citing the need for economic growth, your Secretary-Treasurer observed that:

"Economic growth is imperative if we would have the more than two and a half million new jobs a year required to replace those removed by our average annual productivity increase of three percent. Economic growth is imperative if we would provide jobs for the approximate 1.5 million young workers who each year enter the labor force."

But your Secretary-Treasurer noted that many environmentalists "wish to throttle industrial expansion regardless of the distresses thereby inflicted upon working people."

Zoning Debates Cited

As an example, your Secretary-Treasurer cited the zoning debates that developed last year over San Francisco waterfront development which found "the wealthy and conservative voicing for the first time an interest in life along the Embarcadero."

"There is no record of these people ever expressing resentment of the wretched housing that so long scarred the waterfront area; no record of resentment of the dangerous working conditions existing in the antiquated dock facilities; no record of resentment of the life seamen and longshoremen were once obliged to accept in this richest of nations . . .

"The same environmentalists who will bleed over the sight of dead fish in oil polluted waters will never lift their voice in Sacramento or Washington in the name of jobless workers. These are the so-called moralists who like to lecture unions about narrow job interests. These are the so-called liberal intellectuals who take very good care of their own economic situation but who are outraged over protests by unemployed workers denied jobs by conservationists' schemes."

Your Secretary-Treasurer also cited the six-story height limitation placed on the ballot in San Francisco last Fall and said that if it had been adopted there would have been no new high-rise offices or commercial construction.

"Such a limitation would not only have strangled San Francisco's commercial future but aborted thousands of jobs in the construction, service and maintenance fields."

Another example of the "limited vision" of many environmentalists is the demand for immediate prohibition of leaded gasoline.

"Abolition must ultimately come but the immediate banning would prove a major economic blow to millions of workers. It

would mean the choice of buying a new auto or converting a present car. The affluent would hardly notice."

But, "the low-income family would be crippled by the choice."

"Is it, then, socially responsible merely to demand that only unleaded gasoline be sold as of this day? There must be a program of measured change; there must be a consideration of worker needs."

Where it All Started

Recalling that historically industrial decisions were made with little regard for social or environmental consequences, the Federation observed:

"The origins of our polluted nation rest in the still strong tradition of unregulated capitalism. Labor understands this and labor realizes that environmental reformers will be maligned and misrepresented by most of the U.S. business establishment."

"Labor also realizes that the environmental movement of the past decade was not only inevitable but essential if America would know something more than a civilization of waste, refuse, and pollution."

Your Secretary-Treasurer emphasized, however, that there should be a natural alliance between labor and environmentalists and said that it's really ironic that labor finds itself "more and more in tragic combat with ecological reformers and their organizations."

"It is the obligation of labor and environmentalists to search for areas of accord if they would both serve a common, liberal commitment," he said.

A number of such areas exist, such as the Bay Area Rapid Transit System which has had the support of both environmentalists and labor since its inception. This project will significantly reduce air and noise pollution and traffic congestion and improve the economic and physical environment of the area served.

At its peak construction employment totaled 8,000 and an equal number of jobs were created in related industries. Thus BART met both environmental and economic needs.

Water Pollution Issue

Another area where conservationists and labor could find fairly easy accord is in the need to clean bays and rivers by installing new or revamped sewage disposal systems — programs that will create jobs and reduce pollution.

Your Secretary-Treasurer emphasized

that the AFL-CIO "remains willing to unite with socially responsible environmentalists," pointing out that last year the California AFL-CIO worked closely with the Sierra Club in Sacramento and Washington to maintain the 160 acre limitation of federal reclamation law and to seek to amend it to provide for federal purchase and resale or lease of excess lands to provide funds for recreational, conservation and educational development.

Battle Against Prop. 9

The extent to which some environmental extremists will go was clearly demonstrated in the Spring of 1972 by Proposition 9, the so-called "Clean Environment Act" or "Pollution Initiative" which was before the voters at the June, 1972 primary election. The Federation strongly opposed Proposition 9 and played an instrumental role in its defeat by a vote of approximately 2 to 1. The Federation pointed out that the Proposition was "a destructive proposal that would create unemployment and ignore the basic economic needs in California."

Throughout the Spring the Federation worked to defeat Proposition 9, urging affiliates to do likewise and distributing large amounts of material in opposition to the measure. The Federation was joined in the Proposition 9 fight by a number of state legislators who had a history of strong support for environmental legislation as well as by many labor, business, and community groups.

As the campaign against the Proposition came down to the wire your Secretary-Treasurer submitted an appeal to all union officials in the state urging them to alert their membership to the dangers of Proposition 9.

The Federation pointed out that "Proposition 9 would totally ban construction of nuclear power plants for five years even though this would force even greater reliance on pollution-producing fossil-fuel power facilities."

The Federation also noted that the Proposition's section on diesel fuel, which would limit the sulphur content in such fuel to 0.035 by weight, "could wipe out upwards of 150,000 jobs in the transportation industry" because it could force most trucks, trains, and transit buses to a halt.

Yet existing refineries are not capable of producing such fuel in the quantity needed if the Proposition were successful and it would take an undetermined number of years to build such facilities. Another provision in Proposition 9 would have barred new oil leases or the renewal of existing leases for the extraction of oil and gas

on shorelands within one mile of the mean high tide line. This would have cost the state upwards of \$770 million in lost tax revenues over the next 25 years.

In conclusion your Federation noted that although Proposition 9 may have been well intended it was "fatally flawed by unworkable provisions that would create economic havoc to California workers."

New Trade Policies Urged

In addition to these economic matters the Federation throughout the past two years has continued to urge a basic change in U.S. foreign trade policies, pointing out the failure of the federal government to curb the exportation of U.S. capital and technology by multinational U.S.-based corporations and banks to foreign subsidiaries abroad, costing the U.S. economy hundreds of thousands of jobs.

This point has been made by your Secretary-Treasurer and other officers and staff of the Federation repeatedly in presentations to community groups. For example, in January, 1972, the Federation's President, speaking to the California Industrial Development Executive's Association in San Diego, urged the group to support the Hartke-Burke bills, S. 2592 and H.R. 10914, otherwise known as the "Foreign Trade and Investment Act of 1972." In so doing he cited studies indicating that about 8,000 subsidiaries of U.S. companies have set up overseas production facilities in the past 25 years and that their impact "on the U.S. market and U.S. exports to other nations is obvious. It is estimated the annual sales of foreign branches of U.S. firms are approximately \$200 billion — about five times U.S. exports."

TAXATION

In addition to the economic problems listed above the Federation has voiced its strong support for fair and equitable tax reform at the federal and state level over the past two years. Particularly at the national level this has been difficult because from its start in 1969 the Nixon Administration indicated a clear interest, not in tax reform, but rather in tax giveaways to business and the wealthy.

In California the Federation has continued to call for basic tax reform, including a reduction in property taxes and increased use of the state's graduated personal income tax. In December, 1971 the State Legislature adopted a number of fundamental reforms that had been urged by the Federation for years, including pay-as-you-go withholding on personal income

taxes and an increase in the bank and corporation tax.

In addition to these overall efforts the Federation in late 1970 and early 1971 led an all-out battle to end the tax subsidization of the California State Chamber of Commerce by local governmental bodies. In December, 1970 your Federation labeled the State Chamber a "constant enemy" in Sacramento over the years and called on central bodies throughout the state to oppose the granting of any public funds to the State Chamber of Commerce.

Your Secretary-Treasurer pointed out that the State Chamber had "for many years received subsidy money" from certain county governments while year-in and year-out opposing the Federation's legislative efforts in such fields as unemployment insurance and workmen's compensation.

State C of C Fund Fight

Zeroing in on the key issue your Secretary-Treasurer said, "It is one thing for the California State Chamber of Commerce to be an anti-labor power in Sacramento. It is quite another thing for the State Chamber to have its activities financed in any manner by public funds."

An indication of the domination of the State Chamber by big business interests is clearly indicated by the following listing titled the "Leaders of the California State Chamber, 1970": Fred L. Hartley, President, Union Oil Company; B. F. Biaggini, President, Southern Pacific Co.; J. Floyd Andrews, President, Pacific Southwest Airlines; Dr. A. O. Beckman, Chairman of the Board, Beckman Instruments, Inc.; John E. Countryman, Director, Del Monte Corporation; Robert H. Gerdes, Chairman of the Executive Committee, P.G. & E. Co.; Charles F. Horne, President, General Dynamics, Pomona Division; Jack K. Horton, Chairman of the Board, Southern California Edison Co.; William F. Knowland, Publisher of the Oakland Tribune; Otto N. Miller, Chairman of the Board of Standard Oil Co.; R. A. Peterson, Chairman of Executive Committee of Bank of America; Quentin Reynolds, President of Safeway Stores, Inc.; Peter T. Sinclair, Chairman of the Board of Crown Zellerbach Corp.; William French Smith, Governor Reagan's personal attorney and a member of the University of California Board of Regents; Stanley Ward, President of Kern County Land Co.; and E. Hornsby Wasson, Chairman of the Board of the Pacific Telephone and Telegraph Company.

State C of C Capitulates

Four months later, in early April, 1971, the Federation's campaign concluded on a

successful note when the State Chamber of Commerce announced that it was "severing financial ties with all county governments in the state." In announcing its decision the Chamber's Executive Vice President, John P. Hay, said that the action was taken for two reasons: "First, because being a voluntary business organization, financial support for the Chamber should come voluntarily from the business sector. Secondly, we feel a closer relationship can be established between the counties and the Chamber when financial support is not an issue."

Commenting on the successful conclusion of its campaign against the State Chamber, your Secretary-Treasurer noted, "We would hope that this will signal the beginning of a new approach by the California Chamber toward organized labor and the needs of the working people of California."

League of Cities Rapped

In mid-June, 1971 the Federation, after being opposed repeatedly at the State Legislature by the League of California Cities, initiated a program aimed at reducing the League of California Cities' anti-labor bias.

In pointing out the anti-labor activities of the League, your Secretary-Treasurer noted that "despite the fact that the League is financed by taxpayers' money, its representatives in Sacramento are opposing benefits to taxpayers who happen to be working people."

The Federation sent letters to all central labor bodies urging them to take the issue of tax subsidies to finance the operation of the League of California Cities up with their city councils.

In doing so your Secretary-Treasurer pointed out:

"It is time that the working people of California make it clear that the League cannot and must not be allowed to spend the taxpayers' money in killing progressive legislation in California."

The Federation's statewide action against the League of California Cities, coupled with a strong effort by central labor councils throughout the state, succeeded in getting the League to reduce somewhat its anti-labor bias at the State Legislature.

WOMEN AND YOUTH

For years the California Industrial Welfare Commission, the state body charged with the responsibility of setting minimum wages, hours, and working condition regulations for California's three million work-

ing women and minors had a progressive history. Beginning in 1967, however, this was no longer the case.

The pattern of Industrial Welfare Commission actions in recent years can be more appropriately characterized as inaction, drift, and delay. Traditionally the Commission was composed of two union representatives, one public member, and two management representatives.

In recent years the State Administration has appointed, at best, only one union representative to the Commission. The other four representatives clearly hue the pro-business line. In addition to one labor representative, other Commission members include a management spokesman from North American-Rockwell Corporation, a grower, a restaurateur, and a person with a background in the food industry.

Review of Orders Urged

In January, 1971 the Federation formally requested that the Industrial Welfare Commission reopen the existing 14 Wage Orders. In a letter to the Chairman, your Secretary-Treasurer pointed out that since the current orders went into effect in February, 1968, the cost-of-living had risen 16 percent and that, in the minimum wage area alone, the need for updating the Orders to catch-up with rising living costs was evident.

The Federation suggested that a minimum wage of \$2.25 an hour was necessary to provide for a minimum decent standard of living for the women and minors covered by the Commission's Orders.

The Federation also made two other points in its formal request to the Industrial Welfare Commission:

First, it pointed out that Order 14-68, covering farm workers, contains poorer conditions in terms of piece-rate pay and working conditions that in existence in the other Orders and said this "discrimination must be eliminated."

Secondly, it urged creation of a new Order covering domestic workers.

"These workers have been shamefully neglected," the Federation said, adding that "their exclusion from state protective legislation is a disgrace and calls for prompt alleviation."

Three months later, in responding to the Federation's formal request for a reopening of the Orders, the State Industrial Welfare Commission scheduled public hearings in San Francisco, Los Angeles, and Fresno.

At the San Francisco hearing the Federation, in prepared testimony, declared:

"Major improvements in the minimum

wages and working conditions of California's three million working women and minors are long overdue."

Recommendations Proposed

The Federation called on the Industrial Welfare Commission to establish a \$2.25 minimum hourly wage, a 35-hour work-week and double-time for overtime. The Federation's brief pointed out that if the state's present \$1.65 pay floor for women and minors were raised to \$2.25 an hour, it would still result in an average weekly wage of at least \$60 below the average weekly wage of California's factory workers.

The Federation's brief also pointed out that it favors increasing the overtime rate from time and one-half to double-time pay, not to increase overtime work but to expand job opportunities by reducing overtime in an economy beset by heavy unemployment.

One month later, in May, 1971, the State Industrial Welfare Commission voted unanimously to reopen the existing 14 Orders and to explore the possibility of establishing a new order to cover domestic workers.

Although this action was taken in May, 1971, to date the various Wage Boards have still not been formally created. It took until early July, 1972 for the Industrial Welfare Commission to solicit recommendations from labor organizations, the business community, and other groups for the names of people to serve on the wage boards.

Thus, through the Fall, 1972, and the winter of 1972-73, the Industrial Welfare Commission appointed Wage Boards will be meeting to make recommendations to the Commission on changes in the state's minimum wage and working conditions provisions applicable to working women and minors.

Move to Expand Authority

In addition, if Federation-sponsored legislation before the State Legislature is successful, the Commission's authority will be expanded to include provisions for setting of minimum wages and working conditions for male workers, as well as for women and minors. Thus, there is reason to have a cautious hope that improvements in the seriously outdated minimum wage and working conditions requirements of the Industrial Welfare Commission will be made in the coming years.

In a related area, the Federation has repeatedly expressed its concern that the Equal Rights Amendment to the U.S. Constitution, which is before the California

State Legislature this year, should not be adopted by the Legislature until existing state law providing minimum wage and other protections for women and minors are extended to men. To do otherwise, your Federation has repeatedly indicated, would mean that all existing protective labor laws for women and minors would be lost and the State's workforce would be effectively without any minimum wage and working conditions protections.

Women's Rights Issue

In this regard, in June, 1972, the Federation's Executive Council pointed out that "millions of California workers—both men and women—will be deluded if the California Legislature ratifies the women's equal rights amendment to the U.S. Constitution before enacting legislation to extend the state's minimum wage and other protective laws, presently applying only to women, to men.

"This is because the courts will be forced to hold existing statutes invalid because they discriminate on the basis of sex."

The Federation's position on this matter has been strongly supported by union groups representing women workers including practically all Federation affiliates with large numbers of women members.

In a related area, your Federation has worked to extend its arm of friendship, support, and help to California youth. This has occurred, not only through the efforts of the Federation's youth arm, Frontlash, with its voter registration and get-out-the-vote programs among young people, but through cooperation with youth representatives in Sacramento and elsewhere on matters such as joint opposition to the imposition of tuition at the state colleges and the university.

Spanning The Youth Gap

Your Federation has also tried to bridge whatever union-youth gap there is in other ways. For example, some of the Federation's views on today's youth were outlined by your Secretary-Treasurer in December, 1971, in a speech to the California Labor Press Association in San Francisco.

Speaking to the question of whether the goals of youth and labor are allied, your Secretary-Treasurer stated:

"We have not appealed to the forces of change in the last five or six years in American society. The American youth revolution ignores the labor movement. It is hardly hostile to the movement, but we could agree that it doesn't look to the labor movement of the nation as the vehicle of progressive change. It identifies us with

the economic, social, and political establishment and if we hold idealism they can't see it within our institution.

"They see us as an institution hardened by age and concentrating more on personal power, the achievement of per capita taxes; all the appurtenances of a bank or financial institution. They don't see within our movement the ideals of social thought. Certainly they don't see social vision within the trade union movement. They don't see any liberal conscience within the movement.

"Those of us within labor believe we hold those values but we would be deceiving ourselves if we believed for one moment that we have convinced American youth that these values are indeed qualities that identify the American labor movement.

"Now if we would reach the young we must move through various avenues. In our own political effort we have instituted the Frontlash System as a means of touching the young at the universities . . ."

In the question period after the address there were questions and answers as follows:

QUESTION: "There are some of us within the labor movement who do share some of these goals that some of the young people have. Just where do we fit into the labor movement on a local, state, or national level where you may take exceptions to positions taken by a local central body; or a state or national position? When you go to a labor council and endeavor to make your views known as a very small minority you are looked upon, I'm sure, by many people who won't hear you, as an outcast within the group of some sort."

ANSWER: "Ideas of a minority are not necessarily those of any more value than those of the majority.

"We are in a democratic society where we all judge the issues of the times in light of our conscience and our commitments are to the purposes of unionism. Some of us may be in the minority in one aspect of our existence; others in the majority. My point is that the commonly held values of the labor movement are our commitments to education, to health, to the equality of all men before the law. Our commitment is to the idea of full employment, to adequate housing. None of these values come through as fully as they should to the youth who shares with us a contempt for the great gods of our system. The gods of our system are the gods we reject: the commitment to commercial success; the commitment to the in-

ordinate love of material values. We all have a feeling for that.

"All of the standards that have identified our system in a material way have been rejected pretty much by the youth revolution. We are also in conflict with the gods of corporate law. We are also in conflict with the gods of the establishment. Somehow the American youth doesn't recognize this.

"If you are looking for the espousal of a singular view or a precise view you have to submit that view to democratic judgment in any society as we do within our trade unions. I don't think that is the question.

"I think the question is that we are identified as a group hardened by age and lost to the missionary purposes of unionism. We are more concerned over the entrenchment of rule, concerned over our commercial existence, more than we are over the subjects that are dividing American society; or that are essential to a growing, progressive nation. But I don't think we can always identify a minority view with what is right; whatever that may be. We can't renounce the democratic procedure for judgment of issues, and I think we have it. If the Federation doesn't like our views on any issue—the votes are on the floor."

QUESTION: "On the matter of teenagers, political issues and new voters, how do we reach them if they are not workers?"

ANSWER: "The instincts of the young are liberal. In this age of social change they are especially liberal. Now Richard Scammon, who is supposed to be the great liberal advisor on voting habits, was totally and completely wrong when he predicted last year that the 18-year-olds would register as their fathers registered. Let's face it. They don't accept the doctrines and teachings of their fathers' political actions. So we see what? Two-to-one, three-to-one, and five-to-one Democratic all across the nation in complete contrast to local parental traditions on registration. They are with us. They are with us I think, by instinct, and by their evaluation of the times.

"They don't like the lifestyle of the old order. They have their doubts about us; they question our integrity and our conscience. Still, they are not preparing to march with Montgomery Street, or the NAM, or the enemies of trade unionism, and we can reach them. I am convinced we can reach them. Frontlash has proven this. Frontlash has gone to the campuses and won assistance from the university

community, and won it, you might say, in the name of the AFL-CIO. The fact that they are not trade union members is not controlling at all. You can see the expression of the kids in supporting certain strikes, where they want to march on the picket line. They want to bring down the worst features of the old order. We can and must reach them."

CONSUMER AFFAIRS

Over the past two years the Federation has continued to work closely with consumer groups throughout the state. The Federation has been particularly active on the legislative scene in Sacramento. In 1971 and 1972 it was the chief sponsor of important consumer legislation, including a statutory limitation on interest rates, legislation to reduce or stabilize the cost of gas and electricity to consumers, and legislation requiring merchants who advertise in Spanish to provide conditional sales contracts in Spanish as well as in English.

In January, 1971 the Federation took a strong consumer position in favor of continuing passenger train service on the West Coast when the U.S. Department of Transportation's Railpax proposal would have ended such service. Expressing deep concern with the Railpax proposal's (now retitled AMTRAK) your Federation's Secretary-Treasurer wrote John Volpe, Secretary of the U.S. Department of Transportation urging adoption of a Railpax program that would maintain and improve rail passenger service on the Pacific Coast.

The Federation pointed out that the Railpax proposal would eliminate, among other passenger trains, the famed Coastal Daylight, the San Joaquin Daylight, the Del Monte, the Cascade, the Sunset Limited, the San Francisco Superchief, and two of the daily Santa Fe trains between San Diego and Los Angeles.

Railpax Plan Attacked

The Federation noted that, aside from consumer service on the San Francisco Peninsula, only two passenger trains would leave California terminals daily: one from San Francisco to Chicago and one from Los Angeles to Chicago. Pointing out that the Federation represents over 1.6 million AFL-CIO members in California, including many thousands who both ride and work the railroads, your Secretary-Treasurer said:

"We clearly recognize the problems facing rail passenger service today and support government aid to maintain adequate service.

"Yet Railpax, hailed as the answer to passenger train problems, instead is a meat-axe that in one quick blow will remove over one-half of the passenger trains presently serving on the nation's rails."

Your Secretary-Treasurer further observed that, as proposed, Railpax "is hardly corrective surgery; it is rather a death sentence to rail passenger service as presently known."

The Federation urged that the proposed Railpax network include passenger service between Los Angeles-San Diego; Los Angeles-New Orleans; San Francisco-Los Angeles; and San Francisco and the Pacific Northwest.

Two months later, in March 1971, the threatened elimination of much of the train service to the West Coast ended when U.S. Secretary of Transportation Volpe announced a revised Railpax passenger network restoring San Diego to Seattle service as well as Los Angeles to New Orleans service.

New Consumer Federation

Throughout 1971 and early 1972 your Federation continued to work with the Association of California Consumers, a statewide consumer organization, in its efforts to create an amalgamated new organization of consumer groups throughout the state in order to replace the many consumer groups then in existence with one overall group.

After many meetings, this effort succeeded. A new coalition of consumer forces in California was created at a special convention of the Association of California Consumers and other organizations in Santa Monica in March, 1972. The new statewide consumer group organized at the merger convention resulted in the unification of the 12-year-old Association of California Consumers, which the Federation had played a major role in founding; the California Farmer Consumer Information Committee, headquartered in Santa Clara; and numerous other smaller consumer groups.

The merger convention, attracting some 500 participants, was the largest consumer assemblage in the state's history. Task forces and committees were formed at the convention to include the following subject areas: low income priorities; local consumer action; pesticides; public utilities regulation; food nutrients and drugs; health care; consumer credit; no-fault and other automobile issues; and consumer law enforcement. The new consumer group, which has already made headway at the legislative level in Sacra-

mento, elected as one of its three vice-presidents the President of your Federation and elected to the general policy board a Federation staff member.

Utility Rate Hike Hit

As in the past, much of the Federation's consumer affairs activity was directed toward the State Public Utilities Commission. The Commission has been, since 1967, pro-industry and pro-management in character.

Since the 1970 convention the Federation has been involved in a number of rate cases as well as other regulatory matters. In September, 1970, the Federation filed its opening brief responding to the Pacific Gas and Electric Company's request for a \$67.4 million rate hike. In its brief, the Federation said "This rate hike was about 30 percent more than the Company could be reasonably expected to need." It also said that PG&E's demand for a 7.8 rate of return on investment was "exorbitant, unfair and most importantly, unnecessary."

The Federation reminded the five-member State Public Utilities Commission that PG&E's power control manager had boasted about the adequacy of PG&E's reserve capacity earlier in the year.

It pointed out that Elmer Kaprielian, the PG&E official, told newsmen that PG&E "already has such adequate reserve capacity that on May 21, 1969 when the system had an even greater sudden failure than that which blacked out much of the northeastern United States in 1965, you didn't even know it had happened."

The Federation's brief also noted that PG&E, in seeking a 7.8 percent rate of return on its electric services, is asking for a higher rate of return on its electric services than either the 7.5 percent rate of return it sought or the 7.3 percent rate of return actually authorized for its gas division even though the company concedes that the electrical service facet of its operations is "admittedly less risky."

If the PUC should establish a higher rate for the Electric Division than for the Gas Division, the Federation's brief said, it would "raise very real questions of legality."

'Evidence' Questioned

The Federation also attacked the "evidence" presented by PG&E to support its rate hike demand, saying it was comprised of "an abundance of obvious generalities" and "vague economic conclusions."

In fact, the Federation said, while

PG&E claims its earnings in relation to companies of "comparable risk" are inadequate, the figures show that while returns on common equity declined in general for utilities in question, the decline was less severe for PG&E than for its competitors. In addition, it challenged the reality of comparability of the companies PG&E cited.

The Federation's brief also attacked the \$5 million sought by the company for advertising expenses saying:

"It is our contention that the Pacific Gas & Electric Company squanders its bill-payers' money for sales promotion activities which legally and logically belong to the manufacturers of gas and electric appliances.

"Since there is virtually no evidence before this Commission that such sales promotions actually increase the usage of gas or electricity, the allocations for such projects reduce themselves to free advertising for appliance manufacturers at the expense of California ratepayers."

It urged the PUC to limit PG&E's advertising expenses to \$2.1 million, a figure equal to \$1 per customer per year which is also the amount authorized for the San Diego Gas and Electric Company, a much smaller company with fewer customers.

Earlier in the year the Federation had pointed out that as a practical matter PG&E probably should not be allowed any fraction of the \$67.4 million rate hike it demanded when evidence indicated it had earned in excess of \$1 billion over the rate of return on which its charges were based between 1964 and 1968. The company had failed to return any of these excess earnings to its rate-payers.

Curb on Excess Profits Sought

In this regard, the Federation sponsored legislation in the State Legislature in 1971 to provide that in any year in which the rate of return of a utility exceeded that allowed by the Public Utilities Commission, the excess profits would have to be returned to the consuming public. The bill was defeated, due to the strong efforts of the utility lobby.

In January 1971, the Public Utilities Commission authorized an increase of \$51.6 million for PG&E, or \$15.8 million less than requested by the Company.

Noting that the Commission had granted PG&E a rate of return of 7.5 percent, well in excess of the 7.2 percent recommended by the Commission staff, the Federation pointed out that this rate of return gives

the company a higher rate of return on its electrical sales than that authorized by the Commission only one year earlier on its gas sales, even though the company had conceded that electrical operations are less risky than gas operations.

Noting that the Commission's decision was reached long after outrageous high interest rates had started to tumble last fall, your Secretary-Treasurer said that "this means that PG&E will enjoy a bonanza in the years ahead because it (rate of return) was pegged to artificially high interest rates which have tumbled just in the past few weeks. . . . Meanwhile trade unionists and other consumers will be footing the bill."

\$143 Million for PT&T?

The other major rate case before the Public Utilities Commission in the last two years was the request by the Pacific Telephone and Telegraph Company for a \$143 million rate increase. The application for this increase was filed against a backdrop of a December 1970 decision by the Commission granting the Company a \$60 million increase. The Commission had made a declarative ruling committing it to include the \$60 million because of a change of attitude on its part regarding how accelerated depreciation should be handled for tax purposes.

For years the Public Utilities Commission had ruled that firms using accelerated depreciation which is a faster depreciation write-off of machinery and equipment than is normally the case, should "flow through" such tax savings to customers. In December 1970, however, the Commission changed its longtime decision in this regard, allowing the Pacific Telephone and Telegraph Company and other major utilities to set aside this money and use it as interest-free investment capital.

After months of testimony and hearings, in June 1971, the Commission granted the phone company its entire \$143 million rate increase request. The PUC's decision meant that the telephone bills of some six million phone company customers would be increased roughly \$1 for basic services, plus a 16 percent increase in message-unit charges. All told, this meant a boost of about \$1.75 per month for residential subscribers in the Los Angeles and San Francisco areas.

Decision Denounced

The Federation, which had filed as "an interested party" in the case termed the increase "totally unjustified and completely at odds with the avowed aims of our national administration to curb inflationary pressures."

The increase was approved by the Commission on a four to one vote with only Commissioner Thomas Moran dissenting. In his dissent Moran noted that "the Commission's majority has issued this decision despite the unanimous disapproval of it by this Commission's own staff." Moran also noted the majority decision on the accelerated depreciation tax question allowed the phone company to put the savings from its utilization of accelerated depreciation into its reserve fund instead of "flowing through" the tax savings to customers. He pointed out a contention long made by the Federation that the Commission in the past had required every other major utility to pass its savings along to its customers.

Award Overturned

The decision was so unfair that both Los Angeles and San Francisco appealed it to the State Supreme Court.

The Court handed down a precedent shattering decision in the Spring of 1972 completely overturning the Commission's award to the Phone Company of a \$143 million rate increase, saying such an action was unconstitutional because of the accelerated depreciation measure.

Thus, in this particular incidence the State Supreme Court became the consumer watchdog for the people of California, replacing the Public Utilities Commission which had abdicated its authority and responsibility in this field.

Fight To Bar Role Change

In other matters before the Public Utilities Commission, perhaps the greatest long-run threat to the Federation and to consumer groups was made when the Commission suggested changing its rules of procedure for witnesses and for the conducting of cross-examination at its hearings.

During the last week of December, 1970, the Federation joined with other consumer-oriented groups and with conservation organizations in protesting the proposed changes in the procedural rules of the Commission. The Federation, along with the then existing Association of California Consumers, the former California Farmer-Consumer Information Committee, and the Sierra Club, held a press conference on the steps of the State Office Building in San Francisco outlining objections to the proposed procedural changes.

While the Public Utilities Commission is by law charged with the regulation of privately owned-public utilities, airlines, postal companies, railroads and trucking

firms operating in California, and the Federation has actively participated in PUC matters for many years, the proposed new procedures would have severely limited the Federation from affectively appearing before the Commission.

The major provisions suggested in the rules changes included:

- To allow only attorneys to represent groups before the Commission.

- To lump labor organizations, customer groups and others into a special "limited party" category barring cross-examination of witnesses and utility company representatives.

- To create a "substantial and special interest" test in order to further limit groups appearing before the PUC.

- To adopt other rules to limit discussion of many of the vital issues in rate-setting cases.

A committee of attorneys made up the suggested changes. On the committee were a member of a firm which represents the telephone company, a staff counsel of PG&E, and an attorney for several California trucking firms.

Under the proposed rules, groups that didn't get into a hearing as full-fledged participants could be "limited parties." They could present witnesses, who would be subject to cross-examination, but they themselves would not be allowed to conduct cross-examination.

The requirement that issues be limited beforehand would restrict a no-holds-barred investigation of a public utility's operations. "Many of the issues aren't defined until the hearing gets under way," said one staff member. No regulatory agency, State or Federal, has such a requirement.

A few weeks later, in mid-January, 1971, the Federation called on all affiliates to wire or write the Public Utilities Commission voicing opposition to the adoption of the proposed restrictive procedural rules. This resulted in a flooding of the Commission of letters and wires from affiliated labor groups.

Public Hearings Demanded

The following month, the Federation called for a series of public hearings by the Public Utilities Commission before any final action was taken on the proposed rules. It did so by filing an official motion with the Commission. In its official motion, the Federation specifically spelled out five objections to the proposed rules changes. They were:

1. It said that the proposal to limit participants to organizations having "a sub-

stantial and special interest" in a proceeding while appearing reasonable on the surface could "be abused easily" and be used as a "device to exclude various groups that failed to meet the assigned commissioner's or examiner's definition of 'substantial and special interest.' This is too much power to place in the hands of one or two men," it said.

2. It attacked the proposal to create a "limited party" category asserting that "there is no place for 'second-class' citizenship status in the workings of the Public Utilities Commission."

3. It attacked the proposal to require all parties appearing at the hearings to be represented by attorney as "unnecessary and uncalled for." Such a rule would effectively reduce the number of organizations having a 'substantial and special interest' in PUC hearings," it said. It also noted that practically no other state or federal regulatory agency has such a requirement.

4. It attacked a proposal to limit PUC hearings to "defined issues" as set forth at pre-hearing conferences, pointing out that unforeseen issues of major importance do emerge during PUC proceedings and such a proposed rule would end this to the detriment of the Commission's work and its responsibility to "the millions of Californians affected by Commission decisions."

5. Finally it asked the PUC to clarify the status of the State Bar in connection with the proposed rule changes. It noted that the proposed report lists the State Bar of California as the "respondent" although, so far as the Federation could determine, "the State Bar did not appoint, create, or authorize the listed attorneys" to serve as its representative in Case No. 8849.

In conclusion, the Federation said:

"The proposed changes are unnecessary, unless their true aim is to restrict participation in Commission proceedings to a small, limited group. The proposals, if adopted, will result in the further reduction of legitimate citizen participation in the workings of state government, a government which exists fundamentally to serve the interests of all citizens, rich and poor, individual consumer and public utility."

The Federation also carried its opposition to the proposed rules changes to the legislative arena, appearing before various legislative committees on the matter.

PUC Drops Proposed Rules

Finally, in mid-May 1971, the fight spearheaded by your Federation to protect the

public's right to effectively participate in rate cases before the Public Utilities Commission ended victoriously when the Commission announced it was abandoning its effort to change the rules.

The regulatory body, in what can only be regarded as a major retreat, issued a brief statement in mid-May announcing that "no useful purpose" would be served by amending its rules and procedures at that time.

Simply stated, the Commission's change of heart was a defeat for a committee of lawyers who practices before the Commission and who had claimed for years that the proposed changes were needed to keep cranks and malcontents from wasting the Commission's time. Their position was greatly weakened however, when it was disclosed that among the most vociferous pushers for changes in the rules were attorneys from law firms that had utility rate cases pending before the Commission, and thus were guilty of conflict of interest.

FARM LABOR

Over the two years following the 1970 Convention your Federation has continued to work closely with the United Farm Workers Organizing Committee (now the United Farm Workers Union) in the field of farm labor. Throughout these two years, the farm workers union has won a number of important successes. Among them was the ending of the Delano Table Grape Boycott, which was announced by President Meany of the national AFL-CIO in September, 1970.

Judging by the tremendous number of farm workers still to be organized however, there's still much to do.

Recognizing this, in January, 1971, the Federation established a special fund to strengthen the United Farm Workers Organizing Committee. Sending letters, the Federation urged all paid officials of AFL-CIO unions in California to contribute \$5 a month into the fund.

In a letter to all affiliates your Secretary-Treasurer noted that "The new year is with us and the United Farm Workers Organizing Committee is still in the middle of an engagement with the agricultural powers of California." The Federation's letter then reminded affiliated unions the 1970 convention had "voted that all paid officials of AFL-CIO unions in California should be urged to contribute \$5 per month to the UFWOC Organizing Fund."

Shortly thereafter, in February, 1971, the Federation sent its first check of over

\$1,100 to the UFWOC, covering the initial contributions to the special fund created the previous month. Since that time, subsequent appeals have been made on behalf of the Federation for the farm workers' cause. The Federation, in addition, has been contributing approximately \$1,600 a month to the United Farm Workers to help them in their struggle.

Visit to Chavez in Jail

Another close example of the close working relationship between the UFWOC and the Federation came in December, 1970, when your Secretary-Treasurer journeyed to Salinas to visit union leader Cesar Chavez who was in the Salinas jail.

Following the meeting your Secretary-Treasurer called for the immediate release of Chavez, pointing out that "the jailing of Cesar Chavez will not solve California's farm labor crisis." Chavez had been jailed in Salinas because he urged a boycott of lettuce marketed by the Bud Antle Corporation.

In late December, 1971, your Federation called upon State Attorney General Evelle J. Younger to order an investigation by his office of an alleged plot to kill Chavez. In wiring the Attorney General your Secretary-Treasurer said:

"The public testimony of a former government agent regarding a plot to kill Cesar Chavez is a matter of grave concern to our AFL-CIO organization.

"If the charge is true it would not be the first time that acts and threats of violence have been directed at California farm union officials by the powerful enemies of organized labor.

"Cesar Chavez has been obliged to live with lights illuminating the area of his house at night and have police dogs guarding against anti-labor intruders.

"We therefore formally request your office to investigate the alleged Chavez death plot reported last week in Bakersfield by Larry Shears, former undercover agent for the U.S. Treasury Department.

"Neither California nor America can tolerate the possibility of another assassination. We are asking you to save Cesar Chavez from the fate of John and Robert Kennedy and Martin Luther King, Jr."

Subsequently, in February, 1972, your Federation's California AFL-CIO News ran an editorial on this matter indicating the Federation's concern.

Farm Slaying Probe Urged

Later the same month the Federation urged U.S. Attorney General John N. Mitchell to launch "an immediate investi-

gation" into the shooting death of a member of the farm workers union on a ranch near Livingston in Merced County. In the wire to the U.S. Attorney General, your Secretary-Treasurer said:

"The California Labor Federation representing 1.6 million AFL-CIO workers requests that you conduct an immediate investigation of the killing last week of Romolo Domingo Avalos, a member of the United Farm Workers Organizing Committee, AFL-CIO."

The Federation also wired the farm workers union expressing its deepest sympathy for the shooting death of the union brother.

Later the same month the National AFL-CIO accepted into its ranks the United Farm Workers' Organizing Committee as a full-fledged, autonomous national union. In announcing the acceptance AFL-CIO President George Meany indicated that the farm workers union now represents more than 30,000 workers, principally in California but also in Arizona and Florida.

The Federation also has continued to point out that in the long run the only way farm workers can hope to achieve an adequate standard of living is through unionization. In fact, this was the central focus of testimony given by your Secretary-Treasurer to a U.S. Senate Subcommittee which held three days of hearings in San Francisco and Fresno in January, 1972, investigating what it termed "corporate feudalism" in rural California.

At the hearings the Federation called for immediate Congressional action to extend the National Labor Relations Act to farm workers, including, if necessary, some of the provisions of the Wagner Act of 1935, and to provide farm workers with unemployment insurance, adequate workmen's compensation coverage and guarantee them to full federal minimum wage.

Analysis of Rural Issues

In a detailed point-by-point analysis of the problems facing California's rural areas your Federation also called for action:

- To end the entrance of illegal aliens to California's farm labor market and to require the Immigration Service to enforce existing laws on aliens.

- To expand housing programs for rural America in order to insure that all farm workers have adequate shelter.

- To develop federally-funded educational programs to provide a decent education for the children of migratory farm workers.

● To enforce federal reclamation law and amend that law to provide for federal purchase and resale of excess lands for the social and economic benefit of all.

Demonstrating the great pay disparity between factory workers and farm workers, your Federation noted that in 1971 the California farm workers' hourly wage averaged \$1.99 compared to \$4.00 for California factory workers and that the farm worker was able to obtain only an average of 1200 hours of work a year versus 2,000 hours for a factory worker.

The Federation also sharply attacked the anti-labor role played by the Bank of America.

Monopoly Problem Cited

The Federation also pointed out that the monopolization of land and water rights by huge agribusiness interests that has resulted from the federal government's failure to enforce the 160-acre limit in U.S. reclamation law "has a direct bearing on the crisis in our cities and on our severe unemployment and welfare problems."

Pointing out the Congress has appropriated more than \$10 billion in public funds for reclamation projects, your Secretary-Treasurer told the Committee:

"At present this huge public investment is channeling millions of acre feet of water to hundreds of thousands of acres of land owned by giant corporations instead of to a growing number of independent family farmers as the law intended."

The Federation cited data published in the Congressional Record late last year indicating that more than half of the irrigated acreage in Imperial Valley is held by owners of more than 160 acres and two-thirds of it by absentee landowners and said that the report indicated that agribusiness giants such as Purex, United Fruit and the Irvine Land Company, which alone owns 10,000 acres in the valley, are reaping huge profits because of the water subsidy.

The data also indicated that federally-subsidized water is being delivered to vast tracts of land in California owned by Tenneco, Getty Oil, Standard Oil of California and the Southern Pacific Railroad.

Legislation Proposed

To correct this "imbalance of values existing in rural California and much of the nation," the Federation called for congressional approval of a Reclamation Land Authority Act (S. 2863), introduced by Senator Fred Harris of Oklahoma and co-sponsored by Senator Alan Cranston of California. This bill is designed to carry

out the congressional intent regarding the excess lands provision of the 1902 Reclamation Act.

The Reclamation Act requires landowners benefiting from publicly financed reclamation projects to divest themselves of their excess acreage (acreage exceeding 160 acres for a single farmer or 320 acres for a man and wife) to help assure that the greatest number of people possible benefit from the public's huge investment in reclamation. But it has never been adequately enforced.

In upholding the acreage limitation in 1958 in a case involving the federal Central Valley Project, your Secretary-Treasurer noted, the U.S. Supreme Court said:

"The project was designed to benefit people, not land. It is a reasonable classification to limit the amount of project water available to each individual in order that benefit may be distributed in accordance with the greatest good to the greatest number of individuals. Limitation insures that this enormous expenditure will not go in disproportionate share to a few individuals with large land holdings. Moreover, it prevents the use of the federal Reclamation Service for speculative purpose."

The Federation also pointed out that the proposed Reclamation Lands Authority Act "could serve as a beginning for a national rural policy that could give the independent family farmer, our veterans and economically disadvantaged citizens as well as the general taxpayer an opportunity to reap some return from the vast public investment in reclamation projects."

Grants for Education

Under the proposed act, 70 percent of the revenues derived from the federal government's purchase and resale or lease of excess acreage resulting from enforcement of the 160-acre limit would be earmarked as grants for public education, providing a significant source of additional much-needed revenue to help finance public education.

Another 10 percent would go into the already existing Land and Water Conservation Fund and the remaining 20 percent would be used to develop public recreational and educational facilities to promote economic opportunities for veterans and persons living in substandard conditions.

Con Labor Fight Victory

In another area of Federation farm labor activity, in January, 1971 the Federation won another round in its legal battle to bar the letting of state convicts

to private employers for use in agricultural harvesting. The battle was initiated by the Federation in the Fall of 1967 when Governor Reagan authorized the use of state prison labor to harvest grapes and figs.

In January, 1971, the three judge State Appellate Court upheld the permanent injunction against the practice that had been granted the Federation in March, 1969 and rejected the administration's contention that the farm work had served as rehabilitative purpose for the convicts. Rather, the Appellate Court held that the Governor had in fact violated the State Constitution.

Article XX, Section 1 of the State Constitution specifies that:

"The labor of convicts shall not be let out by contract to any person, co-partnership, company, or corporation, and the legislature shall, by law, provide for the working of convicts for the benefit of the state."

The Appellate Court decision closely examined the wording of the constitutional provision and concluded that it "is intended in the broader sense—that the state may not let out convict labor by contract to private employers regardless of whether the state or the convicts or both receive the attendant consideration."

In reaching this decision, the Appellate Court cited the proceedings and debates of the California Constitutional Convention of 1878-1879 at which the basic constitutional language was adopted and noted that at that convention a motion was made to strike the words "the labor of convicts shall not be let out by contract to any person, co-partnership, company, or corporation" but that the motion was defeated after delegates urged its retention stating variously that:

"It is a burden upon free laborers for the state to contract the labor of these prisoners."

And that:

"The interests of the laboring classes are directly in conflict with the interests of those who employ contract labor."

"It will be seen," the decision said, "at least as a rather strong probability, that the delegates, or at least the majority, were concerned with the abolition of contracted convict labor generally, not with abolishing it only when the contract price or wages were paid to and kept by the state."

State's Claim Rejected

The Appellate Court also rejected the State Administration's claim that the use

of convict labor in the fields constituted a rehabilitation program for the convicts.

Noting that the Superior Court had earlier decided that Reagan's convict labor plan "does not resemble a rehabilitation program in any important respect," the Appellate Court said:

"While the project took the form of a community correctional center activity, its sole purpose was to furnish convict labor to private growers. Rehabilitative and counseling services . . . may not reasonably be said to have been involved."

This was evident, the court said, in the name of the program itself, the "Emergency Harvest Program" and in the fact that the program was designed to last only through the grape and fig harvest season.

In rejecting the State Administration's claim that there is nothing in the record to support the findings that the respondents were damaged or would suffer irreparable harm by the employment of inmates, the court noted that the Federation "represents substantially all of the labor unions of this state" and that the Federation's interest in the contractual arrangements with private persons for convict labor was recognized by the State Administration itself when the Administration asked the Federation to cooperate with the convict labor program.

The court also pointed out that the state's deletion of \$5 a day for room and board constituted "some return to the state from the convict labor contract" in the face of the fact that the state is obliged to take care of the convicts anyway.

This action did not end the story, however, for the following month the State Attorney General, Evelle J. Younger, filed an appeal on behalf of the Administration with the State Supreme Court. The Federation answered the Attorney General's petition for a rehearing reiterating all the arguments that had been made over the previous couple of years on the matter.

The legal battle was finally won in March, 1971, when the State Supreme Court denied the State Attorney General's petition for a hearing.

Aid to Sugar Beet Workers

In still another farm labor field your Federation has continued to appear annually before the U.S. Department of Agricultural Stabilization and Conservation Service when it held its hearings on sugar beet wage rates. In both December, 1970, and December, 1971, the Federation made such appearances.

At the December, 1971, hearing the Federation called on the federal government

to take the first step in ending "the government perpetuated system" of rural poverty which denies adequate wage levels for U.S. sugar beet workers. To do this, the Federation suggested the minimum wage for sugar beet workers in California should be increased to \$2.25 an hour. The Federation's testimony to the U.S. Department of Agriculture pointed out that as a matter of "conscious national policy" the sugar beet industry in the United States is "heavily subsidized by the federal government yet the \$1.85 an hour pay floor set for sugar beet workers last year is far below the hourly wage rates won by the AFL-CIO United Farm Workers Organizing Committee which are well above \$2.25 an hour." Your Federation also noted that factory workers in California averaged over \$4.00 an hour in August, 1971, but sugar beet workers averaged less than half this amount.

Drawing a parallel with Hawaii, the Federation pointed out that in that Island State "sugar cane workers in 1970 averaged \$2.25 cents an hour with another \$1.25 an hour in fringe benefits."

The Federation also levied an attack on the U.S. Department of Agriculture calling the annual hearings "ritualistic" because each year the producers appear and "unsupported by data or fact, assert that wage scales shall remain unchanged or be lowered." It also observed that the Department of Agriculture "regularly overlooks the fact that even if sugar beet workers were employed full time all year-round their earnings would be below the Federal Office of Economic Opportunity's inadequate and vastly understated poverty line for a family of four."

Summing up its testimony, the Federation said "that the time has long past when the pleadings of those enjoying special treatment by government should be allowed to carry the day to the detriment of sugar beet workers and, in a very real sense, the nation as a whole. The economic survival and profitability of the sugar beet industry need not and must not be conditioned upon the perpetuation of poverty and human exploitation."

NLRB Attacks Farm Workers

In March, 1972, responding to an effort by the federal government to impose the penalty provisions of the National Labor Relations Act on farm workers, your Federation said:

"The attempt by the newly appointed General Counsel of the National Labor Relations Board to hold farm workers subject to the penalties of the National Labor Relations Act even though they've been

deliberately excluded from its benefits by agri-business interests for more than a generation is just as unjust as taxation without representation.

"In the light of the Nixon Administration's anti-labor track record—its drive to wipe out free collective bargaining in the transportation industry and its so-called wage-price controls that have frozen wages while letting prices and profits run—it's not surprising that the farm workers' union should regard this latest attempt to hobble its efforts to bring economic security to some of the most exploited workers in our nation as 'purely political.'"

The Federation's statement was triggered by action taken by the National Labor Relations Board when it sought a federal court injunction in Fresno to bar the United Farm Workers Union from picketing stores carrying non-union wines.

Wilford Johansen NLRB Regional Director in Los Angeles, stated that the decision to seek the injunction was made in Washington by NLRB General Counsel Peter Nash.

Johansen said that Nash decided March 8 that the farm workers' union falls within the NLRB's jurisdiction because it represents some packing shed workers as well as field workers.

Asserting that the Federation would support the farm workers' union in every way possible in this case, your Secretary-Treasurer said:

"Just one year ago, on March 15, 1971, the union received a letter from Nash's predecessor, Arnold Ordman, which conceded that the farm workers' organization was not under the jurisdiction of the NLRB.

"This latest NLRB action simply suggests that California's agri-business interests just can't get out of the habit of having their cake and eating it too."

Also of importance, the Federation called upon the national office of the AFL-CIO in January, 1971, to press the Congress for legislation to bar the use of "wetbacks" and so-called "green-card" commuters as strikebreakers in Southern California and along the U.S.-Mexico border.

Your Secretary-Treasurer, in making the Federation's request to the national AFL-CIO, noted that additional legislation at the federal level was not the sole answer to the problem.

The Federation pointed out that "poor enforcement of existing regulations coupled with the shortage of enforcement per-

sonnel and inadequacies within the regulations themselves compound the problem. For example, the immigration service still issues a 72-hour pass which bears no date of issuance and therefore invites an increasing influx of alien workers who remain in the country illegally and undermine U.S. wages and working conditions."

The Federation also has worked strongly in the State Capitol for legislation to limit the use of low-wage workers from abroad and to ban the employment of illegal aliens in California.

Battle To Sustain CRLA

The Federation was also active throughout 1971 in the continuing struggle to keep alive the California Rural Legal Assistance program. The CRLA is the nation's largest and best federally-funded program providing legal services to low-income farm workers. In December, 1970, Governor Reagan vetoed the Federal Office of Economic Opportunity's annual grant to CRLA. This set-off a major political battle within the state.

In early January, 1971, your Secretary-Treasurer wired the Governor and the then federal Director of the Office of Economic Opportunity, Frank Carlucci, urging approval of a \$1.8 million federal grant to continue the activities of CRLA.

In the wire your Secretary-Treasurer pointed out the Federation "has had close association with the activities of the California Rural Legal Assistance," and that "in a period of American history in which social issues are of such commanding importance, we believe it is essential that projects such as CRLA be favored by the government."

The Federation continued its strong efforts in behalf of CRLA by also asking State Attorney Evelle J. Younger to take a similar action. The Federation was joined in its position in support of the CRLA by both of California's U.S. Senators, a number of State Assemblymen, various county bar associations, and many affiliates.

The Federation, in late January, 1971, asked President Nixon to support OEO refunding of CRLA when it became clear that the issue was likely to be decided by the White House on solely political grounds rather than on the basis of merit.

Shortly thereafter a compromise face-saving decision was reached by the Nixon Administration. It appointed a three-man panel of judges to evaluate the performance and effectiveness of the CRLA program in California. A few months later the three-man panel decided that the

CRLA program was excellent and continued funding was justified.

At that point the federal government provided the continual funding. The continuation of the CRLA program despite repeated political attacks upon it, represented a triumph not only for the attorneys and others within the program but for the Federation and churches, civic groups, bar associations, and others who time after time had rallied to its defense.

APPRENTICESHIP

As in the past, the Federation has continued to work in the field of apprenticeship. The Federation strongly participated in the Spring, 1972, Statewide Apprenticeship Conference, with officers of the Federation participating in the program-planning. The 1972 conference which was held in mid-May in San Francisco, drew over 1,500 representatives of labor and management from throughout California.

In the field of increasing the member of minority apprentices the trend continued upward over the past two years. Nationally, minority apprentices accounted for over nine percent of the total number of 280,000 registered apprentices in all trades in the year 1970. This increase in the number of minority apprentices was 16 percent over what it had been in 1969.

The proportion of all new apprentices coming from minority groups has risen steadily over the past four years with nearly 12 percent of all new apprentices registered in 1970 being minority group members versus 10 percent in 1969, 8 percent in 1968 and 6 percent in 1967.

Praise for Chuck Hanna

In this regard California has for years had the best apprenticeship program in the nation. For many years the program was headed by Charles Hanna as Chief of the Division of Apprenticeship Standards in the Department of Industrial Relations. In April, 1971 Hanna resigned after serving as Chief of the Division since 1955. Upon his resignation your Secretary said "in losing the leadership of Chuck Hanna, California has lost the nation's most able apprenticeship executive," further observing that Hanna "was giving California America's best apprenticeship program."

Your Secretary-Treasurer also pointed out that Hanna's leadership had brought about a dramatic increase in the percentage of minorities entering apprenticeship in California. With one out of five entering apprentices coming from minorities during 1970 your Secretary-Treasurer

pointed out this margin is markedly higher than in the nation as the whole and has shown a steady increase from 13.4 percent in 1967.

The Federation's President has also continued to play a strong and leading role in the apprenticeship field. As an example, speaking to the Greater East Bay Joint Apprenticeship Council in Oakland in July, 1972, the Federation's President pointed out that the State Federation was a pioneer in the apprenticeship field in California, particularly in sponsoring the passage of the Shelley-Maloney Apprenticeship Labor Standards Act of 1939. The Federation also pioneered in working in the early 1960s to create the California Plan for Equal Opportunity in Apprenticeship and Training. This program has resulted in a greatly increased number of minorities entering the apprenticeable trades.

CIVIL RIGHTS

The Federation has continued its strong work in the civil rights fields in recent years, helping Black, Chicano and other groups break down the remaining walls of discrimination in the field of jobs, housing, and education. The Federation has worked closely with the A. Philip Randolph Institute and helped it develop 12 chapters throughout the state. It also has worked with the Latin American Political Education Council in its civic-educational efforts. In addition to working with such groups as the National Association for the Advancement of Colored People on the Sacramento legislative scene and elsewhere, the Federation has worked strongly with various groups in the Chicano and Jewish communities.

For example, the Community Services Organization, a Chicano group with a 25-year history of working to eradicate racial and ethnic discrimination and assure equal rights and opportunity for all Californians, has enjoyed Federation support from the start. At its 25th Anniversary Dinner in Los Angeles in March, 1972, your Secretary-Treasurer was the principal speaker.

The Federation also has been active on behalf of various Jewish groups, not only working with Histadrut in the United States but also supporting the quest for Jewish religious freedom and civil rights in Russia and the other Iron Curtain countries.

In May, 1972 your Secretary-Treasurer sent a wire to the President of the United States prior to his departure for a trip to Russia which said:

"In the name of the Executive Council

of the California Labor Federation, AFL-CIO, I ask that you place the questions of Jewish religious freedom and Jewish civil rights before the rulers of Russia during your stay in the Soviet Union.

"It is essential that Soviet officials know the sentiment of the American labor movement with respect to the freedom of the Jewish people.

"Please speak in behalf of Jewish liberty in your presentation of American views of the world of 1972."

In addition to these efforts the Federation, through its weekly newspaper, the California AFL-CIO News, has continued to carry stories and articles pointing the way for affiliates to successfully expand such programs as those in the apprenticeship field that help minorities.

In addition to such efforts the Federation's political arm, the California Labor Council on Political Education, placed on its staff in June, 1970, two long-time trade unionists with backgrounds in the minority communities. Both of these COPE staff members work with the minority communities in the state, particularly with the Chicano community and the Black community. To date their efforts have succeeded in communicating and building the alliance between the Federation and the minority communities of California.

The Federation's Secretary-Treasurer and President were both awarded plaques for their contributions to the struggle for human rights at an October, 1971 dinner by the Jewish Labor Committee in Los Angeles. The Human Rights Award Dinner, attended by more than 600 persons, was sponsored by the Jewish Labor Committee's Trade Union Council for Human Rights.

WORKMEN'S COMPENSATION

The field of workmen's compensation has received considerable attention by the Federation since 1970, both at the legislative level, where the greatest benefit increases in history were won in 1971, and elsewhere.

In July, 1971, the President announced the creation of the National Commission on State Workmen's Compensation Laws, as required by a section of the federal Occupational Safety and Health Act enacted in December, 1970. The Federation's Research Director is one of the 15 members of the Commission.

Throughout the Fall of 1971 and the Spring of 1972 the Commission met and

held public hearings, having been charged with reporting to the President and the Congress by July 31, 1972, on whether state workmen's compensation laws were adequate and equitable, or not. In November, 1971, the Commission held a three-day hearing in San Francisco, at which the Federation testified.

The Federation's testimony pointed out that continued employer opposition to necessary and "long overdue" benefit increases for disabled workers suggests the need for the entire federalization of workmen's compensation programs.

The statement said that if this seems unfeasible "... it is absolutely essential that Congress enact minimum federal standards."

The State AFL-CIO's 16-page statement called for:

- Stricter regulation of private carriers in state funds; of self insurance programs; and the development of data to determine administrative costs.

- Extension of coverage to all workers for all disabilities, including occupational disease without exception.

- Extension of the statute of limitations from one year to five years and extension of the jurisdiction of the Workmen's Compensation Appeals Board from five years from the date of injury to a continuing and permanent jurisdiction over all of its awards.

- Creation of an administrative agency of government separate from the Workmen's Compensation Appeals Board to assist injured workmen in resolving questions resulting from their benefit claims.

- Payment of benefits for the first week of disability if the disability lasts seven days.

- Boosting benefit levels to two-thirds the disabled worker's average weekly wage.

- Payment of death benefits to a widow until remarriage or death and to minor dependents until they reach majority.

- Assessment of penalties against employers who unreasonably delay benefit payments.

- Establishment of a "subsequent or second injury" fund to improve the employability of workers who have suffered a previous injury.

- Unlimited medical treatment for disabled workers on grounds that such workers should be entitled "to all medical treatment necessary for the cure and re-

lief of their disability."

- Provisions to assure free choice of doctors by the employee.

- Control and supervision of medical treatment by the workmen's compensation agency rather than by the employer or the insurance company.

Finally, the state AFL-CIO statement said, a worker disabled by an industrial injury who is unable to return to his former employment should be entitled to medical and vocational rehabilitation furnished by the employer—including the cost of retraining, maintenance benefits during the period of retraining, and incidental costs.

The Commission's report is due to be released at the time of this writing.

Appeals Board Change Hit

In another area of activity the Federation in April, 1971, vigorously protested a resolution adopted by the Workmen's Compensation Appeals Board that would shortchange industrially injured workers of legal protections afforded them by the WCAB.

The WCAB resolution, adopted March 31 and scheduled to go in effect May 1, 1971, would end the Board's previous policy of filing an answer and a brief when the Board's decisions are appealed to the State District Court of Appeal, with certain exceptions.

Roughly 66 percent of some 300 recent cases involving petitions to the appellate court for a writ of review were filed by employers or insurers and only about 33 percent by employees, according to a memo issued by WCAB Chairman Hale Ashcraft.

In a letter sent to Ashcraft April 25, your Secretary-Treasurer said that implementation of the resolution would "work a cruel and unconscionable hardship on industrially injured workers in California and their families who have a right to expect the WCAB to protect their interests from extensive legal maneuvers by employer interests as has been the policy in the past."

The Federation urged Ashcraft to "act immediately" to delay implementation of the resolution and to schedule public hearings so its impact could be "fully and carefully" reviewed and reconsidered.

"Failure to take such action will compound the physical and economic injuries suffered by injured workmen in California with legal deprivation to the detriment of the public interest the Board is charged with protecting"

FEDERAL LEGISLATION

The Federation has worked closely with the National AFL-CIO in seeking to further the legislative goals of the American Labor movement in Washington, D.C. Over the past two years the Federation has communicated numerous times with California's two U.S. Senators and 38 Congressmen. Generally, the Federation has urged the California congressional delegation to support or oppose particular pieces of federal legislation.

The following is a rundown of the Federation's activities in this area over the past two years.

Safety

In late August, 1970 the Federation went on record in strong support of H.R. 16785, the labor-supported Occupational Health and Safety Bill sponsored by Congressman Dominick Daniels (D-New Jersey). In addition the Federation called upon all affiliates to contact their Congressmen and Senators to urge enactment of Congressman Daniel's bill rather than any alternative bills. A few months later, in December, 1970, the Occupational Safety and Health Act was signed into law by the President. While the final bill was not as strong as that drafted by Congressman Daniels, it did represent major improvements in the occupational safety and health field.

Davis-Bacon

In March, 1971, following President Nixon's suspension of the Davis-Bacon Act which requires local prevailing wages be paid on all federally-financed construction projects, your Federation wired the President in opposition to this action. Your Federation also urged such action by all affiliated unions and councils and pointed out that the President had not told the American people the truth about the low average earnings of construction workers and of the dramatic decline in labor costs as a proportion of total home-building costs.

Subsequently, after a period of a few months the National Administration reinstated the Davis-Bacon Act.

Education

The Federation also went on record in March 1971 in opposition to the Nixon Administration's block-grant program that would consolidate funds under various federal aid to education programs. In a letter to Sydney P. Marland, Jr., U.S. Commissioner of Education in the federal De-

partment of Health, Education, and Welfare, your Secretary-Treasurer pointed out the AFL-CIO had strongly supported creation of the Elementary and Secondary Education Act, the Vocational Educational Act, the school lunch program, and other major educational advances in the 1960s.

The Federation pointed out that all of these beneficial programs would be injured if the block-grant proposal was adopted. The Federation said that the best way to meet and overcome basic problems in the educational field was for the National Administration to fulfill its existing commitments by fully-funding present programs at the level Congress authorized.

Public Works

One month later, in April, 1971, the Federation urged the entire California Congressional delegation to support H.R. 5376, a bill to authorize \$2 billion to accelerate public works in order to ease the nation's unemployment situation.

In letters sent to all of California's Congressional delegation your Secretary-Treasurer said:

"We believe Congress can both reduce unemployment and meet some of our critical public needs by enacting H.R. 5376 with Title I, the accelerated public works program, intact."

In the letter the Federation also pointed out that in April the number of unemployed in California had hit 681,000 and that economic predictions indicated this number would not decrease in the near future.

Civil Rights

In August, 1971 the Federation again sent letters to the entire California Congressional delegation in support of H.R. 1746 legislation to strengthen the enforcement powers under the 1964 Civil Rights Act. In contacting the California Congressional delegation your Federation pointed out that H.R. 1746 would strengthen the anti-discrimination and enforcement mechanisms of the Equal Employment Opportunities Commission making it similar to that of the National Labor Relations Board.

Pay Increases

Two months later, in early October, 1971, the Federation came out strongly against President Nixon's proposal to delay pay increases to federal workers calling such a delay "unconscionable." In separate wires sent to each of the 38 Con-

gressmen from California the Federation said:

"The California Labor Federation, representing 1.6 million AFL-CIO members, urges you to vote to support the House Post Office and Civil Service Committee in rejecting President Nixon's proposal to deny earned and overdue pay adjustments for federal workers over three-quarters of next year."

Anti-Strike

Your Federation went on record in early November, 1971 in opposition to H.R. 3596, the Nixon Administration's proposal to vastly expand the President's powers to end strikes throughout the transportation industry. The Federation's position against the bill was submitted to each member of the California Congressional delegation by your Secretary-Treasurer who pointed out that:

"Preservation of the right-to-strike without the imposition of compulsory arbitration by the executive branch of government is essential to the effective operation of free collective bargaining."

Your Federation pointed out that too often in recent years the management of the huge corporations that dominate the nation's transportation industries have sought to force industry-wide shutdowns in their labor disputes to insure the intervention of Congress or the Executive branch of government and that such action makes a sham of free collective bargaining.

"In the interests of preserving the American workers' fundamental right to a voice in the determination of their wages and working conditions, the California Labor Federation, AFL-CIO, urges you to oppose H.R. 3596," the Federation said.

This effort was successful.

Pay Board

In January, 1972, the Federation urged the federal Pay Board, in measuring and designating substandard wages, to at least use as a basis the U.S. Department of Labor's Bureau of Labor Statistics' "moderate budget" for a family of four. In wires to both Judge George H. Boldt, Chairman of the Pay Board and to Donald Rumsfeld, Director of the Cost-of-Living Council your Federation urged that the data compiled by the Bureau of Labor Statistics be used because at least it reflected some of the realities in the country today and therefore made sense as a measuring rod to determine substandard wages.

Foreign Trade

At the same time the Federation also went on record asking each of California's Congressmen and Senators to become cosponsors of either H.R. 10914 or S. 2592, the Burke-Hartke bills, to update and modify the nation's foreign trade situation. In so doing, your Secretary-Treasurer reminded the Congressional delegation that "in recent years many foreign-made goods have flooded the U.S. market eliminating jobs and causing major economic dislocations. At the same time, U.S. multinational corporations have been exporting American jobs and technology. The situation has become critical."

The Federation further pointed out that the Burke-Hartke bills would provide for the equitable taxation of foreign subsidies of U.S. corporations, eliminate the exporting of U.S. jobs and technology, regulate the flood tide of imports from abroad and tighten restrictions against foreign "dumping."

No congressional action has yet been taken on either of these bills.

Equal Opportunity

In early February the Federation urged California's Senators Cranston and Tunney to vote to shut off debate on the Senate floor on Senate Bill 2515. This legislation would end the exemption of more than 10 million state and local government employees from the federal ban on discrimination in employment. In communications to California's two Senators the Federation pointed out that proper, vigorous enforcement of equal opportunity laws are essential across-the-board in government as well as private industry.

Compulsory Arbitration

At the same time the Federation went strongly on record in opposition to the Administration's attempt to impose compulsory arbitration on striking members of the International Longshoremen and Warehousemen's Union. In wires and letters to California's entire congressional delegation your Secretary-Treasurer pointed out that compulsory arbitration "is a deadly attack on free collective bargaining." The Federation further urged all affiliated central labor councils throughout the state to take similar action in opposition to the President's compulsory arbitration scheme.

Transportation Industry

The following week the Federation warn-

ed that President Nixon's attempt to enact permanent legislation to impose compulsory arbitration on the nation's transportation industries represented a "menacing step towards Fascism in this country." The Federation warning came after Oregon Senator Robert Packwood attempted to attach Nixon's compulsory arbitration proposal for the entire transportation industry onto legislation being considered by the Senate Committee on Labor and Public Welfare to end the West Coast Longshore strike.

In a wire to U.S. Senate Majority Leader Mike Mansfield your Secretary stated:

"We have this day learned with alarm of the Nixon Administration's move on the Senate floor to impose compulsory arbitration of the transportation industry.

"We in California regard this as a definite, menacing step toward Fascism in this country.

"We expect the Senate Democratic leadership to fight this measure or forfeit any claim to friendship with the trade union movement of this state. I submit this protest in the name of our California Labor Federation which represents 1.6 million AFL-CIO workers in this state."

Minimum Wage

Two months later, in April, 1972, the Federation voiced vigorous opposition to an Administration move to dilute minimum wage legislation currently pending in Congress. In letters sent to all central labor bodies throughout California your Federation pointed out that the AFL-CIO was supporting H.R. 7130 by Congressman John Dent of Pennsylvania which would increase the minimum wage to \$2.00 an hour and bring six million more workers under the coverage of the Fair Labor Standards Act. The Federation pointed out there was a substitute bill backed by two Republicans and a southern Democrat, far weaker than the Dent bill and that all central bodies should go on record in opposition to it.

Mansfield Maneuver

Later the same month your Federation's Secretary-Treasurer called for the resignation of U.S. Senator Mike Mansfield as Democratic Majority Leader following efforts by Mansfield to close the hearings in the Senate regarding the International Telephone and Telegraph Company (IT & T) and Richard Kleindienst, the President's nominee for U.S. Attorney General.

In a telegram to Mansfield your Federation's Secretary-Treasurer stated:

"I protest your public position regarding closing of Senate Judiciary IT & T hearings on appointment of Richard Kleindienst as Attorney General.

"The hearings involve nothing less than the question of business purchase of government policy.

"If you are not prepared to lead the liberal forces in the Senate you should resign your post as Majority Leader and allow the Democrats to become a proper and constructive party of opposition in the Senate."

Student Wages

In June, 1972 the Federation again stated its opposition to efforts to establish substandard minimum wage rates for full-time students and others during consideration of improvements in the Fair Labor Standards Act.

In letters to Senators Cranston and Tunney the Federation went strongly on record in favor of increasing the federal minimum wage under the Fair Labor Standards Act to \$2.20 cents an hour and to extend its protections to millions of additional workers. In addition, it went on record in opposition to efforts by conservative Senators Robert Taft, Jr. and Peter H. Dominick to allow the employment of full-time students under the age of 21 at only 80 percent of the applicable minimum wage rate.

The Federation pointed out that the substandard wage rates proposed by the substitute bill authored by Senators Taft and Dominick "would open the door for unscrupulous employers to discharge older, experienced workers and replace them with cheaper labor." The Federation also called on all affiliates to contact California's two Senators immediately to urge them to support passage of Senate Bill 1861 by Senator Harrison Williams and to oppose the Taft-Dominick substitute.

WATER RESOURCES

Since the 1970 convention the Federation has continued its activity in the water resources area, particularly in the area of its age-old insistence upon the enforcement of federal reclamation law and its acreage limitations.

In October, 1970 your Federation's position on water reclamation was outlined to the Western States Water and Power Consumers Conference in Salt Lake City, Utah. The Federation's position paper stated that "water is a public resource," and that "the money that finances its

development is public money. The environment created by that development surrounds the public that lives within it.

"Public interest should guide development not private pressures that destroy policy. The time has come to modernize the 160-acre statute but not to destroy it."

In this regard the Federation supports government purchase of excess lands in reclamation projects at their pre-water price. To this end it has urged congressional action to amend federal reclamation law to achieve this goal and has successfully urged California's Senator Alan Cranston and six members of the California congressional delegation to sponsor such legislation.

U.S. Urged To Appeal Ruling

In early February, 1971 the Federation went on record urging the U.S. Attorney General's office to do everything possible to reverse the adverse ruling on acreage limitation handed down in January, 1971 by the Federal District Court in San Diego. That decision held that the 160-acre limitation of U.S. reclamation law does not imply to the Imperial Irrigation District of Imperial County or to the vast acreages held by southern California land speculators and other wealthy interests. Your Secretary-Treasurer described the decision by Federal District Court Judge Howard B. Turrentine as "a disastrous blow to the public interests," and urged an appeal by the federal government's Justice Department to, if necessary, appeal to the U.S. Supreme Court. Your Secretary-Treasurer pointed out that "the public's stake in overthrowing this decision is enormous."

The Federation cited a study conducted by the California Immigration and Housing Commission that found that 33 southern California landholders owned 3.8 million acres and noted that "increasingly these lands have been seeking and receiving water supplied from public sources at public expense."

"Failure to overturn the San Diego decision would be extremely costly to U.S. taxpayers," your Secretary-Treasurer said, "because a handful of individuals and huge corporations owning vast tracts of land would reap the lion's share of the benefits resulting from millions of dollars spent by U.S. taxpayers to build the dams, canals and pumping stations necessary to reclaim huge areas of land."

"If the Turrentine decision is ultimately reversed and the U.S. reclamation law's 160-acre limitation is properly enforced, literally billions of dollars could be returned to the nation's taxpayers from

these reclamation developments in the form of water grants to education to ease local property taxes in the tradition of land grants to education nearly a century ago," your Federation explained.

Fed Bares Flaws in Ruling

In the letter to the Justice Department your Secretary-Treasurer called attention to the fact that U.S. Secretary of the Interior Stewart L. Udall had reached a conclusion opposite to the San Diego Court's decision in 1964. Udall's decision, based on an opinion by solicitor Frank J. Barry, held that the Boulder Canyon Act "does in fact apply acreage limitation to Imperial Valley."

Your Secretary-Treasurer said that there are "two major critical weaknesses" in Turrentine's ruling.

"First, it treats the 'repayment' provisions of reclamation law as if these are separate from and independent of 'acreage limitation.'

"Second, it relies heavily upon past inaction by the other two branches of government (Executive and Legislative) to justify release from acreage limitation by the third (Judicial) branch."

On the first point, the Federation pointed out that the 1902 Reclamation Act and its history clearly reveal that acreage limitation and repayment are inseparable.

"Acreage limitation represents the conditions of public policy control over monopoly and speculation without which Congress would not agree to subsidize the bringing of water to private lands on 'repayment' terms so financially favorable to the private recipient.

"The San Diego decision spells out the unusually favorable financial terms given to Imperial Valley lands, all the while pushing aside their public policy justification."

Fed Renews Appeal Plea

Two months later, in April, 1971 the Federation again requested the Federal Justice Department to appeal the case prior to the deadline. In communications sent to the President, to the U.S. Attorney General, and to the California entire congressional delegation, your Secretary-Treasurer pointed out the consequences: "Billions of dollars in public revenue will be lost if the U.S. government fails to appeal the January 5, 1971 decision of San Diego Federal District Court Judge Turrentine removing the 160-acre limitation from Imperial Irrigation District in California by April 9, 1971.

"Implications of this case for subversion

of U.S. reclamation law designed to protect public interests are enormous and national in scope particularly in terms of loss of potential federal revenues that could be used to meet crisis in federal aid to education and to acquire vitally needed park and seashore lands. I urge you to act immediately to see that appeal is undertaken in keeping with the vital public interest in your high office."

The Federation was joined in the appeal by various other groups including the Sierra Club, the National Farmers Union, the National Grange, the National Education Association, and various other interested parties.

In mid-April, however, the Justice Department's Solicitor General, Erwin N. Griswold, announced that the Department would not appeal the San Diego District Court decision. Griswold said that the Department of the Interior, in which the Bureau of Reclamation resides, "had recommended against an appeal."

Justice Department Inaction Hit

In commenting upon this abdication of responsibility by the federal government your Secretary-Treasurer pointed out that "the U.S. Justice Department's recent announcement that it would not appeal a lower federal court decision exempting 800 large landholders from the land limitation provisions of the U.S. reclamation law means that the Justice Department has abandoned its responsibility to protect the public interest."

In late 1971, however, a precedent-setting favorable decision was rendered by another federal judge sitting in the Federal District Court in San Diego when he ruled that reclamation law's residency requirement still applies and must be enforced.

The ruling, which was filed by a visiting federal judge from Butte, Montana, in late November, 1971, held that the Imperial Valley's big absentee landowners are not legally entitled to receive Colorado River waters to irrigate their fields because they are not the bona fide residents of the land irrigated by the Imperial Irrigation District.

If upheld on appeal, this decision could result in a break-up of large corporations that control nearly half a million acres in Imperial Valley, one of the most productive agricultural areas in the nation. Moreover, Judge Murray's decision was directly at odds with the earlier federal court decision handed down by Federal Judge Howard Turrentine, a Nixon appointee.

Billions at Stake for Public

In commenting on the Murray decision

the Federation pointed out that it "could enable U.S. taxpayers to recoup billions of dollars in lost revenues from publicly-financed reclamation projects that could be used to help finance public education and reduce local property taxes."

Among the corporations affected by Judge Murray's ruling and which now control large areas in Imperial County, tracts ranging up to 12,000 acres apiece, are the United Fruit Company, Dow Chemical Company, Purex Corporation Limited, Tenneco, and the Irvine Land Company.

In the course of his lengthy decision, Judge Murray noted that the Reclamation Act of 1902 "was enacted after a long history of monopoly of, and speculation in, the arid areas of the West.

"This background resulted in a national policy of anti-monopoly and anti-speculation which found expression in reclamation law. It is this policy which provides possibly the strongest rationale for holding the residency requirement in force.

"From its very inception reclamation policy has been to make benefits therefrom available to the largest number of people."

The Judge pointed out that the Act's 160-acre limitation and its requirement that users "be bona fide residents" along with other provisions were incorporated into the bill "in order to prevent land monopolization and profiteering by large corporations to the detriment of the intended beneficiaries of the Act."

Reclamation Policy Explained

Explaining that the policy behind reclamation law to aid and encourage owner-operated farms requires enforcement of the residency requirement, Judge Murray said:

"The fact that residency has not been required by the Department of Interior for over 55 years cannot influence the outcome of this decision. Failing to apply the residency requirement is contrary to any reasonable interpretation of the reclamation law as a whole, and it is destructive of the clear purpose and intent of national reclamation policy."

The Judge said that "administrative practice cannot thwart the plain purpose of a valid law."

And, he added:

"Rather than indicate the validity of the administrative ruling, the lapse of time serves to dramatize the unavailability of relief in the past and points toward the need for increased access to the court in the future."

The nation's 70-year-old Reclamation Act

spells out both the 160-acre limitation and the residency requirement explicitly in a single sentence. It says:

"No right to the use of water for land in private ownership shall be sold for a tract exceeding 160 acres to any landowner, and no such sale shall be made to any landowner unless he be an actual bonafide resident on such land, or occupant thereof residing in the neighborhood of said land, and no such right shall permanently attach until all payments therefor are made." (43 USC 431).

But the Justice Department under Attorney General John N. Mitchell, acting as attorney for the U.S. Interior Department, defended the interests of large absentee owners, claiming that an Adjustment Act passed in 1926, which permitted the government to negotiate water contracts with regional irrigation districts rather than with individual landowners, had, in effect, repealed the residency requirement.

Asserting that the Justice Department's contention was "incorrect" Judge Murray said:

"The plain language of the Omnibus Adjustment Act of 1926 does not repeal Section 5 of the 1902 Act, nor is any legislative intent to do so exhibited in the Act's background."

Judge Murray also pointed out that the Boulder Canyon Project Act of 1928 says that the Act is "a supplement" to the 1902 law and declared:

"Inasmuch as Section 5 of the 1902 (Reclamation) Act has been found in full force and effect, it must be applied to the Imperial Irrigation District as well as to all reclamation projects constructed pursuant to the Boulder Canyon Project Act."

This directly contradicts the Turrentine decision in that it holds that both the acreage limitation and the residency requirement applies to Imperial Valley as well as all other reclamation projects.

Fed Presses Fight

With the need to appeal the adverse Turrentine decision by private citizens after the Justice Department bowed out and with the need to fight any appeal of the Murray decision by large landowners, in late December, 1971, the Federation joined other labor, farm, and conservation groups, making a contribution of \$1,000 to cover some of the legal costs of appealing the first decision and the legal costs of helping sustain a favorable court ruling on the Murray decision.

Joining with the Federation in contribut-

ing funds to assure that the legal appeal would be carried to the nation's highest courts were the national AFL-CIO, the Industrial Union Department of the national AFL-CIO, and the Farmers' Union. Other labor, civic, and conservation groups also made contributions. As of this writing, new court decisions have not been rendered in either case.

Stakes Are Enormous

The stakes in both cases are enormous. If the Turrentine decision had been unchallenged it would have meant no application of reclamation law in Imperial Valley. Moreover, it would threaten the application of the law in the neighboring Coachella Valley and to the large ranches on the coast of southern California which receive Colorado River water, notably those in Orange County. In fact it could even threaten application of acreage limitation law to lands of the Central Valley Project in the San Joaquin and Sacramento Valleys of California.

On the other hand if the Turrentine decision is overturned by the higher courts and if the Murray decision is sustained, the long-desired breakup of large monopoly landholdings in the Imperial Valley would begin and this would mark the start of a new era of small-family farm ownership which would be beneficial to all.

In another vital case, in May, 1972, your Federation's request to the U.S. Attorney General to appeal another case regarding federal reclamation law was successful. In mid-May the U.S. Department of Justice announced that it would appeal the Federal District Court decision in Fresno that held that federal reclamation law's 160-acre limitation did not apply to water in the Pine Flat Dam and reservoir on the King's River in Tulare County. This matter is still in the courts.

EDUCATION

The past two years have seen considerable activity in the field of education by the Federation.

Soon after the 1970 Convention the Federation voiced vigorous opposition to President Nixon's nomination of Sydney R. Marland, Jr. as U.S. Commissioner of Education. In calling on all affiliated unions and councils in California to write or wire California's Senators urging them to oppose the Marland nomination, your Secretary-Treasurer termed his nomination "a direct affront to the teaching profession," and, "a threat to the future of public education."

Your Secretary's wire to California's U.S. Senators pointed out that:

"California labor is firmly opposed to this appointment (Marland's) and urges you to do all you can to assure rejection by the Senate. His record clearly demonstrates consistent animosity toward the fundamental rights of working teachers to organize and bargain collectively with their employers."

Unfortunately, despite the Federation's efforts and similar efforts of the national AFL-CIO and other state labor bodies, Sydney Marland was appointed U.S. Commissioner of Education.

The following month, in October, 1970, the Federation called for an immediate investigation by federal and state authorities of possible conflicts of interest involving two University of California regents and the Irvine Company of Orange County. The Federation called for an investigation by the State Attorney General and the U.S. Attorney General after California State Auditor General William Marrifield told an Assembly Education Committee meeting in San Jose in late October that:

"It appears that conflict of interest could occur" due to the combined responsibilities of the two regents of the University of California who are also officers of the Irvine Company.

Irvine Probe Demanded

The Labor Federation, which represents 1.6 million AFL-CIO union members in California, said it would withhold future support of University expansion and development if the Irvine situation is not "investigated by proper state and federal authorities."

In your Secretary-Treasurer's wire to U.S. Attorney General Mitchell, it was pointed out that the fact that millions of dollars in federal funds are allocated to U.C. Irvine makes federal investigative responsibility clear.

Regent William French Smith, who is Governor Reagan's personal attorney and whom Reagan appointed to the Board of Regents, is also an attorney for the Irvine Company.

Regent Edward W. Carter is a member of the Board of Directors of the Irvine Foundation which owns more than 50 percent of the stock of the Irvine Company.

The controversy centers around the fact that the Irvine Company donated 1,000 acres 10 years ago to establish a University of California campus at Irvine to be in the center of a future town covering about 10,000 acres with a population of about 100,000.

There were to be no "significant"

changes in the plans without the mutual consent of the Regents and the company. But earlier this year the Irvine Company announced revised plans for a future town of about 53,000 acres and a population of around 430,000, with the campus to be located at the edge of the future city.

'March for Education'

In order to dramatize its long-standing commitment to education and the need for greater financial support, the Federation in April, 1971, endorsed the "March on Sacramento for Education." The purpose of the march was to point out the deterioration of state financial support for public education in California and to underscore the need to enact legislation to grant collective bargaining rights to teachers and other public employees.

The Federation sent a notice to all central labor and craft councils pointing out the Federation's endorsement of the march which was controlled by AFL-CIO unions with overall coordination by the California Federation of Teachers, a Federation affiliate.

The Federation observed that the state's share of the cost of financing the public schools has dropped from nearly 50 percent to only 35 percent in recent years and that cutbacks in federal aid to education could cost California taxpayers millions of dollars more.

The Federation then noted "both the financial crisis and the turmoil in California school districts resulting from autocratic action by some school boards can be resolved equitably only by affording teachers and other public employees full collective bargaining rights and by winning enactment of state tax reforms."

The march, which ended on the west steps of the State Capitol, was followed by a rally with one of the chief speakers being the Federation's President who outlined to the crowd the Federation's historic role as a leader in the fight to assure free public education, the Federation's legislative program to eliminate tuition, reform the state's tax structure, and to extend collective bargaining rights to public employees.

A further indication of the Federation's firm commitment to finding a better means of financing education in California than the property tax, was your Secretary-Treasurer's acceptance of an appointment in December, 1971, to the Task Force on New School Financing. He was appointed by the State Board of Education. The Task Force, officially called the State Board of Education School Support Committee, has been requested to develop

a tax reform package on school financing to present to the State Legislature.

Actions To Aid Teachers

The Federation has often acted to help the state's unionized college teachers over the past two years, at the State Legislature and in their relationship with the state college administration.

In April 1972, for example the Federation invited the executive officers of 14 county central labor councils to take part in a meeting in Sacramento to help develop a unified statewide policy regarding bargaining relations between the 3,500 member United Professors of California, AFL-CIO, and college authorities.

CONFERENCES

Over the past few years the Federation organized and sponsored conferences for affiliated unions and co-sponsored other conferences with various groups including the University of California and particular trade union groups. In both 1971 and 1972 it sponsored one-day conferences on Unemployment Insurance and Disability Insurance.

In March, 1971, the Federation held a two-day conference in San Francisco on National Health Insurance. The highlight of the conference was an address by U.S. Senator Edward M. Kennedy of the need for national health insurance.

Kennedy at an evening session told a standing room audience of over 550 that "all your lives you have had to be content with a second-rate health system in a first-rate nation. For too long, we have accommodated the vested interests of the health care industry—the special pleaders, the healer dealers and the health imperialists..

"They have had carte blanche for generations to develop health systems for their own private benefit to the detriment of the public interest.

"After 40 years the providers and the financiers of health care in America have established a dismal record of performance—a record characterized by inequity, inefficiency, ineffectiveness, inflation, and worst of all, by inhumanity."

The conference also was addressed by Andrew J. Biemiller, Director of Legislation of the national AFL-CIO and Congressman James C. Corman, of California, co-sponsor of the National Health Insurance Bill in the U.S. House of Representatives. In addition, the following persons appeared in panel presentations:

Donald Vial, Center for Labor Research and Education, University of California,

Berkeley; Lester Breslow, M.D., UCLA; John A. Mitchell, M.D., California Regional Medical Program, San Francisco; Richard Liebes, Service Employees International Union, San Francisco; Henrik Blum, M.D., University of California, Berkeley; and Edward Resinski, M.D., University of California, San Francisco.

Joint Legislative Parleys

In Spring, 1971, the Federation sponsored a Joint Legislative Conference with the State Building and Construction Trades of California and the California State Council of Carpenters. A similar conference, this time sponsored by the Federation and the State Building and Construction Trades Council alone, was held in May, 1972.

In October, 1971 the Federation sponsored a well-attended conference in Fresno on Public Employment and Problems Facing Public Employees. The keynote speech at the conference was given by Theodore W. Kheel of New York, a nationally known labor mediator and arbitrator. Dinner speaker at the two-day conference was William H. McClennan, President of the International Association of Fire Fighters, AFL-CIO. Other major speakers at the conference included Assemblymen Kenneth A. Meade and James A. Hayes. In addition there were a number of panel discussions with the following trade unions and other persons participating:

Participants in the morning panel on the first day were:

Raoul Teilhet, president of the California Federation of Teachers; Richard Liebes, of the Bay Area Joint Council of Service Employees; Richard Mansfield, legislative representative of the State Building and Construction Trades Council; Marty Morgenstern, area director of the American Federation of State, County, and Municipal Employees; Ken Larson, legislative representative of the Federated Fire Fighters of California; and Mert Walters, business agent of IBEW Local 1245.

Participants on the federal and state government panel included Don Vial, discussion leader, of the Institute of Industrial Relations at the University of California at Berkeley; Steve Lakich, Director, AFSCME Council 96; Lamar Childers, Secretary, Alameda County Building and Construction Trades Council; James Van Houten, CWA Legislative Representative; Bob Anderson, Organizing Coordinator, Social Services Union No. 535; Ed Park, Director of Education and Research, California State Council of Engineers; Robert Appleton, National Representative,

AFGE: and Charles Lewis, President, California Federation of Postal Employees.

The local government panel included Norm Amundson of the Institute of Industrial Relations at the University of California at Berkeley as moderator and Ron Wright, of AFSCME Council 96; Leonard Airriess, International Representative of the Transport Workers of America; Timothy J. Twomey, Secretary-Treasurer, California State Council, Service Employees; George Evankovich, San Francisco Building Trades Council; and Herbert G. Bell, President, Fresno Fire Fighters Local 753.

Discussion leader for the teachers' panel was Bruce Poyer, of the Institute of Industrial Relations at the University of California at Berkeley. Other panelists were: Bud Hutchinson, Executive Secretary, United Professors of California; Jim Ballard, American Federation of Teachers; and Larry Silberman, of the United Teachers of Los Angeles.

Economic Conversion

One week later the Federation co-sponsored with various labor organizations and business groups a conference at the deserted Western Microwave Plant in Los Gatos on the problems of economic conversion. The title of the conference was "Guns to Butter." The conference was attended by over 500 labor, management, and community representatives.

In March, 1972, the Federation co-sponsored a conference on Labor and World Affairs which was held at the University of California's Conference Center at Lake Arrowhead in Southern California. Joining the Federation as a co-sponsor was the American Trade Union Council for Histadrut, the Los Angeles County Federation, the Arizona State Federation of Labor, AFL-CIO, and the Center for Labor Research and Education at the University of California, Los Angeles.

Scholarship Program

As in past years, the Federation had annual scholarship award programs in both 1971 and 1972. In 1971, 23 \$500 scholarships, the highest number to that date in the 20 year history of the contest, were awarded. Twenty of the 23 scholarships were offered by Federation affiliates with the balance being offered directly by the Federation. One thousand one hundred and ninety four seniors in 483 public and private high schools throughout the state participated in the competitive two-hour examination for the scholarship program in 1971. Ten of the winners were from

Northern California, 13 from Southern California.

The winners in 1971, listed alphabetically by counties were:

Alameda County — Virginia H. Houlding, 17, 285 Jensen St., Livermore, of Livermore High.

Humboldt County — Marcia A. Mearns, 17, 1435 Virginia Way, Arcata of Arcata High.

Kern County — Stephen D. Schuett, 17, 311 Oleander, Bakersfield, of Bakersfield High.

Los Angeles County — Catherine A. Biren, 17, 3364 Redwood Ave., Los Angeles of Venice High; Gary N. Holland, 17, 3605 Woodruff Ave., Long Beach, of Millikan High; Andrea L. Immel, 17, 2101 Elm Ave., Manhattan Beach, of Mira Costa High. Elizabeth A. Oetken, 18, 3458 Roxanne Ave., Long Beach, of St. Joseph High in Lakewood. James P. Religa, 17, 10322 Larrylyn Dr., Whittier, of Lowell High in La Habra; and Deborah G. Waite, 17, 8719 E. Aldrich St., Pico Rivera, of El Rancho High.

Orange County — Janice L. Celotti, 17, 930 N. Dianne, Santa Ana, of Tustin High in Tustin; and Kenneth T. Zwick, 17, 16841 Edgewater Lane, Huntington Beach, of Marina High.

Riverside County — John E. Salley, 17, 9232 53rd St., Riverside, of Rubidoux High in Rubidoux.

Sacramento County — Denise R. Filar-do, 17, 229 Woodring Way, Mather AFB, of Folsom High at Folsom.

San Bernardino County — Catherine A. Cox, 18, 952 N. Pine Ave., Rialto, of Eisenhower High.

San Diego County — Gayle L. Bashaw, 17, 668 Hillview Road, El Cajon, of Grossmont High in La Mesa.

San Joaquin County — Richard J. Martinez, 17, 24 W. Fifth St., Stockton, of St. Mary's High.

San Mateo County — Gary M. Lape, 18, 1323 Rainbow Dr., San Mateo, of Aragon High; and James W. Walraven, 17, 201 Santa Clara Way, San Mateo, of Hillsdale High.

Santa Clara County — Richard L. Anderson, 17, 12763 Lantana Ave., Saratoga, of Westmont High in Campbell; Liza S. Hirsch, 16, 316 So. 19th St., San Jose, of San Jose High; and Anthony Moy, 17, 725 Cowper St., Apt. 22, Palo Alto, of Palo Alto High.

Ventura County — David B. Combe, 17, 148 Estates Ave., Ventura, of Buena High; and James L. Kerwin, 18, 2153 Valley

Meadow Dr., Oak View, of St. Bonaventure High in Ventura.

Co-Sponsors Named

Co-sponsors of the 20 scholarships were: Butchers Union Local 120, Oakland; Butchers Union Local 498, Sacramento; California Federation of Teachers, AFT, AFL-CIO; 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; Marine Cooks and Stewards Union, AFL-CIO;

Northern California District Council of Laborers; Southern California District Council of Laborers; State Building and Construction Trades Council of California; 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.

Serving on the panel of judges for the 1971 competition were: Jack Blackburn, Coordinator of Labor Programs, Center for Labor Research and Education, Institute of Industrial Relations, University of California at Los Angeles; Michael B. Lehmann, Assistant Professor of Economics, University of San Francisco; and Leland S. Russell, Chairman, Joint Study Committee on Guidance, California Association of Secondary School Administrators of Lafayette.

In addition, the Federation in 1971 awarded honorable mention "Certificates of Merit" to the 52 seniors in public and private high schools throughout the state who were runners up in the Federation's 1971 scholarship awards program.

Runners-Up Announced

The 52 runners-ups — including 13 in Los Angeles County, 7 in Alameda County, 6 each in San Diego and San Mateo Counties; 4 in San Francisco, 3 in Stanislaus County, 2 each in Orange and Sacramento Counties, and 1 each in Contra Costa, Glenn, Marin, Merced, Monterey, Santa

Clara, Santa Cruz, Shasta and Ventura Counties — are listed below by counties:

Alameda — Chuck Combs, 4861 James Ave., Castro Valley, of Canyon High; Dianna M. Goodwin, 315 Lenox Ave., Oakland, of Oakland High; Frances Green, 3996 Oak Hill Road, Oakland, of Bishop O'Dowd High; Gail Hynes, 2240 Clinton Ave., Alameda, of Alameda High; Stephen Lebbert, 933 107th Ave., Oakland, of Bishop O'Dowd High; Tom Newman, 18639 Laredo Road, Castro Valley, of Canyon High; and David W. Rickman, 101 Lemoore, Alameda, of Encina High.

Contra Costa — Andrew Whitman, 105 Montanya Court, Walnut Creek, of Del Valle High.

Glenn — Jean Sousa, Rt. 1, Box 316B, Orland, of Orland High.

Los Angeles — Nancy R. Boone, 17111 Clemons Dr., Encino, of Birmingham High in Van Nuys; Thomas J. Cassidy, Jr., 13004 Burbank, Van Nuys, of Grant High; Rita Dixon, 314 Ranger Drive, Azusa, of Azusa High; Howard Dworitz, 8111 Whitsett Ave., North Hollywood, of Polytechnic High in Sun Valley; Peter Graham, 9448 Creemore Dr., Tujunga, of Verdugo Hills High; Peter Groom, 5752 Wallis Lane, Woodland Hills, of Taft High; Michael A. Hsu, 1022 S. Hauser Blvd., Los Angeles, of Loyola High; Seth P. Kravitz, 5201 Canton St., Long Beach, of Millikan High; Michael P. Leahy, 17239 Tuba St., Northridge, of Granada Hills High in Granada Hills; Patricia J. McMullen, 441 Prospect Circle, South Pasadena, of South Pasadena High; Dolores Pretorius, 4906 Garnet St., Torrance, of West High; Sheryl Y. Smith, 15225 Visalia Ave., Compton, of Dominguez High; and Kent Vinall, 42 Sea Cove Drive, Palos Verdes Peninsula, of Palos Verdes High in Palos Verdes Estates.

Marin — Andrew W. Bollen, 643 Bamboo Terrace, San Rafael, of Terra Linda High.

Merced — Terrence M. Nordstrom, 9877 Road 5½, Firebaugh, of Dos Palos Joint Union High in Dos Palos.

Monterey — Stephen W. Culbertson, 1435 Ramona Ave., Salinas, of North Salinas High.

Orange — Victoria I. Paterno, 18362 Lassen Dr., Santa Ana, of Foothill High; and Dorothea A. Warren, 21291 Seasprite Circle, Huntington Beach, of Edison High.

Sacramento — David S. Flamm, 1231 43rd Ave., Sacramento, of Kennedy High; and Carolyn Rice, 6312 Fordham Way, Sacramento, also of Kennedy High.

San Diego — Chris H. Gray, 4993 Pacifica Dr., San Diego, of Mission Bay High; Larry M. Greene, 5835 Baja Dr.,

San Diego, of Crawford High; Nan V. Heard, 9250 Lovell Lane, La Mesa, of Grossmont High; Mary A. Jessup, Rt. 1, Box 87-A, Jamul, of Monte Vista High in Spring Valley; Carol A. Nieuwenhuis, 4711 Boise Ave., San Diego, of Madison High; and Don Rudisill, 4145 Camino del Cerro Grande, Bonita, of Bonita Vista High in Chula Vista.

San Francisco — Kathleen A. Fennell, 212 Hoffman Ave., San Francisco, of St. Paul High; Roy A. Gonella, 1 Harvard St., San Francisco, of Riordan High; Susanne Low, 809 Columbus Ave., San Francisco, of Galileo High; and Marilyn J. O'Connor, 39 Molimo Dr., San Francisco, of Mercy High.

San Mateo — Roy G. Baker, Jr., 414 Imperial Dr., Pacifica, of Oceana High; Kathleen Goodman, 1408 Flores Dr., Pacifica, of Terra Nova High; Owen R. Grenlich, 617 Fallon Ave., San Mateo, of San Mateo High; Gilda Krips, 336 St. Francis Blvd., Daly City, of Westmoor High; Susan Niemi, 322-28th Ave., San Mateo, of Hillsdale High; and Mark Steinberg, 71 Ridgefield Ave., Daly City, of Serramonte High.

Santa Clara — Joel Tansey, 345 Brookwood Ave., San Jose, of San Jose High.

Santa Cruz — Chuck R. Calleros, 3560 Vienna Dr., Aptos, of Aptos High.

Shasta — Timothy J. VanErt, 2149 Marlene Ave., Redding, of Enterprise High.

Stanislaus — Mahlon J. Bekedam, 2413 Fremont, Modesto, of Grace M. Davis High; Kevin Jackson, 1414 Myrtle, Turlock, of Turlock High; and Kay C. Spencer, 1748 Lemon Ave., Patterson, of Patterson High.

Ventura — Randolph L. August, 240 Byron Ave., Ventura, of Buena High.

30 Winners in 1972

In 1972 there were 30 scholarship winners. This was the largest number of scholarships awarded in the history of the program. The 30 winners triumphed over 1,203 high school seniors in 510 public and private high schools throughout California who competed in the examination. Fourteen of the winners were from Northern California and 16 from Southern California.

The winners, listed alphabetically by counties are:

Contra Costa County — Cynthia A. Deno, 17, 4260 Lancelot Dr., Concord, of Clayton Valley High; Mark D. Kelson, 17, 29 Tiffin Ct., Concord, of Clayton Valley High; Leslie Ann Owens, 17, 4642 Stillwater Ct., Concord, of Concord High; and John B.

Tully, 17, 2595 Monterey Ave., Martinez, of Alhambra High.

Humboldt County — Jean Lysek, 18, P.O. Box 118, Arcata, of Arcata Union High; and Kathleen D. Raleigh, 18, 1625 Spring, Arcata, of Arcata Union High.

Kern County — Helena M. Wise, 17, 215 Rand, Johannesburg, of Sherman E. Burroughs High, in Ridgecrest.

Los Angeles County — David L. Cook, 17, 16048 E. Marlinton Dr., Whittier, of Lowell High, in La Habra; Susan J. Costa, 17, 1966 Pattiz Ave., Long Beach, of St. Joseph High in Lakewood; Thomas E. Greiff, 17, 4957 Brewster Dr., Tarzana, of Wm. Taft High in Woodland Hills; Steven D. Jacobson, 17, 6843 Bevis Ave., Van Nuys of Van Nuys High; JoAnn Lach, 17, 12645 Morrison St., No. Hollywood, of U.S. Grant High in Van Nuys; Carol F. Lee, 16, 13161 Courbett Lane, Granada Hills, of Granada Hills High; Julie L. Nash, 17, 43752 27th St., W., Lancaster, of Quartz Hill High, in Quartz Hill; Marilyn L. Perona, 17, 1710 Van Horne Lane, Redondo Beach, of Mira Costa High in Manhattan Beach; Howard A. Schnee, 17, 10101 Debra Ave., Granada Hills, of James Monroe High in Sepulveda; and Jan W. Whiteley, 18, 434 N. Prospect Ave., Redondo Beach, of West High in Torrance.

Orange County — Charles S. Price, 16, 8351 Alvarado, Huntington Beach, of Edison High.

San Bernardino County — Jennifer L. Paskvan, 17, 7400 Lucerne Vista, Yucca Valley, of Yucca Valley High; and Paul E. Todhunter, 17, 3495 E. 20th St., Highland, of San Geronio High in San Bernardino.

San Diego County — James A. Aleveras, Jr., 17, 5957 Joel Lane, La Mesa, of Grossmont High; Mark A. Howard, 18, 1809 Ramon St., Lemon Grove, of Mt. Miguel High in Spring Valley; and Valerie S. Sawyer, 17, 1269 Tylee St., Vista, of Vista High.

San Francisco County — Mariette Fillman, 17, 2051 44th Ave., San Francisco, of Lowell High.

San Joaquin County — Michael I. Pruden, 18, 831 North Ham Ln., Lodi, of Lodi High; and Rosanne Williamson, 17, 2 W. Robinhood Dr., Stockton, of St. Mary's High.

Santa Clara County — Anna Marie Chavez, 17, 918 Mangrove Ave., Sunnyvale, of Peterson High; James D. McSpadden, 17, 6665 Hanover Dr., San Jose, of Lynbrook High in Sunnyvale; and Leslie A. Tobey, 18, 1498 Vale Ave., Campbell, of Westmont High.

Solano County — Carol S. Adams, 17,

520 Coventry Ct., Vacaville, of Vaca-Wood High.

Co-Sponsors Listed

Of the 30 scholarships awarded in 1972, 27 were made available through the direct co-sponsorship of the following Federation affiliates:

Building and Construction Trades Council of Orange County, AFL-CIO; Butchers Union Local 120, Oakland; Butchers Union Local 498, Sacramento; California Federation of Teachers, AFT, AFL-CIO (two scholarships); 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;

Culinary Alliance, Local No. 681, Long Beach; Federation 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; Marine Cooks & Stewards Union, AFL-CIO; Northern California District Council of Laborers; Provision House Workers Union Local No. 274, Los Angeles;

San Diego-Imperial Counties Labor Council; Southern California District Council of Laborers; State Building and Construction Trades Council of California; U.A. Local 38; 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 other three scholarships were sponsored by the Federation itself.

Serving on the panel of judges for the 1972 competition were: Jack Blackburn, Coordinator for Labor Programs, Center for Labor Research and Education, Institute of Industrial Relations, University of California at Los Angeles; Michael B. Lehmann, Assistant Professor of Economics, University of San Francisco; and Leland S. Russell, Chairman, Joint Study Committee on Guidance, California Association of Secondary School Administrators of Lafayette.

44 Runners-Up Named

In addition, there were 44 more high school seniors who competed in the 1972

Scholarship Awards Program who were granted "Certificates of Merit" for their accomplishments in the contest. The 44 runners-up were:

Alameda — Larry J. Carson, 17, 727 Paru St., Alameda, of Encinal High; and Joanne Hanson, 17, 2284 Driftwood Way, San Leandro of Pacific High.

Contra Costa — Janice Jue, 17, 1224 Cabrillo St., El Cerrito and Florence J. Lin, 17, 7447 Potrero Ave., El Cerrito, both of El Cerrito High; and Jack Solomon, 17, P.O. Box 523, Diablo, of Monte Vista High in Danville.

Fresno — Eva C. Maschke, 17, 715 East Escalon, Fresno, of C. L. McLane High.

Los Angeles — Glenn C. Alex, 18, 3238 Knoxville Ave., Long Beach, of Millikan High; Larry Blazer, 17, 6009 Flores Ave., Los Angeles, of Inglewood High in Inglewood; Mark Becker, 17, 3253 Chatwin, Long Beach, also of Millikan High; Kathryn Coffey, 18, 14400 Robbie Court, Baldwin Park, of Bishop Amat Memorial High in La Puente; Roberta Folliart, 17, 9609 Woodley Ave., Sepulveda, of James Monroe High; Norman M. Glenn, 18, 6228 Goodland Pl., North Hollywood, of U.S. Grant High in Van Nuys; Janice G. Gustafson, 17, 12212 Izetta Ave., Downey, of Downey High; Deborah L. Hoffman, 17, 4070 Charles Ave., Culver City, of Culver City High; Lynne Isbell, 16, 701 N. Bradfield, Compton, of Dominguez High; David Kreda, 17, 6220 Alcove Ave., North Hollywood, also of U.S. Grant High in Van Nuys; James Lavally, 17, 18310 Chase St., Northridge of Grover Cleveland High in Reseda; Neil Polaske, 18, 4327 Elenda St., Culver City, also of Culver City High; Peter K. Rosen, 17, 6709 Colgate Ave., Los Angeles of Fairfax High; and Matthew W. Wahlin, 18, 320 East Hurst St., Covina, of Northview High.

Merced — Mary K. Brennan, 18, 102 Fifth Ave., Atwater, of Atwater High; and Virginia Van Atta, 17, P.O. Box 722, Dos Palos, of Dos Palos High.

Monterey — William Mar, 17, 613 Fairmont Dr., Salinas; John R. Martin, 17, 100 San Juan Dr., Salinas; and Ralph J. Van Brocklin, 17, 848 River Road, Salinas, all of Salinas High.

Orange — Hugh M. Neighbour, III, 18, 1227 West Santa Clara, Santa Ana, of Santa Ana High.

Riverside — Mildred E. Phillips, 16, 1806 Loma Vista, Apt. D., Riverside, of John W. North High.

Sacramento — Ellen Beckstead, 18, 6905 Silverthorne Circle, Sacramento, of Foothill Senior High; Robert G. Cornwell, Jr., 17, 9301 Cherry Ave., Orangevale, of

Casa Roble High; Marian Egli, 17, 5810 Parkoaks Dr., Carmichael, of San Juan High in Citrus Heights; and Rosemary Martinez, 16, 3068 33rd St., Sacramento, of St. Francis High.

San Bernardino — Susan M. Hughes, 18, P. O. Box 792, Yucca Valley, of Yucca Valley High.

San Diego — Carl Zimm, 18, 2605 El-lentown Road, La Jolla, of La Jolla High.

San Francisco — Elaine M. Coleman, 17, 2043 Carroll Ave., San Francisco, of Presentation High; Kevin Fong, 17, 219 Molimo Dr., San Francisco, of Lowell High; and Patricia Lucas, 17, 2366 25th Ave., San Francisco, of Mercy High.

San Joaquin — Larry Gaines, 18, 1122 Cameron Way, Stockton, of St. Mary's High.

San Luis Obispo — Karen Pederson, 17, 552 Stanford Dr., San Luis Obispo, of San Luis Obispo High.

San Mateo — Michele M. Clark, 17, 37 Muirwood Dr., Daly City, of Immaculate Conception Academy in San Francisco; and Robert S. Renquist, 17, 1099 Park Pacifica Ave., Pacifica, of Terra Nova High.

Santa Clara — Vicki Barron, 18, 6235 Radiant Dr., San Jose, of Oak Grove High; and James Chow, 17, 847 Laburnum, Sunnyvale, of Peterson High.

Siskiyou — David Cooper, 18, P.O. Box 597, Mount Shasta, of Mount Shasta High.

Ventura — Beverly I. Mills, 17, 259 Drexel, Ventura, of Buena High.

COMMUNITY SERVICES

Over the past two years the Federation participated in the annual statewide essay contest sponsored by the Governor's Committee for Employment of the Handicapped. The Federation has participated in this contest for many years in order to help focus public attention on the employment capabilities of handicapped workers.

Members of the judges committee for the 1972 essay contest included the Federation's President. In addition, the Federation's General Vice President presided at the award ceremony. The Federation provided air fare and expense money so that the winner could go to Washington D.C. to attend the annual luncheon for statewide winners of the President's Committee for Employment of the Handicapped.

The California winner was Stephen Brittenham, a 16-year-old junior at Skyline High School in Oakland.

In other community affairs, the Federation throughout 1971 and 1972 continued

its endorsement and support for the Aid-United Givers Program.

The Federation was also involved in the U.S. Savings Bond Program. In May, 1972, for example, your Secretary-Treasurer sent to all affiliates a letter pointing out that purchases of U.S. savings bonds helped "promote government subsidy funds for school lunches, better housing, financial aid to students in colleges and hosts of other people-serving activities." Your Secretary-Treasurer was 1972 chairman of organized labor's U.S. Savings Bond Committee in California.

The Federation also has continued to provide aid and assistance to local officials when national disasters have struck. The most recent example of this was the Rapid City, South Dakota flood in June, 1972. The Federation called upon all affiliates to aid the many thousands of flood-stricken victims by sending financial contributions.

Aid To Storm Victims

Another example of the Federation's community service activity was its request to local unions, central bodies, and individual union members in August, 1970, to contribute to the nationwide Emergency Fund appeal issued by the Red Cross to help the thousands of families who suffered crippling losses when Hurricane Celia devastated portions of the Texas Gulf Coast Area.

In other community services fields, the Federation has continued to provide assistance and information to various foreign trade union dignitaries.

Foreign visitors from the following 27 nations met with Federation officers and staff since the 1970 convention: Argentina, Australia, Austria, Bolivia, Brazil, Chile, Columbia, Dahomey, Finland, Guatemala, Honduras, Iceland, India, Israel, Japan, Lebanon, Malaysia, New Zealand, Nigeria, Paraguay, Senegal, South Africa, Taiwan, Trinidad, Uruguay, Venezuela, and West Germany.

The Federation in November, 1971, also hosted a group of 40 veteran federal government officials, most of them career officers of the American foreign service as part of their nationwide tour to "rediscover America." They met with your Secretary-Treasurer and a panel of four representatives of AFL-CIO labor organizations in the Federation's headquarters building.

The visitors, whose average length of service in the federal government was 20 years, were part of a ten-month senior seminar in foreign policy sponsored by the Department of State.

In addition, reflecting the labor movement's interest in the field of foreign affairs, the Federation's weekly newspaper carried numerous stories on development in international affairs of particular concern to trade unionists.

California Labor Press

In 1971 and 1972 your Federation continued to participate actively in the California Labor Press Association, the statewide organization of labor press editors. The CLPA meets annually and the Federation has played an active role in the drafting of the agenda and the activities at the annual meetings. Moreover, your Secretary-Treasurer has spoken to the annual CLPA meetings, stressing the need for adequate communications between central labor bodies and union members through the medium of the labor press.

In addition, the Federation's weekly newspaper won its second national award in November, 1971. At the International Labor Press Association's Convention in Miami Beach, Florida, in November, 1971, one week prior to the convention of the national AFL-CIO, the Federation's paper won a first place award for "Outstanding Achievement in the Field of Labor Journalism." The prize was one of only nine first place awards in the category of "General Excellence" in a contest which attracted more than 500 entries. The Federation won in the category of state and local central bodies in the United States and Canada with labor papers having less than 15,000 circulation.

The judges, in giving the award, noted that:

"The outstanding example was the California AFL-CIO News, which provides in small format the kind of detailed information that active union members need to participate fully in their areas of interest. It deserves emulation by other state and provincial bodies for its thoroughness of treatment, aggressive style, and frequency of publication."

Judges for the contest were: Charles E. Crissey, retired editor of the American Newspaper Guild's Reporter; Henry Lowenstern, executive editor of the federal government's Monthly Labor Review; and Jack Rosenthal of the New York Times.

ASSISTANCE TO AFFILIATES

Over the past two years the Federation has provided direct assistance to Federation affiliates in numerous situations.

In June, 1972, the Federation provided help in the labor dispute of local unions

with the University of California at its Berkeley and San Francisco campuses.

Aid to U.C. Unionists

Following vicious attacks by the campus police on peaceful pickets at the University of California, Berkeley, in mid-June, your Secretary-Treasurer called for an educational boycott of the Berkeley campus of the University and denounced University President Charles B. Hitch for attempting to destroy "the prevailing wage scale concept that has been University policy for decades."

In a letter announcing the boycott to all Federation affiliates, your Secretary-Treasurer pointed out that:

"The AFL-CIO dispute with the University of California at Berkeley has reached a point of danger and disaster.

"Last week the campus police of President Charles J. Hitch brutally assaulted and beat officials and members of AFL-CIO unions assembled in peaceful protest.

"Hitch will continue with police beating as long as he goes unchallenged.

"He has provoked the present dispute by his wage-wrecking policies. He would, for example, force building tradesmen to work for maintenance scales rates rather than the construction scales prevailing in private industry. In doing this he is destroying the prevailing wage scale concept that has been university policy for decades.

"Hitch is also unwilling to establish democratic grievance procedures for building tradesmen, none of whom have civil service status or any job security.

"In view of the police and personnel policies of the University, all AFL-CIO unions and councils should immediately sever any educational arrangements they might now have at the Berkeley campus.

"This educational boycott applies particularly to the Institute of Industrial Relations. Hitch should shut down the Institute at once. His programs have made its existence a farce and a fraud.

"The educational boycott should continue until Hitch abandons his 19th century policy and personnel policies and accepts union rights at Berkeley."

State Probe Requested

The Federation also sent a wire to State Attorney General Evelle Younger saying:

"In the name of the California Labor Federation, AFL-CIO, . . . request that you immediately investigate the behavior of the University of California Berkeley campus police with respect to the brutal beating of peacefully assembled AFL-CIO

unionists last evening by the campus security officers.

"The state labor movement demands the immediate end of the totalitarian police tactics now being sponsored by President Hitch. Our organization represents 1,600,000 AFL-CIO members in California."

In addition, the Federation sent out a fund appeal to all affiliates, urging them to contribute funds to help defray the living expenses of workers at both the University's Berkeley and San Francisco campuses who had withheld their labor for approximately two months. Shortly thereafter, union-won settlements were achieved at both campuses.

Blue Cross Organizing Drive

Other Federation efforts to assist local unions included strong support for the 1971 drive of the Office and Professional Employees Union to organize Blue Cross health plan workers. Your Secretary-Treasurer sent an open letter to Blue Cross employees saying:

"As Executive Secretary-Treasurer of the California Labor Federation, AFL-CIO, and a member for many years of the Office and Professional Employees Union, I look forward to your early affiliation with Local 29 of the Office Employees International Union.

"Nearly two million Californians are affiliated with us in the AFL-CIO. They represent the broad spectrum of our society including carpenters and engineers, farm workers and university professors, stenographers and steelworkers.

"There is an overriding reason for unity in this diversity: the many economic advantages for the individuals involved. Statistically, union members are better paid, have greater working conditions, have greater job security, greater equity in dealing with their employers and countless other advantages not available to the unorganized.

"In fact, the fringe benefits many of our members enjoy under union contracts include Blue Cross coverage as part of their job compensation. Nearly one-quarter of Blue Cross clients are union members. This makes us, as a group, one of the largest consumers of Blue Cross service.

"The national AFL-CIO, the State AFL-CIO, and the Alameda County Central Labor Council are strongly behind the effort of OPEU No. 29. We will welcome the opportunity to work with you and to share our strength with you in securing the advantages of union membership.

Victory at Blue Shield

The Federation was also involved in other organizing attempts, such as the In-

surance Workers' International Union effort at the Civil Service Employees Insurance Company, and the successful effort of Office Employees, Local 3, which won a collective bargaining election at the Blue Shield Health Plan offices in the San Francisco Bay Area.

The Federation's weekly newspaper also repeatedly carried stories about the efforts of affiliates to win collective bargaining rights, better wages and working conditions and other union goals. For example, the Federation newspaper helped publicize the San Diego Labor Council's fight with the Sea World Marine Exhibition and Amusement Park in San Diego; the struggles of the Fire Fighters' Union to win decent wages, hours and working conditions in South Dakota; the anti-union activities of motion picture theatre operators in Monterey and Santa Cruz Counties; the anti-union operations of the Dal-Tex Optical Company of Dallas, Texas; the unwillingness of the Lucky Supermarket Chain to provide equal opportunity employment for women workers; and the struggle by low-income Mexican-American union members to win decent wages, hours, and working conditions from the Farah Company, a clothing manufacturer in the Southwest.

The Federation's newspaper also carried major stories on the strike by the Communications Workers of America's successful strike against the Bell Telephone System; the strike of the workers of the United Telegraph Union against Western Union; the San Francisco Teachers Strike; the anti-union activities of Montgomery Ward Stores; the strike of the International Chemical Workers Union against the Sterling Drug Company; the strikebreaking efforts of the Sacramento City Council in the labor dispute between them and the Fire Fighters' Union and of many other labor disputes too numerous to mention.

Union Label and We Don't Patronize List

The Federation has continued to strongly promote the union label. In early 1971 your Secretary-Treasurer sent letters to the State Printer and the Director of the State Department of General Services calling upon them to display the union label on all printed material produced at the State Printing Plant in Sacramento.

In late July, 1971 your Federation urged the Governor to recognize and call on all citizens to observe Union Label Week, September 6-12, 1971. The Governor responded favorably issuing a proclamation

designating that week as Union Label Week in tribute to organized labor.

The Federation also maintained its current and active "We Don't Patronize" list, with firms being added and deleted by actions of the Federation's Executive Council. As of late June, 1972, the unfair list of the Federation was:

Coors Beer

Gaffers & Sattler products

Kindair Theater Corporation, operators of the following anti-union theaters in Santa Cruz and Monterey Counties:

Cinema 70 in Monterey;

Steinbeck Theater in Monterey;

Valley Cinema in Carmel Valley;

Globe Theater in Salinas;

Cinema Theater in Soquel; and

Twin I & II in Aptos

Montgomery Ward in Redding

Newporter Inn, Newport Beach

Tennessee Plastics of Johnson City, Tennessee

The Nut Tree and the **Coffee Tree Restaurant**, on Highway 40 between San Francisco and Sacramento

San Rafael Independent-Journal

Sea World, San Diego

The following San Diego area motels:

Bahia Motel and Motor Lodge; and the **Catamarran Motor Hotel and Restaurant**

The following restaurants on Union Street in San Francisco:

Thomas Lords

Mother Lode

Cooperage

Coffee Cantata

Vintners

Hudson Bay West

Perry's

Victoria Station

The Deli

The Godfather

Mingai-Ya

Jim's Grill

Restaurants in Ghirardelli Square, San Francisco:

Magic Pan

The Mandarin

Ghirardelli Wine & Cellar Cafe

Other eating places in San Francisco:

McDonald's Hamburger (all)

Colonel Sanders Kentucky Fried Chicken (all)

H. Salt Esquire Fish & Chips (all)

Jack in the Box (all)

Benihana of Tokyo

Head Hunter Amusement Park of San Francisco

Kau Kau Gardens

Carol Doda's

Mabuhay Restaurant

The Casbah

In addition the Federation is supporting such national AFL-CIO consumer boycotts as those in progress against the **Los Angeles Herald-Examiner** and the **Kingsport Press** of Kingsport, Tenn., publishers of the "World Book" and "Childcraft" series.

OTHER ACTIVITIES

In other areas of involvement, in June, 1972 your Secretary-Treasurer announced the appointment of the Federation's General Vice President to head up the Federation's political action arm, the California Labor Council on Political Education's Senior Citizens section, in recognition of the need to mobilize retired trade unionists and other senior citizens for organized labor's voter registration, education, and get-out-the-vote efforts. This action followed by about six months the appointment by your Secretary-Treasurer of a full-time statewide Women's Director for the Federation's political arm.

In other areas of involvement, the Federation's Research Director was appointed and served a one-year term on the National Commission on State Workmen's Compensation Laws in Washington, D.C., a body created by the Congress of the United States, to study ways of improving state workmen's compensation programs.

The Federation's Director of Social Insurance was appointed to an advisory body to the State Department of Industrial Relations charged with bringing California's safety regulations into conformity with the federal Occupational Safety and Health Act.

In addition, other members of the Federation staff have been appointed to serve on various advisory boards, commissions, and study groups over the past two years.

FEDERATION ADMINISTRATION

The year 1971 was a sad one in one regard. It saw the death of the Federation's Secretary-Treasurer Emeritus Thomas L. Pitts and of his immediate predecessor, former Secretary-Treasurer Cornelius J.

Haggerty. Haggerty had been the Federation's chief executive officer from 1943 to 1960. Pitts served in the same capacity from March, 1960 to March, 1970.

Secretary-Treasurer Emeritus Thomas L. Pitts died September 1, 1971. The Federation's newspaper carried the following editorial on his passing the same week:

"Tommy Pitts is gone but he left only after a fight to the last breath. Tommy never backed away from anything in life and he scorned the fear of death as only a brave man could.

"He suffered dreadful pain through the last years of crippling disease but never once did the iron will break. Never once did the whisper of despair come from the man who had so long struggled in the cause of Labor.

"It was his destiny to sustain and enlarge the work of Neil Haggerty in the building of the State AFL-CIO movement. He was blessed with a penetrating mind and a warrior's spirit. Under his leadership the California Labor Federation attained new stature and new promise. At the time of his retirement his great years had only begun.

"Tommy Pitts left the Federation a legacy of militant unionism and unquestioned valor. May God rest his fighting heart."

Later that year, a joint legislative resolution was adopted by the California State Legislature paying tribute to him. The resolution stated:

WHEREAS, Thomas L. Pitts, who died on September 1, 1971, will be remembered as one of California's greatest leaders in the field of organized labor, devoting himself to being an outstanding union representative for over 30 years; and

WHEREAS, Mr. Pitts courageously and effectively represented the cause of California workers, and his influence was a major factor in obtaining better unemployment benefits, stronger protection for industrially injured and disabled workers, unionization of farm workers, improved consumer protections, and constructive changes coupled with enforcement of both federal and state labor laws; and

WHEREAS, His distinguished career began in the ranks of labor as a truck driver in 1931, and in 1936 he became business representative of Freight Drivers Union Local 208, and a year later he was named secretary-treasurer of Wholesale Delivery Drivers' and Salesmen's Union Local 848; and

WHEREAS, Mr. Pitts then served on the executive boards of both the Los Angeles

Central Labor Council and Joint Council of Teamsters No. 42; and

WHEREAS, His tremendous ability as a labor leader was recognized by his peers through his election to the position of vice-president of the California State Federation of Labor, A. F. of L., in 1941, by his election as president of that organization in 1950, and ultimately by his election as president of the California Labor Federation, AFL-CIO, following the state-level merger of the two organizations in 1958; and

WHEREAS, In 1960 Mr. Pitts was elected executive secretary-treasurer of the AFL-CIO, continuing to do an excellent job in that capacity until his retirement in 1970; and

WHEREAS, Mr. Pitts was a member of the State Board of Education and the Board of Trustees of California State Colleges under appointments by Governors Goodwin J. Knight and Edmund G. Brown, and he was also a member of the Board of Directors of the State Compensation Insurance Fund from 1952 to 1959 and a member of the Coordinating Committee of the Governor's Industrial Safety Council from 1952 to 1958; and

WHEREAS, He was appointed by the late Attorney General Robert F. Kennedy as a member of the Citizens Advisory Council of the President's Committee on Juvenile Delinquency and Youth Crime in 1962; and

WHEREAS, In addition to his many notable associations and accomplishments, Mr. Pitts served on the California Constitution Revision Commission from 1964 to 1968, and also he was a member of the Governor's Committee for the Employment of the Handicapped and was a past president and member of the Board of Directors of Associated In-Group Donors, United Givers in Los Angeles; and

WHEREAS, He is survived by his wife, Gwen, by his four children, Steve Pitts, Thomas L. Pitts, Jr., Nancy Silva, and Sharon Pitts, and by his mother; now therefore, be it

Resolved by the Joint Rules Committee of the Senate and the Assembly, That the Members pay tribute to the memory of Thomas L. Pitts, and express their heartfelt sympathy for his loss; and be it further

Resolved, That suitably prepared copies of this resolution be transmitted to the above-named relatives of Thomas L. Pitts.

Former Secretary-Treasurer Cornelius J. "Neil" Haggerty died a little more than one month later, October 10, 1971.

The Federation's newspaper that week ran the following tribute:

"Neil Haggerty is dead but the memory of his work will last as long as there is a state labor movement in California.

"He was a man of uncommon intelligence, judgment and dedication. The American labor movement has never produced a more talented leader.

"Union labor was Neil Haggerty's life and he gave to that cause years of unmatched attainment.

"He possessed as few men could the qualities of leadership that allowed him to build the finest state labor organization in America.

"During the last decade of his life he led the National AFL-CIO Building and Construction Trades Department but his heart remained in California. It was proper in a sense that he should die here where he had so long struggled in behalf of working men and women.

"Neil Haggerty was very much the father of the California Labor Federation, AFL-CIO, and our organization can best honor him by committing itself more strongly to the principles of unionism to which he devoted his life."

Recognizing his great contribution to the well being of our state, in November, 1971 a Joint Legislative Resolution by the California State Legislature memorializing "Neil" Haggerty was adopted. It stated:

WHEREAS, It is with great sorrow that the Members learned that C. J. "Neil" Haggerty, one of the most respected and admired labor leaders in the nation, died at his home in Palm Springs recently; and

WHEREAS, Mr. Haggerty, 77, retired only last April from the post of President of the National AFL-CIO Building and Construction Trades Department, one of the highest posts in organized labor in the nation; and

WHEREAS, The Boston-born son of immigrant Irish parents, who quit school after the fourth grade and once sang Irish ballads on the streets of Boston to earn pennies, won the title of California's "Mr. Labor" more than 25 years ago after he was elected Secretary-Treasurer of the California State Federation of Labor in 1943; and

WHEREAS, Mr. Haggerty was a close friend of three California Governors — Earl Warren, Goodwin J. Knight, and Edmund G. Brown — and was the first labor official ever to serve on the University of California's Board of Regents; and

WHEREAS, In 1943 he was elected Secretary-Treasurer of the California State Federation of Labor, which, under his leadership, earned a reputation as one of the most effective state organizations in the nation; and

WHEREAS, Advances won in the fields of state labor laws and social insurance under his leadership have been described as "an unparalleled example of effective representation of labor's broad interests before the legislature"; and

WHEREAS, When the AF of L and the CIO merged in 1958, Mr. Haggerty was elected to lead the newly formed California Labor Federation, AFL-CIO; and

WHEREAS, In 1960 he was appointed president of the National AFL-CIO Building and Construction Trades Department, a position to which he was repeatedly re-elected until his retirement; and

WHEREAS, Among numerous other activities, he served with distinction in the following capacities: member, Federal Advisory Council on Employment Security, Department of Labor; member, Regional Labor-Management Committee of Defense Manpower Administration; member, Board of Directors, National Housing Conference; vice president, International Labor Press Association, AFL-CIO; member, Joint United States-Mexican Trade Union Committee; AFL member, Latin American unit of International Confederation of Free Trade Unions; member, Board of Trustees, San Francisco Maritime Museum; and member, Archdiocesan Committee for Catholic Charities; and

WHEREAS, He has also served with: the National Civilian Defense Council, World War II; member, California State Personnel Board; member, Selective Service Area Appeals Board of Los Angeles; member, Board of Directors of California Safety Council; member, Governor's Conference on Education; member, California State Board of Education; AFL delegate to 1946 International Labor Organization, Brussels, Belgium; and represented the American Federation of Labor and International Confederation of Free Trade Unions at the United Nations Commemorative Session in 1955; and

WHEREAS, Neil Haggerty was very much the father of the California Labor Federation, AFL-CIO; now, therefore, be it

Resolved by the Joint Rules Committee of the Senate and the Assembly, That the Members express their heartfelt sorrow at the death of C. J. "Neil" Haggerty, one of the nation's most respected labor leaders; and be it further

Resolved, That a suitably prepared copy of this resolution be transmitted to the family of C. J. "Neil" Haggerty.

Over the last two years the Federation witnessed some changes in staff assignments and staff personnel. In October, 1971, the Federation's bookkeeper for many years, David M. Boring, passed away.

The Federation has continued to maintain full-time offices in Sacramento and Los Angeles. The principal office remains in San Francisco where it has been the headquarters since the inception of the Federation 71 years ago. In Sacramento, the Federation moved to larger office facilities in early 1971.

ACTIVITIES OF LEGAL COUNSEL

The progress of various court cases and other legal work performed by the Federation's General Counsel, Charles P. Scully between July 16, 1970 and June 16, 1972, as reported by him to your Secretary-Treasurer, is summarized as follows:

I. COURT CASES

A. *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 preventing use of prisoners in certain types of private employment:

December 22, 1970, the matter was argued before the California Court of Appeal and a favorable decision issued January 5, 1971 affirming the decision of the lower court.

January 18, 1971 the Attorney General filed a Petition for Rehearing to which we answered under date of January 25, 1971, and the rehearing was denied on February 2, 1971.

On February 11, 1971, the Attorney General petitioned for hearing before the California Supreme Court, to which we filed an answer on February 23, 1971. The Petition for Hearing was denied March 3, 1971 and the favorable decision of the lower court is now in full force and effect.

B. *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 preempted by the Federal Act preventing discrimination between men and women.

Since my last report, the following has transpired:

December 1, 1970 the matter was argued orally before a panel of the Ninth Circuit Court of Appeals in Los Angeles.

On January 7, 1971, this panel remanded to the United States District Court to determine whether or not the matter was moot since the railroad station involved had been closed at Thermal before the decision of the United States District Court. The United States District Court then ruled that the case was not moot and upon appeal to the Ninth Circuit Court of Appeals under date of June 1, 1971, a majority of the court, namely, Circuit Judges Hanley and Kilkenny, affirmed the decision of the District Court of Appeals with one judge dissenting on the ground the matter was moot. This judge was Chief Judge Chambers.

The California Attorney General then decided that Petition for Certiorari to the United States Supreme Court would not be undertaken and accordingly this decision is final.

C. *Pili, et al. v. California Labor Federation, AFL-CIO, et al.* — Santa Barbara Superior Court No. 8705, filed December 9, 1970 and served June 22, 1971.

This action was a complaint for assault and battery on or about August 24, 1970 involved with organizational activities of UFWOC. Plaintiff Pili asked for \$100,000 actual damages and \$100,000 punitive damages. Plaintiff Jackson asked for \$50,000 actual damages and \$100,000 punitive damages.

After correspondence with the various attorneys involved in attempts to establish that the Federation was in no way involved in the dispute, the matter was dismissed as to the Federation on July 29, 1971.

D. *Mendiola v. California Labor Federation, AFL-CIO, et al.* — Santa Barbara Superior Court No. 8891, filed December 14, 1970 and served June 22, 1971.

Like the previous matter, this was a complaint for assault and battery arising out of UFWOC organizing activities. The plaintiff sought \$200,000 in general damages and \$300,000 in punitive damages. Again after contact with the attorneys involved the matter was dismissed as to the Federation on July 29, 1971.

E. Yap v. California Labor Federation, AFL-CIO, et al. San Francisco Superior Court No. 637-367.

This action, which was filed October 5, 1971, is a complaint for breach of a collective bargaining agreement against Cooks Local No. 44, et al. by Plaintiff Yap through his alleging a violation of the contract in that he has been discharged and has not been paid at the required rate of \$121.25 per week since February 20, 1970.

November 5, 1971 the Federation filed a Demurrer and Motion for Summary Judgment and Points and Authorities in Support of said Motion, which was argued on November 23, 1971 and granted. The Order Granting such Motion was signed December 13, 1971, from which no appeal has been taken and the Summary Judgment is now final.

F. Crow v. Schultz. United States District Court (No. Calif.). C-70-1128-SAW.

As a result of a luncheon conference with attorneys for the plaintiff on September 16, 1971, I reported to the Secretary the desire that we participate in the matter as an amicus curiae. The consent of the Secretary was granted and under date of November 15, 1971, we filed an amicus curiae brief on behalf of the Federation. The original decision by the United States District Court was to the effect that an unemployment insurance claimant who had been found to be eligible for benefits by a Claims Agent could not have those benefits cut off by a different decision without a due process hearing. Although the matter has been briefed before the Ninth Circuit Court of Appeals it has not as yet been set for oral argument.

II. LEGISLATION

A. Drafting Legislation

(1) 1971 and 1972 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 1971 legislative activities was presented by the Secretary-Treasurer and accordingly I will not submit the details in this report.

B. Reading Bills, Files and Journals

During each session, I read and analyzed all bills and amendments introduced, and submitted memoranda in regard to them to the Secretary-Treasurer. I also reviewed all Files and Journals.

C. Attendance at Legislative Sessions 1971 and 1972

As requested by the Secretary-Treasurer, I appeared at various periods of time to express the views of the Federation before various committees of the Legislature and conferred with legislators in regard to the legislative program of the Federation.

D. Joint Legislative Conference, Sacramento.

Pursuant to the request of the Secretary-Treasurer, I participated in the Legislative Conference held in Sacramento May 24, 1971. In addition to preparing the Fact Sheet involving the Social Insurance problem, I presented orally to the conference the Federation views in regard to this subject matter.

III. EXECUTIVE COUNCIL MEETINGS

A. I attended the following meetings of the Executive Council and rendered advice as requested:

August 26-27, 1970—San Francisco

December 1-3, 1970—Palm Springs

March 29-31, 1971—Sacramento

June 28-30, 1971—San Diego

September 30 - October 1, 1971 — Sacramento

December 7-9, 1971—Los Angeles

March 8-9, 1972—Oakland

June 8-9, 1972—San Diego

I also attended various meetings of the Executive Council Standing Committee on Legislation and the Advisory Committee, when called to meet with them. These meetings were:

November 5, 1970—San Francisco

December 1-2, 1970—Palm Springs

September 8, 1971—Sacramento

IV. CONVENTION

A. I attended the convention of the Federation in San Francisco and assisted the committees as requested between August 28 and September 3, 1970.

V. MISCELLANEOUS

A. National AFL-CIO Attorneys' Conferences

(1) Conference on Freeze

In accordance with the request of President Meany, the Secretary-Treasurer requested me to attend the Conference of Attorneys on the above matter in Washington, D.C. August 25 - 27, 1971. I attended the conference as requested and submitted a complete report to the Executive Council.

(2) Convention Conference

Again at the request of President Meany, the Secretary-Treasurer requested that I attend the National Conference of Lawyers during the AFL-CIO convention in Miami November 18-24, 1971. I attended the conference as requested and submitted a report to the Executive Council.

B. National Commission on State Workmen's Compensation Laws

I was invited by the Chairman to present the views of the Federation at an off-the-record meeting of the full Commission in Washington, D.C. on January 27, 1972. I appeared before the Commission and presented the views, a report of which was submitted to the Executive Council.

C. Workmen's Compensation Rates

I reviewed the content of the presentation to be made on behalf of the Federation to the Insurance Commissioner with respect to the establishment of premium rates for workmen's compensation containing particularly the contention of the Federation that the loading factor should be eliminated from such rates.

D. Ballot Propositions

As requested by the Secretary-Treasurer, I reviewed the various state ballot propositions to appear at the time of the election and submitted by analysis of each to him.

E. Leases

At the request of the Secretary-Treasurer, I reviewed various leases of the Federation, as follows:

- (1) San Francisco office—January 31, 1972.
- (2) Los Angeles office—January 31, 1972.
- (3) Sacramento office — November 17, 1970.
Sacramento office — November 18, 1970.
Sacramento office — February 1, 1971.
Sacramento office — March 5, 1971.
Sacramento office — April 6, 1971.
Sacramento office — January 31, 1972.
- (4) Los Angeles Convention 1972.
Los Angeles Convention — January 21, 1971.
Los Angeles Convention — April 16, 1971.
Los Angeles Convention — July 12, 1971.
Los Angeles Convention — August 16, 1971.

Los Angeles Convention — January 31, 1972.

Los Angeles Convention — February 1, 1972.

F. Health and Welfare coverage for the Pitts'

In accordance with the resolution adopted by the Executive Council, I cooperated with the Secretary-Treasurer in attempting to establish programs for Secretary-Treasurer Emeritus Pitts and his wife prior to his death and to his surviving wife after his death.

G. Federation Staff Pension

At the request of the Secretary-Treasurer, I reviewed with him the substance of the Plan, the contents of the Actuarial Report and billings, and the desirability of future changes in the program.

H. 1972 Proposed CSEA Initiative

At the request of the Secretary-Treasurer, I reviewed the substance of the initiative and submitted a written report in regard to the contents thereof to him.

V. OPINIONS AND MISCELLANEOUS ADVICE

Throughout the period from our 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. Since this will undoubtedly be covered in the report of the Secretary-Treasurer and of the Executive Council, further discussion is not set forth at this time in this report.

Respectfully submitted,
CHARLES P. SCULLY
General Counsel

CONCLUSION

As this report indicates, many changes have occurred since the 1970 Convention. Your Federation has tried to keep pace with all developments affecting the labor movement in California, to respond timely and properly to them, and to provide leadership.

Over the past two years as your Secretary-Treasurer, I have continued to serve on the national AFL-CIO Advisory Committee to the AFL-CIO Coordinator of the State and Local Central Bodies. It also has been my pleasure to take on assignments abroad during the last two years for AFL-CIO President George Meany, having attended foreign trade union conferences and assemblies in Ireland, New Zealand, the Philippines and South Vietnam.

OFFICERS' REPORTS

In conclusion, I wish to express by deepest appreciation for the strong cooperation received from the Federation's many affiliates over the past two years. The Federation could not have achieved the accomplishments indicated throughout this report without such cooperation.

In addition, the assistance of the Federation's President, General Vice Presi-

dent, and staff has been invaluable in meeting past challenges and in developing new programs. This assistance remains essential to meeting the responsibilities of this office in forthcoming years.

Fraternally submitted,

JOHN F. HENNING

Executive Secretary-Treasurer

FEDERATION MEMBERSHIP STATISTICS

NEW AFFILIATIONS AND REINSTATEMENTS

June 1, 1970 to May 31, 1972

City	Union	Local No.	Date
Alameda			
	Alameda Federation of Teachers	1528	9/18/70
Arroyo Grande			
	Lucia Mar Federation of Teachers	1753	10/19/71
Auburn			
	Lumber & Sawmill Workers	2687	4/11/72
	Placer Teachers	2267	3/28/72
Bakersfield			
	Bakersfield Federation of Teachers	1866	11/16/71
	Communications Workers	9416	5/11/72
	Kern Federation of Teachers	2217	5/18/72
Berkeley			
	Berkeley Faculty Union of Teachers	1474	7/20/70
	University Federation of Librarians	1795	8/13/70
Brawley			
	Brawley Fire Fighters	1967	6/2/70
Calexico			
	Calexico Fire Fighters	1966	6/2/70
Chino			
	Chino Federation of Teachers	2086	10/28/71
	State, County & Municipal Employees	135	2/22/72
Compton			
	Compton Federation of Teachers	1413	7/28/70
Corcoran			
	Corcoran Unified Federation of Teachers	2220	11/4/71
Costa Mesa			
	College Teachers' Guild	1911	9/16/71
Danville			
	San Ramon Federation of Teachers	2052	9/16/71
Delano			
	Delano Federation of Teachers	2203	10/22/71
El Centro			
	Imperial Valley Fire Fighters	F-156	5/21/71
Fillmore			
	Hart Federation of Teachers	1922	10/19/71
Fremont			
	Chemical Workers	802	2/15/72
Fresno			
	Service Employees	110	5/18/72
	State Center Federation of Teachers	1533	9/23/71
Gardena			
	Steelworkers	6700	3/8/72
Garden Grove			
	Garden Grove Fire Fighters	2005	11/5/70
	Los Alamitos Federation of Teachers	1972	5/18/72
Geyserville			
	No. Sonoma County Federation of Teachers	1999	10/21/71
Gilroy			
	Gilroy Federation of Teachers	1921	9/28/71
Glendale			
	Glendale Federation of Teachers	610	9/17/70

City	Union	Local No.	Date
Huntington Beach			
	Huntington Beach Federation of Teachers	1427	11/16/71
Huntington Park			
	Steelworkers	7100	2/23/72
Indio			
	Coachella Valley Federation of Teachers	2247	12/27/71
Inglewood			
	Inglewood Federation of Teachers	2024	5/22/72
Kentfield			
	College of Marin Federation of Teachers	1610	3/29/71
La Jolla			
	U.C. San Diego Research & Teaching Assistants		11/12/71
Lone Pine			
	Lone Pine Educational Guild	2183	9/16/71
Los Angeles			
	Teachers' College Guild (AFT)	1521	10/28/71
	Carpenters	25	1/18/71
	Electrical Workers	11	6/5/70
	Electrical Workers	2295	8/12/70
	Laundry & Dry Cleaning International	52	11/23/70
	L.A. County Federation of Private School Teachers	1426	11/3/70
	Machinists & Aerospace Workers	620	3/11/71
	Neuropsychiatric Institute	2070	1/19/71
	Roofers' Local Union	36	9/29/70
	Stove, Furnace & Allied Appliance Workers	125B	4/18/72
	U.C.L.A. Teaching Assistants	1781	8/17/21
McArthur			
	Intermountain Federation of Teachers	2116	10/19/71
Manteca			
	Carpenters	1869	4/7/72
Mare Island			
	Mare Island Fire Fighters	F-48	5/21/71
Martell			
	Carpenters	1522	3/6/72
Martinez			
	Carpenters	2046	3/16/72
Mentone			
	Machinists & Aerospace Workers	947	12/8/70
Milpitas			
	Milpitas Federation of Teachers	2140	1/19/71
Modesto			
	Chemical Workers	190	2/10/72
	Laborers Union	1130	3/27/72
Mountain View			
	Mountain View Fire Fighters	1965	6/2/70
	Mountain View-Los Altos Teachers	1937	11/4/71
Moraga			
	Acalanes District Union Teachers	2037	6/17/70
Newport Beach			
	Newport-Mesa Federation of Teachers	1794	10/19/71
Oakland			
	Alameda County Private School Teachers	2040	8/5/71
	Bakery Workers	119	5/4/71
	District Council of Plasterers & Cement Masons of No. Calif.		3/4/71
	East Bay Skills Center Teachers	1688	11/19/70
	Laundry Workers	2	8/7/70
	Oakland-Alameda County Federation of Teachers	771	8/3/71

CALIFORNIA LABOR FEDERATION

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City	Union	Local No.	Date
Oildale			
	Rubber Workers	782	3/10/71
Ojai			
	Teachers Local	2119	9/9/71
Ontario			
	West San Bernardino County Federation of Teachers	1952	8/18/71
Orange			
	Orange Unified Federation of Teachers	2188	10/14/71
Palo Alto			
	Palo Alto Federation of Teachers	1256	11/16/71
	Palo Alto Fire Fighters	1319	10/27/71
Petaluma			
	Petaluma Federation of Teachers	1881	10/19/71
Pittsburg			
	Pittsburg Fire Fighters	1993	9/2/70
Pleasant Hill			
	Diablo Valley College Federation of Teachers	1726	7/28/71
Pleasanton			
	Pleasanton Fire Fighters	1974	6/2/70
Pomona			
	Glass Bottle Blowers	34	8/28/70
Port Chicago			
	Chemical Workers	25	2/14/72
Red Bluff			
	Red Bluff Federation of Teachers	2078	10/18/71
Redding			
	Musicians Protective Union	113	4/4/72
	Painters and Allied Trades	315	4/25/72
Redondo Beach			
	South Bay Federation of Teachers	2216	5/4/72
Redwood City			
	San Bruno City Employees	2190	9/16/71
	Redwood City Fire Fighters	2014	12/29/70
Reedley			
	Kings Canyon Unified Federation of Teachers	2218	10/18/71
Reseda			
	Carpenters	844	11/19/70
Ridgecrest			
	Electrical Workers	729	6/22/70
Riverside			
	American Federation of State, County & Muni. Employees	1476	4/26/71
	Communications Workers	9508	1/25/72
	Culinary Workers	535	5/4/72
	Riverside City College Federation of Teachers	1814	10/19/71
	Riverside Federation of Teachers	1414	8/13/71
Sacramento			
	Amalgamated Clothing Workers	107	7/29/70
	AFSCME, California District Council #96		4/28/71
	Bricklayers Union	9	3/14/71
	California State Employees Council #56		3/23/72
	Carpenters	586	10/16/70
	Folsom-Cordova Federation of Teachers	1891	1/7/71
	Los Rios College Federation of Teachers	2279	3/27/72
	Retail Clerks	588	3/26/71
	Sacramento Federation of Teachers	31	8/5/71
	Theatrical Wardrobe Employees	874	9/8/71

City	Union	Local No.	Date
San Bernardino			
	Communications Workers	9573	1/25/72
	San Bernardino Federation of Teachers	832	2/3/72
San Bruno			
	Carpenters	848	4/10/72
	Machinists & Aerospace Workers	1213	12/1/70
San Diego			
	Service Employees Union	102	3/3/72
San Fernando			
	San Fernando Fire Fighters	2074	10/27/71
San Francisco			
	Chemical Workers	466	3/17/72
	Community College Federation of Teachers	2121	10/1/71
	Government Employees	1466	5/8/72
	Hunters Point Fire Fighters	F-52	5/21/71
	Machinists-Hunters Point Lodge	85	12/22/70
	Transport Workers (Federation of Public Employees)	292	2/15/72
	Treasure Island Fire Fighters	F-159	8/3/70
	United Industrial Workers of North America		12/1/71
San Jose			
	Communications Workers	9423	6/29/70
	East San Jose Federation of Teachers	2102	10/15/71
	Secondary Teachers' Association	2240	5/17/72
	United Professors of California		2/17/71
San Lorenzo			
	San Lorenzo Teachers	1713	8/11/71
San Mateo			
	Building Service Employees	81	3/10/72
	San Mateo Community College Teachers	1493	9/1/70
	San Mateo Union High School District Teachers	1914	9/18/70
San Pablo			
	Contra Costa College Federation of Teachers	1754	9/21/71
San Pedro			
	Retail Clerks	905	6/5/70
San Rafael			
	Carpenters	35	9/21/70
Santa Ana			
	Garden Grove Federation of Teachers	1752	5/24/72
	Plasterers	489	9/1/70
Santa Barbara			
	Santa Barbara Federation of Teachers	1081	10/27/70
	Santa Barbara Fire Fighters	2046	10/27/71
Santa Cruz			
	Faculty Union Teachers	2199	5/8/72
	Greater Santa Cruz Federation of Teachers	2030	9/2/71
Santa Maria			
	Machinists & Aerospace Workers	2242	11/19/70
	Santa Maria Fire Fighters	2020	5/21/71
Santa Paula			
	Santa Paula Federation of Teachers	2071	11/19/71
Santa Rosa			
	Communications Workers	9403	9/16/70
	Machinists & Aerospace Workers	1178	11/19/70
	Santa Rosa Federation of Teachers	2024	2/23/72
Saugus			
	Glass Bottle Blowers	69	11/3/70

CALIFORNIA LABOR FEDERATION

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City	Union	Local No.	Date
Selma			
	Selma Unified Federation of Teachers	2197	10/13/71
Suisun City			
	Solano Community College Teachers	1696	10/19/71
Sunnyvale			
	District Council #2 — Chemical Workers.....		1/18/72
	Technical and Office Workers	322	1/15/71
Temple City			
	Temple City Federation of Teachers	1791	9/23/71
Torrance			
	Rubber Workers	839	5/4/71
	Torrance-Palos Verdes Federation of Teachers	2206	5/10/72
Tulare			
	Tulare Federation of Teachers	2227	10/20/71
Ukiah			
	Federation of Active Classroom Teachers	2025	9/17/71
Vallejo			
	Machinists & Aerospace Workers	252	12/22/70
Van Nuys			
	Communications Workers	9503	1/27/72
Visalia			
	Visalia Fire Fighters	1981	7/6/70
Vista			
	Painters Union	1906	8/21/70
West Covina			
	La Puente Valley Federation of Teachers.....	1792	10/29/70

MERGERS

June 1, 1970 to May 31, 1972

Bakersfield Fire Fighters No. 844 in Bakersfield merged with Kern County Fire Fighters No. 1301 in Bakersfield	9/1/70
Machinists No. 1687 in Benicia merged with Machinists No. 1492 in Vallejo	9/25/70
Central Labor Council of Imperial Valley in El Centro merged with San Diego Imperial County Central Labor Council	1/1/71
Construction & General Laborers No. 1119 in El Centro merged with Hod Carriers & General Laborers No. 1184 in Riverside	8/1/71
Teachers No. 1384 in Long Beach merged with United Professors of California in San Jose	2/17/71
Ladies Garment Workers No. 483 in Los Angeles merged with Ladies Garment Workers No. 55 in Los Angeles	6/23/71
Ladies Garment Workers No. 496 in Los Angeles merged with Ladies Garment Workers No. 482 in Los Angeles	6/23/71
Sportswear & Cotton Garment Workers No. 266 in Los Angeles merged with Ladies Garment Workers No. 96 in Los Angeles	6/23/71
Electrical Workers No. 1072 in Monterey merged with Electrical Workers No. 234 in Salinas	7/16/70
Machinists No. 1419 in Napa merged with Machinists No. 1492 in Vallejo	4/1/72
Bartenders & Culinary Workers No. 271 merged with Bartenders & Culinary Workers No. 77 in Santa Rosa	11/1/70
Beauticians No. 508-A in Richmond merged with Barbers No. 508 in Richmond	5/26/71
Machinists No. 33 in Sacramento merged with Machinists No. 2182 in Sacramento	3/31/71
Lathers No. 252 in San Bernardino merged with Lathers No. 42 in Los Angeles	10/28/71
San Diego State Teachers No. 1407 merged with United Professors of California in San Jose	2/1/71

Scrap Iron, Metal & Waste Material Workers No. 965 in San Francisco merged with Shipyard & Marine Shop Lab. No. 886 in Oakland	8/1/70
College Council-California Federation of Teachers in San Jose marged with United Professors of California in San Jose	2/17/71
San Jose State College Teachers No. 1362 in San Jose merged with United Professors of California in San Jose	2/17/71
Central Labor Council in San Luis Obispo merged with Tri-Counties Central Labor Council in Ventura	4/11/72
Typographical No. 862 in San Pedro merged with Typographical No. 650 in Long Beach	9/1/71
Typographical No. 579 in Santa Ana merged with Typographical No. 650 in Long Beach	8/15/70
Central Labor Council in Santa Barbara merged with Tri-Counties Central Labor Council in Ventura	4/11/72
Central Labor Council in Santa Maria merged with Tri-Counties Central Labor Council in Ventura	4/11/72
Butchers No. 364 in Santa Rosa merged with Butchers No. 115 in San Francisco	6/1/71
Loggers No. 3006 in Trinidad merged with Lumber & Sawmill Workers No. 2592 in Eureka	9/1/71
Central Labor Council of Mendocino in Ukiah merged with Sonoma Central Labor Council in Santa Rosa	6/15/71
Typographical No. 389 in Vallejo merged with Typographical No. 21 in San Francisco	7/11/70

SUSPENSIONS

June 1, 1970 to May 31, 1972

City	Union	Local No.	Date
Bakersfield			
	Hotel & Restaurant Workers	550	8/18/71
Chico			
	Building & Construction Trades Council		5/12/71
Coronado			
	Language Teachers	1976	2/9/71
Gardena			
	Steelworkers Union	2273	6/1/71
Glendale			
	Brick & Clay Workers	774	5/31/72
Hayward			
	Steelworkers Union	5004	12/1/71
Huntington Park			
	(American Flint) Glass Workers	141	10/1/71
Inglewood			
	Painters & Decorators	1346	8/1/70
Ione			
	Brick & Clay Workers	750	7/1/71
Lancaster			
	Communications Workers	9577	9/1/71
Los Angeles			
	Jt. Exec. Council-Conference of Electrical Wkrs. of So. Cal.		11/1/71
	Oilfield Maintenance Workers	1234	4/6/71
Marysville			
	Bartenders & Culinary Alliance	715	11/24/70
Modesto			
	Barbers	787	4/1/72
Palmdale			
	Painters	1793	5/1/72
Pasadena			
	Hotel, Restaurant Employees & Bartenders	531	6/1/71

CALIFORNIA LABOR FEDERATION

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City	Union	Local No.	Date
Sacramento			
	Building & Construction Trades Council		3/1/72
	Stereotypers	86	11/11/71
San Diego			
	Palomar College Teachers Guild	1935	6/1/71
San Francisco			
	Associates, Aides, Assistants (Teachers)	1928	5/1/72
	Pattern Makers Association		5/12/71
	Ship Painters	961	7/14/70
San Pedro			
	Plasterers & Cement Finishers	838	5/1/72
San Rafael			
	Communications Workers	9404	9/1/71
Santa Barbara			
	Lathers	379	5/1/72
Stockton			
	United Brick & Clay Workers	528	10/6/70
Torrance			
	Torrance School Employees	1101	11/24/70
Tracy			
	Sugar Workers	181	8/18/71
Tustin			
	Rubber Workers	510	8/17/71

WITHDRAWALS

June 1, 1970 to May 31, 1972

Anderson			
	Int. Woodworkers of America	433	3/25/71
Colton			
	Steelworkers Union	5647	1/9/71
Costa Mesa			
	Costa Mesa Fire Fighters	1465	10/27/71
Emeryville			
	Oil, Chemical & Atomic Workers	589	3/1/72
Eureka			
	Electrical Workers	482	2/9/71
Fremont			
	Fremont Fire Fighters	1689	3/1/72
Livermore			
	Barbers	270	5/1/71
Long Beach			
	Typographical	650	7/31/71
Los Angeles			
	Barbers	1000	1/1/72
	Lathers	42	11/1/72
	Motion Picture Projectionists	150	2/1/72
	United Telegraph Workers	48	3/20/72
Mare Island			
	Mare Island Fire Fighters	F-48	3/1/72
Montclair			
	Montclair Fire Fighters	1473	12/29/70
New York			
	National Maritime Unions—California		12/31/70
Oakland			
	Typographical	36	2/3/71

City	Union	Local No.	Date
Palo Alto			
	Communications Workers	9409	9/1/71
Pittsburg			
	Pittsburg Fire Fighters	1993	11/1/70
Pomona			
	Typographical	994	4/7/72
Riverside			
	Sheet Metal Workers	509	11/24/71
Salinas			
	Hotel and Restaurant Employees	355	12/14/70
San Bernardino			
	Machinists	214	8/1/71
San Diego			
	Iron Workers	627	4/7/72
South San Francisco			
	So. San Francisco Fire Fighters	1507	9/1/70
San Jose			
	Stanford Fire Fighters	I-12	3/1/72
San Pedro			
	Lathers	366	10/1/71

DISBANDED

June 1, 1970 to May 31, 1972

Bishop			
	Painters and Decorators	1688	9/1/71
Eldridge			
	Sonoma State Hospital Teachers	1945	9/30/71
Keddie			
	United Transportation Union	1942	12/1/71
Los Angeles			
	Rubber Workers	142	3/1/71
	United Transportation Union	82-T	11/1/71
Martinez			
	Retail Clerks	1179	7/1/71
Modesto			
	Sign and Pictorial Artists	1629	3/1/71
	United Transportation Union	1940	5/1/71
Monterey			
	N.A.L.F. Monterey Fire Fighters	F-163	1/1/72
Oakland			
	Calif. Legis. & Co-Ordinating Council		3/10/71
	No. Calif. Auto Machinists Council		5/31/72
	Steelworkers Union	1798	7/1/70
Pasadena			
	Plasterers and Cement Finishers	194	12/1/70
Pittsburg			
	Chemical Workers	23	5/1/72
Richmond			
	Steelworkers Union	4113	6/16/71
Sacramento			
	Amer. Fed. of State, Co., Muni. Empls. Council #49		12/1/70
San Diego			
	Machinists	2392	7/1/71
San Francisco			
	Calif. State Legis. Bd. of Loco. Firemen and Enginemen Council		3/1/71
	Welders	1330	2/28/71

CALIFORNIA LABOR FEDERATION

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City	Union	Local No.	Date
Santa Barbara			
	Post Office Clerks	264	11/21/71
Whittier			
	Steelworkers Union	4511	11/1/71
Wilmington			
	United Transportation Union	1866	5/1/71
Zepher Cove			
	Barbers	292	9/1/71

EXONERATIONS

June 1, 1970 to May 31, 1972

Bell			
	I. U. Electrical Workers	1504	12/14/70
Crockett			
	Sugar Workers	1	12/14/70
Hanford			
	Rubber Workers	703	12/14/70
Los Angeles			
	Amal. Meat Cutters & Butcher Workmen	P-1138	7/16/70
	Newspaper Guild	69	2/12/68
	Rubber Workers	43	9/28/70
	Rubber Workers	131	9/28/70
Monterey Park			
	Steelworkers Union	1502	6/23/71
Oildale			
	Rubber Workers	782	11/8/71
Pittsburg			
	Paper Makers	329	6/23/71
Redding			
	Retail Clerks	1364	4/19/71
Riverside			
	Machinists	1104	9/28/70
San Francisco			
	Steelworkers Union	1684	6/23/71
San Pedro			
	Steelworkers Union	5303	6/23/71
Santa Ana			
	Rubber Workers	639	5/31/72

SUMMARY OF MEMBERSHIP

June 1, 1970 to May 31, 1972

Labor Unions	6/1/70	1311	
Labor Councils	6/1/70	157	
	TOTAL		1468
Labor Unions Newly Affiliated to 5/31/72		150	
Labor Councils Newly Affiliated to 5/31/72		4	154
	TOTAL		1622

MERGERS, SUSPENSIONS, WITHDRAWALS, ETC.

June 1, 1970 to May 31, 1972

Mergers		
	Labor Unions	21
	Labor Councils	6

OFFICERS' REPORTS

City	Union	Local No.	Date
Suspensions			
	Labor Unions	26	
	Labor Councils	3	
Withdrawals			
	Labor Unions	26	
	Labor Councils	—	
Disbanded			
	Labor Unions	20	
	Labor Councils	4	
		<hr/>	
		TOTAL UNIONS	93
		TOTAL COUNCILS	13
		<hr/>	
		TOTAL	106
Labor Unions	5/31/72	1368	
Labor Councils	5/31/72	148	
		<hr/>	
		TOTAL UNIONS AND COUNCILS.....	1516

**REPORT ON PER CAPITA PAID MEMBERSHIP
AND ESTIMATED MEMBERSHIP PER LOCALS
AS OF MAY 31, 1972**

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Alameda			
Carpenters & Joiners	194	139	139
Alameda Fed. of Teachers	1528	49	49
Alhambra			
Electrical Workers	47	500	500
Communications Workers	9505	1431	1431
Anaheim			
Carpenters & Joiners	2203	1342	1342
United Rubber Workers	657	189	189
Antioch			
Glass Bottle Blowers	16	51	51
Pittsburg-Antioch Fed. of Tchrs.	2001	42	42
Steelworkers	6845	107	107
Arcadia			
American Fed. of Teachers	1424	337	337
Horseshoers	12	27	27
Horseshoers	17	15	15
Arcata			
Lumber & Sawmill Workers	2808	406	406
Plywood & Veneer Workers	2789	330	330
Arroyo Grande			
Lucia Mar Fed. of Teachers	1753	9	9
Auburn			
Communications Workers	9431	185	185
Lumber & Sawmill Workers	2687	65	65
Placer Teachers	2267	2	2
Avalon			
Painters	1226	25	25
Bakersfield			
Bakersfield Fed. of Teachers	1866	6	6
Barbers	317	60	60
Bookbinders	117	4	4
Butchers	193	500	500
Carpenters & Joiners	743	1069	1069
Communications Workers	9416	179	179
Electrical Workers	428	400	400
Hod Carriers & Com. Laborers	220	577	577
Lathers	300	40	40
Machinists	139	300	300
Machinists	5	45	45
Musicians Protective Union	263	40	40
Newspaper Guild	202	125	125
Oil, Chemical & Atomic Wkrs.	19	676	676
Painters	314	167	167
Petroleum Workers	11	31	31
Plasterers & Cement Finishers	191	191	191
Plumbers & Steamfitters	460	152	152
Retail Clerks	137	1037	1037
Theatrical Stage Employees	215	19	19
Transport Workers	3055	60	60
Typographical Union	439	157	157
Barstow			
Machinists	706	310	310
Theatrical Stage & M.P. Oprs.	730	30	30

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Bell			
I.U. Electrical Workers	1501	332	332
I.U. Electrical Workers	1504	98	98
Steelworkers	3941	56	56
Berkeley			
Carpenters & Joiners	1158	332	332
Clerical, Tech. Prof. Empls.	1695	386	386
Painters	40	224	224
Teachers	1078	282	282
Univ. Emp. Grad. Student Tchrs.	1570	11	11
Berkeley Faculty Union U.C.	1474	90	90
Univ. Fed. of Librarians	1795	22	22
U.C. Teachers	2023	18	18
U.C.L.A. Faculty Union	1990	17	17
U.C. Teachers	1966	6	6
San Diego Faculty Union	2034	3	3
U.C. Teachers	2141	18	18
Betteravia			
Sugar Workers	178	280	280
Beverly Hills			
Beverly Hills Fed. of Teachers	1863	29	29
Bishop			
Const. & Gen. Laborers.....	302	135	135
Brawley			
Beet Sugar Refinery Workers	174	181	181
Buena Park			
Anaheim Fed. of Teachers	1967	35	35
Burbank			
Burbank Fed. of Teachers	1608	11	11
Plasterers	739	378	378
Studio Teachers	884	40	40
Burlingame			
Butchers	516	782	782
Burney			
Woodworkers	3-269	182	182
Chester			
Lumber & Sawmill Workers	3074	956	956
Chico			
Barbers	354	26	26
Carpenters & Joiners	2043	179	179
Carpenters & Joiners	2838	152	152
Millmen	1495	614	614
M. P. Projectionists	501	10	10
Musicians	508	93	93
Plumbers & Steamfitters	607	161	161
Typographical	667	25	25
Chino			
Chino Fed. of Teachers	2086	22	22
State, Co. & Muni. Empls.	135	9	9
City of Commerce			
Glass Bottle Blowers	224	150	150
City of Industry			
Rubber Workers	585	268	268
Rubber Workers	721	49	49
Clarksburg			
Sugar Workers	182	137	137

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
United Transportation Union			
	31	97	97
	32	111	111
	47	83	83
	99	59	59
	100	90	90
	239	274	274
	240	282	282
	241	24	24
	492	206	206
	694	154	154
	710	67	67
	771	272	272
	811	158	158
	835	136	136
	986	49	49
	1026	24	24
	1080	108	108
	1115	36	36
	1116	30	30
	1120	14	14
	1200	132	132
	1201	101	101
	1207	52	52
	1236	14	14
	1241	52	52
	1252	142	142
	1260	55	55
	1262	32	32
	1332	6	6
	1336	197	197
	1422	443	443
	1450	55	55
	1469	235	235
	1537	28	28
	1540	60	60
	1541	32	32
	1544	234	234
	1556	91	91
	1561	108	108
	1563	640	640
	1564	636	636
	1565	610	610
	1570	170	170
	1581	127	127
	1584	27	27
	1604	37	37
	1607	610	610
	1665	13	13
	1667	38	38
	1674	57	57
	1694	73	73
	1714	121	121
	1730	88	88
	1732	106	106
	1741	270	270
	1770	286	286
	1785	84	84
	1791	19	19
	1795	112	112
	1798	61	61

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
United Transportation Union (continued)			
	1801	41	41
	1804	77	77
	1806	33	33
	1808	37	37
	1812	88	88
	1813	46	46
	1819	47	47
	1821	41	41
	1827	27	27
	1846	74	74
	1896	63	63
	1915	156	156
	1933	13	13
	1935	27	27
	1959	7	7
Coalinga			
Oil, Chemical & Atomic Wkrs.	1-2	57	57
Colma			
Cemetery Wkrs. & Greens Att.	265	192	192
Colton			
Operative Potters	226	102	102
Railway Clerks (Desert Lodge)	1376	111	111
United Cement, Lime & Gypsum	89	249	249
Compton			
Carpenters & Joiners	1437	581	581
Compton Fed. of Teachers	1413	145	145
Concord			
Diablo Valley Fed. of Tchrs	1902	113	113
Machinists	1173	858	858
Corcoran			
Corcoran Unified Fed. of Tchrs.	2220	8	8
Corona			
Glass Bottle Blowers	192	218	218
Costa Mesa			
College Teachers Guild	1911	26	26
Crockett			
Sugar Workers	1	967	967
Culver City			
Culver City Fed. of Tchrs.	1343	65	65
Cupertino			
United Cement, Lime & Gypsum	100	131	131
Daly City			
Daly City Muni. Employees	919	70	70
San Mateo Co. Classified Empls.	377	402	402
Teachers	1481	145	145
Danville			
San Ramon Fed. of Teachers	2052	13	13
Davenport			
United Cement, Lime & Gypsum	46	188	188
Davis			
Steelworkers	5261	41	41
Delano			
Delano Fed. of Teachers	2203	7	7
United Farm Workers		17,159	17,159

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Diamond Springs			
United Cement, Lime & Gypsum	158	37	37
Downey			
Communications Workers	9595	800	800
Rubber Workers	451	585	585
Rubber Workers	171	95	95
El Cajon			
Carpenters & Joiners	2398	883	883
El Centro			
Electrical Workers	447	150	150
Theatrical Employees	656	12	12
El Cerrito			
Teachers	866	274	274
El Monte			
Carpenters & Joiners	1507	1748	1748
Glass Bottle Blowers	39	300	300
Hod Carriers & Com. Laborers	1082	1140	1140
Painters	254	466	466
El Segundo			
Air Transport Workers	502	400	400
Oil, Chemical & Atomic Wkrs.	547	991	991
Elsinore			
Brick & Clay Workers	843	111	111
Elk Creek			
Lumber & Sawmill Workers	2688	80	80
Emeryville			
Steelworkers	1304	769	769
Eureka			
Bakers	195	30	30
Barbers	431	47	47
Butchers — Unit 2	516	130	130
Hod Carriers & Laborers	181	268	268
Hospital & Instit. Wkrs.	327	116	116
Hotel, Rest. Empls. & Bartenders ..	220	620	620
Laundry Workers	156	27	27
Lumber & Sawmill Workers	2592	1093	1093
Lumber & Sawmill Wkrs.	3019	314	314
Machinists	540	162	162
Plasterers & Cement Finishers	481	29	29
Plumbers	471	40	40
Plywood & Veneer Workers	2931	234	234
Retail Clerks	541	329	329
Typographical	207	65	65
Federated Fire Fighters			
Fed. Naval Fire Fight.-Bay Area ..	F-15	71	71
Alameda Fire Fighters	689	90	90
Alhambra	1578	58	58
Prof. Fire Fighters-Antioch	1794	23	23
Fire Fighters Assn.	1428	41	41
Kern Co. Fire Fighters	1301	465	465
Benicia Fire Fighters	1610	8	8
Fire Fighters Assn.	1227	171	171
Bonita-Sunnyvale Fire Fight.	1827	8	8
Brawley Fire Fighters	1967	13	13
Brisbane Fire Fighters	1725	8	8
Fire Fighters Assn.	778	101	101

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Burlingame Fire Fighters	1872	33	33
Calexico Fire Fighters	1966	6	6
Campbell Fire Fighters	1939	18	18
Shasta Co. Fire Fighters	1995	4	4
China Lake Fire Fighters	F-32	69	69
Montgomery Fire Fighters	1884	8	8
Claremont Fire Fighters	1705	12	12
Clovis Fire Fighters	1695	7	7
Contra Costa Co. Fire Fighters	1230	343	343
Fire Fighters Assn.	1475	6	6
Culver City Fire Fighters	1927	54	54
Daly City Fire Fighters	1879	55	55
Dublin Fire Fighters	1885	20	20
Imperial Valley Fire Fighters	F-156	5	5
Eureka Fire Fighters	652	46	46
Humboldt District Fire Fight.	1770	14	14
Fontana Fire Fighters	1274	28	28
Calif. State Forestry Fire Fight.	1388	65	65
Fresno County Fire Fighters	1180	34	34
Fresno Fire Fighters	753	232	232
Garden Grove Fire Fighters	2005	50	50
Half Moon Bay Fire Fighters	1824	9	9
Hamilton Air Force Base Fire Fight.	F-134	11	11
Hayward Fire Fighters	1909	89	89
Hollister Fire Fighters	1956	4	4
La Habra Fire Fighters	1968	30	30
Lemoore Fed. Fire Fighters	F-102	40	40
Fire Fighters Assn.	1477	5	5
Lompoc Fire Fighters	1906	16	16
Fire Fighters Assn.	1167	28	28
L.A. County Fire Fighters	1014	1,632	1,632
Madera City Fire Fighters	1466	11	11
Manteca Fire Fighters	1874	6	6
Fire Fighters Assn.	1396	61	61
Merced Fire Fighters	1479	33	33
Millbrae Fire Fighters	1877	13	13
Modesto Fire Fighters	1289	59	59
Morro Bay Fire Fighters	1855	9	9
Newark Fire Fighters	1483	17	17
Fed. Fire Fighters Assn.	F-85	93	93
Fire Fighters Assn.	1430	64	64
Oxnard Fire Fighters	1684	47	47
Pacifica Fire Fighters	1543	20	20
Palo Alto Fire Fighters	1319	29	29
Paradise Fire Fighters	1829	11	11
Fire Fighters Assn.	809	139	139
Petaluma Fire Fighters	1415	22	22
Pleasanton Fire Fighters	1974	13	13
Fed. Fire Fighters Flight Test	F-53	94	94
Fire Fighters	1934	23	23
Redlands Fire Fighters	1354	30	30
Redwood City Fire Fighters	2014	36	36
Fire Fighters Assn.	188	122	122
Fed. F. F. Greater Sacto Area	F-57	69	69
Fire Fighters	522	547	547
Fire Fighters Assn.	1270	59	59
Fire Fighters	891	171	171
San Bruno Fire Fighters	1944	22	22
Fed. Fire Fighters	F-33	153	153
San Diego Fire Fighters	145	540	540
San Fernando Fire Fighters	2074	7	7

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Hunters Point Fire Fighters	F-52	12	12
Presidio S.F. Fed. Fire Fighters	F-145	24	24
Treasure Island Fire Fighters	F-159	36	36
Sanger Fire Fighters	1809	9	9
Marin County Fire Fighters	1775	8	8
Santa Barbara County F.F.	2046	29	29
Santa Cruz Fire Fighters	1716	28	28
Santa Maria Fire Fighters	2020	8	8
Santa Monica Fire Fighters	1109	86	86
Fire Fighters Assn.	1401	54	54
Seaside Fire Fighters	1218	22	22
Fire Fighters	810	9	9
Spring Valley Fire Fighters	1434	26	26
Fire Fighters Assn.	1229	175	175
San Joaquin Co. Fire Fighters	1243	41	41
Torrance Fire Fighters	1138	132	132
Union City Fire Fighters	1946	16	16
Fire Fighters Assn.	1186	75	75
Vandenburg Fire Fighters	F-116	33	33
Visalia Fire Fighters	1981	14	14
Vista Fire Fighters	1429	23	23
Santa Cruz Co. Fire Fighters	1272	16	16
West Sacto. Fire Fighters	1482	26	26
Whittier Fire Fighters	1503	70	70
Fairfax			
Tamalpais Fed. Teachers	1985	74	74
Fairfield			
Communications Workers	9422	218	218
Feather Falls			
Lumber & Sawmill Workers	2801	133	133
Fillmore			
Hart Fed. of Teachers	1922	3	3
Fontana			
Steelworkers	2869	150	150
Steelworkers	5632	302	302
Fort Bragg			
Carpenters & Joiners	1376	38	38
Fremont			
Steelworkers	5649	74	74
Teachers	1494	105	105
Upholsterers	32	166	166
Fresh Pond			
Lumber & Sawmill Workers	2561	57	57
Fresno			
Bakers	43	389	389
Barbers & Beauticians	333	118	118
Bookbinders	37	11	11
Bricklayers	1	100	100
Butchers	126	1984	1984
Classified School Employees	562	386	386
Communications Workers	9408	575	575
Culinary, Bartenders & Hotel Wkrs.	62	1773	1773
Electrical Workers	100	300	300
Hod Carriers & Com. Laborers	294	849	849
Iron Workers	155	100	100
Iron Workers	624	60	60
Lathers	83	33	33
Machinists	653	787	787

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Machinists	1309	868	868
Millmen	1496	172	172
M. P. Operators	599	27	27
Motor Coach Operators	1027	60	60
Musicians	210	177	177
Plasterers & Cement Finishers	188	166	166
Plumbers & Steamfitters	246	428	428
Retail Clerks	1288	812	812
Sheet Metal Workers	252	182	182
State Center Fed. of Teachers	1533	22	22
Stereotypers	104	14	14
Theatrical Stage Employees	158	18	18
Typographical	144	200	200
United Glass & Ceramic Wkrs.	474	245	245
Winery & Distillery Wkrs.	45	100	100
Fullerton			
Flat Glass Workers	187	57	57
Painters	1817	563	563
Gardena			
Centinela Valley Fed. Teachers	1301	25	25
Steelworkers	6700	117	117
Geyserville			
No. Sonoma Co. Teachers	1999	7	7
Gilroy			
Gilroy Fed. of Teachers	1921	29	29
Glendale			
American Postal Workers	841	181	181
Brick & Clay Workers	820	127	127
Cement Finishers	893	505	505
Glendale Fed. of Teachers	610	14	14
Painters	713	403	403
Typographical	871	63	63
Grass Valley			
Bartenders & Culinary Wkrs.	368	442	442
Hanford			
Rubber Workers	703	538	538
Hawthorne			
Stove, Furnace & Allied Wkrs.	123-B	79	79
Hayward			
Brewery Workers	293	160	160
Carpenters & Joiners	1622	2251	2251
Communications Workers	9412	812	812
Culinary Wkrs. & Bartenders	823	3031	3031
Glass Bottle Blowers	53	233	233
Glass Bottle Blowers	82	122	122
Hayward Fed. of Teachers	1423	69	69
Painters & Decorators	1178	472	472
Hollywood			
Actors' Equity Assn.		325	325
Affiliated Property Craftsmen	44	2000	2000
American Fed. Television and Radio Artists		1500	1500
American Guild Musical Artists		744	744
Broadcast Tele.-Record. Engrs.	45	400	400
Building Service Employees	278	389	389
Film Exchange Employees	61-B	94	94
Film Technicians	683	2578	2578

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Hollywood Painters	5	339	339
Machinists	1185	373	373
Make-Up Artists	706	356	356
M. P. Costumers	705	590	590
M. P. Crafts Service	727	150	150
M. P. Film Editors	776	840	840
M. P. Photographers	659	300	300
M. P. Screen Cartoonists	839	875	875
M. P. Set Painters	729	265	265
M. P. Sound Technicians	695	300	300
M. P. Studio Art Craftsmen	790	47	47
M. P. Studio Cinetechnicians	789	531	531
M. P. Studio 1st-Aid Empls.	767	89	89
M. P. Studio Projectionists	165	262	262
National Broadcast Employees	53	900	900
Office Employees	174	767	767
Publicists	818	252	252
Scenic Artists	816	193	193
Screen Actors Guild		5000	5000
Screen Extras Guild, Inc.		3000	3000
Script Supervisors	871	112	112
Set Designers & Model Makers	847	114	114
Society M. P. Art Directors	876	170	170
Story Analysts	854	66	66
Studio Electrical Technicians	728	479	479
Studio Electricians	40	325	325
Studio Grips	80	575	575
Treasurers & Ticket Sellers	857	102	102
Huntington Park			
Amal. Meat Cutters & Butcher Wkrs.	P-67	195	195
Amal. Meat Cutters & Butcher Wkrs.	P-78-C	147	147
Butchers	563	3341	3341
Furniture Workers	1010	630	630
Glass Bottle Blowers	114	275	275
Glass Bottle Blowers	137	1525	1525
Machinists (Victory Lodge)	1571	967	967
Steelworkers	7100	90	90
Indio			
Coachella Valley Teachers	2247	7	7
Ione			
Glass Bottle Blowers	80	117	117
Kentfield			
Marin College Teachers	1610	24	24
Klamath			
Lumber & Sawmill Wkrs.	2505	162	162
La Jolla			
Carpenters & Joiners	1358	229	229
U.C.S.D. Research & Teach. Asst.		4	4
Lakewood			
Laborers	507	1800	1800
Public Employees	1110	144	144
La Mesa			
National Broadcast Employees	54	56	56
La Puente			
Rubber Workers	766	383	383
Lathrop			
United Glass & Ceramic Wkrs.	418	850	850
Lawndale			
Glass Bottle Blowers	19	263	263

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Lodi			
American Fed. of Grain Millers.....	59	381	381
Typographical	983	25	25
Lone Pine			
Lone Pine Educational Guild	2183	4	4
Long Beach			
Asbestos Workers	20	33	33
Barbers	622	106	106
Bartenders	686	1097	1097
Bricklayers	13	260	260
Communications Workers	9571	229	229
Culinary Alliance	681	5593	5593
Long Beach Fire Fighters	372	457	457
Machinists	1235	479	479
M. P. Projectionists	521	80	80
Musicians Assn.	353	100	100
Oil, Chemical & Atomic Wkrs.	128	5180	5180
Painters	256	534	534
Printing Pressmen	285	92	92
Retail Clerks	324	16271	16271
Roofers	72	107	107
Rubber Workers	560	249	249
Sheet Metal Workers	420	550	550
Long Beach Fed. of Teachers	1263	116	116
Utility Workers	246	783	783
Los Altos Hills			
Foothill Fed. of Teachers	1676	40	40
Los Angeles			
Advertising & Public Rel. Empls.		33	33
Amal. Meat Cutters & Butcher Wkrs.P-1138		257	257
Amalgamated Transit	1277	904	904
American Fed. of Teachers College Guild	1521	37	37
American Flint Glass Workers	139	268	268
American Guild Variety Artists		329	329
Amusement Area Employees	B-192	56	56
Asbestos Workers	5	250	250
Bakers	453	200	200
Bartenders	284	1544	1544
Beauticians	295-A	106	106
Billboards	696	145	145
Boilermakers	92	800	800
Bookbinders	63	600	600
Brewery & Distillery Wkrs.	7	31	31
Bricklayers	2	453	453
Bus Drivers	1222	191	191
Cabinet Makers & Millmen	721	2512	2512
Cap Makers	22	30	30
Carpenters & Joiners	25	814	814
Carpenters & Joiners	1976	533	533
Cement Masons	627	200	200
Cleaners, Dyers, Pressers	268	400	400
Cloak Makers	58	254	254
Clothing Workers	55-D	520	520
Clothing Workers	81	150	150
Clothing Workers	278	1300	1300
Clothing Workers	408	550	550
Communications Workers	9502	650	650
Cooks	468	2500	2500
Dental Technicians	100	100	100
Designers Guild Ladies Apparel	452	22	22

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Electrical Workers	11	3291	3291
Electrical Workers	18	600	600
Electrical Workers	1710	580	580
Electrical Workers	2295	550	550
Electrotypers	137	40	40
Elevator Constructors	18	168	168
Fed. Nursery School Teachers	1475	174	174
Fire Fighters—L.A. City	112	1492	1492
Fur Workers	87-F	160	160
Furniture Union	500	200	200
Glass Bottle Blowers	29	310	310
Gunite Workers	345	263	263
Health Workers	1036	32	32
Hod Carriers & Com. Laborers	300	8541	8541
Hotel Service Employees	765	1741	1741
Insurance Workers	83	1085	1085
Iron Workers	509	700	700
I.U. Electrical Workers	850	205	205
I.U. Electrical Workers	854	294	294
I.U. Electrical Workers	1511	87	87
I.U. Electrical Workers	1514	92	92
Ladies Garment Workers	55	802	802
Ladies Garment Workers	84	190	190
Ladies Garment Workers	96	847	847
Ladies Garment Workers	97	128	128
Ladies Garment Workers	451	125	125
Ladies Garment Workers	482	646	646
Ladies Garment Workers	497	280	280
Ladies Garment Workers	512	144	144
Laundry & Dry Cleaning Union	52	791	791
L.A. City Employees	119	354	354
L.A. Private School Teachers	1426	14	14
L.A. County Probation Officers	685	940	940
L.A. Co. Superior Court Clerks	575	117	117
L.A. Dept. Water & Power Employees	233	317	317
L.A. Leather, Luggage Workers	213-L	500	500
L.A. Municipal Employees	319	31	31
L.A. Park & Recreation	517	151	151
Machinists & Aerospace Workers	311	3298	3298
Machinists & Aerospace Workers	620	13	13
Machinists	1186	2604	2604
Mailers	9	366	366
Meat Cutters	421	2500	2500
Metal Polishers	67	67	67
Millwrights	1607	712	712
Miscellaneous Employees	440	2623	2623
Misc. Foremen & Public Wkr. Supt.	413	183	183
Molders & Foundry Workers	374	100	100
Musicians	47	1916	1916
Newspaper Guild	69	1430	1430
Newspaper Pressmen	18	600	600
Office Employees	30	1875	1875
Offset Print. Pressmen & Assts.	78	550	550
Operating Engineers	12	20000	20000
Ornamental Iron Workers	792	429	429
Painters	1348	425	425
Paper Handlers	3	86	86
Paper Makers	208	123	123
Pari-Mutuel Employees Guild	280	333	333
Pattern Makers Assn.		103	103
Plumbers	78	1872	1872

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Printing Spec. Prtg. Pressmen	495	126	126
Prtg. Spec. & Paper Converters	388	718	718
Prtg. Spec. & Paper Products	522	292	292
Provision House Workers	274	4750	4750
Pulp, Sulphite & Paper Mill Wkrs.	268	48	48
Pulp, Sulphite & Paper Mill Wkrs.	307	1375	1375
Reinforced Iron Workers	416	575	575
Railway & Steamship Clerks	2114	57	57
Roofers	36	698	698
Rubber Workers	43	600	600
Rubber Workers	44	500	500
Rubber Workers	131	1321	1321
Rubber Workers	141	189	189
Rubber Workers	335	134	134
Rubber Workers	428	91	91
Rubber Workers	430	31	31
Rubber Workers	458	751	751
Rubber Workers	656	67	67
Rubber Workers	678	17	17
Sheet Metal Workers	108	3879	3879
Sign & Pictorial Painters	831	93	93
Sprinkler Fitters	709	350	350
Stage Employees	33	387	387
State, Co. & Muni. Empls.	800	205	205
Stationary Operating Engineers	501	1500	1500
Steelworkers	1547	24	24
Steelworkers	5504	249	249
Stereotypers	58	252	252
Stove, Furn. & Allied Workers	125-B	3	3
Structural Iron Workers	433	137	137
Teachers—Los Angeles	1021	2436	2436
Textile Workers	99	320	320
Textile Workers	915	225	225
Textile Workers	1291	180	180
Theatrical Press Agents & Man.	18032	66	66
Theatrical Wardrobe Attds.	768	46	46
Typographical	174	1252	1252
United Garment Workers	125	204	204
U.C.L.A. Teaching Assistants	1781	3	3
Upholsterers	15	320	320
Utility Workers	132	958	958
Waiters	17	2799	2799
Waitresses	639	5783	5783
Whlse. Wine & Liquor Salesmen	151	104	104
Whlse. Wine & Liquor Salesmen	187	99	99
Los Gatos			
Carpenters & Joiners	2006	841	841
Los Nietos			
Brick & Clay Workers	824	334	334
Madera			
Madera Fed. of Teachers	1694	35	35
Manteca			
Carpenters & Joiners	1869	17	17
Martell			
Carpenters & Joiners	1522	7	7
Martinez			
Carpenters & Joiners	2046	294	294
Construction & Gen. Laborers	324	2098	2098
Electrical Workers	302	755	755
Painters	741	150	150

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Plumbers & Pipe Fitters	159	375	375
Typographical	597	47	47
Marysville			
Communications Workers	9429	150	150
Hod Carriers & Gen. Laborers	121	247	247
Marysville Musicians Prot. Assn.	158	48	48
Menlo Park			
Utility Workers	160-C	121	121
Mentone			
Machinists (Rocket Lodge)	947	224	224
Merced			
Communications Workers	9407	177	177
Construction & Gen. Laborers	995	260	260
Musicians Protective	454	76	76
Milpitas			
Hardwood Floor Layers	1861	310	310
Milpitas Fed. of Teachers	2140	36	36
Milpitas Fire Fighters	1699	37	37
Modesto			
Chemical Workers	190	32	32
Communications Workers	9418	410	410
Culinary Workers & Bartenders	542	575	575
Electrical Workers	684	323	323
Glass Bottle Blowers	17	400	400
Laborers Union	1130	150	150
Musicians	652	79	79
Plasterers	429	121	121
Plumbing & Pipe Trades Local	437	250	250
Sheet Metal Workers	495	115	115
Stage Employees	564	20	20
Stanislaus Fed. of Teachers	1626	58	58
Typographical	689	72	72
Monterey			
Barbers	896	35	35
Carpenters & Joiners	1323	468	468
Communications Workers	9426	280	280
Fish Cannery Workers of Pacific		88	88
Hod Carriers & Com. Laborers	690	312	312
Hotel, Rest. & Bartenders	483	1966	1966
Roofers	50	40	40
Seine & Line Fishermen		120	120
Monterey Park			
Steelworkers Union	1502	535	535
Moorpark			
Ventura Co. College Teachers	1828	77	77
Moraga			
Acalanes Dist. Union Teachers	2037	30	30
Mountain View			
Carpenters & Joiners	1280	1360	1360
Mountain View-Los Altos Teachers	1937	8	8
Mountain View Fire Fighters	1965	55	55
McArthur			
Intermountain Fed. Teachers	2116	2	2
McCloud			
Woodworkers	3-64	564	564
Napa			
Barbers	595	50	50
Bartenders & Culinary Workers	753	587	587

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Carpenters & Joiners	2114	226	226
Hod Carriers & Gen. Laborers	371	389	389
Musicians Protective	541	40	40
Napa Fed. of Teachers	1336	39	39
United Garment Workers	197	458	458
Newport Beach			
Newport-Mesa Fed. of Teachers	1794	50	50
Newark-Fremont			
Barbers	516	29	29
Newark			
Chemical Works	802	16	16
Newark Fed. of Teachers	1804	37	37
Niles			
Brick & Clay Workers	793	52	52
North Fork			
Lumber & Sawmill Workers	2762	159	159
Norwalk			
Operative Potters	307	57	57
Rubber Workers	158	77	77
Oakland			
Alameda Co. Private School Tchrs.	2040	3	3
Auto & Ship Painters	1176	600	600
Auto. Salesmen's Union	1095	557	557
Automotive Machinists	1546	5825	5825
Bakery & Confectionery Workers	119	433	433
Barbers	134	355	355
Bartenders	52	1106	1106
Boilermakers	10	400	400
Bricklayers	8	200	200
Butchers	120	1968	1968
Carpenters & Joiners	36	1630	1630
Carpet & Linoleum & Soft Tile	1290	325	325
Cement Masons	594	275	275
Cleaning & Dye House Workers	3009	1143	1143
Clerks & Lumber Handlers	939	75	75
Communications Workers	9490	1437	1437
Communications Workers	9415	781	781
Construction & Gen. Laborers	304	2825	2825
Cooks	228	1647	1647
Dining Car Cooks & Waiters	456	188	188
East Bay Muni. Dist. Empls.	444	342	342
East Bay Skills Center-Tchrs.	1688	28	28
Electrical Workers	595	1240	1240
Electronic, Plastic & Metal Prod.	1518	958	958
Fire Fighters Association	55	763	763
Gardeners, Florists & Nurserymen	1206	109	109
Glass Bottle Blowers	2	100	100
Glass Bottle Blowers	141	600	600
Glass Bottle Blowers	142	103	103
Glass Bottle Blowers	155	372	372
Hod Carriers	166	461	461
Indust. Iron & Metal Processing	1088	219	219
Ink & Roller Makers	5	238	238
Insurance Workers	30	125	125
Iron Workers	378	200	200
Lathers	88	152	152
Laundry Workers	2	806	806
Machinists	284	2000	2000
Machinists—Alameda Naval Aircraft	739	312	312
M. P. Projectionists	169	104	104

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Oakland—Calif. School Employees	257	292	292
Office Employees	29	2604	2604
Paint Makers & Allied Trades	1975	771	771
Peralta Fed. of Teachers	1603	153	153
Plasterers	112	100	100
Plumbers & Gas Fitters	444	949	949
Prtg. Spec. & Paper Converters	362	878	878
Prtg. Spec. & Paper Products	382	808	808
Prtg. Spec. & Paper Products	677	119	119
Prtg. Spec. & Paper Products	678	494	494
Prtg. Spec. & Paper Products	609	106	106
Prtg. Spec. & Paper Products	777	799	799
Railway Carmen	735	58	58
Railway Clerks	1304	113	113
Retail Food Clerks	870	6653	6653
Roofers	81	250	250
Rubber Workers	64	110	110
Rubber Workers	78	115	115
Sheet Metal Workers	216	500	500
Shipyard & Marine Shop Laborers	886	530	530
Sleeping Car Porters		100	100
Steamfitters	342	1271	1271
Steelworkers	7616	500	500
Street Carmen	192	1000	1000
Teachers	771	242	242
Theatrical Janitors	121	221	221
Theatrical Stage Employees	107	60	60
United Telegraph Workers	208	151	151
U.C. Employees	371	182	182
Waiters, Waitresses & Service	31	2957	2957
Oceanside			
Oceanside-Carlsbad Teachers	1344	12	12
Oildale			
Rubber Workers	782	66	66
Ojai			
Teachers	2119	15	15
Ontario			
Operative Potters	319	129	129
Machinists Lodge	821	722	722
West San Bernardino Co. Tchrs.	1952	12	12
Oregon			
Electrical Workers	659	100	100
Orangevale			
San Juan Fed. of Teachers	1743	23	23
Orange			
Orange Fed. of Teachers	2188	11	11
Oro Grande			
Cement Workers	192	206	206
Oroville			
Barbers	643	25	25
Bartenders & Culinary Wkrs.	654	400	400
Carpenters & Joiners	1240	154	154
Oxnard			
Barbers	959	30	30
Carpenters	2042	447	447
Steelworkers Union	2029	47	47
Oxnard Fed. of Teachers	1273	56	56

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Palm City			
Carpenters & Joiners	1490	456	456
Palmdale			
High Desert Teachers	1793	160	160
Palm Springs			
Lathers	454	15	15
Painters	1627	101	101
Palo Alto			
Carpenters & Joiners	668	801	801
Painters	388	271	271
Palo Alto Teachers	1256	15	15
Typographical	521	213	213
Pasadena			
Carpenters & Joiners	769	724	724
Cement Masons	923	188	188
Hod Carriers	439	208	208
Meat Cutters	439	2500	2500
Operative Potters	222	98	98
Painters & Decorators	92	100	100
Pasadena Fed. of Teachers	1050	59	59
Pasadena School Dist. Empls.	606	207	207
Typographical	583	140	140
Petaluma			
Lathers	268	40	40
Machinists	1596	343	343
Petaluma Fed. of Teachers	1881	12	12
Typographical	600	12	12
Pittsburg			
Barbers	917	199	199
Bartenders & Culinary Wkrs.	822	857	857
Communications Workers	9400	47	47
Glass Bottle Blowers	160	248	248
Paper Makers	329	185	185
Plasterers & Cement Finishers	825	164	164
Steelworkers Union	1440	1376	1376
Steelworkers Union	5084	167	167
Placerville			
Carpenters & Joiners	1992	118	118
Hotel & Restaurant Wkrs.	793	122	122
Pleasant Hill			
Communications Workers	9402	612	612
Diablo Valley College Teachers	1726	35	35
Pomona			
Glass Bottle Blowers	34	263	263
Hod Carriers	806	625	625
Plumbers & Steamfitters	398	686	686
Port Chicago			
Chemical Workers	25	15	15
Red Bluff			
Red Bluff Teachers	2078	4	4
Redding			
Auto & Machinists	1397	241	241
Barbers Union	6	75	75
Butchers	352	382	382
Carpenters & Joiners	1599	435	435
Communications Workers	9419	277	277
Culinary Wkrs., Bartenders	470	1017	1017

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Electrical Workers	442	156	156
M.P. Projectionists	739	12	12
Musicians Protective Union	113	17	17
Painters & Allied Trades	315	5	5
Plasterers & Cement Masons	805	52	52
Retail Clerks	1364	1066	1066
Shasta Co. Fed. of Teachers	1320	47	47
Typographical	993	39	39
United Cement, Lime & Gypsum	427	61	61
Redlands			
Operative Potters	214	118	118
Redondo Beach			
Carpenters & Joiners	1478	800	800
Redwood City			
Cement Mill Workers	760	72	72
Electrical Workers	1969	300	300
Painters Local	1146	179	179
San Bruno City Employees	2190	12	12
So. San Mateo Peninsula Cities (AFSCME)	756	41	41
Teachers-Sequoia Federation	1163	102	102
Reedley			
Communications Workers	9584	99	99
Kings Canyon School Dist. Tchrs.	2218	5	5
Reseda			
Carpenters & Joiners	844	1203	1203
Richmond			
Barbers & Beauticians	508	147	147
Bartenders & Culinary Wkrs.	595	2084	2084
Boilermakers	317	134	134
Boilermakers	513	400	400
Carpenters & Joiners	642	961	961
Communications Workers	9401	60	60
Machinists	824	1291	1291
M.P. Projectionists	560	21	21
Musicians Union	424	150	150
Operative Potters	89	134	134
Painters	560	213	213
Typographical	738	66	66
Ridgecrest			
Electrical Workers	729	33	33
Riverside			
American Fed. State, County & Muni. Employees	1239	402	402
American Fed. State, County & Muni. Employees	1476	19	19
Barbers	171	88	88
Communications Workers	9508	82	82
Electrical Workers	440	271	271
Hod Carriers & Gen. Laborers	1184	674	674
Machinists	1104	179	179
Riverside City College Teachers	1814	9	9
Riverside County Teachers	1414	9	9
United Cement, Lime & Gypsum	48	258	258
United Cement, Lime & Gypsum	464	76	76
Roseville			
Carpenters	1147	567	567
Electrical Workers	1682	152	152

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Sacramento			
Amalgamated Clothing Workers	107	38	38
Amalgamated Transit Union	256	168	168
Automotive Lodge	2182	1713	1713
Barbers	112	170	170
Bartenders	600	583	583
Boilermakers	94	252	252
Bookbinders	35	129	129
Bricklayers Union	9	23	23
Butchers	498	1869	1869
Carpenters & Joiners	586	1000	1000
Carpet, Linoleum & Tile Wkrs.	1237	294	294
Cement Finishers	582	404	404
Communications Workers	9421	900	900
Construction & Gen. Laborers	185	2500	2500
Cooks	683	637	637
County Employees	146	614	614
Electrical Workers	340	250	250
Folsom-Cordova Fed. of Tchrs.	1891	58	58
Hod Carriers	262	125	125
Iron Workers	118	700	700
Jewelry Workers	112	33	33
Lathers	109	65	65
Los Rios Fed. of Teachers	2279	4	4
Miscellaneous Employees	393	1015	1015
M. P. Projectionists	252	68	68
Musicians	12	250	250
Painters	487	562	562
Plasterers	295	102	102
Plumbers & Steamfitters	447	300	300
Printing Pressmen	60	150	150
Prtg. Spec. & Paper Converters	460	68	68
Railway Carmen	1344	68	68
Retail Clerks	588	1562	1562
Roofers	47	121	121
Sacramento Fed. of Teachers	31	55	55
Sacramento Newspaper Guild	92	387	387
Sheet Metal Workers	162	477	477
Stage Employees	50	48	48
Steelworkers	6849	159	159
Theater Employees	B-66	50	50
Theatrical Wardrobe Employees	874	3	3
Typographical	46	429	429
Waiters & Waitresses	561	958	958
State Employees			
Sonoma State Hospital	14	119	119
Patton State Hospital	128	186	186
California State Employees	135	7	7
Napa State Hospital	174	64	64
Department of Corrections	179	49	49
Agnew's State Hospital	247	42	42
Nelles School for Boys	479	24	24
Stockton State Hospital	513	26	26
Mendocino State Employees	519	67	67
Fairview State Hospital	887	160	160
California Labor Commissioners	975	33	33
California State Employees	1406	31	31
State, County & Muni. Empls.	1492	114	114
Pacific State Hospital	1515	260	260
State Employees	1676	21	21

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
California State Employees	1829	21	21
Neuropsychiatric Institute	2070	91	91
Salinas			
Amal. Meat Cutters & Butcher Wk.	P-78-A	1005	1005
Barbers	827	38	38
Carpenters & Joiners	925	500	500
Communications Workers	9425	258	258
Electrical Workers	234	251	251
Hod Carriers & Common Laborers	272	153	153
Mechanics & Machinists	1824	352	352
Monterey Bay Area Typographical	651	132	132
Printing Pressmen	328	59	59
Retail Clerks	839	1227	1227
Rubber Workers	726	542	542
Monterey Bay Fed. of Teachers	1020	181	181
San Andreas			
United Cement, Lime & Gypsum	57	257	257
San Bernardino			
Barbers	253	91	91
Boilermakers	232	50	50
Carpenters & Joiners	944	991	991
Communications Workers	9573	145	145
County Employees	122	677	677
Electrical Workers	477	530	530
Electrical Workers	543	500	500
Electrical Workers	848	208	208
Hod Carriers & Laborers	783	864	864
Machinists	1047	178	178
M. P. Machine Operators	577	42	42
Musicians	167	125	125
Painters	775	265	265
Plasterers & Cement Finishers	73	193	193
Plumbers & Steamfitters	364	600	600
Printing Pressmen	138	60	60
San Bernardino Fed. of Tchrs.	832	24	24
Stage Hands	614	21	21
Steelworkers	4765	165	165
San Bruno			
Air Transport Employees	1781	3541	3541
Carpenters & Joiners	848	20	20
Machinists	1213	137	137
Transport Workers	505	200	200
San Diego			
Barbers	256	175	175
Bindery Workers	40	52	52
Bridgemen	229	175	175
Bus Drivers-Amal. Transit	1309	467	467
Butchers & Meat Cutters	229	1800	1800
Cab Drivers	101	489	489
Carpenters & Joiners	1296	1391	1391
Carpenters & Joiners	1571	736	736
Carpenters	2020	955	955
Carpet, Linoleum & Tile Wkrs.	1711	200	200
Clothing Workers	288	300	300
Communications Workers	9509	1228	1228
Culinary All. & Hotel Service	402	3207	3207
Electrical Workers	465	550	550
Electrical Workers	569	1606	1606
Fish Cannery Wkrs. of Pacific		962	962

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Furniture Workers	577	26	26
Greater Grossmont Fed. Teachers	1930	112	112
Grossmont College Teachers	1934	53	53
Hod Carriers & Const. Laborers	89	3000	3000
Machinists	1125	453	453
Machinists	755	1361	1361
Machinists	685	655	655
Machinists	389	504	504
Machinists	1960	25	25
Machinists	2193	655	655
Machinists	2215	1310	1310
Machinists	2218	75	75
Mailers	75	44	44
M.P. Projectionists	297	109	109
Musicians Association	325	175	175
Newspaper Printing Pressmen	48	86	86
Office Employees	139	139	139
Plasterers & Cement Finishers	346	285	285
Printing Pressmen	140	70	70
San Diego Newspaper Guild	95	597	597
San Diego County Teachers	1278	20	20
San Diego Community Col. Guild	1931	82	82
San Diego Teachers	370	156	156
San Dieguito Teachers	1933	36	36
Service Employees	102	139	139
Sheet Metal Workers	206	500	500
Shinglers	553	50	50
Shipwrights, Boatbuilders	1300	943	943
Stereotypers	82	41	41
Sweetwater Fed. of Teachers	1932	55	55
Theatrical Stage Employees	122	40	40
Typographical	221	451	451
United Telegraph Workers	150	56	56
Waiters & Bartenders	500	869	869
San Francisco			
Amalgamated Transit Union	1225	1500	1500
Amalgamated Transit Workers	1471	509	509
American Fed. of Tele. & Radio Artists		343	343
American Fed. of Technical Eng.	21	244	244
American Guild Variety Artists		130	130
American Postal Workers	2	804	804
American Radio Association		382	382
Asbestos Workers	16	350	350
Asbestos Workers	29	25	25
Automotive Machinists	1305	2155	2155
Bakers	24	1500	1500
Barbers & Beauticians	148	944	944
Bartenders	41	2042	2042
Bollermakers	6	450	450
Bookbinders & Binderyworkers	3	450	450
Building Service Employees	87	1496	1496
Butchers	115	4043	4043
Butchers	508	955	955
Candy & Glace Fruit Workers	158	500	500
Carpenters	22	2000	2000
Carpenters & Joiners	483	1092	1092
Carpet & Linoleum Layers	1235	428	428
Cement Finishers	580	260	260
Chemical Workers	466	8	8

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Cleaning & Dye House Wkrs.	3010	677	677
Cloakmakers	8	575	575
Communications Workers	9410	3569	3569
Communications Workers	9470	94	94
Community College Teachers	2121	146	146
Construction & Gen. Laborers	261	2858	2858
Cooks	44	3603	3603
Dental Technicians No. Calif.	99	194	194
Dressmakers	101	958	958
Electrical Workers	6	800	800
Electrical Workers	689	81	81
Elevator Constructors	8	156	156
Film Exchange Employees	B-17	34	34
Film Exchange Employees	F-17	70	70
Fire Fighters-San Francisco	798	1701	1701
Furniture Workers	262	711	711
Garment Cutters	45	41	41
Glaziers & Glass Workers	718	395	395
Granite Cutters		49	49
Hotel & Club Service Workers	283	2700	2700
Industrial Carpenters	2565	289	289
Inland Boatmen's Union of Pacific		294	294
Insurance Workers	73	81	81
Iron Workers	377	200	200
Iron Workers	790	1969	1969
Jewelry Workers	36	160	160
Ladies Garment Cutters	213	120	120
Leather & Novelty Workers	31	100	100
Lithographers & Photo Engravers	280	395	395
Machinists	68	2185	2185
Machinists-Hunters Point Lodge	85	305	305
Machinists Production Workers	1327	2057	2057
Mailers	18	425	425
Marine Cooks & Stewards		5000	5000
Dist. 1-Pac. Coast Dist. Marine Engineers Beneficial Assn.		1000	1000
Marine Engineers Beneficial Assn. District 2		375	375
Marine Firemen		1833	1833
Marine Staff Officers		200	200
Masters, Mates & Pilots	40	101	101
Masters, Mates & Pilots	89	25	25
Masters, Mates & Pilots Offshore		1200	1200
Military Sea Transport Union		700	700
Miscellaneous Employees	110	1911	1911
Molders & Foundry Workers	164	325	325
Mortuary Employees' Union	9049	83	83
M. P. Projectionists	162	150	150
Musicians	6	1500	1500
National Broadcast Employees	51	200	200
Newspaper Guild	52	1300	1300
Office Employees	3	1144	1144
Operating Engineers	3	12000	12000
Operating Engineers	39	1562	1562
Painters	4	1071	1071
Pile Drivers	34	500	500
Plasterers	66	164	164
Plumbing & Pipe Fitters	38	2891	2891
Retail Dept. Store Empls.	1100	6045	6045
Retail Clerks	648	4949	4949
Retail Store Empls. Union	410	1151	1151

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Roofers	40	335	335
Sailors Union of Pacific		5333	5333
Sausage Makers	203	599	599
Seafarers—Atlantic & Gulf Dist.		375	375
Sheet Metal Workers	104	500	500
Sign & Pictorial Painters	510	220	220
Sprinkler Fitters	483	200	200
State, County & Muni. Empls.	1569	88	88
Steelworkers Union	1069	718	718
Steelworkers Union	1684	446	446
Stereotypers & Electrotypers	29	250	250
Teachers	61	1893	1893
Teachers	1119	94	94
Theatrical Employees	B-18	229	229
Theatrical Janitors	9	168	168
Theatrical Stage Employees	16	96	96
Theatrical Wardrobe Attends.	784	40	40
Transport Workers Union	250-A	1250	1250
Transport Workers Union	292	85	85
Typographical	21	1651	1651
United Garment Workers	131	639	639
United Industrial Wkrs.—N.A.		37	37
United Telegraph Workers	34	740	740
Upholsterers	28	200	200
Waiters	30	3386	3386
Waitresses	48	3744	3744
Watchmakers	101	200	200
Web Pressmen	4	750	750
Western Graphic Arts	14	1441	1441
Window Cleaners	44	200	200
Wood, Wire & Metal Lathers	65	165	165
San Gabriel			
Rubber Workers	829	40	40
San Jose			
Auto Mechanics	1101	1940	1940
Bartenders	577	890	890
Bricklayers	10	100	100
Butchers	506	2687	2687
Carpenters & Joiners	316	2277	2277
Cement Masons	25	551	551
Communications Workers	9423	958	958
Construction & Gen. Laborers	270	2483	2483
Electrical Workers	332	958	958
Electronics	547	148	148
Glass Bottle Blowers	267	136	136
Hod Carriers	234	246	246
Hotel, Rest. & Hotel Service	180	4958	4958
I.U. Electrical Workers	1507	233	233
Lumber & Sawmill Workers	3102	66	66
Machinists	504	2153	2153
Machinists	562	1599	1599
Machinists	565	1098	1098
Millmen	262	1149	1149
M.P. Projectionists	431	36	36
Musicians	153	50	50
Newspaper Guild	98	484	484
Painters	507	583	583
Plasterers	224	150	150
Plumbers	393	250	250
Police Dept. Employees	170	75	75

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Prtg. Spec. & Paper Products	659	119	119
Retail Store Empls. Union	428	6906	6906
Roofers	95	182	182
San Jose Fed. of Teachers	2102	32	32
San Jose Fire Fighters	873	437	437
Santa Clara County Teachers	957	39	39
Santa Clara County Fire Fghtrs.	1165	176	176
Santa Clara County Probation	1587	214	214
Service Employees	77	843	843
Sheet Metal Workers	309	414	414
Stereotypers & Electrotypers	120	67	67
Street Carmen	265	100	100
Theatrical Stage Employees	134	23	23
Typographical	231	400	400
United Professors of Calif.		1877	1877
Utility Workers	259	169	169
West Valley Fed. of Teachers	1953	30	30
San Juan Bautista			
United Cement, Lime & Gypsum	148	122	122
San Leandro			
Glass Bottle Blowers	85	183	183
Electrical Workers	2131	200	200
Musicians Union	510	142	142
Teachers—San Leandro Fed.	1285	70	70
Teachers	1440	23	23
San Lorenzo			
San Lorenzo Teachers	1713	7	7
San Luis Obispo			
Barbers	767	26	26
Carpenters & Joiners	1632	545	545
Construction & Gen. Laborers	1464	150	150
Electrical Workers	639	100	100
M.P. Machine Operators	762	18	18
Musicians Protective Union	305	191	191
Painters & Decorators	1336	67	67
Plumbers & Steamfitters	403	108	108
San Mateo			
Bartenders & Culinary Wkrs.	340	5400	5400
Building Service Employees	81	113	113
Carpenters & Joiners	162	951	951
Communications Workers	9430	370	370
Construction & General Laborers	389	1051	1051
County Empls. San Mateo	829	1152	1152
Electrical Workers	617	475	475
Horseshoers	11	19	19
Laundry Workers	7	300	300
Machinists	1414	156	156
Paint, Varnish & Lacquer Makers	1053	428	428
Painters & Decorators	913	304	304
Plasterers	381	42	42
Plumbers	467	500	500
Retail Clerks	775	2640	2640
San Mateo Community Col. Tchrs.	1493	87	87
San Mateo Union High School			
Dist., Fed. of Teachers	1914	51	51
Sheet Metal Workers	272	29	29
Theatrical Stage Employees	409	92	92
San Pablo			
Contra Costa College Tchrs.	1754	19	19

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
San Pedro			
Auto Machinists	1484	649	649
Bartenders	591	355	355
Beauticians	881-A	43	43
Carpenters & Joiners	1140	689	689
Hotel, Rest., Motel Wkrs.	512	1265	1265
Lumber & Sawmill Workers	1407	500	500
Marine & Shipbuilding Wkrs.	9	150	150
Masters, Mates & Pilots	18	72	72
Retail Clerks	905	3252	3252
Seine & Line Fishermen		268	268
Shipyard Laborers	802	1537	1537
Steelworkers Union	5303	134	134
San Rafael			
Barbers	582	117	117
Bartenders & Culinary Wkrs.	126	1173	1173
Carpenters	35	725	725
Hod Carriers & Gen. Laborers	291	600	600
Machinists	238	601	601
Novato Fed. of Teachers	1986	10	10
Painters	83	216	216
Plasterers & Cement Finishers	355	116	116
Retail Clerks	1119	1134	1134
Teachers	1077	85	85
Theatrical Stage & M.P. Oper.	811	17	17
Santa Ana			
Barbers	549	53	53
Carpenters & Joiners	1815	2072	2072
Communications Workers	9510	1471	1471
Electrical Workers	441	833	833
Electrical—Electronic Workers	2125	1385	1385
Glass Bottle Blowers	81	458	458
Hod Carriers & Gen. Laborers	652	1500	1500
Lathers	440	223	223
Musicians	7	100	100
Painters & Decorators	686	859	859
Plasterers	489	362	362
Plumbers & Steamfitters	582	300	300
Printing Pressmen	166	25	25
Rubber Workers	639	751	751
Sugar Workers	175	175	175
Theatrical Stage Employees	504	129	129
Santa Barbara			
Carpenters & Joiners	1062	751	751
Communications Workers	9576	491	491
Construction & Gen. Laborers	591	488	488
Culinary Alliance & Bartenders	498	1329	1329
Electrical Workers	413	450	450
Meat Cutters	556	769	769
Musicians Protective Assn.	308	306	306
Printing Pressmen	426	18	18
Santa Barbara Fed. of Tchrs.	1081	65	65
Sheet Metal Workers	273	272	272
Theatrical Stage & M.P. Oper.	442	34	34
Santa Clara			
Glass Bottle Blowers	262	500	500
Santa Clara Fire Fighters	1171	96	96
Santa Clara Muni Empls.	107	54	54
United Cement, Lime & Gypsum	334	99	99

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Santa Cruz			
Barbers	891	37	37
Communications Workers	9428	182	182
Construction & Gen. Laborers	283	292	292
Greater Santa Cruz Fed. Tchrs.	2030	25	25
Leather Workers	L-122	195	195
Machinists & Mechanics	1983	43	43
Musicians Protective Union	346	26	26
Painters & Decorators	1026	118	118
Santa Maria			
Barbers	941	25	25
Carpenters & Joiners	2477	237	237
Communications Workers	9581	298	298
Const. & Gen. Oil Field Laborers	1222	243	243
Culinary Wkrs. & Bartenders	703	1154	1154
Machinists & Aerospace Workers	2242	56	56
Oil, Chemical & Atomic Workers	534	82	82
Santa Monica			
Carpenters & Joiners	1400	1010	1010
Culinary Wkrs. & Bartenders	814	6040	6040
Meat Cutters	587	800	800
Plumbers	545	552	552
Printing Pressmen	429	22	22
Santa Monica Muni. Empls.	423	301	301
Typographical	875	19	19
Santa Paula			
Santa Paula Fed. of Teachers	2071	24	24
Santa Rosa			
Bartenders & Culinary Wkrs.	770	1099	1099
Boot & Shoe Workers	446	171	171
Carpenters & Joiners	751	877	877
Communications Workers	9403	393	393
Electrical Workers	551	321	321
Hod Carriers & Laborers	139	629	629
Machinists & Aerospace Workers	1178	313	313
M. P. Operators	420	19	19
Musicians Union	292	46	46
Retail Clerks	1532	1264	1264
Santa Rosa Fed. of Teachers	2029	9	9
Santa Susana			
Simi Federation of Teachers	1773	44	44
Saugus			
Glass Bottle Blowers	69	185	185
Selma			
I. U. Electrical Workers	1502	66	66
Selma Unified Fed. of Teachers	2197	8	8
Sherman Oaks			
Bartenders, Motel, Rest., Hotel Wk.	694	3155	3155
Shingle Springs			
United Cement, Lime & Gypsum	417	69	69
Southgate			
Rubber Workers	100	705	705
Utility Workers	283	58	58
Spreckles			
Sugar Workers	180	445	445
Stockton			
Amalgamated Transit	276	65	65

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Automotive Machinists	428	600	600
Barbers	312	89	89
Bartenders	47	403	403
Boilermakers	749	500	500
Box Makers	3088	448	448
Butchers	127	1351	1351
Cement Finishers	814	100	100
Communications Workers	9417	634	634
Culinary Alliance	572	1434	1434
Delta College Fed. of Tchrs.	1486	44	44
Electrical Workers	591	100	100
Hod Carriers & Com. Laborers	73	750	750
Machinists Lodge	364	649	649
M.P. Projectionists	428	27	27
Musicians	189	170	170
Plumbers & Steamfitters	492	165	165
Sheet Metal Workers	283	100	100
State, County & Muni. Empls.	1577	51	51
Steelworkers Union	7019	216	216
Steelworkers Union	6729	38	38
Stockton Fed. of Teachers	1287	88	88
Stockton Newspaper Guild	100	118	118
Theatrical Stage Employees	90	18	18
Typographical	56	120	120
Utility Workers	160	43	43
Suisun City			
Solano Community College Tchrs.	1696	15	15
Sunnyvale			
Barbers	498	46	46
Missiles & Electronics	2230	147	147
Technical & Office Wkrs. (IAM)	322	290	290
Theatrical Stage & M.P. Oper.	796	22	22
Sun Valley			
Rubber Workers	621	588	588
Susanville			
Barbers & Beauticians	311	25	25
Taft			
Barbers	869	25	25
Oil, Chemical & Atomic Wkrs.	1-6	260	260
Tehachapi			
United Cement, Lime & Gypsum	52	254	254
Temple City			
Temple City Fed. of Teachers	1791	9	9
Terminal Island			
United Cannery & Ind. Wkrs.—Pacific...		4000	4000
Torrance			
El Camino College Fed. Teachers	1388	40	40
Operative Potters	218	184	184
Rubber Workers	146	57	57
Rubber Workers	817	9	9
Rubber Workers	839	15	15
Torrance Municipal Empls.	1117	276	276
Tracy			
Glass Bottle Blowers	177	337	337
Tulare			
Tulare Fed. of Teachers	2227	2	2

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Ukiah			
Communications Workers	9420	194	194
Ukiah Fed. of Teachers	2025	10	10
Union City			
New Haven Fed. of Teachers	1657	20	20
Vallejo			
American Fed. of Grain Millers	71	114	114
Asbestos Workers	70	21	21
Barbers	335	104	104
Butchers & Meat Cutters	532	855	855
Carpenters & Joiners	180	778	778
Communications Workers	9411	403	403
Culinary Workers & Bartenders	560	695	695
Electrical Workers	180	137	137
Hod Carriers & Gen. Laborers	326	385	385
Lathers	302	17	17
Machinists & Aerospace Wkrs.	252	355	355
Machinists	1492	712	712
Musicians	367	68	68
Painters	376	185	185
Plasterers & Cement Finishers	631	20	20
Plumbers	343	283	283
Retail Clerks	373	1632	1632
Sheet Metal Workers	75	258	258
Teachers	827	37	37
Theatrical Stage Empls.	241	44	44
Van Nuys			
American Postal Workers Union	1159	150	150
Carpenters & Joiners	1913	1647	1647
Communications Workers	9503	171	171
Industrial	1662	139	139
Painters	1595	500	500
Ventura			
Barbers Union	912	57	57
Electrical Workers	952	450	450
Hod Carriers & Gen. Laborers	585	1135	1135
Lathers	460	59	59
Oil, Chemical & Atomic Workers	120	279	279
Operating Engineers	732	19	19
Painters & Decorators	955	345	345
Plasterers & Cement Finishers	741	256	256
Ventura Fed. of Teachers	1981	30	30
Ventura Municipal Employees	181	80	80
Ventura Typographical	909	79	79
Victorville			
United Cement, Lime & Gypsum	49	259	259
United Cement, Lime & Gypsum	365	113	113
Visalia			
Carpenters & Joiners	1109	250	250
Communications Workers	9406	504	504
Hod Carriers & Gen. Laborers	1060	200	200
Stage Empls. & M.P. Operators	605	18	18
Typographical	519	40	40
Vista			
Carpenters & Joiners	2078	866	866
Painters	1906	201	201
Walnut			
Operative Potters	223	208	208

City and Union	Local No.	Per Capita Paid Membership	Estimated Membership
Walnut Creek			
Electrical Workers	1245	12000	12000
Steelworkers	5450	31	31
Watsonville			
Barbers	749	25	25
Brick & Clay Workers	998	122	122
Carpenters & Joiners	771	280	280
Lathers	122	33	33
Machinists & Mechanics	1939	39	39
Railway Carmen	765	16	16
Theatrical Stage Employees	611	61	61
Weed			
Lumber & Sawmill Workers	2907	794	794
Weimar			
Weimar Sanatorium Employees	745	133	133
West Covina			
La Puente Valley Fed. of Teachers	1792	82	82
Whittier			
Steelworkers	4997	544	544
Transport Workers	518	55	55
Typographical	899	55	55
Wilmington			
Butchers	551	3792	3792
Inlandboatmen of Pacific		183	183
Pulp, Sulphite & Paper Mills Workers	341	159	159
Seafarers, Atlantic & Gulf Dist.		125	125
Woodland			
Sugar Workers	179	211	211

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, 1972, and the statement of cash as of June 30, 1972. 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, 1972 and the cash as of June 30, 1972 classified on a basis consistent with that of the preceding period.

LYBRAND, ROSS BROS. & MONTGOMERY

July 24, 1972

CALIFORNIA LABOR FEDERATION, AFL-CIO
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
 for the two-year period ended June 30, 1972

Cash receipts:

Per capita receipts and affiliation fees	\$1,410,363.19
Refund of pro rata expenses from California Labor Council on Political Education	19,200.00
Interest earned	25,541.91
Labor Education Program	5,246.00
Conference receipts	19,188.22
Sundry	7,517.49
Total cash receipts	1,487,056.81

Cash disbursements:

Executive salaries	\$176,442.40
Expenses and allowances:	
Executives	58,073.24
Geographical vice presidents	31,773.80
At-large vice presidents	9,855.79
General office salaries	342,811.17
Assistant to secretary-treasurer	46,538.29
Accounting	17,825.00
Automobile maintenance	3,308.43
Conferences—labor education	24,056.34
Conventions	89,523.52
Contributions	63,736.57
Conferences — general	32,631.35
Furniture and equipment	7,764.65
Insurance	35,561.87
Legislative	19,969.68
Legal	54,584.90
Library	5,422.63
Maintenance	7,759.63
Newsletter	76,317.08
Office rents	83,710.65
Retirement plan contributions	35,824.47
Printing	20,207.74
Postage and mailing	25,607.50
Scholarships	3,500.00
Services	1,556.61
Stationery and supplies	36,375.14

OFFICERS' REPORTS

Taxes	24,454.76
Telephone and telegraph	53,611.58
General expenses	35,000.16
Total cash disbursements	1,423,804.77
Excess of cash receipts over cash disbursements	63,252.04
Cash, July 1, 1970	306,309.30
Cash, June 30, 1972—details annexed	\$ 369,561.34

**CALIFORNIA LABOR FEDERATION, AFL-CIO
STATEMENT OF CASH**

June 30, 1972

Office cash fund	\$ 300.00
Deposits	1,430.00
Bank of America N.T. & S.A.:	
Commercial	79,606.42
Savings (restricted \$9,322.05)	186,635.54
Crocker Bank—savings	25,104.40
The Hibernia Bank—savings	63,533.68
United California Bank—savings	12,951.30
	<u>\$369,561.34</u>

Note: A blanket position surety bond in the amount of \$50,000 was in effect during the period covered by this examination.

REPORT ON SUPPLEMENTAL DATA

Our report on our examination appears on page 1. This examination was made primarily for the purpose of rendering an opinion on the basic financial statements, taken as a whole, shown on pages 307 and 308, of this report. The data included on pages 308 to 341, inclusive, although not considered necessary for a fair presentation of cash receipts and disbursements and cash balances, are presented primarily for supplemental analysis purposes. This additional information has been subjected to the audit procedures applied in the examination of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

LYBRAND, ROSS BROS. & MONTGOMERY

July 24, 1972

**CALIFORNIA LABOR FEDERATION, AFL-CIO
DETAIL OF PER CAPITA RECEIPTS AND AFFILIATION FEES
for the two-year period ended June 30, 1972**

ALAMEDA		ANDERSON	
Carpenters and Joiners		International Woodworkers of	
No. 194	\$ 266.40	America No. 433	442.64
Alameda Federation of Teachers			
No. 1528	94.64	ANTIOCH	
		G'ass Bottle B'owers No. 16	98.90
ALHAMBRA		Pittsburg-Antioch	
Electrical Workers No. 47	960.00	Federation of Teachers	
Communications Workers		No. 2001	79.52
No. 9505	2,667.28	Steelworkers No. 6845	206.56
ANAHEIM		ARCADIA	
Carpenters and Joiners		American Federation of	
No. 2203	2,554.48	Teachers No. 1424	692.28
United Rubber Workers		Horseshoers No. 12	52.80
No. 657	349.36	Horseshoers No. 17	28.80

ARCATA		BELL	
Lumber and Sawmill Workers		I.U. Electrical Workers	
No. 2808	771.14	No. 1501	644.88
Plywood and Veneer Workers		I.U. Electrical Workers	
No. 2789	632.12	No. 1504	165.10
ARROYO GRANDE		Steelworkers Union No. 3941	103.36
Lucia Mar Federation of		BENICIA	
of Teachers No. 1753	18.72	Machinists No. 1687	96.00
AUBURN		BERKELEY	
Communications Workers		Carpenters and Joiners	
No. 9431	356.80	No. 1158	643.95
Lumber and Sawmill Workers		Clerical, Technical and	
No. 2687	126.56	Professional Employees	
Placer Teachers No. 2267	3.20	No. 1695	719.01
AVALON		Painters No. 40	427.12
Painters No. 1226	48.00	Teachers No. 1078	541.44
BAKERSFIELD		University Employed	
Bakersfield Federation of		Graduate Student Teachers	
Teachers No. 1866	14.32	No. 1570	22.00
Barbers No. 317	114.96	Berkeley Faculty Union (AFT),	
Bookbinders No. 117	9.20	U.C. No. 1474	124.48
Building and Construction		University Federation of	
Trades Council	24.00	Librarians (AFT) No. 1795..	44.88
Butchers No. 193	960.00	University of California	
Carpenters and Joiners		Teachers No. 2023	42.24
No. 743	2,026.56	University California Los	
Communications Workers		Angeles Faculty Union	
No. 9416	212.00	No. 1990	38.40
Electrical Workers No. 428	800.00	University of California	
Hod Carriers and Common		Teachers No. 1966	13.36
Laborers No. 220	1,049.00	San Diego Faculty Union—	
Hotel and Restaurant		U.C. No. 2034	6.96
Employees No. 550	1,146.32	University of California	
Kern Federation of Teachers		Teachers No. 2141	42.00
No. 2217	2.32	University of California	
Kern, Inyo and Mono County		Teachers—Irvine No. 2226	5.36
Central Labor Council	24.00	BETTERAVIA	
Lathers No. 300	76.80	Sugar Workers No. 178	537.44
Machinists No. 139	528.00	BEVERLY HILLS	
Machinists No. 5	84.04	Beverly Hills Federation of	
Musicians' Protective Union		Teachers No. 1863	56.56
No. 263	76.80	BISHOP	
Newspaper Guild No. 202	230.40	Painters and Decorators	
Oil, Chemical and Atomic		No. 1688	26.00
District Council	24.00	Construction and General	
Oil, Chemical and Atomic		Laborers No. 302	247.92
Workers No. 19	1,317.44	BRAWLEY	
Painters No. 314	321.12	Beet Sugar Refinery Workers	
Petroleum Workers No. 11	63.36	No. 174	311.92
Plasterers and Cement		BUENA PARK	
Finishers No. 191	366.00	Anaheim Federation of	
Plumbers and Steamfitters		Teachers No. 1967	69.60
No. 460	291.84	BURBANK	
Retail Clerks No. 137	1,987.20	Burbank Federation of	
Theatrical Stage Employees		Teachers No. 1608	21.60
No. 215	36.48	Plasterers No. 739	690.40
Transport Workers No. 3005	116.53	Studio Teachers No. 884	76.64
Typographical Union No. 439	301.44	BURLINGAME	
BARSTOW		Butchers No. 516	1,417.60
Barstow Local Federation of		BURNEY	
Railway Employees No. 120	23.00	Woodworkers No. 3 269	351.68
Machinists No. 706	517.02	CHESTER	
Theatrical Stage and Motion		Lumber and Sawmill Workers	
Picture Operators No. 730	57.60		

No. 3074	1,836.88	United Transportation Union	
CHICO		No. 835	262.08
Building and Construction		United Transportation Union	
Trades Council	19.00	No. 986	95.52
Barbers No. 354	49.92	United Transportation Union	
Carpenters and Joiners		No. 1026	47.28
No. 2043	344.56	United Transportation Union	
Carpenters and Joiners		No. 1080	208.32
No. 2838	295.68	United Transportation Union	
Millmen No. 1495	1,182.56	No. 1115	69.84
Motion Picture Projectionists		United Transportation Union	
No. 501	19.20	No. 1116	58.80
Musicians No. 508	180.80	United Transportation Union	
Pipe Trades District Council		No. 1120	28.56
No. 36	24.00	United Transportation Union	
Plumbers and Steamfitters		No. 1200	255.12
No. 607	322.08	United Transportation Union	
Typographical No. 667	49.52	No. 1201	194.88
CHINO		United Transportation Union	
Chino Federation of Teachers		No. 1207	101.04
No. 2086	49.12	United Transportation Union	
State, County and Municipal		No. 1236	27.84
Employees No. 135	26.00	United Transportation Union	
CITY OF COMMERCE		No. 1241	100.08
Glass Bottle Blowers No. 224 ..	300.00	United Transportation Union	
CITY OF INDUSTRY		No. 1252	274.32
Rubber Workers No. 585	536.00	United Transportation Union	
Rubber Workers No. 721	95.12	No. 1260	105.60
CLARKSBURG		United Transportation Union	
Sugar Workers No. 182	226.71	No. 1262	62.40
UNITED TRANSPORTATION		United Transportation Union	
UNION		No. 1332	13.20
California Legislative Board—		United Transportation Union	
United Transportation Union	24.00	No. 1336	379.44
California State Legislative		United Transportation Union	
Board of Locomotive Firemen		No. 1422	851.28
and Enginemen	3.00	United Transportation Union	
United Transportation Union		No. 1450	106.08
No. 31	187.92	United Transportation Union	
United Transportation Union		No. 1469	452.64
No. 32	214.08	United Transportation Union	
United Transportation Union		No. 1537	54.48
No. 47	160.80	United Transportation Union	
United Transportation Union		No. 1540	116.16
No. 99	113.28	United Transportation Union	
United Transportation Union		No. 1541	61.68
No. 100	173.04	United Transportation Union	
United Transportation Union		No. 1544	449.76
No. 239	526.80	United Transportation Union	
United Transportation Union		No. 1556	174.96
No. 240	541.44	United Transportation Union	
United Transportation Union		No. 1561	208.08
No. 241	47.04	United Transportation Union	
United Transportation Union		No. 1563	1,230.00
No. 492	396.48	United Transportation Union	
United Transportation Union		No. 1564	1,221.12
No. 694	296.88	United Transportation Union	
United Transportation Union		No. 1565	1,172.40
No. 710	130.08	United Transportation Union	
United Transportation Union		No. 1570	326.88
No. 771	522.96	United Transportation Union	
United Transportation Union		No. 1581	245.52
No. 811	304.32	United Transportation Union	
		No. 1584	52.32

CALIFORNIA LABOR FEDERATION

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United Transportation Union No. 1604	72.48	COALINGA Oil, Chemical and Atomic Workers No. 1-2	113.29
United Transportation Union No. 1607	1,172.16	COLMA Cemetery Workers and Greens Attendants No. 265	340.40
United Transportation Union No. 1665	24.96	COLTON Operative Potters No. 226	196.04
United Transportation Union No. 1667	73.68	Railway Clerks (Desert Lodge) No. 1376	213.36
United Transportation Union No. 1674	111.12	Steelworkers Union No. 5647 ...	33.68
United Transportation Union No. 1694	141.60	United Cement, Lime and Gypsum Workers No. 89	480.72
United Transportation Union No. 1714	233.04	COMPTON Carpenters and Joiners No. 1437	1,110.56
United Transportation Union No. 1730	169.68	Compton Federation of Teachers No. 1413	292.72
United Transportation Union No. 1732	204.00	CONCORD Diablo Valley Federation of Teachers No. 1902	216.16
United Transportation Union No. 1741	519.12	Machinists No. 1173	1,655.76
United Transportation Union No. 1770	550.56	CORCORAN Corcoran Unified Federation of Teachers No. 2220	18.32
United Transportation Union No. 1785	161.52	CORONA Glass Bottle Blowers No. 192....	422.40
United Transportation Union No. 1791	37.44	CORONADO Language Teachers No. 1976	1.28
United Transportation Union No. 1795	215.28	COSTA MESA College Teachers Guild No. 1911	51.60
United Transportation Union No. 1798	117.36	COVINA Communications Workers No. 9579	78.56
United Transportation Union No. 1801	79.92	United Metalronics and Hospital Supply Employees No. 955	68.32
United Transportation Union No. 1804	149.28	CROCKETT Sugar Workers No. 1	1,587.36
United Transportation Union No. 1806	64.08	CULVER CITY Culver City Federation of Teachers No. 1343	125.36
United Transportation Union No. 1808	71.04	CUPERTINO United Cement, Lime and Gypsum Workers No. 100	253.28
United Transportation Union No. 1812	170.40	DALY CITY Daly City Municipal Employees No. 919	136.56
United Transportation Union No. 1813	88.32	San Mateo County Classified School Employees No. 377	768.72
United Transportation Union No. 1819	90.96	Teachers No. 1481	281.12
United Transportation Union No. 1821	78.96	DANVILLE San Ramon Federation of Teachers No. 2052	26.40
United Transportation Union No. 1827	53.28	DAVENPORT United Cement, Lime and Gypsum Workers No. 46	360.06
United Transportation Union No. 1846	143.28	DAVIS Steelworkers No. 5261	80.56
United Transportation Union No. 1866	2.64		
United Transportation Union No. 1896	121.44		
United Transportation Union No. 1915	300.96		
United Transportation Union No. 1933	26.64		
United Transportation Union No. 1935	53.01		
United Transportation Union No. 1940	3.84		
United Transportation Union No. 1942	20.88		
United Transportation Union No. 1959	15.12		

DELANO
 Delano Federation of Teachers
 No. 2203 14.40
 United Farm Workers 32,644.32

DIAMOND SPRINGS
 United Cement, Lime and
 Gypsum Workers No. 158 70.74

DOWNEY
 Communications Workers
 No. 9595 1,472.00
 Rubber Workers No. 451 1,017.18
 Rubber Workers No. 171 182.62

EL CAJON
 Carpenters and Joiners
 No. 2398 1,719.04

EL CENTRO
 Building and Construction
 Trades Council of Imperial
 Valley 24.00
 Construction and General
 Laborers No. 1119 174.38
 Electrical Workers No. 447 278.08
 Theatrical Employees No. 656 24.64

EL CERRITO
 Teachers No. 866 511.20

ELDRIDGE
 Sonoma State Hospital
 Federation of Teachers
 No. 1945 11.12

EL MONTE
 Carpenters and Joiners
 No. 1507 3,213.52
 Glass Bottle Blowers No. 39 600.00
 Hod Carriers and General
 Laborers No. 1082 2,187.00
 Painters No. 254 892.08

EL SEGUNDO
 Air Transport Workers No. 502 736.00
 Oil, Chemical and Atomic
 Workers No. 547 1,898.08

ELSINORE
 Brick and Clay Workers
 No. 843 226.00

ELK CREEK
 Lumber and Sawmill Workers
 No. 6688 154.24

EMERYVILLE
 Oil, Chemical and Atomic
 Workers No. 589 501.36
 Steelworkers Union No. 1304 1,479.92

EUREKA
 Bakers No. 195 58.48
 Barbers No. 431 104.72
 Bartenders No. 318 156.03
 Building and Construction
 Trades Council 24.00
 Butchers Unit 2 No. 516 230.76
 Central Labor Council 24.00
 Electrical Workers No. 482 45.20
 Hod Carriers No. 181 513.84
 Hospital and Institutional
 Workers No. 327 221.20

Hotel, Restaurant Employees
 and Bartenders No. 220 998.15
 Laundry Workers No. 156 52.56
 Lumber and Sawmill Workers
 No. 2592 1,556.88
 Lumber and Sawmill Workers
 No. 3019 603.44
 Machinists No. 540 324.00
 Plasterers and Cement
 Finishers No. 481 54.32
 Plumbers No. 471 76.80
 Plywood and Veneer Workers
 No. 2931 448.64
 Redwood District Council of
 Lumber and Sawmill
 Workers 24.00
 Retail Clerks No. 541 664.24
 Typographical No. 207 125.00

FEDERATED FIRE FIGHTERS
 Federated Fire Fighters of
 California 21.00
 Federal Naval Fire Fighters
 of the Bay Area No. F-15 130.64
 Fire Fighters Association
 No. 689 173.20
 Alhambra Fire Fighters
 No. 1578 107.68
 Professional Fire Fighters of
 Antioch No. 1794 44.00
 Fire Fighters Association
 No. 1428 77.36
 Bakersfield Fire Fighters
 No. 844 34.16
 Kern County Fire Fighters
 Association No. 1301 821.92
 Benicia Fire Fighters No. 1610 15.68
 Fire Fighters Association
 No. 1227 313.92
 Bonita-Sunnyvale Fire Fighters
 No. 1827 16.16
 Brawley Fire Fighters
 No. 1967 24.00
 Brisbane Fire Fighters
 No. 1725 16.16
 Fire Fighters Association
 No. 778 186.80
 Burlingame Fire Fighters
 No. 1872 62.24
 Calexico Fire Fighters
 No. 1966 12.32
 Campbell Fire Fighters
 No. 1939 34.40
 Shasta County Fire Fighters
 No. 1995 7.84
 China Lake Fire Fighters
 No. F-32 127.04
 Montgomery Fire Fighters
 No. 1884 16.56
 Claremont Fire Fighters
 No. 1705 23.52
 Clovis Fire Fighters No. 1695... 13.76
 Fire Fighters Association of
 Contra Costa County No. 1230 603.02
 Fire Fighters Association
 No. 1475 12.40

Fire Fighters Association No. 1465	33.76	Federal Fire Fighters Association No. F-85	159.28
Culver City Fire Fighters No. 1927	98.96	Fire Fighters Association No. 1430	114.08
Daly City Fire Fighters No. 1879	102.56	Oxnard Fire Fighters No. 1684	87.74
Dublin Fire Fighters No. 1885	37.44	Pacifica Fire Fighters No. 1543	37.60
Imperial Valley Fire Fighters No. F-156	11.36	Palo Alto Fire Fighters No. 1319	56.16
Fire Fighters Association No. 652	84.78	Paradise Fire Fighters No. 1829	21.52
Humboldt Fire District No. 1770	26.32	Fire Fighters Association No. 809	254.64
Fontana Fire Fighters No. 1274	51.84	Petaluma Fire Fighters Association No. 1415	40.80
Fremont Fire Fighters No. 1689	133.92	Pittsburg Fire Fighters No. 1993	6.60
California State Forestry Fire Fighters Association No. 1388	122.16	Pleasanton Fire Fighters No. 1974	24.64
Fresno County Fire Fighters No. 1180	62.80	Porterville Fire Fighters No. 1819	7.60
Professional Fire Fighters Association No. 753	426.80	Federal Fire Fighters Flight Test Center No. F-53	173.28
Garden Grove Fire Fighters No. 2005	97.20	Fire Fighters No. 1934	43.28
Half Moon Bay Fire Fighters No. 1824	17.60	Fire Fighters No. 1354	55.28
Hamilton Air Force Base Fire Fighters No. F-134	20.16	Redwood City Fire Fighters No. 2014	70.96
Hayward Fire Fighters No. 1909	163.84	Fire Fighters Association No. 188	225.92
Hollister Fire Fighters No. 1956	8.32	Roseville Fire Fighters No. 1592	7.04
La Habra Fire Fighters No. 1968	55.44	Federal Fire Fighters Greater Sacramento Area No. F-57	127.60
Lemoore Federal Fire Fighters No. F-102	73.28	Fire Fighters No. 522	999.70
Fire Fighters Association No. 1477	9.76	Fire Fighters Association No. 1270	108.64
Lompoc Fire Fighters No. 1906	29.76	Fire Fighters No. 891	300.34
Fire Fighters Association No. 1167	51.28	San Bruno Fire Fighters No. 1944	41.52
Los Angeles County Fire Fighters No. 1014	3,134.44	Federal Fire Fighters No. F-33	284.80
Madera City Fire Fighters No. 1466	22.32	San Diego Fire Fighters Association No. 145	989.56
Manteca Fire Fighters No. 1874	11.84	San Fernando Fire Fighters Association No. 2074	14.88
Mare Island Fire Fighters No. F-48	52.16	Hunters Point Fire Fighters No. F-52	27.76
Fire Fighters Association No. 1396	113.92	Presidio of San Francisco Federal Fire Fighters No. F-145	44.64
Merced Fire Fighters Association No. 1479	61.28	Treasure Island Fire Fighters No. F-159	70.40
Millbrae Fire Fighters No. 1877	24.64	Sanger Fire Fighters No. 1809	17.60
Modesto Fire Fighters Association No. 1289	103.24	Stanford Fire Fighters No. I-12	62.48
Fire Fighters Association No. 1473	7.20	Marin County Fire Fighters No. 1775	14.48
N.A.L.F. Monterey Fire Fighters No. F-163	10.88	Santa Barbara County Fire Fighters No. 2046	55.68
Morro Bay Fire Fighters No. 1855	16.08	Santa Cruz Fire Fighters No. 1716	51.92
Newark Fire Fighters No. 1483	32.08	Santa Maria Fire Fighters No. 2020	16.48
		Santa Monica Fire Fighters No. 1109	159.28
		Fire Fighters Association No. 1401	99.52

Fire Fighters Association of Seaside No. 1218	44 08	Communications Workers No. 9408	1,104.00
Fire Fighters No. 810	16.64	Culinary, Bartenders and Hotel Service Workers No. 62	3,429.76
South San Francisco Fire Fighters No. 1507	17.36	Electrical Workers No. 100	576.00
Spring Valley Fire Fighters Association No. 1434	45.76	Fowler Federation of Teachers No. 2194	1.44
Fire Fighters Association No. 1229	322.00	Hod Carriers and Common Laborers No. 294	1,625.52
Fire Fighters Association of San Joaquin County No. 1243	76.72	Iron Workers No. 155	192 00
Torrance Fire Fighters Association No. 1138	243.44	Iron Workers No. 624	120.00
Union City Fire Fighters No. 1916	29.36	Lathers No. 83	64 80
Fire Fighters Association No. 1186	139.28	Machinists No. 653	1,576.80
Vandenburg Fire Fighters No. F-116	60.96	Machinists No. 1309	1,669.04
Visalia Fire Fighters No. 1981	27.92	Millmen No. 1496	339.44
Vista Fire Fighters Association No. 1429	42.86	Motion Picture Operators No. 599	52.80
Fire Fighters of Santa Cruz County No. 1272	27.36	Motor Coach Operators No. 1027	114.72
West Sacramento Fire Fighters No. 1482	49.44	Musicians No. 210	325.68
Whittier Fire Fighters No. 1503	130.40	Plasterers and Cement Finishers No. 188	326.40
FAIRFAX		Plumbers and Steamfitters No. 246	854 88
Tamalpais Federation of Teachers No. 1985	159.26	Retail Clerks No. 1288	1,680.00
FAIRFIELD		Service Employees No. 110	16.00
Communications Workers No. 9422	417.92	Sequoia District Council of Carpenters	24.00
FEATHER FALLS		Sheet Metal Workers No. 252	353.28
Lumber and Sawmill Workers No. 2801	258.56	State Center Federation of Teachers No. 1533	42.40
FILLMORE		Stereotypers No. 104	27.84
Hart Federation of Teachers No. 1922	7.36	Theatrical Stage Employees No. 158	34 56
FONTANA		Typographical No. 144	384.00
Steelworkers No. 2869	288.00	United Glass & Ceramic Workers No. 474	451.04
Steelworkers No. 5632	590.40	Winery and Distillery Workers No. 45	192.00
FORT BRAGG		FULLERTON	
Carpenters and Joiners No. 1376	72.72	Flat Glass Workers No. 187	118.72
FREMONT		Painters No. 1817	1,084.05
Steelworkers No. 5649	143 44	GARDENA	
Teachers No. 1494	201 60	Centinela Valley Federation of Teachers No. 1301	49 20
Upholsterers No. 32	322.40	Steelworkers No. 2273	75.44
FRESH POND		Steelworkers No. 6700	345.36
Lumber and Sawmill Workers No. 2561	102.08	GARDEN GROVE	
FRESNO		Los Alamitos Federation of Teachers No. 1972	8.48
Bakers No. 43	749.12	GEYSERVILLE	
Barbers and Beauticians No. 333	217.76	North Sonoma County Federation of Teachers No. 1999	13.76
Bookbinders No. 37	18.32	GILROY	
Bricklayers No. 1	192 00	Gilroy Federation of Teachers No. 1921	56.16
Butchers No. 126	3,807 52	GLENDALE	
Central Labor Council	24.00	American Postal Workers No. 841	346.08
Classified School Employees No. 562	752.56	Brick and Clay Workers No. 774	484.48
		Brick and Clay Workers No. 820	255.12

CALIFORNIA LABOR FEDERATION

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Cement Finishers No. 893	969.68	Motion Picture Studio Cine-technicians No. 789	1,020.00
Glendale Federation of Teachers No. 610	28.40	Motion Picture Studio First-Aid Employees No. 767	170.48
Painters No. 713	774.64	Motion Picture Studio Projectionists No. 165	502.00
Typographical No. 871	121.80	National Broadcast Employees No. 53	1,728.00
GRASS VALLEY		Office Employees No. 174	1,471.28
Bartenders and Culinary Workers No. 368	841.58	Publicists No. 818	486.96
HANFORD		Scenic Artists No. 816	371.52
Rubber Workers No. 703	855.76	Screen Actors Guild	9,600.00
HAWTHORNE		Screen Extras Guild, Inc.	5,760.00
Stove, Furnace and Allied Appliance Workers No. 123-B	139.20	Script Supervisors No. 871	215.28
HAYWARD		Set Designers and Model Makers No. 847	219.36
Brewery Workers No. 293	293.36	Society of Motion Picture Art Directors No. 876	318.48
Carpenters and Joiners No. 1622	4,303.68	Story Analysts No. 854	112.02
Communications Workers No. 9412	1,679.68	Studio Electrical Technicians No. 728	912.00
Culinary Workers and Bartenders No. 823	5,843.44	Studio Electricians No. 40	608.00
Glass Bottle Blowers No. 53	442.60	Studio Grips No. 80	1,152.00
Glass Bottle Blowers No. 82	244.02	Treasurers and Ticket Sellers No. 857	195.60
Hayward Federation of Teachers No. 1423	134.64	HUNTINGTON BEACH	
Painters and Decorators No. 1178	913.04	Huntington Beach Federation of Teachers No. 1427	1.20
Steelworkers No. 5004	329.36	HUNTINGTON PARK	
HOLLYWOOD		Amalgamated Meat Cutters and Butcher Workmen No. P-67	372.58
Actors' Equity Association	598.00	Amalgamated Meat Cutters and Butcher Workmen No. P-78-C	283.04
Affiliated Property Craftsmen No. 44	3,840.00	American Postal Workers Council	12.00
American Federation of Television and Radio Artists	2,880.00	Butchers No. 563	6,443.20
American Guild of Musical Artists	1,580.16	Furniture Workers No. 1010	1,161.60
Broadcast, Television and Recording Engineers No. 45	768.00	Glass Bottle Blowers No. 114	576.00
Building Service Employees No. 278	784.08	(American Flint) Glass Workers No. 141	40.00
Film Exchange Employees No. 61-B	180.96	Glass Bottle Blowers No. 137	2,928.00
Film Technicians No. 683	4,950.00	Machinists (Victory Lodge) No. 1571	1,760.08
Hollywood AFL Film Council	24.00	Steelworkers No. 7100	222.08
Hollywood Painters No. 5	649.91	INDIO	
Machinists No. 1185	812.54	Coachella Valley Federation of Teachers No. 2247	13.60
Make-Up Artists No. 706	680.48	INGLEWOOD	
Motion Picture Costumers No. 705	1,132.80	Inglewood Federation of Teachers No. 2024	4.80
Motion Picture Crafts Service No. 727	288.00	IONE	
Motion Picture Film Editors No. 776	1,612.80	Brick and Clay Workers No. 750	23.60
Motion Picture Photographers No. 659	576.00	Glass Bottle Blowers No. 80	253.68
Motion Picture Screen Cartoonists No. 839	1,680.00	KENTFIELD	
Motion Picture Set Painters No. 729	508.80	College of Marin Federation of Teachers No. 1610	47.60
Motion Picture Sound Technicians No. 695	576.00	KLAMATH	
Motion Picture Studio Art Craftsmen No. 790	90.24	Lumber and Sawmill Workers No. 2505	282.56

LA JOLLA		LOS ANGELES	
Carpenters and Joiners		Advertising and Public Relations Employees	63.56
No. 1358	444.40	Amalgamated Meat Cutters and Butcher Workmen	
University California San Diego		No. P-1138	476.48
Research and Teaching		Amalgamated Transit No. 1277	1,735.78
Assistants Teachers	9.28	American Federation of State, County and Municipal Employees No 36 (Council)	24.00
LAKEWOOD		American Federation of Teachers College Guild No. 1521	72.00
Laborers No. 507	3,456.00	American Flint Glass Workers No. 139	513.60
Public Employees No. 1110	274.80	American Guild of Variety Artists	633.12
LA MESA		Amusement Area Employees	
National Broadcast Employees		No. B-192	107.52
No. 54	109.28	Asbestos Workers No. 5	600.00
LANCASTER		Bakers No. 453	384.00
Communications Workers		Barbers No. 1000	1,711.28
No. 9577	164.64	Bartenders No. 284	2,955.36
LA PUENTE		Beauticians No. 295-A	207.68
Rubber Workers No. 766	688.00	Billboards Local No. 696	278.48
LATHROP		Boilermakers No. 92	1,536.00
United Glass and Ceramic		Bookbinders No. 63	1,152.00
Workers No. 418	1,655.44	Brewery and Distillery	
LAWNDALE		Workers No. 7	60.96
Glass Bottle Blowers No. 19	536.16	Bricklayers No. 2	871.50
LIVERMORE		Bus Drivers No. 1222	384.00
Barbers No. 270	20.96	Cabinet Makers and Millmen	
LODI		No. 721	4,826.48
American Federation of		California State Association of Barbers and Beauticians	24.00
Grain Millers No. 59	730.92	California State Association of Electrical Workers	24.00
Typographical No. 983	48.00	California State Council Service Employees	28.00
LONE PINE		California State Association of Letter Carriers	24.00
Lone Pine Educational		Cap Makers No. 22	57.60
Guild No. 2183	10.84	Carpenters and Joiners	
LONG BEACH		No. 25	1,637.08
Asbestos Workers No. 20	63.36	Carpenters and Joiners	
Barbers No. 622	181.72	No. 1976	1,026.16
Bartenders No. 686	2,114.72	Cement Masons No. 627	384.00
Bricklayers No. 13	480.00	Cleaners, Dyers, Pressers	
Building and Construction		No. 268	768.00
Trades Council	24.00	Cloak Makers No. 58	474.00
Communications Workers		Clothing Workers No. 55-D	1,040.00
No. 9571	528.00	Clothing Workers No. 81	288.00
Culinary Alliance No. 681	10,730.32	Clothing Workers No. 278	2,496.00
Joint Executive Board of		Clothing Workers No. 408	1,056.00
Culinary Workers	24.00	Communications Workers	
Fire Fighters No. 372	842.76	No. 9502	1,248.00
Machinists No. 1235	920.00	Cooks No. 468	4,800.00
Motion Picture Projectionists		Council of Federated Municipal Crafts	26.00
No. 521	154.96	Dental Technicians No. 100	192.00
Musicians Association No. 353	192.00	Designers Guild of Ladies	
Oil, Chemical and Atomic		Apparel No. 452	48.00
Workers No. 128	9,923.68	District Council Brick and	
Painters No. 256	1,018.32	Clay Workers No. 11	24.00
Printing Pressmen No. 285	177.98	District Council of Carpenters	24.00
Retail Clerks No. 324	31,316.64	District Council of Machinists	
Roofers No. 72	222.58	Lodge No. 94	24.00
Rubber Workers No. 560	445.84		
Sheet Metal Workers No. 420	1,056.00		
LOS ALTOS HILLS			
Foothill Federation of			
Teachers No. 1676	78.56		

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District Council of Painters No. 36	30.00	Los Angeles Allied Printing Trades Council	24.00
District Council of Plasterers and Cement Masons of Southern California	24.00	Los Angeles Building and Construction Trades Council	24.00
Electrical Workers No. 11	5,280.00	Los Angeles City Employees No. 119	648.56
Electrical Workers No. 18	1,152.00	Los Angeles County Federation of Labor	24.00
Electrical Workers No. 1710	1,113.60	Los Angeles Federation of Private School Teachers No. 1426	28.16
Electrical Workers No. 2295	1,104.00	Los Angeles County Probation Officers No. 685	1,814.40
Electrotypers No. 137	80.24	Los Angeles County Superior Court Clerks No. 575	235.92
Elevator Constructors No. 18	322.56	Los Angeles Department Water and Power Employees No. 233	577.60
Federation of Nursery School Teachers No. 1475	318.96	Los Angeles Leather, Luggage Workers No. 213-L	960.00
Fire Fighters of Los Angeles City No. 112	3,129.12	Los Angeles Municipal Employees No. 319	60.48
Fur Workers No. 87-F	294.40	Los Angeles Park and Recreation No. 517	264.56
Furniture No. 500	384.00	Los Angeles Union Label Council	24.00
Glass Bottle Blowers No. 29	544.28	Machinists and Aerospace Workers No. 311	5,919.51
Gunitite Workers No. 345	507.28	Machinists and Aerospace Workers No. 620	27.20
Health Workers No. 1036	65.84	Machinists No. 1186	4,800.00
Hod Carriers and Common Laborers No. 300	16,320.00	Mailers No. 9	696.00
Hotel Service Employees No. 765	3,301.81	Meat Cutters No. 421	4,600.00
Housing Authority, Los Angeles No. 143	56.48	Metal Polishers No. 67	119.60
Insurance Workers No. 83	2,083.48	Metal Trades Council of Southern California	24.00
Iron Workers No. 509	1,288.00	Millwrights No. 1607	1,298.08
I.U. Electrical Workers No. 850	356.96	Miscellaneous Employees No. 440	5,035.52
I.U. Electrical Workers No. 854	588.56	Miscellaneous Foremen and Public Works Super- intendents No. 413	339.84
I.U. Electrical Workers No. 1511	159.68	Molders and Foundry Workers No. 374	192.00
I.U. Electrical Workers No. 1514	175.76	Motion Picture Projectionists No. 150	751.76
Joint Council Service Em- ployees of Southern California	24.00	Musicians No. 47	3,840.00
Joint Executive Board Culinary Workers	24.00	Newspaper Pressmen No. 18	1,152.00
Joint Council Conference Electrical Workers of Southern California	12.00	Office Employees No. 30	3,456.00
Ladies Garment Workers No. 55	1,441.20	Offset Workers, Printing Pressmen and Assistants No. 78	1,056.00
Ladies Garment Workers No. 84	358.00	Oilfield Maintenance Workers No. 1234	118.40
Ladies Garment Workers No. 96	1,094.00	Operating Engineers No. 12	38,400.00
Ladies Garment Workers No. 97	242.24	Ornamental Iron Workers No. 792	831.04
Ladies Garment Workers No. 451	248.00	Painters No. 1348	817.04
Ladies Garment Workers No. 482	1,205.20	Paper Handlers No. 3	166.80
Ladies Garment Workers No. 483	90.00	Paper Makers No. 208	238.32
Ladies Garment Workers No. 496	64.00	Pari-Mutuel Employees Guild No. 280	640.00
Ladies Garment Workers No. 497	502.00	Pattern Makers Association	192.00
Ladies Garment Workers No. 512	282.80	Plumbers No. 78	3,440.32
Lathers No. 42	317.36	Printing Specialties Printing Pressmen No. 495	244.72
Laundry and Dry Cleaning No. 52	1,600.00		

Printing Specialties and Paper Converters No. 388	1,380.00	Textile Workers No. 1291	346.24
Printing Specialties and Paper Products No. 522	556.40	Theatrical Press Agents and Managers No. 18032	127.04
Provision House Workers No. 274	9,052.96	Theatrical Wardrobe Attendants No. 768	89.88
Pulp, Sulphite and Paper Mill Workers No. 268	92.48	United Federation of Postal Clerks No. 82-T	51.20
Pulp, Sulphite and Paper Mill Workers No. 307	2,280.00	United Garment Workers No. 125	391.20
Reinforced Iron Workers No. 416	1,104.00	United Telegraph Workers No. 48	308.00
Railway and Steamship Clerks No. 2114	109.44	U.C.L.A. Teaching Assistants No. 1781	7.00
Roofers No. 36	1,402.80	Upholsterers No. 15	614.40
Rubber Workers No. 43	1,104.00	Utility Workers No. 132	1,920.00
Rubber Workers No. 44	960.00	Waiters No. 17	5,342.08
Rubber Workers No. 131	2,407.04	Waitresses No. 639	11,074.00
Rubber Workers No. 141	378.56	Wholesale Wine and Liquor Salesmen No. 151	202.56
Rubber Workers No. 335	249.68	Wholesale Wine and Liquor Salesmen No. 187	191.06
Rubber Workers No. 428	178.34		
Rubber Workers No. 430	58.94		
Rubber Workers No. 458	1,463.36	LOS GATOS	
Rubber Workers No. 656	130.88	Carpenters and Joiners	
Rubber Workers No. 678	33.60	No. 2006	1,623.12
Sheet Metal Workers No. 108	7,414.72		
Sign and Pictorial Painters No. 831	180.00	LOS NIETOS	
Southern California Communications Workers Council	24.00	Brick and Clay Workers	
Southern California Conference of Allied Printing Trades Councils	30.00	No. 824	698.24
Southern California District Council of Laborers	24.00	MADERA	
Southern California District Council of Lathers	24.00	Madera Federation of Teachers No. 1694	62.40
Southern California Joint Board of Amalgamated Clothing Workers	24.00	MANTECA	
Southern California Printing Specialties and Printing Pressmen Joint Council No. 2	24.00	Carpenters and Joiners	
Southern California Pipe Trades District Council No. 16	24.00	No. 1869	49.60
Sportswear and Cotton Garment Workers No. 266	512.00	MARTELL	
Sprinkler Fitters No. 709	672.00	Carpenters and Joiners	
Stage Employees No. 33	744.00	No. 1522	17.40
State, County and Municipal Employees No. 800	414.48	MARTINEZ	
Stationary Operating Engineers No. 501	2,880.00	Building and Construction Trades Council (Contra Costa)	24.00
Steelworkers No. 1547	47.10	Central Labor Council	24.00
Steelworkers No. 5504	477.60	Carpenters and Joiners	
Stereotypers No. 58	482.40	No. 2046	756.24
Stove, Furnace and Allied Appliance Workers No. 125-B	10.26	Construction and General Laborers No. 324	4,013.92
Structural Iron Workers No. 433	275.20	Electrical Workers No. 302	1,448.80
(United) Teachers Los Angeles No. 1021	4,885.36	Northern California Joint Executive Conference of Electrical Workers	24.00
Textile Workers No. 99	608.00	Painters No. 741	288.00
Textile Workers No. 915	429.52	Plumbers and Pipe Fitters No. 159	720.00
		Retail Clerks No. 1179	3,678.56
		Typographical No. 597	90.08
		MARYSVILLE	
		Central Labor Council	24.00
		Communications Workers	
		No. 9429	288.00
		Hod Carriers and General Laborers No. 121	470.56
		Marysville Musician Protective Union No. 158	88.56

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MENLO PARK		MOORPARK	
Utility Workers No. 160-C	254.48	Ventura County Federation of College Teachers No. 1828	139.12
MENTONE		MOUNTAIN VIEW	
Machinists (Rocket Lodge) No. 947	431.44	Carpenters and Joiners No. 1280	2,622.00
MERCED		Mountain View-Los Altos Teachers No. 1937	16.72
Central Labor Council	24.00	Mountain View Fire Fighters No. 1965	116.96
Communications Workers No. 9407	340.32	MORAGA	
Construction and General Laborers No. 995	493.36	Acalanes District Union of Teachers No. 2037	53.52
Musicians' Protective No. 454	145.20	McARTHUR	
MILPITAS		Intermountain Federation of Teachers No. 2116	5.60
Hardwood Floor Layers No. 1861	593.76	McCLOUD	
Milpitas Federation of Teachers No. 2140	69.76	Woodworkers No. 3-64	1,086.80
Milpitas Fire Fighters No. 1699	71.28	NAPA	
MODESTO		Barbers No. 595	96.60
Barbers No. 787	61.44	Bartenders and Culinary Workers No. 753	1,083.84
Building and Construction Trades Council	30.00	Carpenters and Joiners No. 2114	444.08
Central Labor Council	24.00	Hod Carriers and General Laborers No. 371	656.08
Chemical Workers No. 190	72.80	Machinists No. 1419	421.51
Communications Workers No. 9418	785.90	Musicians Protective No. 541....	76.80
Culinary Workers and Bar- tenders No. 542	1,055.28	Napa Federation of Teachers No. 1336	84.24
Electrical Workers No. 684	598.08	United Garment Workers No. 197	884.48
Glass Bottle Blowers No. 17....	768.00	NEWPORT BEACH	
Laborers No. 1130	288.00	Newport Mesa— Federation of Teachers No. 1794	132.28
Musicians No. 652	144.80	NEWARK-FREMONT	
Plasterers No. 429	243.20	Barbers No. 516	54.84
Plumbing and Pipe Trades No. 437	480.00	NEWARK	
Sheet Metal Workers No. 495....	220.80	Chemical Workers No. 802	39.12
Sign and Pictorial Artists No. 1629	10.00	Newark Federation of Teachers No. 1804	77.36
Stage Employees No. 564	39.36	NEW YORK	
Stanislaus Federation of Teachers No. 1626	116.72	National Maritime—California	240.00
Typographical No. 689	134.40	NILES	
MONTEREY		Brick and Clay Workers No. 793	97.68
Barbers No. 896	67.32	NORTH FORK	
Building and Construction Trades Council	24.00	Lumber and Sawmill Workers No. 2762	307.36
Carpenters and Joiners No. 1323	894.00	NORWALK	
Central Labor Council	24.00	Operative Potters No. 307.....	107.04
Communications Workers No. 9426	515.20	Rubber Workers No. 158.....	146.80
Fish Cannery Workers of Pacific	169.68	OAKLAND	
Hod Carriers and Common Laborers No. 690	478.20	Alameda County Private School Teachers No. 2040	7.28
Hotel, Restaurant Employees and Bartenders No. 483	3,497.20	Allied Printing Trades Council	24.00
Roofers No. 50	77.28	Auto and Ship Painters No. 1176.....	1,152.00
Seine and Line Fishermen	230.40	Automobile Salesmen No. 1095	1,069.54
MONTEREY PARK		Automotive Machinists No. 1546	11,162.64
Steelworkers No. 1502	894.26		

Bakery and Confectionery Workers No. 119	896.00	Machinists-Alameda Naval Aircraft Lodge No. 739	576.00
Barbers No. 134	675 08	Motion Picture Projectionists No. 169	190.72
Bartenders No. 52	2,118.72	Northern California Auto Machinists Council	12.00
Boilermakers No. 10	768.00	Northern California District Joint Council (Pressmen)	17.00
Bricklayers No. 8	384.00	Northern California Typo- graphical Conference	24.00
Building and Construction Trades Council	24.00	Oakland, California Unified School Employees No. 257....	559.92
Butchers No. 120	4,140.00	Office Employees No. 29	5,000.00
California Conference of Machinists	24.00	Paint Makers and Allied Trades No. 1975	1,474.70
California Legislative and Co-Ordinating Council	12.00	Peralta Federation of Teachers No. 1603	283.60
Carpenters and Joiners No. 36	3,121.04	Plasterers No. 112	192.00
Carpet, Linoleum and Soft Tile Workers No. 1290	600 00	Plumbers and Gas Fitters No. 444	1,824.00
Cement Masons No. 594	528.00	Printing Specialties and Paper Converters No. 362	1,686.32
Central Labor Council	22.00	Printing Specialties and Paper Products No. 382	1,547.94
Cleaning and Dye House Workers No. 3009	2,191.36	Printing Specialties and Paper Products No. 677	227.84
Clerks and Lumber Handlers No. 939	144.00	Printing Specialties and Paper Products No. 678	946.68
Communications Workers— Bay Area Council	24.00	Printing Specialties and Paper Products No. 609	198.32
Communications Workers No. 9490	2,760.00	Printing Specialties and Paper Products No. 777	1,502.72
Communications Workers No. 9415	1,500.00	Railway Carmen No. 735	111.44
Construction and General Laborers No. 304	5,408.00	Railway Clerks No. 1304	216.64
Cooks No. 228	3,134.24	Retail Food Clerks No. 870	12,796.88
Dining Car Cooks and Waiters No. 456	304.82	Roofers No. 81	480.00
District Council of Painters No. 16	24.00	Rubber Workers No. 64	205 20
District Council of Plasterers and Cement Masons of Northern California	24.00	Rubber Workers No. 78	213.36
District Lodge of Machinists No. 115	16.00	Sheet Metal Workers No. 216....	960.00
East Bay Municipal District Employees No. 444	685.68	Shipyard and Marine Shop Laborers No. 886	1,036 00
East Bay Skills Center— Teachers No. 1688	53 84	Sleeping Car Porters	192.00
Electrical Workers No. 595	2,281.60	Steamfitters No. 342	2,440.32
Electronic, Plastic and Metal Production No. 1518	1,840.00	Steelworkers No. 1798	21 84
Fire Fighters Association No. 55	1,464.72	Steelworkers No. 7616	998.08
Gardeners, Florists and Nurserymen No. 1206	210 16	Street Carmen No. 192	1,920.00
Glass Bottle Blowers No. 2	192 00	Teachers No. 771	449.12
Glass Bottle Blowers No. 141....	1,152 00	Theatrical Janitors No. 121	426.48
Glass Bottle Blowers No. 142....	199 00	Theatrical Stage Employees No. 107	116.72
Glass Bottle Blowers No. 155....	684 72	Typographical No. 36	261.92
Hod Carriers No. 166	850.60	United Telegraph Workers No. 208	287.60
Industrial Iron and Metal Processing Workers No. 1088	388.24	University of California Employees No. 371	334.00
Ink and Roller Makers No. 5....	476 40	Waiters, Waitresses and Service Crafts No. 31	5,654.48
Insurance Workers No. 30	231 82		
Iron Workers No. 378	384.00		
Lathers No. 88	296.04		
Laundry Workers No. 2	1,618.52		
Machinists No. 284	3,840.00		

OCEANSIDE

Oceanside-Carlsbad Teachers
No. 1344

24.72

OILDALE

Rubber Workers No. 782

111.76

OJAI

Teachers No. 2119

29.92

CALIFORNIA LABOR FEDERATION

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ONTARIO	
District Council of Machinists	
No. 120	24 00
Operative Potters No. 319	249 20
Machinists No. 821	1,387.12
West San Bernardino County Federation of Teachers	
No. 1952	23.76

OREGON	
Electrical Workers No. 659	192.00

ORANGEVILLE	
San Juan Unified Federation of Teachers No. 1743	42.56

ORANGE	
Orange Unified Federation of Teachers No. 2188	24.08

ORO GRANDE	
Cement Workers No. 192	417.39

OROVILLE	
Barbers No. 643	48.00
Bartenders and Culinary Workers No. 654	768.40
Carpenters and Joiners No. 1240	307.76
Central Labor Council (Butte County)	24.00

OXNARD	
Barbers No. 959	58 00
Carpenters No. 2042	859.92
Steelworkers No. 2029	90.96
Oxnard Federation of Teachers No. 1273	105.84

PALM CITY	
Carpenters and Joiners No. 1490	923.98

PALMDALE	
Painters No. 1793	125 90
High Desert Teachers No. 1791	295.36

PALM SPRINGS	
Lathers No. 454	30 08
Painters No. 1627	195.80

PALO ALTO	
Carpenters and Joiners No. 668	1,535.12
Communications Workers No. 9409	896 00
Painters No. 388	516.80
Palo Alto Federation of Teachers No. 1256	32 96
Typographical No. 521	408.98

PASADENA	
Carpenters and Joiners No. 769	1,379 12
Cement Masons No. 923	359 61
Hod Carriers No. 439	384.00
Hotel, Restaurant Employees and Bartenders Alliance No. 531	977 84
Meat Cutters No. 439	4,800 00
Operative Potters No. 222	182.40

Painters and Decorators	
No. 92	192.00
Pasadena Federation of Teachers	
No. 1050	105.84
Pasadena School District Employees	
No. 606	395.12
Plasterers and Cement Finishers	
No. 194	45.76
Typographical No. 583	268.80

PETALUMA	
Bartenders and Culinary Workers No. 271	84.32
Lathers No. 268	76 80
Machinists No. 1596	684.36
Petaluma Federation of Teachers	
No. 1881	26.40
Typographical No. 600	25.52

PITTSBURG	
Barbers No. 917	377.14
Bartenders and Culinary Workers	
No. 822	1,647.20
Chemical Workers No. 23	132.32
Communications Workers	
No. 9400	100.00
Glass Bottle Blowers No. 160	476 88
Paper Makers No. 329	287.44
Plasterers and Cement Finishers	
No. 825	319.70
Steelworkers Union No. 1440	2,581.68
Steelworkers Union No. 5084	318.24

PLACERVILLE	
Carpenters and Joiners	
No. 1992	222.72
Hotel and Restaurant Workers	
No. 793	244.64

PLEASANT HILL	
Communications Workers	
No. 9402	1,129.56
Diablo Valley College Federation of Teachers	
No. 1726	87.84

POMONA	
Glass Bottle Blowers No. 34	528.16
Hod Carriers No. 806	1,152.00
Plumbers and Steamfitters	
No. 398	1,367.74
Southern California Typographical Conference	
Typographical No. 994	24.00
Typographical No. 994	322.00

PORT CHICAGO	
Chemical Workers No. 25	36.56

RED BLUFF	
Red Bluff Federation of Teachers	
No. 2078	7.92

REDDING	
Auto and Machinists No. 1397	462 00
Barbers Union No. 6	144.72
Building and Construction Trades Council of Northeastern California	
Butchers No. 352	24 00
Butchers No. 352	731.20
Carpenters and Joiners	
No. 1599	833.84

Central Labor Council		District No. 1—Pacific Coast	
Five Counties	24.00	District M.E.B.A. Marine Engineers' Beneficial Assn.	288.00
Communications Works		Motion Picture Projectionists	
No. 9419	531.84	No. 560	40.32
Culinary Workers, Bartenders and Hotel Service		Musicians No. 424	288.00
Employees No. 470	1,951.28	Operative Potters No. 89	245.44
Electrical Workers No. 442	285.48	Painters No. 560	424.32
Motion Picture Projectionists		Steelworkers No. 4113	66.40
No. 739	23.04	Typographical No. 738	110.32
Musicians Protective No. 113	49.20		
Northern California District		RIDGECREST	
Council Lumber and		Electrical Workers No. 729	58.16
Sawmill Workers	24.00	Indian Wells Valley Metal	
Painters and Allied Trades		Trades Council	24.00
No. 315	16.88		
Plasterers and Cement		RIVERSIDE	
Masons No. 805	108.00	American Federation of State, County and Municipal	
Retail Clerks No. 1364	243.28	Employees No. 1239	812.56
Shasta County Federation of		American Federation of State, County and Municipal	
Teachers No. 1320	90.24	Workers No. 1476	40.16
Typographical No. 993	75.36	Barbers No. 171	168.96
United Cement, Lime and		Building and Construction	
Gypsum Workers No. 427	118.72	Trades Council	24.00
		Central Labor Council	24.00
REDLANDS		Communications Workers	
Operative Potters No. 214	217.68	No. 9508	190.56
REDONDO BEACH		Culinary Workers and	
Carpenters and Joiners		Bartenders No. 535	152.00
No. 1478	1,536.00	District Council of Painters 48	24.00
South Bay Federation of		District Council of Cement, Lime and Gypsum Workers	
Teachers No. 2261	7.68	No. 3	22.00
REDWOOD CITY		Electrical Workers No. 440	520.32
Cement Mill Workers No. 760	121.16	Hod Carriers and General	
Electrical Workers No. 1969	576.00	Laborers No. 1184	1,136.00
Painters Local No. 1146	344.16	Machinists No. 1104	320.80
San Bruno City Employees		Riverside City College of	
No. 2190	24.64	Teachers No. 1814	18.12
South San Mateo Peninsular		Riverside County Federation	
Cities (AFSCME) No. 756	90.96	of Teachers No. 1414	17.04
State, County and Municipal		Sheet Metal Workers No. 509	673.68
Employees Council No. 57	24.00	United Cement, Lime and	
Teachers—Sequoia Federation		Gypsum Workers No. 48	563.40
No. 1163	179.44	United Cement, Lime and	
REEDLEY		Gypsum Workers No. 464	147.76
Communications Workers			
No. 9584	191.28	ROSEVILLE	
Kings Canyon Unified School		Carpenters No. 1147	1,106.24
District No. 2218	12.40	Electrical Workers No. 1682	269.12
RESEDA			
Carpenters and Joiners		SACRAMENTO	
No. 844	2,431.20	Allied Printing Trades Council	36.00
RICHMOND		Amalgamated Clothing	
Barbers and Beauticians		Workers No. 107	76.80
No. 508	252.72	Amalgamated Transit No. 256	323.94
Bartenders and Culinary		American Federation of State, County and Municipal	
Workers No. 595	3,836.48	Employees California	
Beauticians No. 508-A	27.04	District Council	14.00
Boilermakers No. 317	257.68	Automotive Lodge No. 2182	3,102.40
Boilermakers No. 513	768.00	Barbers No. 112	307.86
Carpenters and Joiners		Bartenders No. 600	1,120.40
No. 642	1,849.20	Boilermakers No. 94	483.84
Communications Workers		Bookbinders No. 35	268.80
No. 9401	115.20	Bricklayers No. 9	59.04
Machinists No. 824	2,568.00		

CALIFORNIA LABOR FEDERATION

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Building and Construction		Waiters and Waitresses	
Trades Council	12.00	No. 561	1,841.20
Butchers No. 498	3,590.96		
California State Council of		STATE EMPLOYEES	
Retail Clerks	21.00	Sonoma State Hospital No. 14..	230.24
California State Employees		California State Employees	
Council (AFSCME) No. 56...	12.00	No. 127	2.40
California State Federation		Patton State Hospital	
of Teachers	24.00	Employees No. 128	342.00
Carpenters and Joiners		California State Employees	
No. 586	2,016.00	No. 135	13.68
Carpet, Linoleum and		Napa State Hospital No. 174 ...	117.20
Tile Workers No. 1237	566.64	Department of Corrections	
Cement Finishers No. 582	746.80	No. 179	87.84
Central Labor Council	24.00	Agnew's State Hospital	
Communications Workers		No. 247	77.36
No. 9421	1,728.00	Nelles School for Boys	
Communications Workers		No. 479	45.20
Central Area Council	12.00	Stockton State Hospital	
Communications Workers		No. 513	48.80
Council District No. 9	24.00	Mendocino State Employees	
Construction and General		No. 519	122.72
Laborers No. 185	4,800.00	Fairview State Hospital	
Cooks No. 683	1,223.92	No. 887	295.12
County Employees No. 146	1,131.60	California Labor	
District Council of Carpenters	30.00	Commissioners No. 975	61.44
Electrical Workers No. 340.....	480.00	California State Employees	
Folsom-Cordova Federation		No. 1406	56.32
of Teachers No. 1891	111.44	State, County and Municipal	
Hod Carriers No. 262	240.00	Employees No. 1492	207.66
Iron Workers No. 118	1,344.00	Pacific State Hospital	
Jewelry Workers No. 112	75.60	No. 1515	475.68
Lathers No. 109	114.40	State Employees No. 1676	39.20
Los Rios Federation of		California State Employees	
Teachers No. 2279	13.68	No. 1829	41.68
Machinists No. 33	189.76	Neuropsychiatric Institute	
Miscellaneous Employees		No. 2070	175.71
No. 393	1,950.08		
Motion Picture Machine		SALINAS	
Operators No. 252	131.52	Amalgamated Meat Cutters	
Musicians No. 12	480.00	and Butcher Workmen	
Painters No. 487	1,080.00	No. P-78-A	1,940.94
Plasterers No. 295	196.80	Barbers No. 827	74.86
Plumbers and Steamfitters		Carpenters and Joiners	
No. 447	576.00	No. 925	1,000.00
Printing Pressmen No. 60	288.00	Communications Workers	
Printing Specialties and Paper		No. 9425	518.40
Converters No. 460	131.92	Electrical Workers No. 234	499.76
Railway Carmen No. 1344	132.08	Hod Carriers and Common	
Retail Clerks No. 588	3,200.00	Laborers No. 272	269.28
Roofers No. 47	215.21	Hotel and Restaurant	
Sacramento Federation of		Employees No. 355	61.60
Teachers No. 31	107.20	Mechanics and Machinists	
Sacramento Newspaper		No. 1824	678.80
Guild No. 92	716.96	Monterey Bay Area	
Sheet Metal Workers No. 162 ..	916.80	Typographical No. 651	223.52
Stage Employees No. 50	89.04	Printing Pressmen No. 328	109.44
State Building and Construction		Retail Clerks No. 839	2,365.28
Trades Council	24.00	Rubber Workers No. 726	1,017.76
Steelworkers No. 6849	305.28	Monterey Bay Federation of	
Stereotypers No. 86	33.12	of Teachers No. 1020	348.12
Theater Employees No. B-66 ...	96.00		
Theatrical Wardrobe		SAN ANDREAS	
Employees No. 874	6.80	United Cement, Lime and	
Typographical No. 46	822.96	Gypsum Workers No. 57	513.52
		SAN BERNARDINO	
		Barbers No. 253	188.06

Boilermakers No. 232	97.80	Culinary Alliance and Hotel	
Carpenters and Joiners		Service Employees No. 402....	5,932.72
No. 944	1,919.52	District Council of Carpenters	
Central Labor Council	24.00	San Diego County	24.00
Communications Workers		Electrical Workers No. 465	1,056.00
No. 9573	336.00	Electrical Workers No. 569	3,083.52
County Employees No. 122	1,300.00	Fish Cannery Workers of the	
District Council of Carpenters		Pacific	2,016.00
and Joiners	24.00	Furniture Workers No. 577	49.92
Electrical Workers No. 477	1,017.60	Greater Grossmont	
Electrical Workers No. 543	960.00	Federation of Teachers	
Electrical Workers No. 848	404.08	No. 1930	215.52
Hod Carriers and Laborers		Grossmont College	
No. 783	1,610.00	Federation of Teachers	
Lathers No. 252	115.52	No. 1934	103.52
Machinists No. 214	240.00	Hod Carriers and Construction	
Machinists No. 1047	294.08	Laborers No. 89	6,000.00
Motion Picture Machine		Iron Workers No. 627	3,291.44
Operators No. 577	81.12	Machinists Silvergate District	
Musicians No. 167	240.00	Council No. 50	24.00
Painters No. 775	510.56	Machinists No. 1125	1,020.64
Plasterers and Cement		Machinists No. 755	2,757.60
Finishers No. 73	372.96	Machinists No. 685	1,318.80
Plumbers and Steamfitters		Machinists No. 389	1,048.00
No. 364	1,152.00	Machinists No. 1960	65.28
Printing Press No. 138	115.20	Machinists No. 2193	1,327.60
San Bernardino Federation		Machinists No. 2215	2,631.20
of Teachers No. 832	75.28	Machinists No. 2218	150.88
Stage Hands No. 614	41.28	Machinists No. 2392	96.00
Steelworkers No. 4765	312.90	Mailers No. 75	85.44
SAN BRUNO		Motion Picture Projectionists	
Air Transport Employees		No. 297	220.24
No. 1781	6,600.00	Musicians Association No. 325..	336.00
Carpenters and Joiners No. 848	76.80	Newspaper Printing Pressmen	
Machinists No. 1213	290.32	No. 48	165.88
Transport Workers No. 505	384.00	Office Employees No. 139	271.76
SAN DIEGO		Palomar College Teachers	
Allied Printing Trades Council	26.00	Guild No. 1935	3.68
Barbers No. 256	334.44	Plasterers and Cement	
Bindery Workers No. 40	115.20	Finishers No. 346	545.76
Bridgemen No. 229	336.00	Printing Pressmen No. 140	140.00
Building and Construction		San Diego Newspaper Guild	
Trades Council	24.00	No. 95	1,151.52
Bus Drivers Amalgamated		San Diego County	
Transit No. 1309	870.88	Federation of Teachers	
Butchers and Meat Cutters		No. 1278	34.24
No. 229	3,456.00	San Diego State Teachers	
Cab Drivers No. 101	932.00	Federation No. 1407	36.88
California Musicians		San Diego Community College	
Conference	24.00	Guild No. 1931	160.72
Carpenters and Joiners		San Diego Federation of	
No. 1296	2,573.84	Teachers No. 370	287.84
Carpenters and Joiners		San Dieguito Federation of	
No. 1571	1,411.12	Teachers No. 1933	70.16
Carpenters No. 2020	1,860.56	Service Employees No. 102	362.80
Carpet, Linoleum and		Sheet Metal Workers No. 206...	960.00
Resilient Tile Workers		Shinglers No. 553	104.00
No. 1711	384.00	Shipwrights, Boatbuilders and	
San Diego-Imperial Counties		Caulkers No. 1300	1,803.52
Labor Council	24.00	Stereotypers No. 82	79.44
Clothing Workers No. 288	576.00	Sweetwater Federation of	
Communications Workers		Teachers No. 1932	107.36
No. 9509	2,461.44	Theatrical Stage Employees	
		No. 122	67.52
		Typographical No. 221	866.88

United Telegraph Workers		Central California District	
No. 150	109.04	Council of Lumber and	
Waiters and Bartenders		Sawmill Workers	24 00
No. 500	1,681.52	Central Labor Council	24.00
		Chemical Workers No. 466	23.04
		Cleaning and Dye House	
		Workers No. 3010	1,196 00
		Cloakmakers No. 8	1,104.00
		Communications Workers	
		No. 9410	6,606.88
		Communications Workers	
		No. 9470	185.60
		Community College Federation	
		of Teachers No. 2121	280.44
		Construction and General	
		Laborers No. 261	5,496 00
		Cooks No. 44	6,626.88
		Dental Technicians of	
		Northern California No. 99	371.20
		District Council of Iron	
		Workers of State of California	
		and Vicinity	24.00
		District Council of Painters	
		No. 8	24.00
		Dressmakers No. 101	1,839.36
		Electrical Workers No. 6	1,536.00
		Electrical Workers No. 689	154 40
		Elevator Constructors No. 8	324.00
		Film Exchange Employees	
		No. B-17	65.76
		Film Exchange Employees	
		No. F-17	123.76
		Fire Fighters of	
		San Francisco No. 798	3,266.72
		Furniture Workers No. 262	1,424.92
		Garment Cutters No. 45	79.92
		Glaziers and Glass Workers	
		No. 718	729.60
		Government Employees	
		No. 1466	10 08
		Granite Cutters	98.26
		Hotel and Club Service	
		Workers No. 283	5,641 92
		Industrial Carpenters No. 2565..	556.00
		Inland Boatmen's Union	
		of the Pacific	538 32
		Insurance Workers No. 73	152.24
		Iron Workers No. 377	384 00
		Iron Workers No. 790	3,780.48
		Jewelry Workers No. 36	322.00
		Ladies Garment Cutters	
		No. 213	230.40
		Leather and Novelty Workers	
		No. 31	192.00
		Lithographers and Photo	
		Engravers No. 280	758.40
		Local Joint Executive Board of	
		Culinary Workers,	
		Bartenders and Hotel	
		Service Workers	24.00
		Machinists No. 68	4,169.52
		Machinists—Hunters Point	
		No. 85	620.00
		Machinists Production	
		Workers No. 1327	3,991.56

SAN FRANCISCO

Allied Printing Trades	
Council	24.00
Amalgamated Transit No. 1225	2,880.00
Amalgamated Transit Workers	
No. 1471	975.04
American Federation	
Television and Radio	
Artists	658 56
Technical Engineers No. 21	490.56
American Guild of Variety	
Artists	250.00
American Postal Workers	
No. 2	1,545 60
American Radio Association	805 00
Asbestos Workers No. 16	672 00
Asbestos Workers No. 29	48.00
Associates, Aides, Assistants	
No. 1928	10.08
Automotive Machinists	
No. 1305	4,314.59
Bakers No. 24	2,880.00
Barbers and Beauticians	
No. 148	1,797 62
Bartenders No. 41	3,692.00
Bay Cities Metal Trades	
Council	24.00
Bay Counties District	
Council of Carpenters	24.00
Bay District Joint Council	
Building Service Employees..	24.00
Boilermakers No. 6	864.00
Bookbinders and	
Binderyworkers of Northern	
California No. 3	900.00
Building and Construction	
Trades Council	26.00
Building Service Employees	
No. 87	3,096 48
Butchers No. 115	7,281 60
Butchers No. 508	1,837.21
California Allied Printing	
Trades Conference	24.00
California Pipe Trades	
Council	12.00
California State Council of	
Carpenters	24.00
California State Council of	
Lumber and Sawmill	
Workers	24.00
California State Theatrical	
Federation	18.00
Candy and G'lace Fruit	
Workers No. 158	960.00
Carpenters No. 22	3,810 00
Carpenters and Joiners	
No. 483	2,096.28
Carpet and Linoleum Layers	
No. 1235	821.76
Cement Finishers No. 580	460.00

Mailers No. 18	816.00	Stereotypers and	
Marine Cooks and		Electrotypers No. 29	480.00
Stewards	10,000.00	Teachers No. 61	3,634.58
District No. 1—Pacific Coast		Teachers No. 1119	186.44
District Engineers		Theatrical Employees No. B-18	439.68
Beneficial Association	1,920.00	Theatrical Janitors No. 9	324.00
Marine Engineers Beneficial		Theatrical Stage Employees	
Association District No. 2 ...	720.00	No. 16	184.32
Marine Firemen	3,296.00	Theatrical Wardrobe	
Marine Staff Officers	384.00	Attendants No. 784	76.80
Masters, Mates and Pilots		Transport Workers No. 250-A...	2,320.00
No. 40	195.56	Transport Workers No. 292	164.40
Masters, Mates and Pilots		Typographical No. 21	3,162.24
No. 89	48.00	Union Label Section	24.00
Masters, Mates and Pilots—		United Garment Workers	
Offshore Division	2,304.00	No. 131	1,191.68
Military Sea Transport	1,400.00	United Industrial Workers	
Miscellaneous Employees		of North America	72.00
No. 110	3,673.28	United Telegraph Workers	
Molders and Foundry Workers		No. 34	1,404.00
No. 164	624.00	United Transportation-	
Mortuary Employees' No. 9049	158.80	Enginemen Council (General	
Motion Picture Projectionists		Grievance Committee)	24.00
No. 162	288.00	Upholsterers No. 28	384.00
Musicians No. 6	2,880.00	Waiters No. 30	6,528.64
National Broadcast Employees		Waitresses No. 48	7,126.08
No. 51	384.00	Watchmakers No. 101	384.00
Newspaper Guild No. 52	2,496.00	Web Pressmen No. 4	1,440.00
Northern California District		Welders No. 1330	178.24
Council of Laborers	12.00	Western Conference of	
Northern California Joint		Bookbinders	24.00
Board of Amalgamated		Western Conference of	
Clothing Workers	20.00	Specialty Unions	15.00
Offices Employees No. 3	2,197.12	Western Federation of	
Operating Engineers No. 3	25,920.00	Butchers	24.00
Operating Engineers No. 39	3,000.00	Western States Council	
Painters No. 4	1,974.60	(Sheet Metal)	24.00
Pattern Makers Association ...	72.00	Western Graphic Arts No. 14...	2,783.04
Pile Drivers No. 34	960.00	Window Cleaners No. 44	384.00
Plasterers No. 66	313.36	Wood, Wire and Metal Lathers	
Plumbing and Pipe Fitters		No. 65	315.36
No. 38	5,545.44		
Retail Department Store		SAN GABRIEL	
Employees No. 1100	11,129.52	Rubber Workers No. 829	80.88
Retail Clerks No. 648	9,891.12		
Retail Store Employees		SAN JOSE	
No. 410	2,295.44	Allied Printing Trades	
Roofers No. 40	561.60	Council	24.00
Sailors Union of the Pacific ...	10,239.36	Auto Mechanics No. 1101	3,732.32
Sausage Makers No. 203	1,153.07	Bartenders No. 577	1,706.08
Scrap Iron, Metal, Salvage and		Bricklayers No. 10	192.00
and Waste Material Workers		Building and Construction	
No. 965	10.00	Trades Council	24.00
Seafarers, Atlantic and Gulf		Butchers No. 506	5,160.24
District	864.00	California State Council of	
Sheet Metal Workers No. 104...	960.00	Lathers	24.00
Sign and Pictorial Painters		Carpenters and Joiners No. 316	4,387.54
No. 510	422.40	Cement Masons No. 25	1,019.68
Sprinkler Fitters No. 483	384.00	Central Labor Council	24.00
State Conference of Operating		College Council-California	
Engineers	24.00	Federation of Teachers	6.00
State, County and Municipal		Communications Workers	
Employees No. 1569	164.00	No. 9423	1,680.00
Steelworkers No. 1069	1,440.00	Construction and General	
Steelworkers No. 1684	866.00	Laborers No. 270	4,759.04
		District Council of Carpenters..	24.00

CALIFORNIA LABOR FEDERATION

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District Council of Painters.....	24.00	Electrical Workers No. 2131....	384.00
Electrical Workers No. 332	2,000.00	Musicians No. 510	272.64
Electronics No. 547	279.60	Teachers—San Leandro	
Glass Bottle Blowers		Federation No. 1285	138.72
Association No. 267	251.04	Teachers No. 1440	45.12
Golden Gate District Council of			
Lathers	24.00	SAN LORENZO	
Hod Carriers No. 234	492.80	San Lorenzo Teachers	
Hotel, Restaurant and Hotel		No. 1713	13.60
Service Employees No. 180....	9,502.80		
I. U. Electrical Workers		SAN LUIS OBISPO	
No. 1507	448.80	Barbers No. 767	51.04
Lumber and Sawmill Workers		Carpenters and Joiners	
No. 3102	121.76	No. 1632	1,046.40
Machinists No. 504	4,110.32	Central Labor Council	24.00
Machinists No. 562	3,072.48	Communications Workers	
Machinists No. 565	2,099.20	No. 9424	352.00
Millmen No. 262	2,216.80	Construction and General	
Motion Picture Projectionists		Laborers No. 1464	288.00
No. 431	70.08	Electrical Workers No. 639	192.00
Musicians No. 153	96.00	Motion Picture Machine Opera-	
Newspaper Guild No. 98	894.64	tors No. 762	37.36
Painters No. 507	1,103.00	Musicians Protective Union	
Plasterers No. 224	288.00	No. 305	353.76
Plumbers No. 393	480.00	Painters and Decorators	
Police Department Employees		No. 1336	135.48
No. 170	149.26	Plumbers and Steamfitters	
Printing Specialties and Paper		No. 403	208.00
Products No. 659	228.96		
Retail Store Employees		SAN MATEO	
No. 428	12,727.04	Bartenders and Culinary Work-	
Roofers No. 95	368.00	ers No. 340	10,800.00
San Jose Federation of		Building and Construction	
Teachers No. 2102	69.52	Trades Council	24.00
San Jose Fire Fighters		Building Service Employees	
Association No. 873	950.56	No. 81	287.60
Santa Clara County Federation		California State Conference of	
of Teachers No. 957	75.36	Painters	24.00
Santa Clara County Fire		Carpenters and Joiners	
Fighters Association No. 1165	342.32	No. 162	1,820.24
Santa Clara County Probation		Central Labor Council	24.00
Department No. 1587	411.36	Communications Workers	
Secondary Teachers Associa-		No. 9430	744.00
tion No. 2240	5.76	Construction and General La-	
Service Employees No. 77	1,596.08	borers No. 389	2,019.76
Sheet Metal Workers No. 309....	793.92	County Employees of San Ma-	
Stereotypers and Electrotypers		teo No. 829	2,193.36
No. 120	135.20	Electrical Workers No. 617	912.00
Street Carmen No. 265	192.00	Horseshoers No. 11	37.54
Teachers—San Jose State		Laundry Workers No. 7	576.00
College No. 1362	57.44	Machinists No. 1414	300.00
Theatrical Stage Employees		Paint, Varnish and Lacquer	
No. 134	45.12	Makers No. 1053	831.12
Typographical No. 231	768.00	Painters and Decorators	
United Professors of		No. 913	584.40
California	3,749.92	Plasterers No. 381	94.40
Utility Workers No. 259	325.84	Plumbers No. 467	960.00
West Valley Federation of		Retail Clerks No. 775	4,877.04
Teachers No. 1953	50.80	San Mateo Community College	
		Teachers No. 1493	185.04
SAN JUAN BAUTISTA		San Mateo Union High School	
United Cement, Lime and		District Federation of Teach-	
Gypsum Workers No. 148	226.40	ers No. 1914	99.12
		Sheet Metal Workers No. 272	57.00
SAN LEANDRO		Theatrical Stage Employees	
Glass Bottle Blowers No. 85	336.00	No. 409	164.20

SAN PABLO
 Contra Costa College Federa-
 tion of Teachers No. 1754 42.96

SAN PEDRO
 Auto Machinists No. 1484 1,201.84
 Bartenders No. 591 679.24
 Beauticians No. 881-A 82.80
 Carpenters and Joiners
 No. 1140 1,320.68
 Hotel, Restaurant, Cafeteria
 and Motel Workers No. 512.... 2,420.48
 Lathers No. 366 13.12
 Lumber and Sawmill Workers
 No. 1407 960.00
 Marine and Shipbuilding Work-
 ers No. 9 264.00
 Masters, Mates and Pilots
 No. 18 140.28
 Plasterers and Cement Finish-
 ers No. 838 432.00
 Retail Clerks No. 905 5,896.48
 Seine and Line Fishermen 512.00
 Shipyard Laborers No. 802 2,814.16
 Steelworkers Union No. 5303 257.20
 Typographical 862 126.86

SAN RAFAEL
 Barbers No. 582 224.32
 Bartenders and Culinary Work-
 ers No. 126 2,246.42
 Building and Construction
 Trades Council 24.00
 Carpenters No. 35 1,456.00
 Central Labor Council 24.00
 Communications Workers
 No. 9404 352.00
 Hod Carriers and General La-
 borers No. 291 1,200.00
 Machinists No. 238 1,154.00
 Novato Federation of Teach-
 ers No. 1986 26.00
 Painters No. 83 414.48
 Plasterers and Cement Finish-
 ers No. 355 255.60
 Retail Clerks No. 1119 2,177.92
 Teachers No. 1077 156.92
 Theatrical Stage and Motion
 Picture Operators No. 811 34.40

SANTA ANA
 Barbers No. 549 97.12
 Building and Construction
 Trades Council 24.00
 Carpenters and Joiners
 No. 1815 3,803.20
 Central Labor Council 24.00
 Communications Workers
 No. 9510 2,826.08
 District Council of Carpenters
 of Orange County 30.00
 Electrical Workers No. 441 1,599.36
 Electrical - Electronic Workers
 No. 2125 2,668.08
 Garden Grove Federation of
 Teachers No. 1752 8.88
 Glass Bottle Blowers No. 81 848.56

Hod Carriers and General La-
 borers No. 652 2,820.00
 Lathers No. 440 435.68
 Musicians No. 7 192.00
 Painters and Decorators
 No. 686 1,662.68
 Plasterers No. 489 726.64
 Plumbers and Steamfitters
 No. 582 576.00
 Printing Pressmen No. 166 48.00
 Rubber Workers No. 639 1,382.08
 Sugar Workers No. 175 317.08
 Theatrical Stage Employees
 No. 504 248.90
 Typographical No. 579 24.00

SANTA BARBARA
 Building and Construction
 Trades Council 24.00
 Carpenters and Joiners
 No. 1062 1,434.80
 Central Labor Council 30.00
 Communications Workers
 No. 9576 901.76
 Construction and General La-
 borers No. 591 938.48
 Culinary Alliance and Bartend-
 ers No. 498 2,319.38
 District Council of Painters 21.00
 Electrical Workers No. 413 864.00
 Lathers No. 379 58.80
 Meat Cutters No. 556 1,479.68
 Musicians Protective Associa-
 tion No. 308 566.00
 Post Office Clerks No. 264 130.64
 Printing Pressmen No. 426 35.36
 Santa Barbara Federation of
 Teachers No. 1081 125.36
 Sheet Metal Workers No. 273 521.28
 Theatrical Stage Employees
 and Motion Picture Operators
 No. 442 43.20

SANTA CLARA
 California State Council of
 Roofers 24.00
 Glass Bottle Blowers No. 262 960.00
 Santa Clara Fire Fighters As-
 sociation No. 1171 186.04
 Santa Clara Municipal Em-
 ployees No. 107 109.96
 United Cement, Lime and Gyp-
 sum Workers No. 334 190.80

SANTA CRUZ
 Barbers No. 891 72.16
 Communications Workers
 No. 9428 350.00
 Construction and General
 Laborers No. 283 586.16
 Faculty Union No. 2199 5.52
 Greater Santa Cruz Federation
 of Teachers No. 2030 48.64
 Leather Workers No. L-122 374.70
 Machinists and Mechanics
 No. 1983 83.36

CALIFORNIA LABOR FEDERATION

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Musicians Protective Union No. 346	50.00	Santa Rosa Federation of Teachers No. 2029	19.36
Painters and Decorators No. 1026	228.00	SANTA SUSANA Simi Federation of Teachers No. 1773	84.98
Santa Cruz County Central Labor Council	24.00	SAUGUS Glass Bottle Blowers No. 69	379.68
SANTA MARIA Barbers No. 941	48.00	SELMA Selma Unified Federation of Teachers No. 2197	16.64
Carpenters and Joiners No. 2477	456.24	SHERMAN OAKS Hotel, Motel, Restaurant and Bartenders No. 694	6,032.32
Central Labor Council	16.00	SHINGLE SPRINGS United Cement, Lime and Gypsum Workers No. 417	116.72
Communications Workers No. 9581	545.78	SOUTH GATE I.U. Electrical Workers No. 1502	132.52
Construction and General Oil Field Laborers No. 1222....	446.48	Rubber Workers No. 100	1,330.16
Cu'inary Workers and Bartenders No. 703	2,204.24	Utility Workers No. 283	112.64
Machinists and Aerospace Workers No. 2242	115.76	SPRECKELS Sugar Workers No. 180	848.16
Oil, Chemical and Atomic Workers No. 534	159.64	STOCKTON Amalgamated Transit Union No. 276	124.80
SANTA MONICA Carpenters and Joiners No. 1400	1,936.64	Automotive Machinists No. 428	1,152.00
Culinary Workers and Bartenders No. 814	11,142.88	Barbers No. 312	133.20
Meat Cutters No. 587	1,536.00	Bartenders No. 47	806.72
Plumbers No. 545	1,060.08	Boilermakers No. 749	960.00
Printing Pressmen No. 429	42.24	Box Makers No. 3088	870.24
State Council Culinary Workers, Bartenders, Hotel Service Employees	24.00	Building and Construction Trades Council	24.00
Santa Monica Municipal Employees Association No. 423	573.04	Butchers No. 127	2,571.42
Typographical No. 875	38.40	Cements Finishers No. 814	192.00
SANTA PAULA Santa Paula Federation of Teachers No. 2071	46.72	Central Labor Council of San Joaquin and Calaveras Counties	24.00
SANTA ROSA Bartenders and Culinary Workers No. 770	2,060.08	Communications Workers No. 9417	1,265.84
Boot and Shoe Workers No. 446	331.22	Culinary Alliance No. 572	2,746.40
Building and Construction Trades Council	24.00	Delta College Federation of Teachers No. 1486	93.44
Butchers No. 364	484.96	Electrical Workers No. 591	192.00
Carpenters and Joiners No. 751	1,688.84	Hod Carriers and Common Laborers No. 73	1,440.00
Communications Workers No. 9'03	786.80	Machinists Lodge No. 364	1,229.28
Central Labor Council of Sonoma, Mendocino and Lake Counties	24.00	Motion Picture Projectionists No. 428	46.72
Electrical Workers No. 551	620.40	Musicians No. 189	336.00
Hod Carriers and Laborers No. 139	1,210.88	Plumbers and Steamfitters No. 492	316.80
Machinists and Aerospace Workers No. 1178	636.00	Sheet Metal Workers No. 283....	192.00
Motion Picture Operators No. 420	37.44	State, County and Municipal Employees No. 1577	92.04
Musicians Union No. 292	88.80	Steelworkers No. 7019	435.60
Retail Clerks No. 1532	2,431.52	Steelworkers No. 6729	72.40
		Stockton Federation of Teachers No. 1287	176.80
		Stockton Newspaper Guild No. 100	225.68

Theatrical Stage Employees			TUSTIN	
No. 90	34.56		Rubber Workers No. 510	108.48
Typographical No. 56	230.08			
Utility Workers No. 160	83.44		UKIAH	
SUISUN CITY			Central Labor Council of	
Solano Community College			Mendocino	6.00
Teachers No. 1696	37.04		Communications Workers	
SUNNYVALE			No. 9420	399.92
Barbers No. 498	78.24		Ukiah Federation of Teachers	
District Council of Chemical			No. 2025	19.76
Workers No. 2	12.00		North Coast Counties District	
Missiles and Electronics			Council of Carpenters	24.00
No. 2230	302.80		UNION CITY	
Technical and Office			New Haven Federation	
Workers (IAM) No. 322	586.72		of Teachers No. 1657	45.68
Theatrical Stage and Motion			VALLEJO	
Picture Operators No. 796	42.24		American Federation of	
SUN VALLEY			Grain Millers No. 71	219.84
Rubber Workers No. 621	1,135.60		Asbestos Workers No. 70	40.32
SUSANVILLE			Barbers No. 335	199.20
Barbers and Beauticians			Building and Construction	
No. 311	48.00		Trades Council Napa-Solano	
TAFT			Counties	24.00
Barbers No. 869	48.00		Butchers and Meat Cutters	
Communications Workers			No. 532	1,642.24
No. 9477	6.24		Carpenters and Joiners	
Oil, Chemical and Atomic			No. 180	1,504.28
Workers No. 1-6	500.96		Central Labor Council	24.00
TEHACHAPI			Communications Workers	
United Cement, Lime and			No. 9411	774.16
Gypsum Workers No. 52	487.88		Culinary Workers and	
TEMPLE CITY			Bartenders No. 560	1,331.78
Temple City Federation of			Electrical Workers No. 180	264.00
Teachers No. 1791	17.28		Hod Carriers and General	
TERMINAL ISLAND			Laborers No. 326	736.96
United Cannery and Industrial			Lathers No. 302	30.40
Workers of the Pacific	7,680.00		Machinists and Aerospace	
TORRANCE			Workers No. 252	726.64
El Camino College Federation			Machinists No. 1492	854.88
of Instructors, No. 1388	84.46		Mare Island Navy Yard	
Operative Potters No. 218	388.96		Metal Trades Council	30.00
Rubber Workers No. 146	109.44		Musicians No. 367	144.00
Rubber Workers No. 817	18.24		Painters No. 376	355.20
Rubber Workers No. 839	31.92		Plasterers and Cement	
Torrance and Palos Verdes			Finishers No. 631	47.60
Federation of Teachers			Retail Clerks No. 373	3,135.84
No. 2206	3.20		Plumbers No. 343	543.36
Torrance Municipal			Sheet Metal Workers No. 75	495.36
Employees No. 1117	517.04		Teachers No. 827	90.28
Torrance School Employees			Theatrical Stage Employees	
No. 1101	11.04		No. 241	84.48
TRACY			VAN NUYS	
Glass Bottle Blowers No. 177	628.00		American Postal Workers	
Sugar Workers No. 181	172.24		Union No. 1159	288.00
TRINIDAD			Carpenters and Joiners	
Loggers No. 3006	540.00		No. 1913	3,161.28
TULARE			Communications Workers	
Tulare Federation of			No. 9503	400.40
Teachers No. 2227	9.52		Industrial Union No. 1662	238.80
			Painters No. 1595	960.00
			VENTURA	
			Barbers No. 912	108.56
			Building and Construction	

CALIFORNIA LABOR FEDERATION

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		WATSONVILLE	
Trades Council of Ventura County	24.00	Barbers No. 749	46.00
Tri-Counties Central Labor Council	24.00	Brick and Clay Workers No. 998	234.08
District Council of Carpenters of Ventura County	24.00	Carpenters and Joiners No. 771	538.80
Electrical Workers No. 952	864.00	Lathers No. 122	65.52
Hod Carriers and General Laborers No. 585	2,167.28	Machinists and Mechanics No. 1939	76.64
Lathers No. 460	114.00	Railway Carmen No. 765	31.99
Oil, Chemical and Atomic Workers No. 120	538.64	Santa Cruz County Building and Construction Trades Council	63.00
Operating Engineers No. 732	37.20	Theatrical Stage Employees No. 611	118.08
Painters and Decorators No. 955	636.56	WEED	
Plasterers and Cement Finishers No. 741	499.20	Lumber and Sawmill Workers No. 2907	1,519.84
Ventura Federation of Teachers No. 1981	71.92	WEIMAR	
Ventura Municipal Employees No. 181	155.42	Weimar Sanatorium Employees No. 745	252.24
Ventura Typographical Union No. 909	153.36	WEST COVINA	
VICTORVILLE		La Puente Valley Federation of Teachers No. 1792	157.76
United Cement, Lime and Gypsum Workers, No. 49	510.82	WHITTIER	
United Cement, Lime and Gypsum Workers, No. 365	219.06	Steelworkers No. 4511	90.64
VISALIA		Steelworkers No. 4997	1,015.28
Carpenters and Joiners No. 1109	460.00	Transport Workers No. 518	106.00
Central Labor Council	24.00	Typographical No. 899	106.72
Communications Workers No. 9406	970.80	WILMINGTON	
Hod Carriers and General Laborers No. 1060	384.00	Butchers No. 551	7,279.84
Stage Employees and Motion Picture Operators No. 605	36.00	Inlandboatmen of the Pacific	384.00
Typographical No. 519	76.80	Maritime Trades Department	24.00
VISTA		Pulp, Sulphite and Paper Mills Workers No. 341	307.84
Carpenters and Joiners No. 2078	1,677.36	Seafarers, Atlantic and Gulf District	240.00
Painters No. 1906	407.68	WOODLAND	
WALNUT		Sugar Workers No. 179	367.28
Operative Potters No. 223	388.18	United Sugar Workers Council	24.00
WALNUT CREEK		ZEPHYR COVE	
Electrical Workers No. 1245	23,040.00	Barbers No. 292	12.00
Steelworkers No. 5450	61.30	Total per capita receipts and affiliation fees	
		\$1,410,363.19	

CALIFORNIA LABOR FEDERATION, AFL-CIO

DETAIL OF DISBURSEMENTS

for the two-year period ended June 30, 1972

EXECUTIVE SALARIES:

Henning, John F., Secretary-Treasurer	\$76,442.40
Gruhn, Albin J., President	55,000.00
Dias, Manuel, General Vice President	45,000.00

EXPENSES AND ALLOWANCES — EXECUTIVES:

Henning, John F., Secretary-Treasurer	18,464.74
Gruhn, Albin J., President	12,782.35
Dias, Manuel, General Vice President	6,308.21

\$ 176,442.40

Western Airlines	1,412.90
Golden Gate Avenue Garage	2,200.72
Atlantic Richfield Company	976.51
Texaco, Inc.	805.77
Pacific Southwest Airlines	1,433.15
Oreste's	1,090.68
Olympian Hotel	907.58
Mansion Inn	1,010.30
Biltmore Hotel	270.97
Empire Travel Service	3,896.75
Cosmopolitan Motor Hotel	198.30
Westgate Plaza Hotel	933.40
Air Marina Hotel	58.78
Woodlake Inn	288.50
Hertz System, Inc.	62.79
Edgewater Hyatt House	101.09
West Coast Region N.A.A.C.P.	4.00
Garry Travel, Inc.	1,118.20
Hilton Hotel	46.72
The Press Club of San Francisco	33.00
Kona Kai Club	536.85
United Air Lines	2,591.98
Air California	43.20
Palm Springs Spa Hotel	173.67
Senator Hotel	145.00
Hotel El Rancho	116.98
Del Webb's TowneHouse	56.03
Miscellaneous	4.12

58,073.24

**EXPENSES AND ALLOWANCES—
GEOGRAPHICAL VICE PRESIDENTS:**

Osslo, Max J.	\$ 1,161.75
Callahan, M. R.	1,869.60
Mendoza, R. S.	1,273.50
Cinquemani, J. A.	1,455.50
Larson, K. D.	2,337.80
Wilson, R. M.	700.00
McCulloch, G. A.	1,074.50
Fillippini, Wilbur	867.04
Lackey, H. D.	1,369.89
Small, T. A.	2,062.90
Garcia, J. R.	1,253.50
Amadio, Chris	446.25
Dowd, William G.	1,434.25
Jones, Paul	348.00
Reed, Howard	862.00
Lathen, Stanley	772.00
Finks, Harry	1,375.50
Green, C. A.	1,251.52
Weisberger, M.	1,058.00
Groulx, R. F.	1,190.20
Cahill, Leonard	1,221.70
Lea, Lloyd	1,906.60
Bogdanowicz, A.	1,002.00
Dales, J. L.	909.80
Seymour, J. H.	255.00
Martin, F. L.	581.00
David, William G.	331.00
Childers, J. L.	500.00
Arellano, B.	606.00
Mitchell, L. L.	297.00

\$ 31,773.80

**EXPENSES AND ALLOWANCES—
AT-LARGE VICE PRESIDENTS:**

Posner, Jerome	1,353.00
Mazzola, Joseph P.	528.00
Conway, G. T.	385.00
Fletcher, F. D.	1,288.30
Arywitz, Sigmund	1,463.75
Angelo, Joseph	105.00
Hackler, Richard	150.00
Shedlock, Edward	1,446.04
Edney, Steve	1,088.50
Booe, J. B.	962.20
Riley, Loretta	1,086.00

9,855.79

GENERAL OFFICE SALARIES:

Boring, David	\$17,977.79
Castillo, Greg	24,396.45
Chang, Beverly	16,822.39
Finks, Harry	40,999.96
Hamilton, Gordon	17,950.27
Hines, Jr., Charles	22,870.73
King, Bert	17,671.26
Moran, Myrtle	12,496.35
Richard, Vern	17,402.25
Spencer, Margaret	18,173.12
O'Raidy, Anne-Marie	12,820.75
Merrill, Katherine	19,883.91
Snow, William	6,199.59
Barrett, Douglas	31,643.86
Moore, Joan	3,401.61
Taylor, Paul	12,788.42
Joyal, Norman	308.41
Fagis, Byron	207.55
Peevey, Michael	26,833.44
Pantano, Samuel	165.18
Thomas, James	506.88
Jordan, Jo	3,577.62
Manette, Robert	312.95
Marcopulos, Barbara	7,625.29
Hazel, Gerard	21.78
Huebert, Anna	62.52
Patano, Frank	1,504.64
Story, Diann	6,574.57
Shelbourne, James C.	983.25
Ferrante, Gene O.	483.20
Marshall, Lucille	145.18

\$ 342,811.17

ASSISTANT TO SECRETARY-TREASURER:

Webb, Ernest B.:	
Salary	36,336.55
Expenses and allowances	7,093.66
Atlantic Richfield Company	1,419.44
Pacific Southwest Airlines	596.02
Air California	677.84
Hertz Systems, Inc.	243.86
Western Airlines	130.02
Texaco, Inc.	40.90

46,538.29

ACCOUNTING:

Lybrand, Ross Bros. & Montgomery	\$ 17,825.00
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AUTOMOBILE MAINTENANCE:

Atlantic Richfield Company	\$ 41.33
Golden Gate Avenue Garage	1,158.61
Texaco, Inc.	28.35
Kohlenberg Cadillac, Inc.	493.84
California State Automobile Association	41.00
Standard Oil Company of California	975.47
Department of Motor Vehicles	209.00
Fazackerly Cadillac, Inc.	360.83

3,308.43

CONFERENCES — LABOR EDUCATION:

Garrett Press	3,453.01
Sign Art	142.80
Reseda Travel Service	366.00
Morgan & Barclay Co., Inc.	47.48
Del Webb's TowneHouse	4,747.74
Woodlake Inn	10,579.69
Kennedy, E. M.	1,400.19
L. Kenny Photo	115.01
Sacramento Inn	180.63
Airport Marina Hotel	1,586.49
University of California	77.77
Oakland Federation of Teachers	20.00
Barrett, D.	36.00
Japanese Delegation	60.00
Battle, Fowler, Stokes & Kheel	712.51
De Lucia, Andrew N.	62.00
Selvin, David F.	250.00
Miscellaneous	219.02

24,056.34

CONVENTIONS:

Garrett Press	50,328.34
Heinrich Specialty Co.	3,784.86
Transo Envelope Company	709.61
Henning, John F.	500.00
Gruhn, Albin J.	500.00
Dias, Manuel	500.00
Boring, David M.	220.00
Castillo, Greg	220.00
Spencer, Margaret	220.00
Polletta, Dorothy	220.00
Chang, Beverly	160.00
Hamilton, Gordon S.	220.00
Barrett, Douglas	220.00
Martin, Glen	220.00
Doyle, Rose	220.00
Jordan, Jo	220.00
Moran, Myrtle	160.00
Merrill, Katherine	160.00
Miscellaneous refunds	(60.00)
Convention committees:	
Resolutions	1,995.00
Credentials	735.00
Rules and order	560.00
Constitution	1,540.00
Legislation	2,205.00
Sergeant-at-Arms	3,710.00
Pacific Telephone and Telegraph	34.54
City and County of San Francisco	1,000.00
Frontlash, Inc.	350.86
Del Webb's TowneHouse	6,084.99
Bell's Office Machines	317.07

CALIFORNIA LABOR FEDERATION

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Barr, George	10 00
Civic Center Market	15.00
E. D. Conklin, Inc.	3,092 20
Holzmueller Corporation	40.00
Franciscan Lines	65.00
A. Philip Randolph Institute	424.75
Harry McCune Sound Service	1,020.41
Stuart-Sauter Co.	5,288.44
Kings Services	1,312.45
City of Los Angeles	1,000.00

\$ 89,523.52

CONTRIBUTIONS:

California Council for Health Plan Alternatives	1,200.00
AFL-CIO	500 00
United Farm Workers Organizing Committee	41,054 57
Thomas Pitts Testimonial Dinner	315 00
American Cancer Society	45.00
United Negro College Fund	200 00
Histadrut Dinner	700.00
American National Red Cross	500.00
Mammoth Lakes Organizing Fund	2,500 00
CARIH Labor Council	200 00
Herald-Examiner Joint Strike-Lockout Council	2,000.00
San Francisco Typographical Union No. 21— Special Strike Fund	2,000 00
Joseph L. Alioto Birthday Dinner Committee	200 00
Tribute to Jack Goldberger Dinner	250.00
Western Shipbuilding Association	200.00
National Council of Senior Citizens	100 00
George "Phil" Delaney Testimonial	25 00
City of Hope	700 00
South of Market Boys, Inc.	90.00
Association of California Consumers	500 00
Jewish Home for the Aged	25.00
State Legislature Black Caucus	100.00
Juel D. Drake Testimonial Dinner	30 00
Salute to Larry Vail	250.00
John J. Goodwin Testimonial Dinner	30.00
Environmental Defense Fund	1,000.00
Jewish Labor Committee	525.00
O. T. Satre Testimonial Dinner	250.00
Union Label Section Christmas Party Fund	100.00
National Association for the Advancement of Colored People...	120.00
International Hospitality Center	100 00
Roy W. Stephens Retirement Committee	12.00
Administrators Fund	10 00
Del Carlo Appreciation Dinner	350 00
Ken Larson Testimonial Dinner Committee	250 00
Charles Nicho'd Testimonial Dinner Committee	120.00
World Affairs Council of Northern California	25 00
Irish Northern Relief for Non-Sectarian Aid	250.00
Consumer Federation of America	2,575 00
Israel Histadrut Campaign	200.00
Gerry Brown Dinner Committee	20 00
Cayton Testimonial Dinner Committee	15 00
Alameda Central Labor Council	2,500.00
United Farm Workers National Union	1,600.00

\$ 63,736 57

CONFERENCES — GENERAL:

Finks, Harry	\$15,844.48
Atlantic Richfield Company	2,024.44
Texaco, Inc.	961.94

Press Club	137.50
Pacific Southwest Airlines	774.57
United Air Lines	191.16
San Francisco Hilton Hotel	95.87
Moran, Myrtle	634.00
Peevey, Michael	6,260.73
Hertz System, Inc.	339.88
McCurry Companies	47.72
Barrett, Douglas	1,301.03
Cosmopolitan Motor Hotel	56.65
Taylor, Paul S.	235.40
Del Webb's TowneHouse	356.40
Senator Hotel	149.50
Woodlake Inn	122.61
Western Airlines	131.62
11th and L Building	20.00
Smith, Fred C.	82.71
Jordan, Harry	87.95
Gallardo, A. H.	82.83
Richard, Vern	36.00
Merrill, Kay	722.40
Barrett, Douglas	1,341.51
Martin, Glen	109.81
Taylor, Paul S.	126.08
Hines, Charles	182.85
Edgewater Hyatt House	25.00
Empire Travel Service	82.00
Kona Kai Club	21.00
Miscellaneous	45.71

\$ 32,631.35

FURNITURE AND EQUIPMENT:

The Singer Company - Friden Division	911.43
Stevenson and Son	541.73
Stevenson's Office Furniture	228.34
International Business Machines Corporation	258.60
Bell's Office Machines	741.18
Addressograph Multigraph Corporation	5,023.37
Gallardo, A. H.	60.00

7,764.65

INSURANCE:

Office Employees Insurance Trust Fund	\$23,704.66
Office and Technical Employees Welfare Fund	399.60
The Charles Company	6,667.00
Safeco Insurance Company	246.00
State Compensation Insurance Fund	915.34
Office and Professional Employees Local 30 Trust Funds.....	970.80
Maloney and Maritzen	601.00
International Union Insurance Services, Inc.	1,377.30
Office and Professional Employees Welfare Fund	184.00
New York Life Insurance	489.17
Miscellaneous	7.00

\$ 35,561.87

LEGISLATIVE:**Salaries:**

DuFrene, Charlene	755.00
Duccini, Marcia	2,638.00
Crowley, Stella M.	9,537.00

Other:

Legislative Bill Room	1,984.88
California Labor Council on Political Education	5,002.40
Miscellaneous	52.40

19,969.68

LEGAL:

Charles P. Scully:	
Retainer	12,000 00
Services rendered and costs advanced	42,584.90

54,584.90

LIBRARY:

West Publishing Company	550 76
Bonanza Inn Book Shop	97 85
Congressional Quarterly Inc.	300 00
AFL-CIO	176 40
Business Week	24 00
Bancroft-Whitney Company	1,036 43
Fortune	32 00
The Wall Street Journal	67.00
Federationist	104.00
The New York Times	84.00
Superintendent of Documents	210.50
R. R. Bowker & Co.	12.00
Smart's Insurance News Service	88.00
Daily Commercial News	40.50
Group Research, Inc.	50 00
National Housing Conference	25.00
International Hospitality Center	100.00
Marquis—Who's Who, Incorporated	51.00
Harold Mayer Productions	200.00
World Affairs Council of Northern Calif.	25.00
The Sacramento Newsletter	60 50
Friends Committee on Legislation of California	12.00
John Herling's Labor Letter	68.00
McGraw-Hill Book Company	451.86
Bureau of National Affairs	13.50
Arno Press	39.56
Commerce Clearing House, Inc.	13.70
Ayer Press	89.88
A. Philip Randolph Educational Fund	17.00
Sacramento Bee	49.00
Broadcasting '72 Yearbook	13.00
Rediscovery Productions, Inc.	110 00
California Journal	50 00
Friends of the Bancroft Library	200 00
Matthew Bender & Company, Inc.	54.43
California Labor Press Association	25 00
Foreign Affairs	10.00
The New Republic	15.00
Miscellaneous	855.58

\$ 5,422.45

MAINTENANCE:

Addressing Machine Service Center	1,088.43
Pitney-Bowes, Inc.	692 77
Addressograph-Multigraph Corporation	1,657.82
Singer-Friden Division	728.56
Simplex Time Recorder Co.	61 00
Lebeck's	82 50
Bell's Office Machines	218.70
Victor Comotometer Corporation	235 52
General Office Equipment Company	558 81
C. E. Mainprice Company	137 52
A. B. Dick Company	80.52
International Business Machines Corporation	1,968.72
U.S. Audio & Copy Corp.	16 89
Camera Center	32.50

Burroughs Corporation	130.89
Miscellaneous	68.48

\$ 7,759.63

NEWSLETTER:

Garrett Press	76,149.86
Fogata's Studio	21.26
Martin J. Cooney Studio	11.37
Pope Studios	93.95
Cliff Kalick Photography	40.64

76,317.08

OFFICE RENTS:

Bonnie Brae—Olympic Building	6,185.00
Capital Building Co.	2,240.00
Baldwin and Howell	68,947.59
11th and L Corporation	6,338.06

83,710.65

RETIREMENT PLAN CONTRIBUTIONS:

Office and Professional Employees Pension Trust Fund	6,985.10
Western States Office and Professional Employees Pension Fund	563.60
Office and Professional Employees Local 30 Trust Funds	806.77
Occidental Life of California	26,399.00
Martin E. Segal Co.	1,070.00

35,824.47

PRINTING:

Garrett Press	17,080.12
The James H. Barry Company	1,437.51
Addressing Machine Service Center	48.91
Marta, Raymond J.	100.00
Merkle Press, Inc.	1,193.20
Selvin, David F.	350.00

20,207.74

POSTAGE AND MAILING:

Postmaster	
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\$ 25,607.50

SCHOLARSHIPS:

University of California:

Robert W. Rydell	\$ 500.00
Richard Dahlgren	500.00
Daniel Gutman	500.00
Eric Hemel	500.00
Sharon Mah	500.00
Arthur Olson	500.00
Nancy Sackman	500.00
Randall Sherman	500.00
Catherine Biren	500.00
Janice L. Celotti	500.00
Catherine A. Cox	500.00
Virginia H. Houlding	500.00
James P. Religa	500.00
John E. Salley	500.00
Stephen D. Schuett	500.00
Deborah Waite	500.00

University of San Francisco:

Daniel Aseltine	500.00
Robert Hurd	500.00

Stanford University:

Michael Cokton	500.00
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CALIFORNIA LABOR FEDERATION

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Kenneth T. Zwick	500.00
Richard L. Anderson	500.00
Marymount College:	
A. Lani Daniels	500.00
California Polytechnic Institute:	
John Rebiner	500.00
California Institute of Technology:	
Andrew Dowsett	500.00
Newcomb College at Tulane University:	
Patricia Herring	500.00
U. S. Naval Academy:	
Kevin Kenyon	500.00
University of the Pacific:	
Marybeth Larson	500.00
Richard J. Martinez	500.00
University of Notre Dame:	
Daniel Musser	500.00
George Washington University:	
Philip Matthews	500.00
University of Chicago:	
Lawrence Palinkas	500.00
Western Baptist Bible College:	
Linda Ramsey	500.00
Brown University:	
Steven Rasmussen	500.00
Occidental College:	
Stephen W. Subber	500.00
Andrea L. Immel	500.00
Antioch College:	
Susan Taylor	500.00
San Jose State College:	
James W. Walraven	500.00
Brigham Young University:	
Gayle L. Bashaw	500.00
Ventura College:	
David B. Combe	500.00
American River Community College:	
Denise R. Filardo	500.00
Reed College:	
Liza S. Hirsch	500.00
Long Beach City College:	
Gary N. Holland	500.00
Pomona College:	
James L. Kerwin	500.00
Georgetown University:	
Gary M. Lape	500.00
Chico State College:	
Marcia A. Mearns	500.00
Harvard University:	
Anthony Moy	500.00
California State College at Long Beach:	
Elizabeth A. Oetken	500.00
Less amounts received from participating labor organizations	(20,000.00)

\$ 3,500.00

SERVICES:

National Linen Service	\$ 408 95
Alhambra National Water Co., Inc.	220 64
Sacramento Answering Service	553 25
General Office Equipment Company	48 14
Sierra Spring Water Co.	220 27
Bekins Moving and Storage	31 26
Sparkie's Messenger Service	37 22

Stuart-Sauter Co.	8.00
Cory Coffee Service	28.88

\$ 1,556.61

STATIONERY AND SUPPLIES:

Aldine Co.	145.46
Blake, Moffitt & Towne	2,772.63
Morgan & Barclay Co., Inc.	3,289.05
Xerox Corporation	10,332.60
Garrett Press	6,997.84
The James H. Barry Co.	10,126.39
International Business Machines Corporation	677.95
Schwabacher-Frey Company	37.50
Sleeper Stamp & Stationery Co.	616.15
Haluska-Wisler	430.44
Diamond National Corporation	12.97
General Office Equipment Company	25.86
Lebeck's	379.26
Singer-Friden Division	12.16
Buckeye Ribbon & Carbon Company	331.27
Patrick & Co.	13.08
Addressograph Multigraph Corporation	124.00
Wheeldex, Inc.	26.27
Miscellaneous	24.26

36,375.14

TAXES:

Assessor, City and County of San Francisco	3,271.33
Department of Human Resources Development	2,508.95
Internal Revenue Service	18,548.02
Sacramento County Tax Collector	49.44
Franchise Tax Board	15.00
County of Los Angeles—Tax Collector	62.02

24,454.76

TELEPHONE AND TELEGRAPH:

Pacific Telephone and Telegraph Co.	\$48,332.90
Western Union Telegraph Company	5,278.68

\$ 53,611.58

GENERAL EXPENSES:

United Air Lines	366.00
Bekins Moving and Storage	801.68
Jon Gilmour Flowers	964.78
Stuart-Sauter Co.	419.56
Farmer Brothers Co.	493.35
Sparkie's Messenger Service	296.16
Bus Express Service	343.65
California Association of Secondary School Administrators	704.20
California Farmer-Consumer Information Committee	100.00
The Hilton Inn	55.19
Baron's Supplies	286.63
1970 Federation Scholarship Committee of Judges:	
Lehmann, Michael B.	142.20
Russell, Le'and S.	156.00
Blackburn, Jack	266.00
Garrett Press	3,258.57
Bi-Rite Restaurant Supply Co.	616.62
Cory Coffee Service Plan, Inc.	227.29
Michael R. Peevey	1,400.00
Carpenter Funds Administrative	
Office of Northern California	66.50
Action Photo Service	170.28
Giampolini & Co.	780.00

CALIFORNIA LABOR FEDERATION

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Dennis Peacocke	440.00	
AFL-CIO	735.03	
Fairfield Mobile Home Sales	11,592.00	
American Guild of Musical Artists	2,206.80	
Thomas-Swan Signs	81.24	
Greyhound Lines	35.05	
Gordon Hamilton	120.08	
Busy Line Catering	58.00	
Christmas Party	69.34	
Gratuities	1,675.00	
International Labor Press Association	30.00	
Moulin Studios	26.38	
Internal Revenue Service	383.73	
Office Furniture Repair Service	132.40	
Empire Travel Service	328.00	
Broners Custom Framing	57.48	
James Hill & Co., Inc.	245.07	
Larry Kenny Photography	21.10	
California Rural Legal Assistance	60.00	
Honorariums for Grading of Scholarship Exams (total).....	1,129.28	
Steve Brittenham	100.00	
Reimbursements for Scholarship Photos	113.53	
Don Vial	62.00	
California Labor Press Association	60.00	
Mrs. Thomas Pitts	128.80	
Sundry purchases and expenses	3,135.19	
		<u>\$ 35,000.16</u>
Total cash disbursements		<u>\$1,423,804.77</u>

ROLL OF DELEGATES

**This comprises the completed roll of delegates to the
1972 Convention of the California Labor Federation, AFL-CIO**

ALAMEDA

Teachers No. 1528 (49)
Gretchen Mackler, 49

ALHAMBRA

Electrical Utility Wkrs.
No. 47 (500)
A. J. Coughlin, 250
Timothy Cooley, 250

ANAHEIM

Carpenters No. 2203 (1342)
John H. Tietz, 336
Peter Visser, 336
Vincent Lupinacchi, 335
G. W. Crust, 336
U.T.U. No. 1770 (286)
W. S. Howell, 286

AUBURN

Placer Teachers No. 2267 (2)
Thomas Romero, 1
John K. McFarland, 1

BAKERSFIELD

Bldg. & Const. Trades
Council (2)
H. D. Lackey, 1
Fire Fighters, Kern Co.
No. 1301 (465)
Robert Renner, 465
Hod Carriers & Com.
Laborers No. 220 (577)
Arthur Blinks, 289
Benjamin T. James, 288
Retail Clerks No. 137 (1037)
Mel Rubin, 1037
Teachers No. 1866 (6)
Robert G. Ramey, 6
U.T.U. No. 835 (136)
K. Levin, 136
U.T.U. No. 1581 (127)
F. F. Alford, 127

BARSTOW

Machinists No. 706 (310)
Louis W. Jackson, 310
Railroad Empls., Barstow
Federation No. 120 (2)
Louis W. Jackson, 1

BERKELEY

Clerical, Technical & Profes-
sional Empls., U.C.
No. 1696 (386)
Maxine Wolpinsky, 386
L.A. Faculty Union, UCLA
No. 1990 (17)
Lora Weinroth, 9
Jack Blackburn, 8
Painters No. 40 (224)
Glen Slater, 224
Teachers No. 1078 (282)
Rachel Lippincott, 141
Marilyn Zito, 141
University Fed. of Librarians
No. 1795 (22)
Laurel Burley, 11
Charles Shain, 11
University of Calif. No. 1966 (6)
Robert Singer, 3
Lynn Tabb, 3

BURBANK

U.T.U. No. 1561 (108)
J. E. Howe, 108

BURLINGAME

Air Transport Empls.
No. 1781 (3541)
B. C. Combs, 1181
Clarence G. MacDonald, 1180
Adolph Stutz, 1180
Butchers No. 516 (782)
Edwin Michelsen, 782

CANOGA PARK

U.T.U. No. 1565 (610)
J. L. Evans, 610

CAERMICHAEL

U.T.U. No. 1570 (170)
John Cockburn, 170

CASTRO VALLEY

U.T.U. No. 239 (274)
J. L. Evans, 274

CITY OF COMMERCE

Glass Bottle Blowers
No. 224 (150)
Bob Broomfield, 75
Mikes Torres, 75

COLTON

U.T.U. No. 1714 (121)
M. A. Holmes, 121

COMPTON

Carpenters No. 1437 (581)
Albert O. Horne, 291
F. Fred Burlin, 290
U.T.U. No. 1607 (610)
J. E. Howe, 610

CONCORD

Fire Fighters, Contra
Costa Co. No. 1230 (343)
Ronald M. Truesdell, 343

CORONA

Glass Bottle Blowers
No. 192 (218)
William H. Evans, 109
Russ Clappitt, 109

CROCKETT

Sugar Wkrs. No. 1 (967)
Frank Clark, Jr., 323
Frank L. Lettich, 322
A. L. Benavidez, 322

DALY CITY

San Mateo Co. Classified School
Empls. No. 377 (402)
Angie Potter, 201
Ron Duff, 201
Teachers No. 1481 (145)
Joe McGrath, 145

DELANO

United Farm Workers (17,159)
Dolores Huerta, 1716
Gilbert Padilla, 1716
Andy Imutan, 1716
Philip Vera Cruz, 1716
Julio Hernandez, 1716
Richard Chavez, 1716
Jessica Govea, 1716
Andy Anzaldua, 1716
Maria Saludado, 1716
Bob Armington, 1715

DOWNEY

Rubber Workers No. 171 (95)
Roger Johnson, 48
Faye Hetzel, 47
Rubber Wkrs. No. 451 (585)
Lucius Smith, 585

DUNSMUIR

U.T.U. No. 694 (154)
K. R. Burns, 154

EL CAJON

Carpenters & Joiners
No. 2398 (883)
Al J. Wagner, 442
Gene D. Neuhaus, 441

EL MONTE

Carpenters & Joiners
No. 1507 (1748)
Richard A. Parker, 1748
Hod Carriers No. 1082 (1140)
Joe Luna, 285
Louis Bravo, 285
Jimmy Montgomery, 285
Isidro Rocha, 285
Painters No. 254 (466)
James T. Claffone, 233
Walter Zagajeskli, 233
U.T.U. No. 240 (282)
K. R. Burns, 282

EL SEGUNDO

Air Transport Wkrs.
No. 502 (400)
George Garland, 400

EMERYVILLE

Steelworkers No. 1304 (769)
Frank White, 769

EUREKA

Butchers No. 516 —Unit 2 (130)
Arnold Montemagni, 130
Central Labor Council,
Humboldt Co. (2)
Albin J. Gruhn, 1
Hod Carriers & Com.
Laborers No. 181 (268)
A. J. Gruhn, 268
Hospital & Instit. Wkrs.
No. 327 (116)
Clarence E. Purnell, 116
Lumber & Sawmill Wkrs.
No. 2592 (1093)
Alfred L. Laslev, 1093
Lumber & Sawmill Wkrs.,
Redwood Dist. Council (2)
Leonard Cahill, 1

Plywood & Veneer Wkrs.
No. 2931 (234)
Noel E. Harris, 117
Raymond K. Nelson, 117

FAIRFIELD

Communications Wkrs.
No. 9422 (218)
Richard Tatum, 218

FONTANA

Steelworkers No. 2869 (150)
Cal McElwain, 75
Anthony Cutrone, 75

FRESNO

Bakers No. 43 (389)
Harold J. Guyette, 389
Central Labor Council,
Fresno & Madera Cos. (2)
Manuel M. Lopez, 1
Classified School Empls.
No. 562 (386)
Bill O'Rear, 386
Communications Wkrs.
No. 9408 (575)
Kenneth Shirley, 288
T. Eugene Monkres, 287
Culinary, Bartenders & Hotel
Serv. Empls. No. 62 (1773)
Leo W. Vuchinich, 1773
Fire Fighters, Calif. Forestry
No. 1388 (65)
Everett B. Millican, 65
Hod Carriers & Com.
Laborers No. 294 (849)
Jesse Bernard, 283
Chester Mucker, 283
Oscar Lacy, 283
Teachers, State Center Fed.
No. 1533 (22)
John Peterson, 11
Mark Reisman, 11
Typographical No. 144 (200)
Robert M. Perkins, 200
U.T.U. No. 1252 (142)
J. P. Jones, 142

GARDENA

Teachers, Centinela Valley
Fed. No. 1301 (25)
Raymond A. Morales, 13
Albert Goodman, 12

GLENDALE

Painters No. 713 (403)
Leonard H. Small, 202
Willard L. Sward, 201

GRASS VALLEY

Bartenders & Culinary Alliance
No. 368 (442)
Daniel McCormick, 442

HAYWARD

Communications Wkrs.
No. 9412 (812)
James B. Gordon, Jr., 406
Barbara J. Billings, 406
Culinary Wkrs. & Bartenders
No. 823 (3031)
Joseph Medeiros, 506
John J. Gillick, 505
Anthony Lawrence, 505
Blasco Capitani, 505
Gary Marciel, 505
James Gallagher, 505
U.T.U. No. 1469 (235)
J. J. Murray, 235

HOLLYWOOD

Actors' Equity Association (325)
Edward Weston, 163
Frank Maxwell, 162
Affiliated Property Craftsmen
No. 44 (2000)
A. C. Montenaro, 400
E. H. LeRoy, 400
Joseph Bernay, 400
A. R. Hill, 400
J. W. Otto, 400
AFL Film Council (2)
H. O'Neil Shanks, 1
Robert W. Gilbert, 1
A.F.T.R.A. (1500)
Claude L. McCue, 375
Peter Leeds, 375
Bill Baldwin, 375
Rhoda Williams, 375
American Guild of Musical
Artists (744)
Francis Barnes, 248
Thomas S. Clarke, 248
Henry Reese, 248
Film Technicians No. 683 (2578)
Donald P. Haggerty, 645
Ernest L. Repola, 645
Aaron Smith, 644
Robert B. Robertson, 644
Machinists No. 1185 (373)
Earl E. Schmidt, 373
M.P. Costumers No. 705 (590)
William K. Howard, 590
M.P. Photographers No. 659
(300)
Gerald K. Smith, 150
Terry M. Burley, 150
M. P. Set Painters No. 729 (265)
Ralph W. Peckham, 265
M.P. Sound Tech. No. 695 (300)
Frank A. Sciuto, 300
M.P. Studio Art Craftsmen
No. 790 (47)
Albert K. Erickson, 47
M.P. Studio Cinetechnicians
No. 789 (531)
Jules J. Weisberg, 266
Paul E. O'Bryant, 265
M.P. Studio Projectionists
No. 165 (262)
Emmett L. Welch, Jr. 262
N.A.B.E.T. No. 53 (900)
George C. Simpson, 300
Robert R. Rissman, 300
Albert M. Gordon, 300
Office Employees No. 174 (767)
Max J. Krug, 384
Herman W. Pope, 383
Painters No. 5 (339)
John J. Huhn, 170
John Hecker, 169
Scenic Artists No. 816 (193)
William Anderson, 97
Marvin J. DeChellis, 96
Screen Actors Guild, Inc. (5000)
John Gavin, 625
Robert Lansing, 625
Robert Easton, 625
Gilbert Perkins, 625
Kathleen Freeman, 625
John L. Dales, 625
Chester L. Mirden, 625
Buck Harris, 625
Screen Extras Guild, Inc. (3000)
H. O'Neil Shanks, 429
Norman Stevens, 429
Murray Pollack, 429
Miles Shepard, 429
Barbara Smith, 428
Clark Ross, 428
Curtis J. Hyans, 428
Script Supervisors No. 871 (112)
George A. Rutter, 112
Society of M.P. Art Directors
No. 876 (170)
Gene Allen, 170
Studio Electrical Technicians
No. 728 (479)
Art Melli, 240
Robert Allen, 239

Studio Electricians, Sound
Tech. & Air Cond. Engrs.
No. 40 (325)
Russell J. Bartley, 325
Studio Grips No. 80 (575)
Richard Peters, 575

HUNTINGTON BEACH

U.T.U. No. 1544 (234)
John Cockburn, 234

HUNTINGTON PARK

Butchers No. 563 (3341)
James Houston, 836
Hubert Ford, 835
Arthur Eaton, 835
Joseph May, 835
Furniture Wkrs No. 1010 (630)
Katrino Vasquez, 210
Rudy Ybarra, 210
Jesse Oroscio, 210
Glass Bottle Blowers
No. 114 (275)
Vivian Newsome, 275
Glass Bottle Blowers
No. 137 (1525)
Michael Golovich, 305
Ruth Smith, 305
Karl Weichinger, 305
Vernon Gray, 305
Roy Davis, 305

INGLEWOOD

U.T.U. No. 1564 (636)
K. R. Burns, 636

LAKEWOOD

Laborers No. 507 (1800)
Ralph C. Conzelman, 360
Donald E. Graves, 360
James A. Knight, 360
Robert G. Graves, 360
James A. Knight, II, 360
Public Employees No. 1110 (144)
Roger Fisher, 72
Lloyd Todd, 72

LONG BEACH

Bartenders No. 686 (1097)
James A. Hamilton, 549
M. R. Callahan, 548
Bricklayers & Stonemasons
No. 13 (260)
T. R. Chappelle, 130
James Butler, 130
Culinary Alliance No. 681 (5593)
James T. Stevens, 560
David L. Schultz, 560
Clete R. Van Hooser, 560
Stuart Crowder, 559
Millard Hill, 559
Richard Lee Robbins, 559
Maurine Tribble, 559
Lucille Chalfa, 559
Dale Bradford, 559
Ernest Geoffroy, 559
Communications Wkrs.
No. 9571 (229)
Gene W. Gibson, 229
Oil, Chemical & Atomic Wkrs.
No. 128 (5180)
W. F. "Bill" Braughton, 864
John Schmidt, 864
Odell Clayton, 863
Frank Bell, 863
Bob Hunter, 863
George McCall, Sr., 863
Painters No. 256 (534)
W. C. Farley, 267
Omer Rivard, 267
Retail Clerks No. 324 (16,271)
Arthur Z. Berland, 2712
Bob Gable, 2712
Robert Bowers, 2712
Robert Giffin, 2712
Mona Scheer, 2712
John R. Hutcherson, 2711

Teachers No. 1263 (116)
Robert Hietzhaus, 58
Ben Lipson, 58

LOS ANGELES

Advertising & Public Relations Empls. (33)

Joseph Korpiel, 17
Wm. M. Barrett, 16
AFSCME Council 36 (2)
Henry Fiering, 1
John Seferian, 1

A.F.T. College Guild
No. 1521 (37)
Howard Russell, 19
Sidney Elman, 18

Allied Printing Trades Council (2)

George E. Smith, 1
Robert E. White, 1

Asbestos Wkrs. No. 5 (250)
Edward B. Smith, 125
William Lewis, 125

Bakers No. 453 (200)
James Rosen, 100
Jack Franklin, 100

Bartenders No. 284 (1544)
Clarence Bailey, 515
Robert Giesick, 515
Herman Leavitt, 514

Beauticians No. 295-A (106)
Esther A. Bills, 106

Boilermakers No. 92 (800)
John L. Leckie, 800

Bookbinders & Bindery
Women No. 63 (600)
Gino C. Petrella, 300
George E. Smith, 300

Bldg. & Const. Trades
Council (2)
J. A. Cinquemani, 1

Bus Drivers No. 1222 (191)
Vern R. Buckles, 96
C. S. Robinson, 95

Cabinet Makers & Millmen
No. 721 (2512)
A. J. Bogdanowicz, 628
R. D. Garrison, 628
Vernon Beaver, 628
Julian Christensen, 628

Calif. Labor Commissioners
No. 975 (33)
Paula Hill, 17
Don Houston, 16

Carpenters Dist Council,
L.A. County (2)
Gordon A. McCulloch, 1

Carpenters No. 26 (814)
Howard A. Morris, 272
Lloyd Cato, 271
Roy B. Wallace, 271

Carpenters No. 1976 (533)
Nathan Fleisher, 533

Cleaners, Dyers, Pressers &
Allied Trades No. 268 (400)
Herbert Broussard, 200
Isidore Weisgal, 200

Cloak Makers No. 58 (254)
Fay Finklestein, 127
Bernard Becker, 127

Clothing Wkrs. No. 55-D (520)
Claude Cox, 260
Phillip Leibson, 260

Clothing Wkrs. No. 81 (150)
Tony Fama, 150

Clothing Wkrs. No. 278 (1300)
Charles Webb, 434
Ruth Miller, 433
Jerome Posner, 433

Clothing Wkrs. No. 408 (550)
Harry Bloch, 550

Clothing Wkrs., So. Calif.
Jt. Bd. (2)
Harry Block, 1
Sam Krips, 1

Communications Wkrs.
No. 9502 (650)
Warren Downing, 217
Tom Tandy, 217
Tom Duffy, 216

Communications Wkrs., So.
Calif. Council (2)
William C. Demers, 1
John Kulstad, 1

Cooks No. 468 (2500)
August A. Garcia, 417
Paul E. Greenwood, 417
Chas. "Bill" Bailey, 417
William Ochoa, 417
Frank F. Osalvo, 416
Joe A. Reiss, 416

Council of Federated Municipal
Crafts (2)
George Schweitzer, 1

Culinary Wkrs. Jt. Exec. Bd. (2)
Robert Giesick, 1

Dental Technicians, So. Calif.
No. 100 (100)
Oscar R. Fuss, 50
Robert Dorion, 50

Designers Guild of Ladies
Apparel No. 452 (22)
Reuben Jaffe, 11
Max Mont, 11

Electrical Wkrs., I.U.
No. 1511 (87)
Rod Herran, 44
John Monroe, 43

Electrical Wkrs. No. 11 (3291)
Charles O. McCord, 412
Howard Jones, 412
E. Earl Higgins, 412
J. S. Harrington, Jr., 411
Donald Allwine, 411
Arch MacNair, 411
Richard Elder, 411
Rudy Acevedo, 411

Electrical Wkrs. No. 18 (600)
Ronald K. Ferrara, 300
Paul Wilson, 300

Electrical Wkrs. No. 1710 (580)
Mike M. Morales, 290
John M. Wolsdorf, 290

Electrical Wkrs. No. 2295 (550)
Theo L. Agee, 550

Electrical Wkrs., State Assn. (2)
Harold Jaeger, 1

Electrotypers No. 137 (40)
Lloyd Unger, 20
Donald F. Lee, 20

Elevator Constructors
No. 18 (168)
Joseph E. Hendon, 168

Fire Fighters No. 112 (1492)
Donald W. Wallace, 373
Frank Lunn, 373
Dennis M. Koontz, 373
Randy L. Wallace, 373

Fire Fighters, L.A. County
No. 1014 (1632)
Alfred K. Whitehead, 327
Kenneth D. Larson, 327
Scott E. Franklin, 326
Herbert H. Schisler, 326
A. Paul Desautels, 326

Fur Wkrs. No. 87-F (160)
George Bradow, 80
Leon Spiegel, 80

Furniture Wkrs. No. 500 (200)
Armando Madrid, 200

Garment Wkrs. No. 125 (204)
Ethel Fite, 102
Regina Lucero, 102

Hod Carriers No. 300 (8541)
Manuel Renteria, 1068
Carlos Enriquez, 1068
Milo Padilla, 1068
Ray Pasillas, 1068
Crawford Mobley, 1068
Tom Bibbs, 1067
Mike Quevedo, Jr., 1067
Willie Moto Robinson, 1067

Laborers So. Calif.
Dist. Council (2)
Ray M. Wilson, 1
Felix Espinoza, 1

Ladies Garment & Access.
Wkrs. No. 482 (646)
Ralph Smith, 216
Gloria Feliciano, 215
Amelia Borquez, 215

Ladies Garment Wkrs.
No. 55 (802)
Mike Cristofaro, 268
Joseph Goldberg, 267
Marcus Schwartz, 267

Ladies Garment Wkrs.
No. 84 (190)
Abe Tankenson, 95
Al Hernandez, 95

Ladies Garment Wkrs.
No. 96 (847)
Hy Milstein, 283
Trudy Slaughter, 282
Roselee Elliott, 282

Ladies Garment Wkrs.
No. 97 (128)
Meyer R. Silverstein, 64
Charles Antoci, 64

Ladies Garment Wkrs.
No. 451 (125)
Max B. Wolf, 63
Mercedes Sanchez, 62

Ladies Garment Wkrs.
No. 497 (280)
Cornelius Wall, 140
May Bavler, 140

Ladies Garment Wkrs.
No. 512 (144)
Sam Schwartz, 72
Eva Addison, 72

Laundry & Dry Cleaning
Wkrs. No. 52 (791)
Richard C. Vasquez, 264
Jack Begler, 264
Nellie A. Crowley, 263

Leather-Luggage Wkrs.
No. 213-L (500)
Max Roth, 250
Oscar Bardach, 250

Los Angeles County Empls.
No. 119 (354)
Joe N. Ochoa, 177
Maurice McPherson, 177

Los Angeles Co. Fed.
of Labor (2)
Sigmund Arywitz, 1
L.A. Park & Recreation
No. 517 (151)
Manuel O. Gonzales, 151

Machinists & Aerospace Wkrs.
No. 311 (3298)
S. G. "Goodie" Goodman, 1649
Edgar "Joe" Kochakji, 1649

Machinists & Aerospace
Wkrs. No. 620 (13)
Carl C. Kessler, 13

Mailers No. 9 (366)
William J. Bassett, 183
Charles L. Matlock, 183

Meat Cutters No. 421 (2500)
Harold Benninger, 500
Michael C. Pia, 500
Charles Theofilos, 500
Robert L. Iverson, 500
Joseph I. Gilligan, 500

Metal Polishers No. 67 (67)
Quentin R. Paud, 34
John J. Hawkins, 33

Metal Trades Council,
So. Calif. (2)
William H. Lassley, 1

Misc. Foremen & Superintend-
ents of Public Works
No. 413 (183)
John F. Cannon, 92
Harold R. Parker, 91

Misc. Restaurant Empls.
No. 440 (2623)
Merlin (Jack) Woods, 1312
Fred C. Felix, 1311

Municipal Empls. No. 319 (31)
Helen A. Scheetz, 16
Cornelius Pierre, 15

Musicians No. 47 (1916)
Keith R. Williams, 384
Max Herman, 383
Sid Weiss, 383
Vernon "Jake" Porter, 383
Jerry Lench, 383

Neuropsychiatric Wkrs.
No. 2070 (91)
Cliff Fried, 46
Lacey Coston, 45

Newspaper Guild No. 69 (1430)
 Julio S. Colossi, 477
 Kenneth T. Finch, 477
 Edward N. Oswald, 476
 Newspaper Pressmen
 No. 18 (600)
 Thomas J. Shirley, 300
 Dwain D. Wilcox, 300
 Nursery School Teachers
 No. 1475 (174)
 Jeanne Manfred, 87
 Bettye Parish, 87
 Office Employees No. 30 (1875)
 Gwen Newton, 375
 Cynthia McCaughan, 375
 Barbara Nardella, 375
 Ruth Gouedy, 375
 Mary L. Yunt, 375
 Offset Wkrs., Printing Press-
 men & Assts. No. 78 (550)
 William Anderson, 275
 John McWilliams, 275
 Operating Engineers
 No. 12 (20,000)
 J. H. Seymour, 2000
 Wm. C. Waggoner, 2000
 Harold Edwards, 2000
 Don Mier, 2000
 Tony Allen, 2000
 Milton Carter, 2000
 Joe Wade, 2000
 Clyde Wilson, 2000
 George Kirk, 2000
 Monte Ramirez, 2000
 Painters Dist. Council No. 36 (2)
 Walt Zagajski, 1
 Julius Bence, 1
 Painters No. 1348 (425)
 Dave Fishman, 213
 Ray Camacho, 212
 Pipe Trades So. Calif.
 Dist. Council (2)
 E. E. Scheil, 1
 George Battany, 1
 Plasterers & Cement Masons
 So. Calif. Dist. Council. (2)
 C. J. Monson, 1
 George Allen, 1
 Plumbers No. 78 (1872)
 Fernando Flores, Jr., 375
 Admiral G. Dawson, 375
 Santo L. LaMark, 374
 T. A. Simmers, 374
 Calvin Emery, 374
 Printing Spec. & Paper
 Products No. 388 (718)
 Arthur Burnette, 359
 Carmen Plantedosi, 359
 Provision House Wkrs.
 No. 274 (4750)
 Robert Cook, 2375
 Jim P. Zaharis, 2375
 Pulp, Sulphite & Paper Mill
 Wkrs. No. 307 (1375)
 B. E. "Bill" Fulmer, 344
 John Price, 344
 Charles Costner, 344
 Warren L. Collins, 343
 Railway & Steamship Clerks
 No. 2114 (57)
 Oscar J. Lansing, 29
 Guy E. Lozar, 28
 Sheet Metal Wkrs. No. 108 (3879)
 C. D. Ringwood, 485
 I. L. Stoneburner, 485
 Juan Lujan, 485
 G. Masi, 485
 G. Ortega, 485
 R. J. Mosula, 485
 S. G. Cardona, 485
 V. Fox, 484
 Sign Scene, Pictorial
 Painters No. 831 (93)
 Ray Sharpness, 47
 Homer Poling, 46
 Stage Employees No. 33 (387)
 Franklin L. Barnhart, Jr., 194
 Michael L. O'Gara, 193
 Stat'y Operating Engineers
 No. 501 (1500)
 Robert H. Fox, Jr., 375
 Fred Wendt, 375

Evan Dillon, 375
 Coy Black, 375
 Stereotypers No. 58 (252)
 Ray Ledford, 126
 Shirley Harris, 126
 Stove, Furnace & Allied Ap-
 pliance Wkrs. No. 125-B (3)
 Edmond E. Cooper, 2
 A. G. Mendez, 1
 Structural Iron Workers
 No. 433 (137)
 Thomas Wagner, 69
 Daniel Prentice, 68
 Teachers No. 1021 (2436)
 Murray Kaplan, 406
 Mike Bennett, 406
 Ed Sawicki, 406
 Herb Bauers, 406
 Robert Fournier, 406
 Sandra Fournier, 406
 Theatrical Press Agents &
 Managers No. 18032 (66)
 Dick Weaver, 33
 William McDonald, 33
 Theatrical Wardrobe Att'ds
 No. 768 (46)
 Dorothy Priest, 23
 Frank V. Tauss, 23
 Typographical No. 174 (1252)
 C. B. Hughes, 626
 R. M. Jones, 626
 Union Label Council (2)
 Daniel Mundy, 1
 William Robertson, 1
 U.T.U. No. 1674 (57)
 H. A. Bliss, 57
 Utility Wkrs. No. 132 (958)
 Edward T. Shedlock, 320
 Thomas G. Burns, 319
 Joseph W. Powers, 319
 Walters No. 17 (2799)
 Jack Trystman, 1400
 Andrew Allan, 1399
 Waitresses No. 639 (5783)
 Loralee Gabel, 964
 Ruth Compagnon, 964
 Betty Burns, 964
 Betsy Stoddard, 964
 Eileen Mackie, 964
 Betty Jane Leavitt, 963
 Water & Power Empls., L.A.
 Dept. No. 233 (317)
 John Rainwater, 317

MARTINEZ

Bldg. & Const. Trades Council
 Contra Costa Co. (2)
 L. H. Thomas, 1
 Carpenters No. 2046 (294)
 Marvin James Terrell, 147
 Jerry Ray Gaston, 147
 Central Labor Council,
 Contra Costa Co. (2)
 Tony Cannata, 1
 Art Carter, 1
 Construction Laborers
 No. 324 (2098)
 Roscoe O. Hunter, 420
 Mance Thomas, 420
 Melvin Scott, 420
 Joe Heaps, 419
 Daniel Dixon, 419
 Electrical Wkrs. No. 302 (755)
 Richard H. McPeak, 378
 Bill Pergakis, 377
 Painters No. 741 (150)
 Anton Motquin, 150

MENLO PARK

Utility Wkrs. No. 160-C (121)
 Edward T. Shedlock, 121

MERCED

Central Labor Council,
 Merced Co. (2)
 H. G. McGuire, 1

MODESTO

Laborers No. 1130 (150)
 Frank J. Russo, 75
 James R. Milford, 75
 Plasterers & Cement Masons
 No. 429 (121)
 C. A. Green, 121

MONTEREY

Carpenters & Joiners
 No. 1323 (468)
 Russell S. Hansen, 468
 Central Labor Council,
 Monterey Co. (2)
 John F. Matton, 1
 Hotel, Rest. & Bartenders
 No. 483 (1966)
 Patricia Gamberg, 983
 Robert S. Gamberg, 983

MONTEREY PARK

Steelworkers No. 1502 (535)
 William Breckenridge, 535

MOUNTAIN VIEW

Carpenters & Joiners
 No. 1280 (1360)
 Gunther F. C. Just, 340
 Bill Kimmel, 340
 C. G. Van Straaten, 340
 James Boyd, 340

NAPA

Hod Carriers & Gen.
 Laborers No. 371 (389)
 Jessie O. Payne, 195
 Steven L. Gonzalez, 194

NEEDLES

U.T.U. No. 771 (272)
 J. J. Murray, 272

OAKLAND

Auto, Marine & Specialty
 Painters No. 1176 (600)
 Leslie K. Moore, 300
 William Fernandes, 300
 Auto Salesmen No. 1095 (557)
 Vincent J. Fulco, 279
 Fernand D. Silva, 278
 Automotive Machinists
 No. 1546 (5825)
 Nick Antone, 971
 M. F. Damas, 971
 Manuel E. Francis, 971
 C. L. McMonagle, 971
 W. P. Sweno, 971
 DeWayne Williams, 970
 Bartenders No. 52 (1106)
 Steven J. Revilak, 369
 James F. Murphy, 369
 Joseph J. Canale, 368
 Bldg. & Const. Trades
 Council (2)
 J. L. Childers, 1
 Butchers No. 120 (1968)
 S. E. Thornton, 984
 Walt Bachemin, 984
 Carpenters & Joiners
 No. 36 (1630)
 Claude Dillon, 408
 Allen L. Linder, 408
 Walter T. Simms, 407
 Harry Yetter, 407
 Cement Masons No. 594 (275)
 Bruce Dillashaw, 275
 Central Labor Council,
 Alameda Co. (2)
 Richard K. Groulx, 1
 Edward J. Collins, 1

ROLL OF DELEGATES

Cleaning & Dye House Wkrs.
No. 3009 (1143)
Russell R. Crowell, 286
Carl Jaramillo, 286
Bruce Groulx, 286
Pat Groulx, 285

Clerks & Lumber Handlers
No. 939 (75)
Joseph Botelho, Jr. 75

Communications Wkrs., Bay
Area Council (2)
Shirley Roland, 1

Communications Wkrs.
No. 9415 (781)
Harry Ibsen, 781

Communications Wkrs.
No. 9490 (1437)

Miles L. Wood, 719
J. M. Van Houten, 718

Const. & Gen. Laborers
No. 304 (2825)

David Melendrez, 404

John J. King, 404

Joe Tibbs, 404

Frank Savoy, 404

C. C. Clark, 403

Anthony C. Schiano, 403

Hamp Geran, 403

Cooks No. 228 (1647)

Pat Sander, 824

Jack Faber, 823

Dining Car Cooks &
Waiters No. 456 (188)

T. W. Anderson, 188

East Bay Muni. Dist.
Employees No. 444 (342)

Alton Williams, Jr. 171

Manuel A. Pontes, 171

Electrical Workers No. 595

Thomas J. Sweeney, 310

Lester B. Bridge, 310

Albert Real, 310

Eric C. Moe, 310

Electronic-Plastic & Metal
Prod. No. 1518 (958)

John T. Schiavenza, 958

Fire Fighters No. 55 (763)

Vincent Riddle, 763

Hod Carriers No. 166 (461)

Abel Silva, 231

Luther Goree, 230

Industrial Iron & Metal
Processing Wkrs.
No. 1088 (219)

C. D. Parker, 110

L. Thompson, 109

Laundry Wkrs. No. 2 (806)

Iva Bates, 269

Robert Luster, 269

Millie Rogers, 268

Machinists No. 284 (2000)

Edward J. Logue, 667

Kenneth J. Gibbons, 667

Rodney Taylor, 666

Machinists, Calif. Conf. (2)

John T. Schiavenza, 1

M.P. Operators No. 169 (104)

William E. Rose, 104

Office Empls. No. 29 (2604)

Edith Withington, 2604

Painters Dist. Council No. 16 (2)

Gene Slater, 1

Paint Makers & Allied Trades
No. 1975 (771)

Carl J. Lawler, 257

Peter Ambrunn, 257

Peter J. Ceremello, 257

Plasterers & Cement Masons,
No. Calif. Dist. Council (2)

Joseph Egan, 1

Plasterers No. 112 (100)

Jack P. Wood, 100

Plumbers & Gas Fitters
No. 444 (949)

George A. Hess, 317

Gerald L. Stacy, 316

Seymour M. Bachman, 316

Shipyard & Marine Shop
Laborers No. 886 (530)

Harold Lumsden, 265

Gerald Trubow, 265

Sleeping Car Porters (100)

C. L. Dellums, 100

Street Carmen No. 192 (1000)

Edward A. Cordeiro, 1000

Teachers, Oakland-Alameda
Cos. No. 771 (242)

Walter Swift, 242

Theatrical Stage Empls.
No. 107 (60)

Forrest Bradley, 90

John F. Craig, 90

Typographical No. Calif.
Conf. (2)

Don Abrams, 1

Waiters, Waitresses, Service
Crafts No. 31 (2957)

Raymond Lane, 493

Betty Borikas, 493

Jody Kerrigan, 493

H. Georgia Rosen, 493

Elizabeth Tuley, 493

Edrie Wright, 492

ORANGE

Orange Unified Fed. of
Teachers No. 2188 (11)

Preston Marsh, 11

OROVILLE

Bartenders & Culinary Wkrs.
No. 654 (400)

Virginia L. Davis, 400

Central Labor Council, Butte
& Glenn Cos. (2)

Virginia L. Davis, 1

OXNARD

Carpenters No. 2042 (447)

Domenic N. Filoso, 447

PALM CITY

Carpenters & Joiners
No. 1490 (456)

Frank Marr, 228

Gus Mascola, 228

PALMDALE

Teachers, High Desert
No. 1793 (160)

Alan Cummins, 80

Richard Sorenson, 80

PALO ALTO

Carpenters & Joiners
No. 668 (801)

Fred G. Rowe, 401

James E. Powers, 400

Typographical No. 521 (213)

Donald H. Abrams, 107

Elson Snow, 106

PASADENA

Hod Carriers & Com. Laborers
No. 439 (208)

Joseph Herbert, 104

S. J. Hibbler, 104

Meat Cutters No. 439 (2500)

Walter A. Karas, 1250

James S. Bird, 1250

Painters No. 92 (100)

William A. Law, 100

PITTSBURG

Culinary Wkrs. & Bar-
tenders No. 822 (857)

Vincent Licari, 857

Steelworkers No. 1440 (1376)

Anthony Cannata, 1376

PLEASANT HILL

Communications Wkrs.
No. 9402 (612)

E. J. Cruice, 612

POMONA

Glass Bottle Blowers
No. 34 (263)

Wesley Bromberg, 132

Clifford Valenciana, 131

Hod Carriers & Laborers
No. 806 (625)

Ralph J. Deever, Jr., 313

Joe M. Leon, 312

Typographical Conf. of So.
Calif. (2)

C. "Bernie" Hughes, 1

Charles Matlock, 1

PORTOLA

U.T.U. No. 1200 (132)

K. Levin, 132

REDDING

Central Labor Council,
Five Counties (2)

Cy Jones, 1

Culinary Wkrs. No. 470 (1017)

Paul M. Christiansen, 1017

Lumber & Sawmill Wkrs.,
No. Calif. Dist. Council (2)

Albert Glines, 1

Retail Clerks No. 1364 (1066)

Robert E. Koenig, 533

Robert M. O'Brien, 533

REDWOOD CITY

AFSCME Council No. 57 (2)

Frank Gillis, 1

Electrical Wkrs. No. 1969 (300)

Arthur J. Jones, 300

San Bruno City Empls.
No. 2190 (12)

George Popyack, 12

So. San Mateo Pen Cities
Empls. No. 756 (41)

George Popyack, 41

RESEDA

Carpenters No. 844 (1203)

Barnett Nathan, 301

Larry Muir, 301

W. D. Mitchell, 301

Robert Freeman, 300

RICHMOND

Bartenders & Culinary Wkrs.
No. 595 (2084)

James E. Calvarese, 1042

Bruce Sharkey, 1042

Boilermakers No. 513 (400)

Manuel Dias, 200

Ernest M. King, 200

Carpenters & Joiners
No. 642 (961)

Charles R. Parkhurst, 961

Fire Fighters No. 188 (122)

Richard Traxler, 61

Allan Theobald, 61

M.P. Projectionists No. 560 (21)

Frank J. Doran, 21

RIVERSIDE

Barbers No. 171 (88)

Joseph M. Torchia, 88

Central Labor Council, 2

Burrell W. Phillips, 1

George Turner, 1

Communications Wkrs.
No. 9508 (82)
George R. Turner, 82
Hod Carriers & Common
Laborers No. 1184 (674)
John L. Smith, 225
Charles Stockton, 225
Donald Sanders, 224
Painters Dist. Council No. 48 (2)
Calmer H. Hanson, 1

SACRAMENTO

Allied Printing Trades
Council (2)
Joseph J. Selenski, 2
Automotive No. 2182 (1713)
John W. Haught, 1713
Bldg. & Const. Trades
State Council (2)
James S. Lee, 1
James J. Twombly, 1
Bookbinders No. 35 (129)
James Prewitt, 129
Butchers No. 498 (1869)
Roy Mack, 1869
Calif. Federation of Teachers (2)
Mary Bergan, 1
Rudy Kne, 1
Calif. State Empls. Council
No. 56 (2)
Ronald H. Wright, 1
Helen Warnick, 1
Carpenters No. 586 (1000)
William J. Kracher, 334
Walter E. Dyba, 333
M. B. Bryant, 333
Central Labor Council (2)
Thomas P. Kenny, 1
Communications Wkrs.
Dist. 9 (2)
James B. Booe, 1
J. M. Van Houten, 1
Communications Wkrs.
No. 9421 (900)
Lee K. Tiner, 450
Marie A. Hagens, 450
Const. & Gen. Laborers
No. 185 (2500)
Audrain E. Weatherl, 417
Hugh Cowan, 417
John F. Petersen, 417
Thomas S. Clarke, 417
Joseph Karan, 416
Marvin Porter, 416
Cooks No. 683 (637)
Ralph Blaylock, 637
Fire Fighters No. 522 (547)
Ken Larson, 547
Hod Carriers No. 262 (125)
Abel M. Silva, 125
Iron Wkrs. No. 118 (700)
L. E. Sparks, 700
Misc. Culinary Employees
No. 393 (1015)
Phillip Dulaney, 1015
M.P. Machine Operators
No. 252 (68)
Leslie E. McMillin, 68
Musicians No. 12 (250)
Thomas P. Kenny, 250
Patton State Ho-pital
Empls. No. 128 (186)
Gladys Raney, 186
Stage Empls. No. 50 (48)
Harry Finks, 48
Steelworkers No. 6849 (159)
Frank S. McKee, 159
Teachers, Los Rios Federation
No. 2279 (4)
David S. Gamst, 4
Theater Empls. No. B-66 (50)
Harry Finks, 50
Theatrical Wardrobe Empls.
No. 874 (3)
Ruthyann Atkinson, 3
Typographical No. 46 (429)
Edgar O. True, 429

U.T.U., Calif. Legis. Bd.-T (2)
M. A. Holmes, 1
F. F. Alford, 1
U.T.U. No. 492 (206)
W. S. Howell, 206
Waiters & Waitresses
No. 561 (958)
Lilas Jones, 958

SALINAS

Carpenters & Joiners
No. 925 (500)
Wayne Pierce, 250
Nick Mascovich, 250
Hod Carriers & Com.
Laborers No. 297 (153)
Geo. E. Jenkins, 77
John F. Mattos, 76
Meat Cutters & Butcher
Workmen No. P-78-A (1005)
Irene Johnston, 503
William E. Maples, 502

SAN BERNARDINO

Communications Wkrs.
No. 9573 (145)
Larry Beall, 145
Electrical Wkrs. No. 543 (500)
Ruth I. Blanco, 500
Hod Carriers & Laborers
No. 783 (864)
Ray M. Wilson, 288
Jose F. Rivera, 288
Tony Alvarez, 288
M.P. Projectionists
No. 577 (42)
Robert G. W. Bennett, 21
Harry E. Reynolds, 21
Plumbers & Steamfitters
No. 364 (600)
Gus Jahnke, 600
Stage Hands No. 614 (21)
Earl Wilson, 11
Irvan Stumph, 10
Teachers No. 832 (24)
Ralph G. Carter, 12
Hyman Weiser, 12
U.T.U. No. 710 (67)
J. L. Evans, 67
U.T.U. No. 811 (158)
J. P. Jones, 158

SAN DIEGO

Bldg. & Const Trades
Council (2)
Amon L. Henderson, 1
Butchers No. 229 (1800)
Max J. Oslo, 900
Arthur Meyer, 900
Cab Drivers No. 101 (489)
Steve Troy, 245
Dave Goldberg, 244
Cannery Wkrs. &
Fishermen's Union (962)
Jack Tarantino, 481
Antionette Garcia, 481
Carpenters Dist. Council (2)
Samuel McCauley, 1
Carpenters No. 1296 (1391)
Luis P. Adams, 464
King Taylor, 464
George Murrell, 463
Carpenters No. 2020 (955)
M. N. Long, 319
Tom R. Anderson, 318
Dana B. Minter, 318
Central Labor Council, San
Diego-Imperial Cos. (2)
R. R. Richardson, 1
Robert L. Moeller, 1
Clothing Workers No. 288 (300)
Emma Franchino, 150
Gladys McClelland, 150
Communications Wkrs.
No. 9509 (1228)
E. J. Cruice, 410
Reid B. Pearce, 409
Sharon Wilkes, 409

Culinary Alliance & Hotel Ser-
vice Empls. No. 402 (3207)
Joseph Tinch, 459
Esther L. Ryan, 458
Joseph LiMandri, 458
Edward Clouette, 458
M. C. Bray, 458
Loretta Proctor, 458
Agnes R. Wilmoth, 458
Electrical Wkrs. No. 569 (1606)
C. J. Sullivan, 536
Howard J. Volz, 535
M. Keith Widdop, 535
Federated Fire Fighters, San
Diego Area No. F-33 (153)
Charles Weist, 153
Fire Fighters No. 145 (540)
Joseph S. Francis, 270
Rodney Guest, 270
Greater Grossmond Fed. of
Teachers No. 1930 (112)
Ted Roybal, 56
Stu Rubine, 56
Hod Carriers No. 89 (3000)
Solomon A. Johnson, 429
Philip Usquilano, 429
E. Dene Armstrong, 429
Holson Bennett, 429
Richard Scannell, 428
Joe Alcoser, 428
Harry Jordan, 428
Machinists Dist. Council
No. 50 (2)
D. L. Chambers, 1
Machinists No. 1125 (453)
J. F. McIntyre, 227
A. J. Baffone, Sr., 226
Machinists No. 2193 (655)
Elma S. Mendenhall, 219
Elizabeth P. Keeling, 218
M. L. Bateman, 218
M.P. Projectionists No. 297 (109)
J. Raymond Krum, 109
Service Empls. No. 102 (139)
Ray F. Russell, 70
James A. Hawes, 69
Teachers No. 370 (156)
Marlin A. Freeman, 78
Melvin J. Burtraw, 78
Waiters & Bartenders
No. 500 (869)
George Mericantante, 869

SAN FRANCISCO

A.F.T.R.A. (343)
Donald S. Tayer, 172
Bill Hillman, 171
Allied Printing Trades Council
S.F. Bay Area (2)
James D. Rice, 1
Asbestos Wkrs. No. 16 (350)
Eddie H. Story, 350
Automotive Machinists
No. 1305 (2155)
Fred L. Martin, 431
Frank Souza, 431
J. B. Martin, 431
Ken G. Murray, 431
Jas. T. Elliot, 431
Bakers No. 24 (1500)
Thomas Wake, 750
Perry Rose, 750
Bartenders No. 41 (2042)
Joe Garcia, 341
George Corey, 341
Howard Eggers, 340
W. T. Holloway, 340
Edward Maloney, 340
Wm. G. Walsh, 340
Bay Cities Metal Trades
Council (2)
Thomas A. Rotell, 1
O. K. Mitchell, 1
Boilermakers No. 6 (450)
H. L. Solomon, 450
Bldg. & Const. Trades
Council (2)
Daniel F. Del Carlo, 1
Joseph O'Sullivan, 1

- Building Service Employees**
 No. 87 (1496)
 Herman Elmers, 1496
Butchers No. 115 (4043)
 Everett Matzen, 809
 Walter Heath, 809
 Ernest Cerelli, 809
 George Bailly, 808
 J. Robt. Harrison, 808
Butchers No. 508 (955)
 Edwin J. Laboure, 955
California Pipe Trades Council (2)
 James Martin, 1
 Gus Jahnke, 1
Calif. State Theatrical Federation (2)
 George Flaherty, 1
 William K. Howard, 1
Carpenters, Bay Counties Dist. Council (2)
 John L. Watts, 1
Carpenters, Calif. State Council (2)
 Anthony L. Ramos, 1
Carpenters No. 483 (1092)
 Russell Pool, 546
 Raymond Scheffel, 546
Carpet Linoleum Layers No. 1235 (428)
 George J. Brown, 214
 Edward Howe, 214
Central Labor Council (2)
 John F. Crowley, 1
 Joseph Belardi, 1
Cleaning & Dye House Wkrs. No. 3010 (677)
 Henry M. Romiguere, 226
 Mike Fernandez, 226
 Marie Texeira, 225
Cloakmakers No. 8 (575)
 Julia Vasquez, 575
Clothing Wkrs. No. Calif. Jt. Bd. (2)
 Philip Siegel, 1
 Anne Draper, 1
Communications Wkrs. No. 9410 (3569)
 G. T. Kirkpatrick, 3569
Const. & Gen. Laborers No. 261 (2858)
 George Evankovich, 2858
Cooks No. 44 (3603)
 Joe Belardi, 1201
 Agnes Barnhill, 1201
 C. T. McDonough, 1201
Dental Technicians. No. Calif. No. 99 (194)
 Leo E. Turner, 194
Dressmakers No. 101 (958)
 Mattie Jackson, 479
 Myrtle M. Banks, 479
Electrical Wkrs. No. 6 (800)
 Franz E. Glen, 267
 John C. Scott, 267
 Williard H. Olson, 266
Fire Fighters No. 798 (1701)
 Leon Bruschera, 341
 Robert F. Callahan, 340
 William A. Roberts, 340
 Frank Minahan, 340
 James Reid, 340
Fire Fighters, Presidio, S.F., No. F-145 (24)
 Eugene A. Day, 24
Furniture Workers No. 262 (711)
 Anthony Scardaci, 237
 Carlos Ruiz, 237
 Fred Stefan, 237
Hotel & Club Service Wkrs. No. 283 (2700)
 Bertha Metro, 540
 Phyllis M. Foley, 540
 Glenn Chaplin, 540
 Robert Wigton, 540
 Anne Woodson, 540
Indust. Wkrs. of N.A., Pac. Dist. (37)
 Frank Drozak, 19
 Steve Troy, 18
Inlandboatmen's Union of the Pacific, (294)
 Clifford J. Seccombe, 147
 Steve Troy, 147
Laborers, No. Calif. Dist. Council (2)
 Sal Minerva, 1
 C. R. Johnson, 1
Ladies Garment Cutters No. 213 (120)
 Willie March, 120
Lithographers & Photoengravers No. 280 (395)
 Billy R. Roe, 198
 Daniel C. McNamara, 197
Lumber & Sawmill Wkrs., State Council (2)
 Lloyd Lea, 1
 A. D. Davenport, 1
Machinists No. 68 (2185)
 Robert Vegas, 2185
Machinists No. 1327 (2057)
 Raymond F. Gabel, 1029
 Charles E. Barnes, 1028
Marine Cooks & Stewards (5000)
 Ed Turner, 500
 Jerry Posner, 500
 Don Rotan, 500
 Tom Nugent, 500
 Joe Goren, 500
 Frank Gill, 500
 Horace Hamilton, 500
 Howard Fong, 500
 Tom Randall, 500
 Joe Spinmazzola, 500
Marine Engineers' Ben. Assn., Dist. No. 1 (1000)
 Chas. A. Black, 334
 C. E. Dodson, 333
 Jas. A. Ross, 333
Marine Engineers Ben. Assn., Dist. 2 (375)
 George L. Williamson, 188
 Gus Guzelian, 187
Marine Firemen (1833)
 Harry Jorgensen, 611
 John H. Fick, 611
 Richard Tanemura, 611
Military Sea Transport Union (700)
 Roy A. Mercer, 350
 Raleigh G. Minix, 350
Misc. Empls. No. 110 (1911)
 Frank H. Miller, 956
 A. T. Gabriel, 955
Musicians No. 6 (1500)
 Albert F. Arnold, 500
 William J. Catalano, Sr., 500
 Jimmie Moore, 500
Newspaper Guild No. 52 (1300)
 Fred D. Fletcher, 1300
Office & Professional Empls. No. 3 (1144)
 John F. Henning, 572
 Phyllis Mitchell, 572
Operating Engineers, State Conf. (2)
 Edward P. Park, 1
 Wm. G. Dowd, 1
Operating Engineers No. 3 (12,000)
 Al Perry, 3000
 Paul Edgecomb, 3000
 Al Clem, 3000
 T. J. Stapleton, 3000
Operating-Stat'y Engineers No. 39 (1562)
 Roger Ekar, 521
 Art Viat, 521
 Barney Speckman, 520
Painters, Bay Cos. Dist. Council No. 8 (2)
 Edward Howe, 1
Plumbers & Pipefitters No. 38 (2891)
 Lawrence J. Mazzola, 1446
 Joseph F. Mazzola, 1445
Retail Clerks No. 648 (4949)
 Eric C. Lyons, 1650
 Gerald Becker, 1650
 James A. O'Meara, 1649
Retail Dept. Store Empls. No. 1100 (6045)
 Walter L. Johnson, 2015
 Herman L. Griffin, 2015
 Patrick L. Kelley, 2015
Retail Store Empls. No. 410 (1151)
 Robt. H. Ross, 576
 Wm. Silverstein, 575
Sailors Union of the Pacific (5333)
 Morris Weisberger, 1778
 Jim Dimitratos, 1778
 Gordon Ellis, 1777
Seafarers, Atlantic & Gulf Dist. (375)
 Frank Drozak, 188
 Steve Troy, 187
State, County & Muni. Employees No. 1569 (88)
 Frank Gillis, 88
Telegraph Wkrs. No. 34 (740)
 James W. Cross, 740
Theatrical Empls. No. B-18 (229)
 Wm. P. Sutherland, 229
Theatrical Janitors No. 9 (168)
 Leland Eimers, 168
Theatrical Stage Empls. No. 16 (96)
 Edward C. Powell, 96
Theatrical Wardrobe Attendants No. 784 (40)
 Wm. P. Sutherland, 40
Typographical No. 21 (1651)
 Donald H. Abrams, 331
 Howard Crowell, 330
 Morris Goldman, 330
 Edward Sarkon, 330
 Elson Snow, 330
UTU Enginemen—Gen. Grievance Council (2)
 Lynn O. Fruit, 1
Waiters & Dairy Lunchmen No. 30 (3386)
 James Anderson, 678
 Charles F. Escoffon, 677
 Sangle Escove, 677
 George M. Greb, 677
 Don Balco, 677
Waitresses No. 48 (3744)
 Flora (Flo) Douglass, 749
 Dorothy Brady, 749
 Elizabeth R. Kelley, 749
 Jackie Walsh, 749
 Genevieve (Jeri) Powell, 748
Web Pressmen No. 4 (750)
 Edward G. Conlan, 250
 William B. DeCelles, 250
 Austin T. Jowett, 250
Western Federation of Butchers (2)
 Everett Matzen, 1
Western Graphic Arts No. 14 (1441)
 Jack McCormick, 1441
Window Cleaners No. 44 (200)
 Max McClure, 200

SAN GABRIEL

U.T.U. No. 32 (111)
 Lynn Fruit, 111

SAN JOSE

Auto Mechanics No. 1101 (1940)
 Clinton D. Miller, 970
 Bert D. Henington, 970
 Bartenders No. 577 (890)
 J. Herschell Morgan, 890
 Bldg. & Const. Trades Council (2)
 U. E. Withrew, Jr., 1
 Butchers No. 506 (2687)
 Fred L. Feci, 896
 Walter R. Howes, 896
 Michael Valenti, 895
 Carpenters Dist. Council (2)
 John A. Reheiro, 1
 Henry M. Kolbaba, 1

Carpenters & Joiners
No. 316 (2227)

E. J. Gale, 557
Dennis Pearsall, 557
Frank H. Orahood, 557
H. H. Landry, Jr., 556

Central Labor Council,
Santa Clara Co. (2)
James P. McLoughlin, 1
Emerson Street, 1

Communications Wkrs.
No. 9423 (958)
J. E. Booe, 958

Const. & Gen. Laborers
No. 270 (2483)
Robert H. Medina, 414
John Pierini, 414
Virgil P. Mosher, 414
Joaquin Delgado, 414
Gregorio B. Aguilar, 414
Frank P. Diaz, 413

Electrical Wkrs. No. 332 (958)
Richard Conway, 320
James D. Logan, 319
Kenneth Jorgensen, 319

Fire Fighters No. 873 (437)
Ralph Bernardo, 437

Hod Carriers No. 234 (246)
Raymond Pena, 123
Herschel Tannehill, 123

Hotel, Rest. & Hotel Serv.
Empls. No. 180 (4958)
Louis Bosco, 2479
Joe Santamaria, 2479

Lathers, State Council (2)
William Ward, 1
Jack White, 1

Machinists No. 504 (2153)
James N. LeBlanc, 1077
Edward Camunez, 1076

Machinists No. 562 (1599)
Dwight L. Reed, 1599

Machinists No. 565 (1098)
John Escamilla, 1098

Painters Dist. Council No. 33 (2)
Jerome Downey, 1

Painters No. 507 (583)
Charlie A. Davis, 292
Jerome R. Downey, 291

Plumbers & Steamfitters
No. 393 (250)
Harold E. Stanton, 250

Retail Store Empls.
No. 428 (6906)
James P. McLoughlin, 1727
David M. Reier, 1727

Claude L. Fernandez, 1726
Patricia F. Brady, 1726

Service Employees No. 77 (843)
Julian Gutierrez, 843

Theatrical Stage Empls.
No. 134 (23)
Paul F. Moore, 12
John A. Forde, 11

Typographical No. 231 (400)
Donald H. Abrams, 200
Morris Goldman, 200

United Professors
of Calif. (1877)
A. K. Bierman, 376

Hubert Morehead, 376
Louise McGillivray, 375
Louis Kanter, 375
Rolf Schulze, 375

SAN LEANDRO

Glass Bottle Blowers
No. 85 (183)
Jerry Myers, 92
Wilson E. Massey, 91

U.T.U. No. 1741 (270)
J. E. Howe, 270

SAN LORENZO

Fire Fighters No. 1428 (41)
John H. Bigelow, 41

SAN LUIS OBISPO

Const. & Gen. Laborers
No. 1464 (150)
H. L. Boyle, 75
H. O. Carr, Sr., 75

U.T.U. No. 1556 (91)
W. S. Howell, 91

SAN MATEO

Bartenders & Culinary Wkrs.
No. 340 (5400)
Thomas A. Small, 1080
John T. Collins, 1080

Val Connolly, 1080
Harold D. Nolan, 1080
John A. Jacobson, 1080

Building & Construction Trades
Council (2)
Earl W. Honerlah, 1
Wayne Thomas, 1

Carpenters & Joiners
No. 162 (951)
Sam J. Shannon, 951

Central Labor Council,
San Mateo Co. (2)
George Smith, 1
Virginia M. Kludt, 1

Communications Wkrs.
No. 9430 (370)
Eve Mitchell, 185
Fred Ott, 185

Const. & Gen. Laborers
No. 389 (1051)
Chas. Benton, 351
John Infusino, 350
Phil Thorpe, 350

County Empls. of San
Mateo No. 829 (1152)
George Popyack, 576
Frank Gillis, 576

Laundry Wkrs. No. 7 (300)
Sebastian Reyes, 300

Painters, Calif. State Conf. (2)
William C. Farley, 1
William D. Martin, 1

Plumbers & Steamfitters
No. 467 (500)
Thomas J. Hunter, 250
Elmer Gallagher, 250

Retail Clerks No. 775 (2640)
William E. Ratcliffe, 2640

San Mateo Community College
Teachers No. 1493 (87)
Al Acena, 44
Rich Ingalls, 43

Theatrical Stage & M.P.
Operators No. 409 (92)
Ernest Winther, 46
John Woodworth, 46

SAN PEDRO

Auto Machinists No. 1484 (649)
Thomas R. Burniston, 325
Jim W. Beil, 324

Bartenders No. 591 (355)
Pierre Andre Vidallet, 178
Andrew Hemmes, 177

Beauticians No. 881-A (43)
May M. Waddell, 22
James H. Simmons, 21

Carpenters & Joiners
No. 1140 (689)
Dan Nero, 689

Hotel, Restaurant, Cafeteria &
Hotel Empls. No. 512 (1265)
Mary Olson Moran, 317
Bernice Hoagland, 316
Goldie Revell, 316
Beulah Class, 316

Retail Clerks No. 905 (3252)
Stanley W. Scheppmann, 1626
James R. Haislip, 1626

Seine & Line Fishermen's
Union (268)
Ralph Spinello, 134
Giuseppe Turrigiano, 134

Shipyards Laborers

No. 802 (1537)
William R. McClain, 769
Elmer B. Lowery, 768

SANGER

Fire Fighters No. 1809 (9)
Everett B. Millican, 9

SANTA ANA

Bldg. & Const. Trades Council,
Orange Co. (2)
Thomas W. Mathew, 1

Central Labor Council,
of Orange Co. (2)
Peter J. Remmel, 1

Communications Wkrs.
No. 9510 (1471)
John Kulstad, 368
Mike Corcoran, 368
Jim Carrick, 368
Reid Pearce, 367

Electrical-Electronics
Wkrs. No. 2125 (1385)
Clinton G. Brame, 693
Everett A. Evans, 692

Glass Bottle Blowers
No. 81 (458)
Wanda Logan, 229
Frank Flammini, 229

Hod Carriers No. 652 (15000)
Ysidro Ruvalcava, 750
Ray Mendoza, 750

Painters No. 686 (859)
William Guffey, 287
Jose Lomeli, 286
Rollie Tackett, 286

Plasterers No. 489 (362)
A. H. Gallardo, 362

Plumbers & Steamfitters
No. 582 (300)
Don A. Wade, 300

SANTA BARBARA

Bldg. & Const. Trades
Council (2)
Firmin F. Feuerborn, 1

Communications Wkrs.
No. 9576 (491)
Joe O. Hernandez, 491

Culinary Alliance & Bartenders
No. 498 (1329)
Phil Deas, Sr., 665
Lencho Villa, 664

Meat Cutters No. 556 (769)
Russell E. Jehnke, 769

Sheet Metal Wkrs. No. 273 (272)
Carl L. Hehnke, 136
Kenneth G. Hahn, 136

SANTA CRUZ

Central Labor Council,
Santa Cruz Co. (2)
Herman M. Cornell, 1

Communications Wkrs.
No. 9428 (182)
T. E. Monkres, 182

Construction & Gen. Laborers
No. 283 (292)
Ralph Mudge, 292

SANTA FE SPRINGS

U.T.U. No. 1336 (197)
J. P. Jones, 197

SANTA MARIA

Communications Wkrs.
No. 9581 (298)
Dorothy Trotter, 149
Wally Gomez, 149

Culinary Alliance & Bartenders
No. 703 (1154)
Laurence Hagerman, 1154

SANTA MONICA

Carpenters & Joiners
No. 1400 (1010)
David Wertz, 253
Thomas Vardaro, 253
Steve Lubianetsky, 252
D. A. Adams, 252

Culinary Wkrs. & Bartenders
No. 814 (6040)
Alice C. Arwedson, 604
Fred Burnett, 604
Lloyd D. Davis, 604
Eric H. Davy, 604
Niels P. "Ben" Jorgensen, 604
Ralph King, 604
John W. Meritt, 604
Marjorie I. O'Brien, 604
Enoch L. "Nick" Starnner, 604
Monroe Thacker, 604

Culinary Wkrs., Bartenders &
Hotel Serv. Empls.,
State Council (2)
Loretta Riley, 1
John W. Meritt, 1

Meat Cutters No. 587 (800)
Patricia D. Weger, 267
David W. Warner, 267
Raymond L. Long, 266

Plumbers & Fitters No. 545 (552)
Francis J. Boyle, 276
Joseph Yankovich, 276

SANTA ROSA

Bartenders & Culinary Wkrs.
No. 770 (1099)
Loretta Riley, 1099

Central Labor Council, Sonoma,
Mendocino & Lake Cos. (2)
Charles Dixon, 1
John R. Harrison, 1

Retail Clerks No. 1532 (1264)
Charles Dixon, 1264

SHERMAN OAKS

Hotel, Motel, Restaurant Empls.
& Bartenders No. 694 (3155)
Robert Axelrod, 1578
Lawrence Linke, 1577

SOUTH GATE

Rubber Wkrs. No. 100 (705)
A. Hernandez, 235
A. Escobedo, 235
F. Vargas, 235

U.T.U. No. 1422 (443)
J. J. Murray, 443

STOCKTON

Butchers No. 127 (1351)
William Harrison, 1351

Central Labor Council, San
Joaquin Co. (2)
Robert Renner, 1

Communications Wkrs.
No. 9417 (634)
Donald Mullins, 634

Fire Fighters No. 1229 (175)
Robert L. Renner, 175

Hod Carriers & Com.
Laborers No. 73 (750)
W. J. Billingsly, 375
Edward Nelson, 375

U.T.U. No. 1201 (101)
K. Levin, 101

TEMPLE CITY

Teachers No. 1791 (9)
Martin Leska, 5
Ellis Burton, 4

U.T.U. No. 1563 (640)
John Cockburn, 640

TERMINAL ISLAND

United Cannery Workers &
Industrial Workers
of the Pacific (4000)
Steve Edney, 667
Larry Parks, 667
Arnulfo Miranda, 667
Wadenia Arendain, 667
Evelyn Bell, 666
William Fay, 666

TORRANCE

El Camino College Fed. of
Instructors No. 1388 (40)
Charles P. Sohner, 40

UKIAH

Carpenters, No. Coast Cos.
Dist. Council (2)
Joseph C. Kiefer, 1

VALLEJO

Bldg. & Const. Trades Council,
Napa-Solano Cos. (2)
William Leshe, 1
Gordon Buck, 1

Butchers & Meat Cutters
No. 532 (855)
Walter A. Quinn, 428
Samuel A. Beasley, 427

Carpenters No. 180 (778)
William Leshe, 389
Gordon Buck, 389

Central Labor Council,
Napa-Solano Cos. (2)
Gayle L. Collins, 1
Robert Jones, 1

Hod Carriers & Laborers
No. 326 (385)
William D. Clark, 193
James J. McGlade, 192

Retail Clerks No. 373 (1632)
Robert D. Jones, 1632

VAN NUYS

Carpenters & Joiners
No. 1913 (1647)
Guido Fosso, 412
Frank Schepis, 412
George J. Carr, 412
Allen Almon, 411

Communications Wkrs.
No. 9503 (171)
Robert G. Stata, 86
June M. Cozzo, 85

VENTURA

Bldg. & Const. Trades
Council (2)
Samuel R. Merryman, 1

Carpenters, Dist. Council (2)
John Huey, 1

Central Labor Council,
Tri-Counties (2)
Patrick H. Riley, 1
John Dukellis, 1

Hod Carriers & Com.
Laborers No. 585 (1135)
Bennie Arellano, 379
Sam F. McGuire, 378
Richard C. Ruiz, 378

VISALIA

Central Labor Council,
Tulare-Kings Counties (2)
Tim Cooley, 1

VISTA

Carpenters & Joiners
No. 2078 (866)
Jack Nelson, 433
Boyd Eldridge, 433

WALNUT CREEK

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