

DEC 1 1959



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Executive
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Weekly News Letter

Nov. 27, 1959
Vol. 1—No. 44

Published by California Labor Federation, AFL-CIO

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Haggerty Named ICFTU Delegate

C. J. Haggerty, secretary-treasurer of the California Labor Federation has been named a delegate to the Sixth World Congress of the International Confederation of Free Trade Unions at Brussels, December 3 to 12.

The state AFL-CIO leader will travel to Brussels as one of an 18-member delegation, composed largely of international presidents, headed by AFL-CIO president George Meany.

The congress will coincide with the 10th anniversary of the ICFTU's founding. In the 10-year period the organization of the world's free trade unions has grown to represent 56 million workers in 131 organizations in 96 countries.

The congress is scheduled to tackle a 19-point agenda including the health of the world's economy, international trade, freedom and peace, and problems facing workers around the globe.

Prior to the opening of the congress, the ICFTU Executive Board will meet from November 30 to December 2 to make final preparations for the congress and review the activities of the past five months.

The AFL-CIO delegation, headed

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New Labor Law Raid on Union Funds

The new labor law is one of the sloppiest pieces of legislation ever enacted by Congress and will rob union treasuries of millions and millions of dollars in compliance costs.

Agreement on these points underscored the wide divergence of views among labor attorneys who participated in discussions of the new labor law last week in Santa Barbara at the four-day conference sponsored jointly by the California Labor Federation and the University of California.

An overflow crowd of 350 trade union leaders from all over the state attended the Santa Barbara sessions presided over by President Thomas L. Pitts and Secretary-Treasurer C. J. Haggerty.

Charles P. Scully, general counsel for the Federation, keynoted the complexity of the new law in a half-day session devoted to analyzing its total impact on trade union procedures and activities.

Working from a prepared an-

alysis, Scully highlighted the far-reaching interpretations which could be given section after section to stymie normal trade union procedures and hamstring their effective operation.

Scully made clear that, subject to interpretations which will develop out of numerous court tests, the new labor law has one of the greatest potentials for destructive application of any labor law enacted by Congress.

Particular emphasis was placed on the fragmentation of labor activities by Taft-Hartley amendments in the new law, and the new bonding requirements for officers and other employees of labor unions.

Contrary to the basic trade union premise that an injury to one is an injury to all, the new law amends the Taft-Hartley Act to further isolate the sphere of trade union activity and prohibit appeals for assistance to other trade unionists and the public generally.

The bonding provisions, among other sections of the law, impose a potentially staggering financial burden which could destroy small union organizations.

It was noted also that the requirement of individual bonds for officers based on their individual ability to respond for the funds handled could also be used as an effective tool for discouraging union members from becoming office holders and thereby rendering unions impotent.

Scully's overall analysis of the new law was preceded by a full day of sessions on the history and de-

End Older Worker Discrimination, Fed Urges

Employment discrimination based on age was denounced by C. J. Haggerty, secretary-treasurer of the California Labor Federation, as being "as morally outrageous and economically wasteful for both the individual and society as it is when founded on racial and religious grounds."

In a statement submitted on November 20 to the Assembly Interim Committee on Industrial Relations, Haggerty emphasized the serious need for inclusion of old age discrimination under California's fair employment statute.

In certain occupations today, the state AFL-CIO leader observed, a man can be old at thirty or even in his twenties. While automation, decentralization and business fluctuations are important causes of older worker displacement, selfishness of employers is also a major factor. This takes such forms as skimping on the employer's vacation liability, robbing veteran workers of accumulated pension benefits, and payment of beginner rates to younger employees.

The only real protections enjoyed by workers are those won by labor in the form of seniority, vested rights in negotiated pension plans, freedom from hard-and-fast retirement rules, transfer arrangements, and the right to fill automated jobs by provisions guaranteeing the opportunity to learn the new operation.

The adverse effect of premature unemployment due to an age discrimination upon ultimate Social Security benefits was also stressed.

The Federation's spokesman pointed out that 38% of California's labor force is over the age of 45.

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End Older Worker Discrimination, Fed Urges

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This ratio of older workers is expected to rise steadily through 1970.

Haggerty saw such legislation as serving the basic needs of employers in view of the Department of Labor's forecast of a growth of ten million more workers in our manpower requirement between 1955 and 1965. The Department saw only 700,000 of these workers coming from the 25-44 age group. About five million of this additional manpower requirement will have to come from those over 45.

The conclusion of a study performed for the New York legislature was cited:

"We doubt that any economy can long survive supporting large numbers of able, still vigorous men and women excluded from production, not on the basis of ability, but on the basis of age . . ."

Haggerty summarized various state and national studies of employment discrimination confirming that most employers are guilty of such practices.

The most severe discrimination was found to apply to the largely unorganized clerical field by a Bu-

reau of Employment Security study in 1956.

This is consistent with a 1957 University of California study's conclusion that unemployed Bay Area older workers have the best prospects where unions have the strongest voice in hiring practices. Where unions have failed to gain strong control over hiring procedures, the study found it "virtually impossible for workers approaching 35, not to mention those older, to break through the employment barriers."

Haggerty emphasized that the situation for women was even more difficult.

The Federation's statement, presented by Federation economist Walter Simcich, took note of the ironic fact that the rising number of jobs in California during recent years have been filled by younger workers from other states partly at the expense of resident older workers.

Read into the record were the results of various authoritative studies confirming the fact that older workers on the whole perform at least as well on the job as younger persons.

Particular attention was drawn to a University of Cambridge study which verified earlier findings that the "specific qualities that age develops and sometimes even implants in human beings are regularity, concentration, methodical work, punctuality, pride in a job well done, meticulousness, goodwill, patience, discipline, caution and stability."

In the U. S. automobile industry, this study observed that "in undertakings where wages were on a piece work basis, earnings reached their peak in the age group between 50 and 55 years."

Haggerty's statement attacked the argument that the cost of pension premiums are a legitimate cause for employer reluctance to hire older workers. A committee of experts appointed by Secretary of Labor Mitchell found that the real additional pension costs to most companies amount to "peanuts." Where pension considerations do enter the picture, Haggerty charged they are more likely to be based on the employers' hope that younger workers will eventually forfeit ac-

Labor Editors Seek Press Improvements

Ways and means of improving the labor press as a vehicle for educating trade union members and supplementing inadequate daily press coverage on important social and economic issues was the dominant theme at the Labor Press Conference in Santa Barbara, November 20 and 21.

The day-and-a-half session was the tenth annual conference sponsored jointly by the California Labor Federation and the University of California. It followed a four-day conference on the new labor law earlier in the week.

Better than 50 labor editors and trade union leaders agreed generally that the labor press is failing in its obligations to the trade union movement largely because of lack of financial active support on the part of organized labor.

Among the pressing issues discussed was the need for consolidation of resources to help improve the quality of many labor papers which operate on a shoestring.

The possibilities of developing a statewide weekly paper, the consolidation of central labor council publications into regional weeklies, and the establishment of a statewide labor press and news service were all explored in an opening session which heard Sam Eubanks, executive secretary of the San Francisco Newspaper Guild, challenge the adequacy of "failing" central labor council publications.

Eubanks urged the pooling of resources mostly wasted in present, "marginal" publications to establish a statewide labor weekly which will satisfy the function of the labor press.

Other sessions included the problems of communicating with trade union members, led by Dr. John L. Clark of the San Francisco State College; and the competence of the labor editor, with Charles Hulten of

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crued rights by moving on to another firm.

The Federation noted that nine states already have laws banning age discrimination. It urged ample research and educational activity to insure maximum voluntary compliance with such a law by employers.

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by Meany, includes vice presidents: Walter P. Reuther, Joseph D. Keenan, James A. Suffridge, A. Philip Randolph, James B. Carey, William C. Doherty, Joseph Curran, Richard F. Walsh, Karl F. Feller and George M. Harrison.

Other delegates, besides Haggerty, are: Herman D. Kenin, president of the Musicians; Paul Hall, president of the Seafarers; Irving Brown, AFL-CIO international representative; Michael Ross, director AFL-CIO Department of Internal Affairs; Jay Lovestone, AFL-CIO director of international publications; and Victor Reuther, director of the Auto Workers' Washington office.

Advisers in the delegation will include Stanley H. Ruttenberg, AFL-CIO director of research, and Albert J. Zack, AFL-CIO director of public relations.

New Labor Law Raid on Union Funds

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development of labor law in the nation.

Sam Kagel, University of California law professor, reviewed the development of labor legislation and court law in terms of the swing of a pendulum for and against organized labor. Kagel made it clear that the pendulum has been swinging against organized labor for a number of years in all the areas of additional curbs imposed by the Taft-Hartley amendments in the new labor law.

In the area of internal regulations, Kagel noted the existence of a body of common law under which all the so-called malpractices of trade union leaders revealed by the McClellan Committee could have been prosecuted, if the individuals involved were actually guilty.

The broad disagreement existing among labor attorneys on the numerous and ambiguous provisions of the new law was brought out in

three half-day sessions devoted largely to answering questions of conference participants.

These sessions included separate discussions on "Bill of Rights, Trusteeship, and Election Provisions" headed by Dr. Benjamin Aaron, UCLA, and resource attorneys Jerome Smith, Los Angeles, and Roland C. Davis, San Francisco; "Reporting and Union Safeguard Provisions" headed by Dr. Frederick Meyers, UCLA, and resource attorneys Jay A. Darwin, San Francisco, and Albert Brundage, Los Angeles; and "Taft-Hartley Amendments" headed by Dr. Irving Bernstein, UCLA, and resource attorneys Robert Morgan, San Jose, and Lionel Richman, Los Angeles.

Disagreements among attorneys centered not on the anti-labor nature of the many provisions of the new law, but on how far these anti-labor features could be carried under its sloppy language.

The politics behind the new labor law was covered in an evening session featuring Andrew J. Biemiller, director of the Department of Legislation, AFL-CIO, and C. J. Haggerty, secretary-treasurer of the California Labor Federation, AFL-CIO.

Biemiller presented a concise description of the forces working within the Congress which produced the Landrum-Griffin bill. The

legislative director of the AFL-CIO emphasized the importance of re-electing the 201 representatives in the House who voted against the initial substitution of the Landrum-Griffin bill supported by the President as the number one lobbyist on behalf of restrictive legislation.

Biemiller warned that conservatives in Congress and big business groups which flooded Congress with mail demanding anti-labor legislation have tasted blood in the Landrum-Griffin bill. They will be back in Congress next year, he said, proposing even harsher legislation, including the outlawing of labor union political activities and the extension of the anti-trust laws to trade union activities.

C. J. Haggerty underscored the tremendous anti-labor pressure under which congressmen labored in Washington without countervailing pressure from trade union membership in opposition to the restrictive legislation.

In his summary of the conference at the closing session, Haggerty urged union leaders not to be intimidated by the new law. "We must not let this new law stifle the bona fide activities of trade unions," Haggerty said.

"It is important that we consult attorneys and that we move wisely," Haggerty added, "but we must not fall into the trap which the anti-labor forces have set for us in trying to intimidate us into inaction."

Labor Editors Seek Press Improvements

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the University of California as discussion leader.

Helen Nelson, state Consumer Counsel, urged labor editors in a dinner session to help educate trade unionists in the many ways in which their hard-earned dollars are being dissipated as consumers. Mrs. Nelson singled out the exorbitant interest rates being charged in the installment buying field.

All sessions of the Labor Press Conference were chaired by Thomas L. Pitts, president of the California Labor Federation.

C. J. Haggerty, Federation secretary-treasurer, told conference participants that the Federation would cooperate in every way to help improve the quality of the labor press.

The state AFL-CIO leader stressed that the Federation had no desire whatsoever to assume any control over the labor press, and that the offices of the Federation were available to work with labor editors whenever local agreement is reached on methods mutually acceptable for improving their publications.

Fed Inventory of Civil Rights Activities

Central labor bodies in the state are currently being urged to inform the California Labor Federation of their activities in the field of civil rights.

A questionnaire to develop this information has been sent out statewide by the Federation's standing Committee on Civil Rights, headed by Vice President Albin J. Gruhn of Eureka.

The civil rights committee program calls for informing local central bodies and affiliates that the California Labor Federation staff and committee are available for consultation on local discrimination problems and for assistance in developing and servicing local civil rights programs.

In this connection, the Federation's committee is moving ahead

on plans to hold a statewide conference on civil rights early next year.

A preliminary meeting with representatives of central labor bodies in attendance at the recent labor law conference in Santa Barbara has been held to determine an appropriate time and place along with an agenda to pinpoint the aims and objectives of a statewide conference.

In servicing local and central labor council civil rights committees, the statewide conference would be used as a medium for determining the needs and problems of local labor organizations so that practical services on all phases of civil rights may be provided and implemented at the state level.

Particular emphasis of the Fed-

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Fed Asks Collective Bargaining Rights for Public Workers

Pointing out that the right to organize and to bargain collectively has been extended to public workers in at least fourteen states and a number of major cities, the California Labor Federation, AFL-CIO, urged the Assembly Interim Committee on Industrial Relations to recommend similar actions by the California legislature and the Congress.

The Federation statement was submitted last Friday at a San Francisco hearing by Walter Simcich in behalf of Secretary-Treasurer C. J. Haggerty. It noted that more than one out of every six non-farm workers in the state are government employees.

"It is our earnest belief," Haggerty declared, "that the enactment of such state and federal legislation would result in increased efficiency, more economical administration of government, improved morale, better working conditions and standards, recruitment of better qualified civil servants, and the extension of truly fair and democratic treatment to our loyal and devoted government employees."

He noted further, "The various alarmist views which have been expressed by the opponents of such legislation would appear to betray a low regard for the intelligence, maturity and devotion of public servants. Surely we can place our confidence in the good judgment and sense of moderation of the people to whom we entrust the education of our children and the daily administration of our governmental affairs."

The depressed state of salaries and working conditions in the teaching profession was cited as a typical result of "bargaining" procedures regarded by employees in non-governmental fields as relics of the 19th century.

One-sixth of the nation's teachers receive less than \$3500 annually, far below the earnings of most unskilled workers. Third-year probationary teachers are frequently dismissed with little or no statement of reasons. The fear of professional

blacklisting generally eliminates resort to such slim avenues of appeal as do exist.

Greater fringe benefits and a stronger sense of employment security, once major attractions of public service, have for all practical purposes disappeared.

The Federation's spokesman charged that the damage caused by a one-way bargaining relationship was being compounded by our federal and state Hatch Acts. Aside from robbing public workers of any active role in the election of public officials who determine their employment conditions, the Federation declared "this exclusion of some of our most educated and best informed citizens from the arena of public discussion of the many critical issues confronting us constitutes a major loss for the entire nation."

The statement reminded the Interim Committee of the American Bar Association's 1955 report supporting collective bargaining procedures for government employees on "a reasonably similar and favorable basis" as the government grants to industrial workers.

The ABA report asserted, "It should set the example for industry by being perhaps more considerate than the law requires of private enterprise."

Mutually beneficial results have been experienced in those federal agencies where such practices have been adopted. These include Tennessee Valley Authority, Government Printing Office, Bonneville Power Administration, Bureau of Reclamation's Region 2 (covering the Central Valley Project), and

MORE--Fed Inventory

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eration's Civil Rights Committee is being placed on the development of programs to ensure non-discriminatory training and placement opportunities for youth in the apprenticeable trades and other skilled occupations. The committee program calls for the following actions:

1. Notifying the State Division of Apprenticeship Standards of the California Labor Federation Civil Rights Committee's desire to cooperate in a program to assure apprenticeship training opportunities for all youths, irrespective of their race, color, creed or national origin.

2. Through appropriate channels, informing union representatives about the program of the committee, and specifically, requesting members of the joint apprenticeship committees to take whatever steps are necessary to assure non-discriminatory placement opportunities for the youth in the apprenticeship trades, and

3. Urging and assisting local and central labor bodies in establishing liaison with local school systems to foster improvement of counselling and guidance services to assure non-discriminatory job-training referral and placement in cooperation with labor and management.

many Department of the Interior installations.

Haggerty observed that the temperate and reasonable attitude of organized labor in such situations is readily apparent from the fact that it has not as yet been necessary to utilize arbitration machinery provided as the final negotiating step under the Region 2 agreement.

The Federation noted that the rapid growth of unions in the municipal service was commented on in 1959 by the International City Managers' Association: "The major factor in this growth is the function of the union in providing the worker with a sense of belonging or status that derives from union membership."