

## FEPC BACK PAY DECISION HAILED

The announcement of the California Fair Employment Practices Commission that it had found a San Francisco employer to have violated the law was commended to the attention of all state legislators by William Becker, secretary of the California Committee for Fair Practices, as proof of the efficacy of the commission approach to governmental anti-discrimination action.

Out of 1001 cases filed with the Commission, Becker noted that the complaint against the T. H. Wilton Company was only the second to go to public hearing. The earlier case heard publicly was against the Santa Fe Railroad. Of the other cases, 669 were closed after having been handled confidentially through investigation, persuasion, and conciliation.

The photographic supply firm was found to have denied employment to Clarence B. Ramsey because of racial considerations last January. The Commission ordered payment of \$2176 back wages, less any wages received from occasional work during Ramsey's five months of unemployment.

Through the Commission's power to order payment of back wages, Becker stated, individuals undergoing discriminatory practices are extended personal protection and are not serving merely as social pioneers. He stated that the principle of back pay in such cases has been a basic trade union demand

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## Overcoming Long-Term Unemployment Stressed by Secretary of Labor Goldberg

Noting that almost a million workers had been out of a job for at least 27 weeks in June, Secretary of Labor Arthur J. Goldberg stressed the importance of long-term unemployment problems this week in letters to Congressional committee chairmen Senator Lister Hill and Representative Adam Clayton Powell.

In commending the two chairmen for speedy action by their committees on the Manpower Development and Training Act, together with the Youth Employment Opportunities Act, the Labor Secretary expressed



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## Gruhn Cites Common Ground For Farmer-Labor-Consumer

The sincere and objective exploration of the common grounds shared by labor with farmers and consumers was welcomed in a speech delivered by California Labor Federation, AFL-CIO President Albin J. Gruhn at a Labor-Farmer-Consumer Institute at San Diego State College this Thursday.

Noting that the trade union movement's normal functions have historically been supplemented by its capacity as the largest vocal consumer-interest group, Gruhn warned consumer and family farmer representatives of the economic forces seeking to block effective cooperation between these groups through attempts at discrediting unions.

Singling out big business' propaganda-drumming upon the alleged danger of steep inflation resulting from "excessive wage levels," the state AFL-CIO official asserted:

"It may be surprising to some of you, for example, that . . . federal agencies report that unit wage costs, including the value of payroll fringe benefits, declined by almost two percent between 1953 and 1960."

Gruhn referred to the threat posed for the general public through the growing imbalance in our eco-

nomy as a result of the impairment of labor's strength at the collective bargaining table and in the legislative processes. He attributed this largely to enactment of anti-labor legislation stemming from the strengthening of corporate business in American life through mergers, automation, and administered pricing practices, combined with the growth of general complacency accompanying prolonged prosperity.

The labor spokesman cited one of the fruits of these trends in a recent Federal Reserve Board Bulletin report on earnings of Reserve banks:

"The ratio of net profits to average total capital accounts rose from 7.9 percent in 1959 to 10.0 percent in 1960. This is the highest ratio since 1945 and is well above the 8.2 percent average for the postwar years."

Gruhn stated that these were a few of the reasons for the AFL-CIO executive council's recent declaration:

"A recent report by the Department of Commerce confirmed a previous AFL-CIO charge that the distribution of our national income is moving slowly back to the pattern of the 1920's, with an increasing share flowing into the hands of the upper fifth at the expense of the lower fifth of the population."

Turning to farm problems, Gruhn pointed to labor's long record of support for legislation designed to obtain a rightful share of the nation's abundance for family farmers. He said:

"This position has been adhered

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## FEPC BACK PAY

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on all similar grievances as a protection for workers.

The California Committee for Fair Practices also fought unsuccessfully to place the area of housing discrimination under Commission enforcement during the last legislative session.

The complaint against the Wilton firm developed after Ramsey was refused employment as a shipping clerk on the grounds that he was not old enough. The applicant was 33 years of age and had accumulated seven years' experience in this occupation. Later, a 19 year old employee was transferred to the vacancy. After investigation and attempted conciliation by FEPC failed, Commissioner C. L. Dellums submitted the case to public hearing.

The decision ordered the company to cease and desist acts of discrimination against Ramsey and demanded the establishment of a non-discriminatory practice as to future hiring of employees. Because the aggrieved worker found other employment prior to the hearings and was no longer interested in the job, the Commission's order did not call for Ramsey's employment by the Wilton Company.

The previous public hearing, involving the complaint of Lennie Andrews against the Santa Fe Railroad, took place last January. It resulted in an order to reinstate Andrews, award him back pay, and offer him an opportunity for upgrading. An appeal by the railroad is pending in the Los Angeles Superior Court.

## No-Bias Apprenticeship

The inclusion of a specific non-discriminatory statement in all apprenticeship standards of firms handling government contracts will be required in the future by the federal Bureau of Apprenticeship and Training.

The U. S. Department of Labor ruling also indicated such a clause will be required for the registration of new apprenticeship programs.

In announcing the new requirements, the department pointed out that "it had long been the policy of the bureau not to register apprenticeship programs which contained discriminatory provisions."

The new requirements were de-

## AFL-CIO ON KXTV STRIKE IN SACRAMENTO

Because of its clear exposition of the potency of merely one phase of the Landrum-Griffin Act's anti-labor provisions, the full text of the resolution adopted by the national AFL-CIO executive council at its recent meeting regarding the 10-month old KXTV strike in Sacramento is printed below.

Urgently needed financial support from labor organizations for the 28 strikers, members of NABET and AFTRA, is being received by the Sacramento-Yolo Central Labor Council.

### Text of Resolution

A graphic illustration of the way in which the most vicious provisions of the Landrum-Griffin Act can be used to oppose a legitimate strike is now being provided in Sacramento, California.

Last September the National Association of Broadcast Employees and Technicians and the American Federation of Television and Radio Artists struck station KXTV owned by John Whitney, publisher of the New York Herald Tribune. The strike started shortly after Whitney took control of the station and management sought to change long-established working conditions.

The striking unions took their case to the public and requested citizens of the Sacramento area not to patronize advertisers of the strike-bound station. The employer and advertisers filed charges with the NLRB seeking to have this call for support interpreted as a secondary boycott.

The National Labor Relations Board, using Landrum-Griffin Act provisions, obtained from the federal courts a sweeping injunction which prohibits the union from:

1. Asking the public to support the strike by refusing to buy from station's advertisers.
2. Carrying bumper stickers on their cars asking consumers not to buy from advertisers of KXTV.
3. Even urging their friends not to patronize these advertisers.

The AFL-CIO Executive Council considers this a clear denial of constitutionally guaranteed freedom of speech.

We have warned that the secondary boycott provisions of Landrum-Griffin would be used to break legitimate strikes and this is a concrete example.

Mr. Whitney has long enjoyed stable relationships with AFL-CIO unions in his capacity as the publisher of a prominent newspaper. In the interest of fair play, we call upon him to personally in-

scribed as following "in the spirit of President Kennedy's executive order governing equal employment opportunities regardless of race, creed or national origin."

tervene in the KXTV situation, negotiate a fair contract with the trade unions and cease using the federal courts as a strikebreaking medium.

## Gruhn Cites Common Ground for Farmer-Labor-Consumer

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to by organized labor not only on the basis of simple justice, but also on the theory that a chain is no stronger than its weakest link. Certainly we have been satisfied that one of the key weak links which culminated in the great crash of 1929 was the depression of agricultural income for several years prior to the general collapse.

"We do, however, see major distinctions between the family farmer and the corporate farms . . . The small farmer is fundamentally a working man first and a capital investor only secondarily . . .

"The family farmer's income at the end of the year is primarily determined by the wages paid to the hired farm worker employed by his corporate farm competitor . . . In the production and marketing of many crops, higher wages for hired farm workers are in fact the only possible key to higher income for the working farmer."

Gruhn therefore urged family farmers to join with labor in eliminating the many exclusions and substandard conditions responsible for the depressed state of agricultural workers.

Affirming that "consumer education remains the most potent and largely untapped area of concern for organized labor," he added:

"There has been a growing awareness on the part of workers of the fact that collective bargaining gains are without meaning when paralleled by indifference and inaction with respect to administered pricing and other consumer abuses that are rocking the nation as they are disclosed."

The institute took place under the sponsorship of the San Diego Central Labor Council, Association of California Consumers and California Farm Research and Legislative Committee. Other featured speakers included Consumer Counsel Helen E. Nelson and State Senator Hugo Fisher.

## OVERCOMING LONG-TERM UNEMPLOYMENT

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labor force but almost 30 per cent of the very long-term unemployed, and unskilled laborers, whose proportionate share of the unemployed 27 weeks or more is more than triple their proportion in the labor force.

2. Certain industries, particularly manufacturing and the building trades. Workers in steel, for example, make up about 1½ per cent of the labor force but close to 9 per cent of the very long-term unemployed.

3. Workers under 21 or over 45 years of age. There were 550,000 unemployed out-of-school youths between the ages of 16 and 21 in May. Workers over 45 comprise 37.7 per cent of the civilian labor force, but account for 42 per cent of the long-term unemployed. Many of these men and women whose skills have become obsolete with changing technology and consumption patterns.

Goldberg observed that "these figures underscore the critical importance of increasing the on-the-job vocational training and retraining facilities which are available to young persons and mature workers in the United States. Nothing could be more clear than the importance of providing young persons with sufficient education and training to enable them to carry out the skilled tasks which our economy increasingly requires.

"It may be noted that despite the present high level of unemployment, there are yet thousands on thousands of skilled jobs to be had for the asking—they are not filled because the skilled manpower is not available. This is the essential fact behind the training programs provided in the Youth Employment Opportunities Act.

"For the unskilled worker who simply cannot find employment because the jobs are not there, and for the older worker whose particular skills are no longer in demand, the humane and economically sensible course is to provide training and retraining facilities.

"We need to do this, and also to upgrade the skills of men who are able and interested to do even more

## AFL-CIO Endorses Juvenile Delinquency Bill

While welcoming an Administration bill to combat juvenile delinquency, AFL-CIO has advised Congress that it rejects the "misconception" that there would be less delinquency if Congress relaxed child labor laws.

Pointing to the "AFL-CIO's long-standing support for a comprehensive program" to attack delinquency, legislative director Andrew J. Biemiller urged a House education subcommittee to pass favorably on a measure in this area introduced by Representative Edith Green (D., Ore.).

Testimony by labor secretary Arthur J. Goldberg labeled delinquency in slum areas as "social dynamite" and "potentially the most dangerous social condition in America today." The Administration spokesman indicated that by 1965 the nation will have a sharply increased number of persons under 20 in the labor force—40 per cent more than today.

Biemiller took sharp issue with a reported statement by HEW secretary Abraham Ribicoff that "we would have less juvenile delinquency if we relaxed our laws against child labor and put more children to work."

The AFL-CIO spokesman said child labor laws permit young people to work after school and during vacations. In addition, they permit boys and girls to quit school for work at 16. He challenged the view that substituting work for school is a remedy for delinquency and cited previous AFL-CIO testimony that unemployment is "vastly higher" among drop-outs than other groups.

Youngsters with inadequate schooling generally drift into the most unrewarding and frustrating jobs which are more likely to stimulate than to correct delinquency, the labor statement observed.

Biemiller testified that the proposed bill, authorizing grants up to \$10 million annually for five years, would attack juvenile problems in three important areas:

- Helping develop demonstration

demanding work. On every count the facts argue in favor of the programs for older workers which will be provided by the Manpower Development and Training Act."

and evaluation projects to assist public and private youth agencies to learn more about the nature of delinquency and the methods for its prevention and cure.

- Offering technical assistance and disbursing information to enable each agency to benefit from the experience of others.

- Assistance to training of personnel.

The AFL-CIO legislative director noted that organized labor had urged, since 1949, greater attention to delinquency prevention and rehabilitation of delinquents.

"We recognize that juvenile delinquency cannot be isolated from the problems of our society as a whole," he said. "Poverty, slums, crowded schools, inadequate job opportunities—all these and many more make their contribution to the creation of young lawbreakers."

Biemiller pointed out that Congress has made an "impressive start" in the right direction in wage-hour improvements, a "truly comprehensive" housing bill, aid to depressed areas and assistance to the dependent children of unemployed parents. Other progressive proposals are "on the horizon or even closer," he said.

There nevertheless will be a need, he asserted, for special attention to young people who, in good times or bad, find themselves in conflict with society.

The Green bill authorizes grants to any state, local, or other public or non-profit agency for projects, staff training programs, and an increase in cooperation among youth organizations.

Fewer than half the nation's counties have juvenile probation officers and the qualifications of some of these may be "less than desirable," Biemiller reported.

Fewer than half of our communities have a police officer especially assigned to juveniles and some school districts with openings for specially trained school staff persons cannot find qualified personnel, he stated.

Also endorsed by AFL-CIO were the bill's provisions for participation by private voluntary agencies. Biemiller told the subcommittee that AFL-CIO community services committees would be interested in taking part.

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## Kerr-Mills Medical Program Stagnates

The Kerr-Mills medical care program, enacted last year by Congress and hailed by the American Medical Association as an effective answer to the medical problem of the aged, has aided only 10,000 persons during the first six months of its existence.

A report released by Senator Pat McNamara's special subcommittee on problems of the aged revealed that while seven states took advantage of the Kerr-Mills program, the majority of individuals assisted had already been receiving aid under other state plans.

According to the McNamara report, a survey indicated some "12 million older men and women will not be protected under any public program of medical care as of January 1962."

Undaunted by these statistics, the AMA has intensified its campaign to defeat the Anderson-King proposal now before Congress. This bill would finance health care for the aged through social security. The AMA's support for the Kerr-Mills bill last year had been based on its desire to defeat the social security approach which it considers "socialistic."

The AMA represents an estimated 70 percent of the nation's doctors, but not all of its members support the organization's position. A group of San Francisco medical men became so angered by its radio announcements that they recently formed a special committee to support the social security principle.

The Northern California Committee for Medical Aid to the Aged Through Social Security has launched its own series of radio announcements, challenging AMA statements and pointing out the need for legislation to "meet a common human need, with simplicity and respect for the individual."

When the National Council of Churches of Christ also defended use of the social security system to

finance health care, an AMA official accused the church group of being "pink-tinged."

The Protestant church organization, representing 40 million members in 34 denominations, declared that it would be better if health needs could be met "without resort to governmental action," but noted the problem necessitates "united, socially planned action."

### Ribicoff On Anderson-King

As a two-week Ways and Means Committee hearing on the Anderson-King bill got under way this week, HEW secretary Abraham Ribicoff levelled sharp criticism at the AMA for its attempts to discredit the Administration program and predicted:

"... 180,000 doctors are not going to defeat the purpose of 180 million Americans."

On the basis of revised estimates

## U.S. Social Security Still Low-Ranked in World

Recent enactment of social security amendments will not significantly improve the standing of this nation's social security system among free world nations in terms of percentage of national income allocated for such purposes.

An International Labor Organization report has revealed that the U.S. is 25th in such expenditures and ranks with Portugal in this regard.

The report shows that most nations have medical care benefits under their plans in addition to old age pensions, family allowances, jobless and sick benefits.

The new social security legislation, with a price tag of about \$825 million, will be financed by an increase of an eighth of one percent upon both workers and employers starting next January.

The new amendments increase minimum benefits from \$33 to \$40 monthly. Although this new minimum remains pitifully low, some

of nursing home and home health service costs, Ribicoff called for raising the social security tax wage base to \$5200 in 1962. The original proposal had called for increasing the wage base to \$5000 from its present level of \$4800. The initial scheduling of a ¼ percentage point rise in the tax rate as of 1963 remained unchanged.

Some 14 million elderly persons would become eligible for the following benefits under the Anderson-King bill:

- Semi-private hospital care for 90 days, with only \$20 to \$90 paid by the patient.

- Skilled nursing home care for 180 days after transfer from a hospital if needed for further treatment of the illness causing hospitalization.

- Home health service ranging up to 240 visits annually.

- Out-patient hospital diagnostic services for which the patient pays only the first \$20.

2.2 million retirees will benefit. There is, however, a danger in some areas that supplementary relief allowances to near-indigent elders will be cut back as a result.

The new law also increases survivors' benefits from 75 to 82.5 percent of the insured worker's benefit levels.

It permits men to retire at age 62 with 80 percent of prescribed benefits. Some 560,000 men are expected to take advantage of this privilege which is already extended to women.

Provisions relating to the right of beneficiaries to earn supplementary income were liberalized slightly. As in the past, \$1200 of added income annually will be allowed without penalty. But, in the future, benefits will still be retained for those earning under \$1700, instead of the present maximum of \$1500. Retirees earning from \$1200 to \$1700 will be penalized \$1.00 of benefits for every \$2.00 earned.