

Minorities Apprenticeship Program Launched

The Committee on Apprenticeship Opportunities for Minority Groups of the California Conference of Apprenticeship has launched a new program to promote equal rights in skill development and training.

At a meeting in Los Angeles, August 10, under the chairmanship of Webb Green of IBEW Local 11, the committee focused its efforts on developing a clearing house for apprenticeship training, providing effective liaison between joint apprenticeship committees and minority group organizations, as well as compiling factual information on present minority group participation in these skill development programs.

Because of automation and technological advances, it is recognized that the number of jobs for unskilled workers is dwindling at a rapid clip. Vast and changing skill requirements of industry demand full utilization and development of our human resources, leaving no room for costly discrimination.

First steps in launching the new, minority opportunity program will include:

- Speakers to discuss the problems of discrimination before the 600 joint labor-management apprenticeship committees throughout the state.

- Special advisory boards to be established to help the joint apprenticeship committees deal with the problems of minority groups.

- Youth counselors in high schools, trained and fully informed

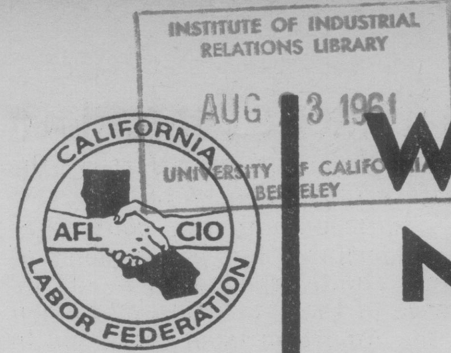
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State Spending Leaves Room for Action On Social Needs

The "penny-wise pound-foolish" economy bloc which would have the state forego action on mounting social needs of our growing population on grounds of "exorbitant" state expenditures was tacitly rebuked this week when State Controller Alan Cranston revealed some facts about California expenditures.

Speaking before a national conference of tax executives, Cranston said that although California has the largest state budget in the nation, it ranks 37th among the 50 states on the basis of state expenditures in relation to personal income.

Cranston's speech is of major significance to labor and all liberal



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Plans Finalized On Working Women's Conference

Final plans for the first regional conference on problems of working women, sponsored by the Women's Bureau of the U.S. Department of Labor in cooperation with the California Labor Federation, key state agencies and other interested groups, were announced this week.

Information brochures and invitations to participate in the conference are being mailed to all labor organizations in the state from the San Francisco office of the AFL-CIO.

The conference is scheduled for September 8 and 9, 1961 on the University of Southern California campus. Keynote speaker will be Mrs. Esther Peterson, Director of the Women's Bureau of the Department of Labor, and other major speakers will include Mrs. Florence Clifton, Chief of the Division of Industrial Welfare of the State Department of Industrial Relations, and the Honorable Mildred L. Lillie, Justice of Division I, Court of Appeals of the State of California.

Participants from Arizona, California and Nevada will exchange information and experience in workshop sessions on Saturday the 9th and close with a late afternoon summary session.

According to Mrs. Phillis Basile, conference chairman from the Women's Bureau, the "conference

program, discussion leaders and resource persons have all been selected by a representative planning committee so as to provide the fullest possible view of the prospects and the problems of working women at every rung of the economic ladder.

"The woman executive and the
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AFL-CIO Film Recommended For School Use

Educational Screen and Audio-Visual Guide, the nation's leading social studies film magazine, has strongly recommended the "Land of Promise"—an AFL-CIO film—for use in high school and college social studies classes and for adult education.

In a page-long description and appraisal, the publication lauded the film for avoiding "name calling and recriminations," and for its "remarkably mature approach to a potentially controversial subject."

"This film can provide a first-rate springboard for a discussion of the many important economic undercurrents of our society," the review said.

"Land of Promise" was originally produced for public service television showing last Labor Day. Prints are available for sale or rent from the AFL-CIO Department of Education.

Local movements are urged to bring this to the attention of schools in their areas.

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Plans Finalized On Working Women's Conference

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girl out of high school who is holding down her first factory job share many job and home conditions which are important to them and important to the economy. The working mother who must find adequate day care for her children while she works may not know it, but she shares a problem with many thousands of other women workers."

"This first regional conference," Mrs. Basile said, "is designed to promote an opportunity for women who work and for organizations who work with and for them to share their experiences and their knowledge."

Workshop discussions at the two-day meeting will cover the following topics: The Young Woman's Vocational Choice; Fulfillment of Home and Job Responsibilities; Providing Adequate Care for Children; The Mature Woman's Re-entry and Retention in Employment; Equality in Pay and Opportunity; Standards of Wages, Hours, Working Conditions; The Role of Community Organizations; Fulfilling Needs for Education and Re-education; Providing Counsel and Guidance.

In addition to the major objective of exchanging information in all these areas, the conference will develop guidelines for improve-

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on non-discrimination policies in apprenticeship programs, so that students may be properly counseled in formal preparation for entrance into apprenticeship programs.

While noting that apprenticeship opportunities for minorities have improved substantially in recent years, the committee expressed hope that their new program will work to eliminate all barriers.

The Committee on Apprenticeship Opportunities for Minority Groups is constituted to function on a continuous basis as part of the California Conference of Apprenticeship. The state AFL-CIO was instrumental in its creation a year ago.

The committee is composed of statewide representatives of labor, management, and minority group organizations.

ment of conditions affecting the welfare of women workers.

Significance of the conference is underlined by Department of Labor studies showing a steady increase in the proportion of women in the American labor force and in the proportion of women who work. By 1970 there will be about 30 million women workers in America and one out of every three workers will be a woman. About 40 percent of the nation's women will be in the labor force. This is a continuation of a long-term trend, posing many new challenges for the resources of the community in training, retraining, providing counseling and guidance, and eliminating discrimination in hiring and promotion policies.

The conference holds special interest for labor organizations with large female membership as well as those organizations moving into the large unorganized field of so-called white collar workers where women make up a large portion of the work force.

It is to be noted also that following this September conference, the Industrial Union Department of the AFL-CIO is sponsoring a three-day "white collar" conference on October 13-15 at Santa Barbara in cooperation with the Institutes of Industrial Relations of the University of California at Berkeley and Los Angeles. Further information will be forthcoming on this latter conference.

"Right To Work" Advocates Working

Although there are no immediate plans for pushing a "right to work" measure in California, the compulsory "open shop" advocates haven't written the state off.

Recently, National Right to Work Committee Executive Vice President Reed Larson was in the state drumming up business and conferring with local "right to work" groups in Los Angeles and San Bernardino on speeding up their information program in Southern California.

Larson is reported to have told the Southern California groups that there is an upsurge of interest in California and throughout the

State Spending

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penditures to meet vast needs in education, health facilities, recreation development and real planning for coordinated resource development and land use.

Economy blocs composed of conservative, special-interest groups are remarkably successful in thwarting such programs by resorting to emotional appeals to the taxpayers to stop so-called "exorbitant" expenditures without presenting the facts on state spending. Controller Cranston has supplied some of the usually missing facts.

At a time when there is widespread belief that the tax burden is increasing in a wild and unchecked fashion, Cranston pointed out that California has actually been "holding the line."

He cited a comparison of the past five years with the five years preceding World War II to show that the total expenditures of state government have risen only 46 cents per \$100 of personal income—from \$5 to \$5.46.

Cranston noted further that "expenditures for actual state operations had been reduced by 47 cents per \$100 of personal income—from \$2.09 to \$1.62."

The increase, he pointed out, has been for capital outlay—42 cents—and local assistance programs—51 cents.

Cranston added that the increase in capital outlay has been necessitated by the postwar population boom, plus the fact that the state had to catch up on construction projects which were curtailed during the depression years, World War II and the Korean conflict.

The State Controller told the tax executives that the people approve of expenditure programs in the health, education and welfare field. This is demonstrated, he said, by their repeated support of such programs at the polls by voting in favor of bonds for construction of hospitals, schools and other facilities.

country in outlawing the union shop "as a step toward limiting the power of labor unions."

He is reported as saying that "right to work" legislation has an excellent chance of success in 1963 in such states as Colorado, Wyoming, Idaho, Vermont and Maine.

Retail Clerks Urge Support in J. C. Penney Dispute

Union members throughout the state and the nation are being asked this week by the Retail Clerks not to shop at J. C. Penney stores as "the answer to the huge chain's attempt to wipe out union conditions in its San Francisco store."

Department Store Employees Union Local 1100 told International unions and state and central bodies that a new "San Francisco Story" similar to the 10-months struggle against Sears Roebuck, is being written in the current strike at Penney's San Francisco store.

Local 1100 struck Penney's on July 15 after months of negotiations in which the management made no proposals, refused to answer the union's proposals and allowed the contract to lapse, the local reported. The union charges that the company refused to bargain in good faith.

"Now we ask your help," the union appealed to the labor movement throughout the nation. "Wherever you live, wherever you shop, please don't shop at Penney's. Every dollar spent at a Penney store anywhere ends up in the fist that threatens to crush us."

In appeals to all labor organizations, Local 1100 has sent leaflets describing the company's refusal to bargain in good faith and a copy of a resolution passed unanimously by the San Francisco Labor Council—the same body which initiated the nationwide Sears boycott.

The resolution reaffirms the principle of labor unity and calls on the entire labor movement for continued and sustained support to the Penney strikers' fight for a fair contract.

During negotiations, Local 1100 recounted, one union member with 14 years' service was fired and others laid off out of seniority.

"It seemed plain that Penney's intended to take full advantage of the absence of a union contract to cut away the union membership and undermine our union," Local 1100 points out.

Leaflets in quantity, entitled "Another San Francisco Story?" are being made available by Local 1100.

State Jobless Rate 6.8 Percent

Release of state figures for July show unemployment at 6.8 percent of the labor force, a rate only slightly better than the 6.9 percent figure reported by the U.S. Department of Labor for the nation as a whole.

Unemployment in California fell to 453,000 or 6.8 percent of the labor force in July from 494,000 or 7.4 percent in June, according to Irving H. Perluss, Director of Employment.

On the bright side, the drop was somewhat larger than is usual between these two months. Nonetheless, the July 1961 unemployment rate was the highest for any July since 1950.

The California civilian labor force (consisting of the employed and unemployed who are available for and seeking work) contracted to 6,617,000 from the June level of 6,674,000, largely because many students and other summer workers unable to find jobs dropped out of the labor force. In July a year ago, the labor force totaled 6,484,000.

July civilian employment of 6,164,000 was off by 16,000 from June, according to John F. Henning, Director of Industrial Relations.

This decrease is about typical for this time of year, Henning explained, as the sharp drop in public school employment with the close of the school year plus a lull in farm activity outweigh seasonal gains in almost all other major industries.

Total employment was higher than in any previous July, and topped the July, 1960, figure by 54,000, or one percent.

Job totals were at record July levels in services, finance, government, and trade, and these four industry groups have accounted for the over-all uptrend in civilian jobs during the past year.

Between July, 1960 and July, 1961, employment in government increased by 39,000, in services by 36,000, in trade by 18,000, and in finance by 6,000. These gains—totaling 99,000—were pared, however, by year-to-year losses of 13,000 in manufacturing, 19,000 in agriculture, and of lesser amounts in transportation-communication-

utilities, construction, and mineral extraction.

Regarding manufacturing, Henning said that there has been some improvement in recent months, but most durable goods industries still have a long way to go to recoup losses suffered in the 1960 slump.

The long-term downtrend in aircraft is still going on and current employment in this industry is down by more than 100,000 from the post-World War II peak in 1957. On the other hand, employment in missiles and electronics expanded by about the same amount in the past four years.

U.S. Wage Levels No Barrier to Export Markets

The old canard that high wage levels in the United States are driving the nation's products from world markets has been hit hard in a recent study made public by the Committee for a National Trade Policy.

The study clearly refutes the "foreign trade" arguments being advanced by America's industrial giants to beat down justifiable wage increases in collective bargaining.

Entitled "Labor Costs and International Trade," and prepared by Professor N. Arnold Tolles of Cornell University and Betti C. Goldwosser, a Washington, D. C., trade economist, the study declared that the nation "has never been at any general wage disadvantage in foreign trade because of high wage levels."

It found that the higher U. S. wages are compensated by "the high productivity of the U. S. economy, reinforced as it is by high capital investment per worker." It said that simple comparisons of hourly wages fail to take into account much higher fringe benefit costs abroad.

The study further notes that it is not hourly wages that count but the "low labor costs per unit of output, rather than low wages, which give a country the advantage in international trade."

The report says that it is the low, rather than the high wage indus-

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FORM 3547 REQUESTED

Goldberg Moves on Employer Reporting Forms

Secretary of Labor Arthur J. Goldberg has proposed a set of reporting forms to be used under the Labor-Management Reporting and Disclosure Act by organizations or persons engaged in certain activities on behalf of employers.

The law requires reports from

Gruhn Named to Advisory Board

State AFL-CIO President Albin J. Gruhn, this week, was named as one of seven-members appointed to an advisory committee to guide the state's study of the family housing problems of California's agricultural workers.

The study, aimed in part at finding ways to help stabilize the farm work force, will be the first to investigate the nature and extent of housing which workers are able to provide for themselves and their families on their meager incomes in unincorporated fringe areas and agricultural communities. (See Newsletter, August 11, 1961 issue.)

Members of the new committee were announced today by John F. Henning, Director of the Department of Industrial Relations.

Besides Gruhn, they include Senators Paul Byrne of Chico and John A. Murdy Jr. of Santa Ana, authors of the legislation which initiated the study. Other members are Mrs. Florence Wyckoff of Watsonville, a member of the Governor's Committee on Children and Youth, Leland Yost, an Imperial County grower, Dr. Karl Falk of Fresno State College, and planning consultant Lawrence Livingston.

The study will be made by the Division of Housing under its chief, Lowell Nelson.

Nelson said the Division is now determining representative areas for sampling studies.

every person who pursuant to any agreement or arrangement with an employer undertakes activities (1) to persuade employees to exercise or not to exercise, or as to how they should exercise, the right to organize and bargain collectively, or (2) to supply an employer with information on the activities of employees or a labor organization in connection with a labor dispute involving the employer.

The forms would appear to apply to labor spies engaged by anti-labor employers.

Although this provision of the law is commonly called the "labor consultant" reporting section, Secretary Goldberg emphasized that it does not require reports from consultants as such, but does require reports from any organization or person who undertakes activities described in the preceding paragraph.

The forms, the Secretary said, will provide simplified instructions for submitting information required by the law. Previously, reporting regulations had been issued for persons engaged in such activities, but no specific forms were provided.

Reports to date have been submitted by letter. However, the Bureau of Labor-Management Reports, which helps administer the law, found that these letters often lacked sufficient detail.

Four forms were prescribed by the Secretary. Two relate to financial transactions and two provide information about the agreements or arrangements with employers and the activities pursuant to such agreements or arrangements.

Regulations prescribing the forms appear in the Federal Register of August 9. Interested persons have 15 days to submit written comments on the proposed regulations and forms to the Department of Labor.

U.S. Wage Levels No Barrier to Export Markets

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tries of the nation that suffer in international competition.

"Actually, the tendency has been for higher wages to be paid in our export industries than in those more vulnerable to imports." Thus, the "10 leading exporting industries paid their workers an average of \$2.43 an hour. By contrast, the 10 U. S. industries which were faced with competition of the largest amounts of foreign imports paid their workers an average of only \$1.87," the study reported.

A recent report on business machine exports is a case in point. Total exports for the first three months of this year were \$78 million, up 74 per cent over the same 1960 period.

The major cause of the increase was a rise of 235 per cent in the sales of electronic computers and related equipment. These new devices accounted for nearly 36 per cent of total business machine exports. Punch-card equipment accounted for about 20 per cent of the total and 17 per cent of the increase. Other equipment, including typewriters, at least held their own.

Japan was the best single market. This is supposedly a low wage country. Yet, high wage America is now commanding a higher proportion of its business machine market.

All comments received will be given full consideration before final determination is made. Final versions of the regulations and forms are expected to be published in the Federal Register and available for use within a few weeks thereafter.

Copies of the regulations and forms may be obtained from the Department's Bureau of Labor-Management Reports, Washington 25, D.C.