

NIXON RUNNING ... WHICH WAY?

It comes as no surprise. Richard Milhaus Nixon will seek the Republican nomination for Governor of California.

The announcement was made this Wednesday in a TV press conference reminiscent of a soap opera melodrama featuring the introduction of a new verbal dance that might appropriately be titled "I WON'T, BUT I WILL." A preference for "rifles" as opposed to "shotguns" in the area of labor legislation also got in the act.

California Labor COPE Secretary-Treasurer Thos. L. Pitts immediately blasted the whole performance as a poorly disguised appeal to the state "to wet-nurse a fallen national politician who is starving for public attention."

Nixon's preference for rifles, without elaboration of how he would use them, came in response to a reporter's question on whether or not he was opposed to so-called "right to work" legislation. Undoubtedly mindful of what happened to Mr. Knowland in 1958 when he ran for Governor in support of such anti-labor legislation, Nixon, to his credit, flatly stated that he was opposed to any new "right to work" measure as using "a shotgun where a rifle is needed." The reference to "rifles" (which, of course, can be more deadly than shotguns in their use) left completely up in the air

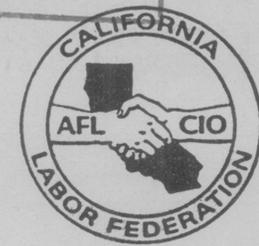
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PLANNED COMMUNITY EFFORT ON SKILL DEVELOPMENT URGED BY PITTS

A sharp warning that jobless workers cannot be expected to bear the brunt of displacement caused by automation was combined this Thursday in a San Diego speech by AFL-CIO Secretary-Treasurer Thos. L. Pitts with an appeal for joint labor, management and government action to retrain displaced workers and develop the skill potential of the state's labor force.

The state AFL-CIO leader chose a luncheon forum provided by the San Diego Rotary Club to deliver a major labor address on the problems of job displacement and manpower training in an automated age, which he described as "the challenge we face in the development of our human resources and the unlocking of human initiative."

The high rate of hard core unemployment which the nation has accumulated in the three recessions of the past decade, Pitts said, "cannot be swept under the rug by accepting new norms



THOS. L. PITTS
Executive
Secretary-Treasurer

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EXECUTIVE COUNCIL TAKES ACTION ON MANY FRONTS

A variety of actions on issues and problems confronting California labor characterized a recent two-day session of the Executive Council of the California Labor Federation, AFL-CIO, held in San Francisco, September 21-22.

Meeting in regular quarterly session, the 36-member executive body of the state AFL-CIO:

- Approved Federation sponsorship of two labor education conferences, one in northern and one in southern California, for the specific purpose of acquainting local labor leaders with the tools available to them for the retraining of workers displaced by automation.
- Called upon the executive board of the national AFL-CIO to establish a committee to bring about the unification of all workers within the AFL-CIO movement.
- Urged the State Industrial Welfare Commission to reopen its minimum wage orders covering women and minors, including the recently promulgated order on agri-

cultural labor, so that they may immediately be brought up to date.

- Voted support of the Portland Daily Reporter in Oregon labor's 22-month-old struggle against professional strikebreakers being used to publish two Portland newspapers—the Oregonian and Oregon Journal, owned by anti-labor publisher Samuel I. Newhouse.

- Directed the Federation's Secretary-Treasurer to press for early House action on the Senate-approved bill providing for a 53,000-acre reservation and national seashore area at Point Reyes, above the Golden Gate.

- Established a special four-member committee of the executive council to review the status of the agricultural workers' organizing drive in California, and to make recommendation to the council.

The above actions were supplemented by the adoption of numerous other recommendations of the Federation's standing committees in the areas of housing, civil rights, radiation safety, and community services activities.

Unity Issue

The executive council's recommendation for establishment of an AFL-CIO unification committee was contained in a statement adopted in response to a request by the Sacramento Central Labor Council that the Federation consider action on the readmission of the Teamsters.

The statement read as follows:
"The Sacramento Central Labor

for what some economists may consider an acceptable level of unemployment."

"Its presence," Pitts declared, "should serve as a warning of the kind of trouble that lurks on the economic horizon, threatening a period of prolonged economic turmoil and unrest, if we do not face squarely the implications of the new technologies being applied in the economy, of automation itself, and all the problems associated with the changing skill requirements of industry as well

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EXECUTIVE COUNCIL TAKES ACTION ON MANY FRONTS

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Council, AFL-CIO, has submitted to this organization a copy of its letter of August 17, 1961, addressed to Mr. George Meany, President of the American Federation of Labor-Congress of Industrial Organizations, requesting that the International Brotherhood of Teamsters be reinstated in the AFL-CIO and has requested that our Federation make a similar request. We believe our Federation has at all times been committed to the principle that all workers should be unified under one national labor organization, in order to insure the accomplishments desired for all working people. It is to be noted, however, that there are various other organizations currently outside the AFL-CIO, and our desired objective can be accomplished only if all of these various organizations outside the AFL-CIO are considered. Accordingly, we suggest that the officers and Executive Board members of the AFL-CIO consider the establishment of an appropriate committee, guided by specific standards and procedures, to attempt to bring about the unification, the desirability of which we reaffirm."

The text of the statement has been forwarded to AFL-CIO President George Meany.

Retraining Conferences

Plans for the retraining conferences were adopted on the recommendation of the executive council's standing committee on education.

In its report to the council, the committee noted that, although the Kennedy Administration retraining program is bogged down in the House Rules Committee, it is almost certain to pass during the next session of Congress.

In California, the committee pointed out, new legislation was passed by the legislature and signed into law by Governor Brown which gives labor new tools to work with in developing retraining programs at the local level.

The committee, accordingly, advanced the "desirability of conducting two identical weekend conferences which would have as their primary purpose the education of labor leaders on the tools available

for retraining, and how they may be put to use to meet training and retraining problems in various industries."

Secretary-Treasurer Thos. L. Pitts advised the council that he would start immediately with the programming of the conferences to carry out the council's mandate, with announcement of the dates and locations in the near future.

I.W.C. Request

The council's request to the Industrial Welfare Commission regarding the reopening of the state minimum wage orders was backed up by a statement on the urgency for action. The council noted that by Congressional action earlier this year, the federal minimum wage was increased to \$1.15 per hour, effective September 3, with provision for a further increase to \$1.25 per hour, effective September 3, 1963.

This action, the council recalled, was combined with an extension of coverage to some 3.6 million additional workers, but at a "substantially inferior level" of protection starting at \$1.00 per hour, without overtime, gradually increasing to \$1.25 per hour on September 3, 1965, with full application of overtime provisions of the wage hour law at that time.

While commending the Kennedy Administration and Congress for enactment of these substantial improvements, long sought by the AFL-CIO, the executive council pointed out that organized labor "cannot ignore their many shortcomings."

The dual standards of coverage are "totally without justification," the council said, pointing out further:

"The new coverage provisions leave in greater prominence those workers who remain completely outside the federal-wage hour act; namely, hotel and restaurant employees, farm workers, laundry workers, substantial numbers of employees in retail outlets, as well as many other employees in low-wage industries where protection is most urgent."

These inadequacies of the federal amendments, the executive council declared, "bring focus on the need for immediate action in California to supplement the federal act.

"Within the framework of existing minimum wage machinery in the state, while renewing our support for enactment of a state fair labor standards act, we call upon the Industrial Welfare Commission to reopen all wage orders covering women and minors in the state of California to the end that they may be quickly brought up to date."

The council's statement concluded

New On-the-Job Training Approach

The first on-the-job training program covering non-apprenticeable occupations to be developed under the recently enacted Assembly Bill 2171, which became effective September 15, was announced this Wednesday by John F. Henning, director of the California Department of Industrial Relations and administrator of apprenticeship.

Approving the articles of organization and standards presented by the Gypsum Drywall Contractors of California and the California State Council of Carpenters, Henning said that, under the terms of the training program, trainees will receive one year's training, which includes on-the-job training and related class room instruction.

He added: "It is significant to note that this industry has taken advantage of this far-reaching economic legislation to advance the opportunity for skilled employment, to insure employers of the best possible craftsmanship, as well as improve the skills and knowledge of the trade and provide the public with the best possible workmanship."

The drywall trainee will be instructed in methods of handling and installing of material; lay-out and partition systems; cutting, measuring, scribing, cutting outlets, and application of corner bead; installation of casing trim; and studless and laminated installation.

For the purpose of effecting the operation, a joint training committee has been developed by the Gypsum Drywall Contractors of California and the California State Council of Carpenters.

that while the need for revision and updating cuts across all orders of the Commission, "we make particular reference to the need for reopening the new order covering women and minors in agriculture which was adopted by the Industrial Welfare Commission earlier this year."

The absence of any meaningful piece rate provisions in the agricultural wage order, the executive council said, "all but renders this order meaningless."

Secretary-Treasurer Thos. L. Pitts was instructed by the council to carry this position to the Industrial Welfare Commission, which has scheduled a meeting at the Coronado Hotel in San Diego, Monday, October 16, 1961, commencing at 10 a.m.

Skill Development Urged by Pitts

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as the changing composition of our labor force."

Pitts asked the Rotarians to place themselves "in the shoes of hundreds of thousands of semi-skilled and skilled production workers in many of the so-called basic industries—workers who have lost their jobs in recession periods and were never rehired, despite new advancements in production schedules and new achievements in the level of production."

He traced the shortcomings of collective bargaining in coming to grips with their retraining problem, pinpointing various limited approaches which have been developed in search of solutions.

Community Responsibility

Pitts urged the Rotarians to recognize the area of community responsibility for action, because the problem of displacement from automation is only part of the broader problem we face in developing labor skills for the sixties.

Beyond what can be done through collective bargaining and self-help, Pitts said it is not enough to "tell these people and many others facing similar situations that increasing productive efficiency is the base and promise of ever-increasing living standards . . . that fundamental changes are taking place in the economy, and that behind every change, new opportunities are being created with the development of new industries and new skills . . ."

Pitts was careful to describe how the American labor movement has been "both tolerant and receptive to technological innovations." He warned, however, that this receptiveness to date is no assurance that the same attitude will carry forward in a second "industrial revolution" arising out of automation.

"Unless the American worker is given reasonable assurance that the promised benefits of the new technology will indeed accrue to all society; unless he is given evidence which demonstrates that he and his family will not be forced to shoulder the entire burden of economic displacement and interim adjustment, there can be no assurance whatsoever that the American worker will not adopt a course of outright resistance to automation," Pitts declared.

This, he said, would be a "social tragedy of immeasurable proportions. Yet no labor leader can give you any assurance that this will not happen if policies of drift and indecision are followed."

The Paradox

"The paradox of America," Pitts said, "is that we should be currently struggling to find jobs for the unemployed when the real economic menace to the

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NIXON'S CUMULATIVE VOTING RECORD

Richard M. Nixon has compiled an overall voting record which was 87% in opposition to the best interests of working people and the social needs of the nation, according to key votes tabulated by the AFL-CIO Committee on Political Education during the years he served as U. S. Representative, Senator, and presiding officer of the Senate while vice president during the Eisenhower Administration.

Nixon's dismal voting record on all issues was exceeded only by his record of contempt for working men and women on issues directly affecting working conditions and in the field of labor-management relations. He is recorded as voting against the workingman on 14 out of 15 key votes in this area of labor legislation:

- Nixon cast 6 votes restricting the rights of workers in connection with the Taft-Hartley Act. These included votes for passage of this anti-labor law, in opposition to its repeal, and in favor of applying the act's injunction provisions against the steelworkers after the giant steel corporations refused to accept a Wage Stabilization Board decision in 1952.

- On minimum wage issues, Nixon voted to remove a million workers from the protection of the federal wage-hour law. He voted for the Portal-to-Portal Act to permit employers to escape penalties and liabilities for violations of the Walsh-Healy, Bacon-Davis and Fair Labor Standards Acts. While vice-president, Nixon even voted for the infamous Knowland amendment to scuttle procedures to determine prevailing wage rates on public works.

- Nixon cast three anti-labor votes to subvert the Labor Department's services to workers, including two votes against sorely needed appropriations and one backing an employer-inspired move to transfer the U. S. Employment Service out of the department.

- Nixon voted during the Korean War to strip the Wage Stabilization Board of its powers to help settle labor disputes.

- Nixon climaxed his anti-labor record with a tie-breaking vote in the Senate in 1959 on a Goldwater motion which converted the Senate's anti-racketeering bill into an anti-labor vehicle paving the way for enactment of the Landrum-Griffin Act.

On matters of public interest concerning the social needs of the entire nation, Nixon compiled the following record of faithful service and obedience to the special interests of the few:

- On tax matters, Nixon cast 11 consecutive votes serving the wealthy and corporate interests of the nation.

- In the housing area, Nixon voted 5 times to block programs designed to provide public and private housing to meet the needs of low and middle income families priced out of the market by the high interest rate policies he championed.

- On public power issues, Nixon voted consistently on 5 occasions for the private power interests against low cost public power for consumers and industry.

- On general consumer issues, Nixon voted 10 out of 12 times to the detriment of the buying public and in favor of those who would cheat the consumers.

- On social security proposals, Nixon voted twice, without any offsetting favorable votes, against providing adequate benefits for senior citizens who have contributed a lifetime to the building of their country.

- On civil rights measures, Nixon registered three key votes against equal rights for all Americans.

- In the field of education, Nixon cast the tie-breaking vote against aid to school construction and teachers' salaries in the School Assistance Act of 1960.

- On foreign policy, Mr. Nixon has voted almost consistently to weaken America's ability to withstand Communist subversion abroad. This included a vote in 1950, prior to the invasion of South Korea, against a measure which would have provided \$60 million in economic aid to the Korean nation.

- In crucial areas such as small business and veterans' affairs, Nixon has also compiled an unbroken record against the public interest.

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SKILL DEVELOPMENT URGED BY PITTS

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future is actually a shortage of properly trained skilled workers.

"Once it is recognized that the basic problem lies in these shortages and a dearth of planning in training programs to meet the changing skill requirements of industry, then we have arrived at the point when we can fully begin to understand the horrible waste we seem to be willing to tolerate.

"This waste extends not only to the existence of hard core unemployment but also to many prevailing discriminatory practices in employment which rob our nation of the largely untapped skills and abilities of minority groups and of many older workers."

Pitts declared further that labor is unwilling to accept "the absurdity that there should exist huge surpluses of labor with skill potentials largely untouched while hundreds of thousands of skill jobs go begging."

Anticipated changes in the composition of our labor force, coupled with a shrinking number of semi-skilled and unskilled jobs, and a flooding of the labor market by high school dropouts and a large proportion of high school graduates who are entering the labor market without any semblance of job skills, were described as compounding both the overall problem and the challenge.

California's Future at Stake

Relating the problem to California, Pitts said our stakes "are doubly high because the potential we hold out for developing the skill content of our labor force is perhaps the balancing factor in our ability to attract industry."

"We have wisely staked our future on a high standard of living economy," he added, "which has as its base the productive efficiency of industry and a commensurately high wage structure. Given California's natural advantage by virtue of its location, climate and resources, we can continue to enhance our position competitively, but only if we also attend to our skill requirements."

In outlining a program of action, Pitts stressed the importance of the Kennedy Administration manpower development and retraining bill which is currently bogged down in the House Rules Committee, but is expected to pass Congress next session. He pointed out that, al-

though every day lost imposes a serious hardship on many unemployed individuals, this delay could largely be offset by individual states if planning were started immediately for utilization of whatever federal assistance becomes available.

Governor Edmund G. Brown's Administration was praised for its role in securing new training and retraining programs through the legislature and promoting their use in the state.

Pitts said the state AFL-CIO is planning educational conferences to supplement the work of the Brown Administration.

Proposed Community Program

Beyond this, however, the state AFL-CIO leader said a total community approach should be developed in a three-phased program consisting of:

1. Workshop conferences in major labor market areas to air employment and unemployment problems, spell out anticipated skill requirements, and discuss changes necessary in the structure of training programs to meet skill needs.

2. Follow-up studies on a professional level to develop specific requirements for the foreseeable future, taking into full consideration both the level and nature of industrial development planning in various labor market areas.

3. The utilization of the specific studies in a statewide coordinated action program to determine specific skills that must be developed, how many persons should be trained in each skill category, and what changes must be made in industrial training programs.

Lacking such a total, planned approach, and a concerted effort "to reduce generalities to specifics for action," Pitts said, California would be "gambling with its future."

While recognizing that labor's recommendations involved planning and that the word "planning" sometimes carries "distasteful connotations", Pitts concluded:

"In my opinion, this is unfortunate, because the kind of planning I am talking about is not government domination, but the application of reason and intelligence to economic problems which affect all of us with equal force. We have every reason to be concerned when planning becomes a vehicle for squelching individual initiative. I believe, however, that everything I have said today is

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what Mr. Nixon stood for in labor legislation.

With the release of his statement on the Nixon announcement, Pitts issued a summary of Nixon's blatantly anti-labor and anti-public voting record accumulated over the years of his public life to help workers evaluate Nixon's ambiguous reference.

The following is the full text of Pitts' statement released Wednesday night after Nixon's TV melodrama:

"Richard M. Nixon's announcement that he will seek the Republican nomination for Governor serves to sharpen the issue which will confront the voters in 1962.

"The choice presented to the workingman in Mr. Nixon is a life-long political record of dedication to special interests and of moral callousness towards the hopes and aspirations of workers and the great social needs of our free society.

"Beyond this record, which speaks for itself (see page 3), Mr. Nixon's announcement presents the voting public with a situation which smacks of the attempt made by a national figure in 1958 to use our highest state office as a stepping stone for lofty ambitions nationally.

"In my opinion, Mr. Nixon is asking the state to wet-nurse a fallen national politician who is starving for public attention. I seriously question whether his personal ambitions are compatible with the needs of this state."

aimed at doing exactly the opposite—to providing opportunities for individual employers and individual workers. **The manpower development challenge, as I have indicated, is basically and fundamentally a challenge to unlock human initiative. It is my fondest hope that we can keep all of our programing in this area of community activity on this high level.**