

## N.Y. Teachers Win Bargaining Rights

In an historic representation election which may set a precedent for major metropolitan areas in the nation, the AFL-CIO teacher's union in New York City this week won by a two to one majority the right to represent the city's 43,000 school teachers as collective bargaining agent.

Balloting in the election began December 6 and was concluded last Wednesday, December 13, with the result announced this Wednesday.

Competing for bargaining rights with the victorious AFL-CIO-affiliated United Federation of Teachers in the biggest white collar collective bargaining election in history were two other organizations—the Teacher's Bargaining Organization, a coalition of so-called professional associations which have opposed collective bargaining in the past, and another group calling itself the Teacher's Union, a splinter group expelled from the AFL-CIO American Federation of Teachers in 1941 after charges of communist domination.

The teachers in New York won

(Continued on Page 2)

## Pitts Urges Kennedy Order Against Housing Discrimination

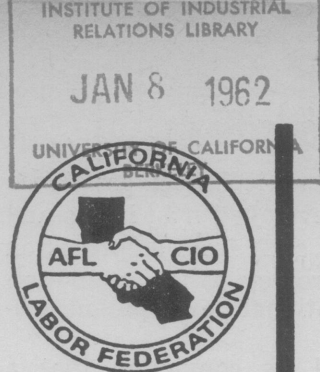
Secretary-Treasurer Thos. L. Pitts this week backed up AFL-CIO convention action on civil rights with a wire to President John F. Kennedy urging immediate issuance of an executive order prohibiting discrimination in housing which benefits from federal assistance programs.

The state AFL-CIO leader also sent a copy of his wire to central labor bodies throughout the state requesting that similar action be taken by local movements and their affiliates.

Pitts advised Kennedy that the AFL-CIO demand for an executive order on the pressing problem was in keeping "with policy positions adopted by past conventions of the California Labor Federation, AFL-CIO."

Housing discrimination practices, Pitts declared, "constitute one of the principal barriers to equal rights for all our citizens, while buttressing school segregation and employment discrimination throughout the nation."

Evidence of "tacit approval of discrimination" by federal agencies was submitted to the President in the findings of a San Francisco Bay Area study, which study reveals that only 50 out of some 200,000 new homes built under FHA or



THOS. L. PITTS  
Executive  
Secretary-Treasurer

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## AFL-CIO Convention Charts Labor's Goals

Encouraged by agreement reached on the handling of internal disputes, delegates to the 4th convention of the AFL-CIO returned to their respective jurisdictions this week charged with the responsibility to help carry out the broadly based programs for economic, legislative and political action adopted by the historic convention.

State AFL-CIO Secretary-Treasurer Thos. L. Pitts, upon his return to California, termed the convention "one which faced up to the urgency of resolving internal problems so that the energies of the labor movement may be effectively mobilized and geared to the challenges of the sixties."

Pitts added:

"I agree with President George Meany that this was a 'sound, progressive, historic' convention. In

California, we will bend every effort to help implement the mandates of the convention."

Among convention actions, top priority was given to "the major unfinished business of the American labor movement" — organizing the unorganized. A convention resolution on the subject recognized that "occupations accounting for the bulk of union membership are shrinking, while those sectors of employment where union organization is comparatively light are growing."

The "imperative" for broadening the organization base of the movement was spelled in terms of both the needs of the unorganized "for the benefits and protection only unionization can bring" and the "survival of the trade union movement as an effective instrumentality."

Convention delegates voted funds to carry out the labor movement's work by increasing the per capita for AFL-CIO affiliates by 2 cents to 7 cents per month.

The following is an outline of the major actions taken by the convention:

- Gave its resounding approval to a new constitutional plan for settlement of internal disputes within the federation based on mediation, determination by an impartial umpire with appeal to the executive council and imposition of sanctions for non-compliance.

The federation's newly re-elected executive council also moved quickly to implement convention action

(Continued on Page 3)

(Continued on Page 2)

## AFL-CIO Convention Charts Labor's Goals

(Continued from Page 1)

on machinery for settling internal disputes, naming a council subcommittee to hear appeals and complaints on compliance, approving David L. Cole as impartial umpire and setting up a broad mediation panel.

- Approved unanimously a broad civil rights program with strengthened machinery for enforcement of the federation's anti-discrimination policy by giving the Civil Rights Committee the authority to initiate complaints of violation of AFL-CIO policy and to refer unresolved complaints to the council.

- Told affiliates expelled in 1957 on findings of corrupt leadership that they could regain affiliation by satisfying the council that they are in compliance with the federation's constitution, rules, laws, standards and policies.

- Instructed the AFL-CIO to set up top-level conferences among unions organizing in the same field to pave the way for cooperative organizing campaigns by unions, groups of unions, or the AFL-CIO itself, and directed new efforts to resolve problems of organizing jurisdiction.

- Called for higher wages and shorter hours as collective bargaining goals to help eradicate unemployment and increase buying power to stimulate the nation's economy to a faster rate of growth.

- Urged an immediate campaign based on registration and get-out-the-vote drives to reverse the historic off-year election trend against the party in power, to help elect additional liberal senators and representatives in 1962.

- Approved resolutions calling for strong federal policies to promote economic growth to get the economy "off the roller-coaster of frequent recessions and aborted recoveries," including modernization of the federal budget and a sweeping program of tax reform.

Backed a completely revised trade program with new emphasis on expanding two-way trade while safeguarding U. S. jobs threatened by imports.

- Renewed organized labor's support for long-term, large-scale

economic and technical assistance for underdeveloped nations and called for a shift from emphasis on scattered projects to the promotion of sound national development programs.

- Voiced its conviction that a firm allied position, supported by acceleration and expansion of military preparedness and economic and political unity will force a halt to the Soviet Union's drive to extend Communist control over all Europe.

- Appealed to all nations to renew with a sense of urgency their efforts to achieve a system of disarmament with adequate controls and inspection and devote the resources thus released to a "massive effort" to raise living standards everywhere.

- Declared that the "resurgence of right-wing fanaticism with its now open attacks on democracy" constitutes a threat to the nation's liberties and national security.

- Assailed the business-led attempt to put unions under the anti-trust laws and pledged the federation's efforts to fight this campaign and the continuing threat of the campaign to pass so-called "right to work" laws.

- Called for an agency in the federal government to protect consumers and urged a "leading role" for labor in the field of consumer protection in behalf of its own members and the public at large.

- Approved a broader and more intensive campaign to organize farm workers and called on all affiliates to support the organizing effort with funds and manpower.

- Urged further expansion of the wage and hour law beyond the 3.6 million additional workers covered in 1961 amendments, and an increase in the step-up schedule for reaching the new \$1.25 per hour minimum wage.

- Gave top priority to health care for the aged under the social security system as a "must" at the next session of Congress and specifically, endorsed the pending Anderson-King Bill.

- Urged a renewed drive for federal standards to correct deficiencies in state unemployment insurance programs with minimum requirements for duration of bene-

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(Continued from Page 1)

the right to hold their representation election by a series of demonstrations and a one-day strike last November.

The National AFL-CIO took a direct hand in the pre-election campaign with the issuance of a public message by President George Meany to the city's school teachers.

Meany had urged the teachers to vote for "the best kind" of union representation — "the AFL-CIO kind."

He told them that representation by the AFL-CIO affiliates would give New York teachers "the benefit of help from folks who have bargained with the biggest corporations in America" for professional as well as for production workers.

Meany pointed out that engineers, newspapermen, actors, singers and other professionals, including public employees, have benefited from union representation.

Each of these groups, he emphasized, "having decided to bargain collectively, has done so through an AFL-CIO union."

Locals of the AFL-CIO teachers in California were jubilant over the New York victory.

Dan Jackson, president of the San Francisco local of the AFL-CIO teachers, predicted that the New York victory "will mean collective bargaining here within the next three to five years."

The New York victory is also expected to encourage other public employees in AFL-CIO organizations demanding collective bargaining rights throughout the nation.

fits, eligibility and disqualification provisions.

- Called on Congress to enact a broad program of federal aid to education including both school construction grants and funds to help pay teachers' salaries.

- Emphasized the need for all affiliates to participate broadly in community services programs to help meet the personal and social needs of union members.



## Housing Discrimination

(Continued from Page 1)

new enforcement provisions, the resolution outlined organized labor's responsibilities as a democratic force in the whole field of civil rights. It listed the basic fair practices the AFL-CIO demands of its affiliates, and set forth a broad legislative program aimed at assuring equal rights for all Americans in every area of human endeavor.

"As trade unionists," the convention declared, "we insist on fair practices in unions, in employment, in housing, in public accommodations, in schools, in citizenship and in every field of life."

It called on all affiliates to:

- Eliminate any remaining segregation of local union membership on the basis of race or color. "Segregation is discrimination," the resolution declared. "Just as we cannot accept the maintenance of separate but equal schools, so we refuse to countenance the existence of separate but equal unions in the ranks of our movement."

- Make sure their contracts do not permit separate lines of seniority on the basis of race, religion or national origin, and that equal opportunities on the job are guaranteed for all workers.

- Make a special effort to write into contracts non-discrimination clauses covering hiring, promotion and conditions of employment.

- Take the initiative in expanding apprenticeship and training opportunities for all workers and in insuring that qualified applicants are accepted without regard to race, creed, color or national origin.

- Cooperate with the President's Committee on Equal Opportunity in effecting compliance with the President's executive order banning discrimination in federal employment and under federal contracts.

The resolution also outlines procedures to be followed in investigating complaints of discrimination, seeking voluntary compliance with the cooperation of the affiliate involved, and referral of unresolved complaints to the AFL-CIO Executive Council for appropriate action.

The federation's Dept. of Civil Rights is directed, in any case where no effort is evident toward correcting discrimination by an em-

ployer or a union, to present its findings to the President's Committee on Equal Employment Opportunity.

Heart of the machinery set up to enforce compliance with AFL-CIO policy is a provision granting the federation's Civil Rights Committee the authority for the first time to initiate complaints on its own motion on the basis of prima facie evidence that discrimination is being practiced.

The resolution renewed the AFL-CIO's support for enactment of fair employment practice acts by the federal government and in

states where such laws are not already on the statute books. It called on states and communities to pass enforceable laws to halt discrimination in housing in addition to urging the President to bar any form of federal aid that contributes to segregated housing or its financing.

The convention called for a stronger federal civil rights law, liberalization of the Senate's filibuster" rule, and review by the National Labor Relations Board of all unfair practice cases where false race hate propaganda has been used to coerce employees in their choice of a bargaining representative.

## 'Radical Right' Draws Labor Blast

The AFL-CIO convention in Miami Beach left no doubt concerning organized labor's opposition to the emerging "radical right" movements in the United States.

A convention policy resolution on civil liberties and internal security charged that "the resurgence of right-wing fanaticism with its now open attacks on democracy and democratic institutions constitutes a threat not only to our liberties but to our national security."

The resolution hit particularly the linking of the extreme right with a few high officers of the armed forces, declaring:

**"As we have seen only too often in other countries, intervention of the military into politics results in the undermining of the democratic process of government."**

"It is no mere coincidence that one of the prime targets of the John Birch Society is the Chief Justice. The Supreme Court has been one of the forces which has served to moderate the historical excesses of reactionary extremists. The high court has also been the source of an historic advance in the desegregation of our public schools, aiming to outlaw second class citizenship for a substantial minority of our citizens.

"These attacks on the Supreme Court and its Chief Justice are irresponsible and vicious; they are designed to undermine our democratic system of government. Their impact abroad — especially in the newly developing countries — can only aid the Kremlin and its allied totalitarian forces."

The "radical right" also came under a crossfire from speakers at the AFL-CIO's recent convention.

Federation President George Meany, in his keynote speech, charged that the John Birch Society seems "determined to take us back into the 19th century" and that its "only consideration in this time of the nation's crisis is to tear down the character and the standing and the personality of the great leaders of this country."

Dr. Martin Luther King, nationally recognized Negro leader who addressed the convention, also likened today's right-wing extremists to "those who in the second half of the 19th century could not tolerate organized labor."

"Whether it be the ultra right-wing in the form of Birch Societies or the alliance . . . between big military and big business, or the coalition of southern Dixiecrats and Northern reactionaries — whatever the form, these menaces are now threatening everything decent and fair in American life," Dr. King declared. "Their target is labor, liberals and the Negro people . . ."

The convention resolution on civil liberties and internal security also called for federal legislation to ban wire tapping except under specific court order in cases involving espionage, treason or kidnapping.

The resolution urged the Administration and Congress to adopt standards of fair procedure in the conduct of all security programs, with guaranteed rights to full confrontation of accusers and cross-examination of witnesses; to specific charges; to subpoena witnesses; to a detailed, written decision; to consideration of past decisions, and to be examined and judged only as to the likelihood of unauthorized disclosure.

FORM 3547 REQUESTED

## Needy Children Case Load Reflects High Jobless Rate

J. M. Wedemeyer, state director of social welfare, pointed out recently that social welfare payments in the form of aid to needy children (ANC) vary in direct proportion with the level of unemployment.

Testifying before the Assembly Interim Committee on Industrial Relations at an automation hearing, Wedemeyer said that the ANC program is a "sensitive indicator of the economic and social currents of our society."

"Families on ANC already are economically disadvantaged or they wouldn't be on public aid," Wedemeyer pointed out. "And the impact of automation will hit this group even harder."

"We've had considerable success in returning some of these people to self-support. However, most of this case load does not show a high potential for re-employment, mainly because these recipients have little or no work experience, limited education, belong to minority race groups or suffer from health problems."

Governor Brown's appointee cited some of the work now being done in California, both at the state and county levels, to help solve some of these critical problems. Steps are being taken to increase rehabilitation, offer more vocational services, and step up the training of welfare workers.

"Some of our efforts are paying off," he added, "but more concentration must be given these activities if substantial improvements are to be realized. Today's emphasis on public welfare is not on financial aid alone, which in the past 25

## AFL-CIO Legislative Conference Set for January 22

An economic and legislative conference has been summoned by the AFL-CIO to urge the 87th Congress to move to meet unresolved problems facing the country.

The conference, called by the fourth constitutional convention in Miami Beach, Fla., will be held January 22 in Washington, D. C. The resolution specifically asked all national and international unions to send delegations of the same strength as are allotted at an AFL-CIO convention, and central bodies to send two delegates each.

The convention laid out three major purposes for the conference.

"First, it will dramatize the importance of the economic and social problems, led by unemployment, which confront our nation today, and will provide an opportunity to explain to senators and representatives labor's program for meeting them.

"Second, it will permit congressional leaders to express their views and set forth their plans to trade union leaders from all over the country.

"Third, it will serve to stimulate union leaders and other citizens in local communities to make their views known to the members of Congress who represent them."

Leaders of both political parties will be invited to participate and time will be allocated for visits to congressmen.

The convention declared that despite a "slight indication of improvement" in unemployment, "no substantial and continuing relief is in sight." Among other problems, the delegates said, is health care for the aged under social security.

"Action will be forthcoming during the second session of the 87th Congress only if the voters demand it," the resolution said. "This means the widest possible outpouring of opinion by private citizens, individually and through private organizations, clearly expressed to their elected representatives."

years has not developed into security for needy families. We must emphasize rehabilitation and provide facilities whereby these people can be trained to become self-sufficient."

Wedemeyer advanced the following recommendations:

1. California should take advantage of the federal provision for ANC to families in which the father is unemployed, by appropriate state legislation as soon as financially possible.

2. Training centers should be established in California to provide work opportunities, work training and work experience that otherwise

would not be available to many youths.

3. The state Department of Social Welfare should be authorized to develop additional rehabilitation and vocational services specifically designed to meet the needs of the person on public assistance and his family.

4. Legislation should be adopted to finance wider day care services for working mothers, and to cover the cost of employment services.

5. Research facilities should be expanded in the state Department of Social Welfare to determine the many factors related to dependency and rehabilitation.