

Proceedings and Officers' Reports

**Fifty-Fourth Convention
Long Beach, August 13-17, 1956**

CALIFORNIA STATE FEDERATION OF LABOR

C. J. Haggerty, Secretary-Treasurer

**810 DAVID HEWES BUILDING
995 MARKET STREET, SAN FRANCISCO**

ROSTER OF STATE FEDERATION OFFICIALS

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(Humboldt, Del Norte, Mendocino and
Lake Counties)

ALBIN J. GRUHN

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District No. 15

(Siskiyou, Modoc, Lassen, Plumas, Shasta,
Tehama, Trinity and Sierra Counties)

ROBERT GIESICK

2045 Verda, Redding

The Executive Council of the Federation is composed of the
President, the Vice Presidents and the Secretary-Treasurer.

Rt. Rev. Msgr. MARTIN C. KEATING, Chaplain
737 East Olive Avenue, Burbank

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IN MEMORIAM

Roy F. Walker

Whereas, Brother Roy F. Walker, vice president of District No. 15 of the California State Federation of Labor from 1948 to 1952, passed away in September, 1955; and

Whereas, Brother Walker spent a large part of his too brief span of life in devoted service to the ideals and principles of organized labor; and

Whereas, His achievements on behalf of labor brought him the affection and respect of all who came in contact with him or benefited from his efforts; and

Whereas, Brother Walker will be greatly missed and long remembered, and the labor movement in our state is the poorer for his loss; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor, upon adjourning this meeting, shall, by a moment of silence, express its sorrow at the death of this brother, and its gratitude for the generosity of spirit and deed which characterized his activity on behalf of the workers in California.

IN MEMORIAM

Frank T. Shipman

Whereas, Brother Frank T. Shipman, vice president from 1936 to 1940 of what is now District No. 14 of the California State Federation of Labor, was taken by death in October, 1955; and

Whereas, Brother Shipman served the labor movement faithfully and well for many years in the northwest part of the state, an area where organization was difficult to establish and hard to maintain, but where unionism has nevertheless burned with a bright, steady flame for decade after decade; and

Whereas, By act and example, his contributions to organized labor have been many, and his loyalty to the principles of the American labor movement outstanding; and

Whereas, His passing is mourned by all who knew him over the years as friend and brother; therefore be it

Resolved, That when the 54th convention of the California State Federation of Labor adjourns, we shall express, by a moment of silence, our regret at the loss of this brother and our appreciation of his generous and devoted services to the labor movement.

IN MEMORIAM

Carl Fletcher

Whereas, Brother Carl Fletcher, vice president of the California State Federation of Labor's District No. 2 from 1937 to 1941, passed away on November 5, 1955; and

Whereas, Brother Fletcher served long and faithfully, not only within the organized labor movement itself, but in public office as well, where he was a worthy spokesman and loyal representative of the working people, first as mayor of his own city, Long Beach, and later, for years, as member of the State Assembly; and

Whereas, His life was an expression of his devotion to the principles of the American labor movement, and his loss will be keenly felt by the many to whom he was an inspiration and a guide; therefore be it

Resolved, That when the 54th convention of the California State Federation of Labor adjourns, it will mark with a moment of silence the passing of Brother Fletcher, and so convey our regret at his passing and our appreciation of his great services to the labor movement.

IN MEMORIAM

Captain Charles F. May

Whereas, Death came on May 18, 1956, to our brother, Captain Charles F. May, who served as a vice president of the California State Federation of Labor's District No. 9 from 1941 to 1946; and

Whereas, His record as a staunch and devoted trade unionist during many years of untiring activity on behalf of the officers and other members of the American Merchant Marine is a proud one for organized labor to remember; and

Whereas, Throughout his life in labor, he translated into action and lived by the highest principles of the American labor movement, contributing much in wisdom and foresight to the strengthening of that movement; and

Whereas, He will be greatly missed by all who knew him as friend and fellow-unionist; now, therefore, be it

Resolved, That when the 54th convention of the California State Federation of Labor adjourns, we shall mark, by a moment of silence, the passing of Brother May, and so express our regret at his loss and our gratitude for the great services he rendered organized labor over the years.

REPORTS OF OFFICERS

REPORT OF PRESIDENT THOMAS L. PITTS

Los Angeles, July 15.

To the Fifty-fourth Convention of the
California State Federation of Labor—

Greetings:

At the outset, may I touch briefly on the fact that the year 1956, being a Presidential election year, much news is made of the position of our nation as it concerns international affairs. I believe that often times too little study is given to the problems between our country, the other free nations of the world, and the attitude of those countries behind the "Iron Curtain." Probably Secretary Haggerty will have an opportunity to relate some information to our people on this question, particularly since he was in attendance at the International Labor Organization meetings in Geneva, Switzerland, held just a short time ago.

While those who are representative of the totalitarian forces and countries under Communist control have been smiling at representatives of other nations throughout the world, it can only be believed that this is done with ulterior motives in mind.

Assistance to Free Trade Unions

It can well be noted that during the last few years the American labor movement has participated to a much greater degree than before in attempting to aid workers of other countries and bring about better understandings between people, and, where possible, to materially aid the promotion of Free Trade Unions, which are recognized as one of the greatest bulwarks against totalitarian forces and the machinery by which democracy can better exist. We should readily recognize in the leadership of many International Unions, and particularly of President George Meany of the AFL-CIO, the efforts and energies put forth to expand to the downtrodden workers of other nations the opportunity of organization into Free Trade Unions, which in turn furthers the desire of people to spread democracy throughout the world.

Of course, while all this goes on, we still have much to do in our own country to achieve the desired goal in respect to freedom of organization for the purpose of collective bargaining. Some forces still operating in a very strong fashion refuse to recognize the God-given rights of men to organize and bargain collectively. All

of this should tend to inspire those associated with organized labor to greater efforts in behalf of the people we are privileged to represent. In view of the happenings in the field of politics in this country, even greater inspiration should exist among our people.

U.S.-Mexico Trade Union Conference

Shortly after the last convention of our Federation, I was privileged to attend the United States - Mexican Joint Trade Union Committee Conference, held in San Diego. It was my privilege there to welcome the delegates who came from various parts of our country and likewise from various parts of the Republic of Mexico.

The whole conference was very enlightening, and, in addition, very encouraging. It very quickly came to light that though there were barriers as applied to language, there was no barrier existing in the minds of the individuals participating in the conference as to the desired goals of true trade union representatives. Meetings of this kind, with the exchanges occurring therein, contribute much to the welfare of all the people involved.

Coalition Against Progress

While things of this kind occur as the result of the willingness of union representatives to seek improvement for the people they represent, we find on the other hand a coalition of politicians, presumed to represent the people, who apply strangleholds to measures which are designed to aid the people in our country to be better qualified and meet their responsibilities and obligations as citizens.

It is fortunate, indeed, that during this session of Congress, legislation designed to aid school construction throughout our country was defeated by such a coalition. If our country is to maintain its position in the world, most certainly we must have an educated and enlightened citizenry. Sometimes it could be thought that some members of Congress would rather have an illiterate constituency, so that their constituents might not understand exactly what was being done by the politicians. Progress is made slowly, and I am sure that our continued struggle will be finally rewarded.

Conferences and Hearings

The opportunity prevailed to attend many conferences and conventions throughout the past year. Both the Governor's Conference on Education and the White House Conference on Education were attended by your President. The Governor's Conference on Industrial Safety was likewise attended with keen interest by the writer. Several other conferences and conventions of our organizations meeting throughout the state were also attended, as well as certain legislative interim committee hearings on state legislation.

This brings to mind the fact that even though Secretary Haggerty had called these hearings to the attention of all of our affiliates and requested that he be advised by our organizations as to their feelings on the subject matters being considered by the various interim committee meetings, there was not sufficient co-operation extended by some of the organizations participating in same.

Each year we meet in convention and establish policies pertaining to some of these problems. Sometimes thereafter at the aforementioned committee meetings, we find that some of our people are not aware of the policies adopted and appear with ideas which may not be well thought out and sometimes are in direct conflict with the policy adopted at conventions. Permit me to suggest to our representatives, that greater attention be paid to meetings of this kind and greater cooperation be given to the Secretary of the Federation to eliminate what, on some occasions, might be embarrassment to one party or the other involved.

AFL-CIO Merger

Since the merger convention of the American Federation of Labor and Congress of Industrial Organizations, which occurred in New York City on December 5, 1955, many problems have confronted us. Not too long thereafter, a committee was appointed by the national office to develop rules and regulations governing newly merged state bodies and local central councils. In this instance, the early drafts would possibly have taken away some of the ability of our Federation to function effectively with its affiliates as it has in the past. As a result, the Executive Council of our Federation directed Secretary Haggerty, attorney Scully and your President to attend the first meeting of the Executive Council of the newly merged organization to attempt to make the necessary changes in the proposed rules so as to retain the ability to

function in the many fields as we have been doing for a long time. Instructions of our Executive Council were carried out and I am happy to report to you that the changes were accomplished to obtain the desired end.

In California we now have a committee of our State Federation, which has met at various times with a committee of the State CIO Council to accomplish the merging of these two organizations in compliance with the program designed by the national office of AFL-CIO. We look forward to the day when the merger is complete and we are able to concentrate on many matters of importance to our movement in California.

Political Education

Although this is not a political convention, I cannot pass up the opportunity to again call upon our people to actively indulge in processes which educate those we represent to know and understand the issues at stake in the elections this year, and further to know and understand the candidates for public offices.

Federation's Southern Office

Prior to the departure of Secretary Haggerty for the ILO Conference in Geneva, Switzerland, instructions were given to your President to obtain suitable quarters to establish a southern office for our Federation in Los Angeles. At this writing, we are rapidly approaching the time when this office will be open and available for service to our affiliates. No doubt before you read this, you will have read in the weekly Newsletter of the Federation an announcement by the Secretary of the above action.

I am indeed very happy that the Secretary has expressed sufficient confidence in the writer to have assigned him to this office. In addition, there is a great satisfaction in knowing that the net result of this change will make available more time to devote to the important work that our Federation can perform.

In closing, I desire to express to all the delegates my wish for a very successful convention, and, in addition, to express my appreciation to Secretary Haggerty, to the attorneys of the Federation; to all of the staff of same; and to all of the representatives of various councils and local unions, who have contributed so much in the way of cooperation with this office at all times throughout the year.

Faternally submitted,

THOMAS L. PITTS.

REPORT OF VICE PRESIDENT MAX J. OSSLO FOR DISTRICT No. 1 (San Diego and Imperial Counties)

San Diego, June 15.

To the Fifty-fourth Convention of the
California State Federation of Labor—

Greetings:

As a defense-impacted area, paced by the aircraft industry, San Diego County has in general been susceptible during the postwar years to wider fluctuations in the level of economic activity than most other areas of the state where defense spending plays a less strategic role. The magnitude of recessions has been greater and the period of recovery longer, as has been the case in San Diego's recovery from the 1953-54 recession. Thus, a good nine months after the economy turned upward in the second half of 1954, unemployment in May of 1955 still amounted to 5.7 percent of the labor force in San Diego, as compared with 3.3 percent for California as a whole. Only during the past year has the level of economic activity increased sufficiently in San Diego to approach recovery from the 1953-54 recession.

Employment and Unemployment

The increase in employment and concomitant decline in unemployment that has paralleled the expansion of economic activity during the past year has been quite substantial.

Propelled by an increasing volume of new military contracts, total employment in San Diego, according to latest figures, reached a new all-time peak of 236,000 in May, 1956, an increase of 17,450 or 7 percent over the year. All major industry groups have shared in this increase with the exception of agriculture and mining, which have remained the same. In addition to the new record set for total employment, May brought peacetime highs in manufacturing and aircraft, and an all-time high in finance, insurance and real estate.

Manufacturing firms added 8,800 workers during the year, pushing total manufacturing employment in May of this year to 58,200. Shipbuilding was the only manufacturing component which failed to show an increase. Other major annual gains were made by trade, which was up 2,200 from May, 1955, service which increased by 1,750, and finance, insurance, and real estate where the rise amounted to 1,000. Construction employment was up 600 from the year ago level; forestry and

fishing added 300 workers, and government agencies registered a net gain of 450 over the year.

The number of unemployed workers in San Diego, on the other hand, dropped to 6,700 from 13,400 a year ago in May—a decline as a percentage of the labor force from 5.7 to 2.8 percent. The number of workers claiming unemployment insurance benefits has also been cut in half.

Continuation of this favorable trend in San Diego is dependent to a considerable degree, of course, upon our future defense contract experience. Of more importance, however, is the maintenance of a healthy and expanding economy. In this connection, the failure of consumer purchasing power to expand sufficiently to take up the increasing product of industry, as indicated by the excessive accumulation of inventories in automobiles and household appliances, is an ominous straw in the wind. Organized workers in San Diego, like workers throughout the nation, are becoming more and more conscious of the supreme importance of implementing AFL-CIO full employment policies which will assure an adequate level of consumer purchasing power in this era of automation and rapid technological advancement that is fast falling upon us.

Mexican-U.S. Labor Cooperation

A complicating factor in the San Diego economy, as a border area, is the large volume of Mexican labor traffic. The welcome decline in the volume of illegal "wetback" traffic during the past few years has been accompanied by a sizeable increase in the number of legal entrants known as contract nationals, which in turn has increased the need for Mexican-U.S. labor cooperation to prevent the further degeneration of the contract national program into a system for the legalization of cheap "wetback" labor, and to work for the adoption of common policies which will protect both the domestic and Mexican worker against exploitation as well as promote and assure continued friendly relations with our neighbors to the south.

In this connection, immediately following the San Diego convention of the State Federation of Labor last year, the San Diego labor movement was host to the Third International Conference of the Joint United States-Mexican Trade Union

Committee. This conference, which was held August 23-25, 1955, brought together top ranking trade union officials from principal labor organizations of the two nations to discuss international questions and problems affecting working people of both the United States and Mexico. The President of our Federation, Thomas L. Pitts, was also present at this historical gathering.

The conference in general made considerable progress, particularly in the development of plans to organize the 350,000 Mexican migratory workers who are legally in the United States, and also in the development of a much finer understanding in dealing specifically and in a practical manner with labor affairs as they relate to the two countries.

As a result of the joint conference, an International Labor Affairs Coordinating Committee was formed on the local level to further the interests of organized labor in this area and the Mexican area adjacent to San Diego County. After several meetings between representatives of the San Diego labor movement and our Mexican brothers in a spirit of complete cooperation, a constitution and a working relationship was established for the committee. John Quimby, secretary of our Central Labor Council, was elected as its first president, and a secretary was elected from the CTM (Mexican Confederation of Labor). The post of president and secretary will alternate on a yearly basis from one side of the border to the other. Meetings of both groups are held on a regularly scheduled basis. Those held thus far have been most productive in dealing in a practical manner with matters of mutual concern to our two movements, and have resulted in a better community understanding and good will with our neighbors to the south. It can truly be said that our "Good Neighbor Policy" has been implemented to a greater degree.

Union Label and Service Trades Council

As reported last year, the Union Label and Service Trades Council continued to grow. This council, while still in its early stages, has progressed rapidly, and has received fine cooperation from the majority of labor unions in the area. The major and current project of the council is to sponsor a booth at the San Diego County Fair with all local unions participating.

Through the effective work of the council, it is now possible to press for

greater recognition of the union label and union shop card, as well as to show visitors at the fair reasons for buying union-made goods and the necessity of patronizing union shops and stores where the union card is displayed.

Community Service Activities

Labor representatives in greater numbers in the San Diego area are becoming more and more actively engaged in civic affairs. This has resulted in many representatives serving as members of boards of directors on various chests and councils. Several have received important commissions in city and county government. With few exceptions we have been receiving fine support from the administrative family in the City and County of San Diego.

By the time this convention convenes, San Diego labor will have participated actively in a joint community project created as an annual celebration—the Fiesta del Pacifico. This celebration will bring thousands of tourists each year.

The annual Christmas Party, sponsored by our Central Labor Council for underprivileged children, is continuing to gain in stature in the community. Upwards of 2,000 children were entertained at this annual event during the last yuletide holidays.

In the United Success drive during the past year, we were honored to have the secretary of the Central Labor Council, Brother John Quimby, selected as chairman of the drive. The goal attained was the highest that has ever been achieved in the history of our community.

Education

Following the policies of the Federation as set forth at previous conventions, a large number of local labor representatives has become actively engaged in the field of public education. This has served to acquaint more labor leaders with the problems confronting our public school system, and also to point up the "community" nature of public education, and the need for greater labor participation in the day to day operation of our schools if this community endeavor is to be fully successful.

Complete cooperation was given to the Federation in the statewide education conference held in Sacramento during the fall of last year. The same degree of cooperation was extended in the national White House Conference on Education, which took place a few months later in

Washington, D. C., in December. The primary contribution of these conferences was in the direction of stimulating public interest and concern in regard to the needs of our public school system on a local, state and national basis.

Actual accomplishments have been negligible thus far, except perhaps to force the present national administration to assume a more realistic position regarding federal aid to education, at least for the construction of school facilities.

Local labor officials also played a major part in the dedication ceremonies of the Samuel L. Gompers Junior High School, completed in San Diego during the past year. A plaque was presented by the labor movement and is hanging in the foyer of this one and one-half million dollar project. This in itself represents public recognition of labor's interest in public education.

Organizing and Negotiations

It should be pointed out that all labor organizations in San Diego County have been exceedingly active during the past year in their efforts to increase wages and improve working conditions.

Particularly noteworthy has been the spread of negotiated pension plans. As of June, this year, negotiated plans in effect covered 24,600 workers. This represents an increase of over 250 percent in the past year and a half.

While it would be well to mention each individual effort of the respective local unions, time and space permit only brief consideration of a few of the unusual developments which took place.

In January, 1956 an agreement was signed with officials of the H. L. Benbough Company, one of Southern California's leading furniture dealers. This agreement marked the end of eight years of organizational work by Carpet and Linoleum Layers No. 1711.

In January of the same year an agreement was also consummated with the San

Diego Trust and Savings Bank by the Building Service Employees International Union, which brought about an end to a labor dispute that started over a disagreement in wages and working conditions in May, 1953. The bank agreed to participate and be bound by negotiations with other downtown buildings. This dispute had been marked by a constant picket line covering the entire period of the controversy.

Office Workers No. 139 engaged in a campaign to organize white collar workers in various large plants in San Diego, where the potential is unlimited.

The Teamsters Union has been working extensively on organization of vegetable packing firms in the San Diego trade area. In this connection, the International Labor Affairs Coordinating Committee, which was formally organized this past year, has been of material value in efforts being made to alleviate the deplorable working conditions and widespread violations of state labor laws, "kick-backs," etc.

The trend of local unions in the area toward building their own headquarters has continued and during the past year Laborers No. 89, as well as Electrical Workers No. B-569, are enjoying spacious and beautiful environments afforded in their new headquarters.

In closing this report, let me state that I have attempted to be most cooperative in accepting all assignments given me by the President and Secretary of this Federation.

It is always pleasant to serve with an organization that leads the way in progress and militancy and in cultivating good will and better understanding between management and labor.

I have appreciated the cooperation I have received, especially from President Pitts and Secretary Haggerty, as well as Counsel Scully and all my colleagues on the Executive Board.

Fraternally submitted,
MAX J. OSSLO.

REPORT OF VICE PRESIDENT JACK T. ARNOLD FOR DISTRICT No. 2 (Long Beach and Orange County)

Long Beach, June 15.

To the Fifty-fourth Convention of the
California State Federation of Labor—

Greetings:

Another year has passed and once again we pause to summarize the activi-

ties of labor in the second district. I am happy to say that we find the results most gratifying.

Long Beach

The service trades in the area have been active in the organizing field, and

with the help of the Central Labor Council under the supervision of Secretary E. L. Brown, the efforts have proven productive.

The Teachers Union, chartered as Local No. 1263, with Brother Hugh MacColl serving as president, has been in negotiations with the school board for conditions of employment. Another newly organized local is the Signal Hill Fire Fighters Association, Local No. 1221.

The Machinists are inaugurating an organizing drive in the automobile shops, and the Metal Polishers and the Textile Workers have been quite active during the past few months. The Retail Clerks Local has filed unfair charges against Montgomery Ward for failing to negotiate in good faith after having won the NLRB election. The other service trades have been making favorable progress.

The Building Trades Council has indeed been making rapid strides, with the largest number of affiliations in the history of the council. When Brother Bryan P. Deavers was elevated to a high position with the State Building Trades Council (a position his ability certainly warranted), Brother Carleton E. Webb was elected to assume the responsibility of the secretaryship here. Brother Webb, who was well grounded for the position, is proving himself to be a human dynamo, and very capable of filling this important position.

The local unions have held their own in membership, with increases in membership in some instances. The quality of workmanship has continued to increase, as there is one hundred per cent apprenticeship coverage in all crafts. During 1955, construction in the City of Long Beach reached an all-time high in dollar value of permits issued, and while the first few months in 1956 were somewhat slow, it is felt that the balance of the year will compensate for the slow period.

Much credit should be given Teamsters No. 692 during the strike which took place in the rock, sand and gravel industry as they made every effort to keep all school and flood control jobs working, and the flood control project on the Los Angeles River was completed on time.

Outside the city limits of Long Beach, construction has remained at a high level and commercial buildings are rapidly being completed on the vacant lots left for that purpose when the large tracts were being developed. Industrial development is increasing, and housing tracts,

though somewhat smaller, are increasing numerically. While there is not too much available land, it is felt that the balance of the year will see the construction crafts busy. Relations with the Navy have improved to the point where the secretary of the Building Trades Council is invited to be in attendance when bids are opened.

Last but certainly not least is the fact that wage increases and improved conditions have been general for all crafts. Surely much credit must be given to the officers of the local unions, along with Brothers Deavers and Webb, for a truly good year.

Orange County

Brother William Fountain, able secretary of the Central Labor Council, and Brother Tom Matthews, the very capable secretary of the Building Trades Council, report a good year in this district, the only problem being that of financing, which has slowed construction somewhat with the result that there is some unemployment in the construction crafts. However, housing programs are going ahead and before too long an orange grove in this county will be a thing of the past.

Several of the crafts have been in negotiations and have realized substantial gains. A new agreement was negotiated for the Mississippi Glass, with a wage increase of sixteen cents across the board.

The Central Labor Council has been active politically and in the recent primary emerged victorious with one out of three candidates, which speaks very well for this anti-labor county.

Negotiations have been under way on the Disneyland master agreement, which is jointly negotiated by the Central Labor Council and the Building and Construction Trades Council of Orange County. I had hoped to be able to incorporate the results of the negotiations in this report, but inasmuch as the negotiations have not been concluded, I will just be able to report progress.

The progress made in the district is due largely to the harmony that has existed between all crafts in the district, their willingness to lend a helping hand at all times. It has been a pleasure to work with them, and it has indeed been a privilege and pleasure to have worked with President Thomas Pitts, Secretary C. J. Haggerty, the other members of the Executive Council, and the staff of the Federation.

Faternally submitted,
JACK T. ARNOLD.

REPORTS OF VICE PRESIDENTS FOR DISTRICT No. 3

**(Los Angeles City Proper, Hollywood, North Hollywood, Burbank,
San Fernando, Glendale, Pasadena, Pomona, Whittier, and
San Bernardino and Riverside Counties)**

**REPORT OF VICE PRESIDENTS C. T. LEHMANN, HARVEY LUNDSCHEN,
ELMER J. DORAN, PAT SOMERSET, RALPH B.
BRONSON AND JOHN T. GARDNER**

Los Angeles, June 15.

To the Fifty-fourth Convention of the
California State Federation of Labor—

Greetings:

Building Trades

Wage increases, through negotiations with the Associated General Contractors and others, have been granted to all trades affiliated with the Los Angeles Building Trades Council on a two-year contractual labor agreement basis. These negotiations required a period of time, were amicably agreed upon by all concerned, and are now in effect.

There is a continuing large volume of construction in both manufacturing and residential projects within the jurisdiction of this council, with contractors who are signators to the Los Angeles Building Trades agreements in practically all instances doing the work and hiring building tradesmen from the unions in the area where the work is being performed. It is anticipated that this present building program will continue and may be enlarged upon as time goes on. At present there are enough local building tradesmen to supply the demand. However, as conditions warrant, the local union representatives will make contacts with other locals outside of the jurisdiction of the Los Angeles Building Trades Council to fill any additional needs or demands.

Public Employees

In the political subdivisions, such as the Board of Education, the Los Angeles city and county governments, Bureau of Power and Light, etc., efforts are continuously being made to improve wages and other conditions of employment, and in practically every instance improvements have been made for the benefit of the employees.

At the present time, the Los Angeles Building Trades Council has filed suit against the City of Los Angeles in an effort to forestall any inequities that may exist in the present step plan. Efforts are also constantly being made to see that the prevailing wage rates are paid as per the

state law. This council represents many hundreds of public employees who belong to their respective affiliated local unions, and it is incumbent upon this council to protect the interests of those employees. At present some progress is being made in certain other political subdivisions, although no definite statements are available at this time due to the fact that negotiations are not completed.

AFL-CIO Merger

In reference to the merger of the American Federation of Labor and the Congress of Industrial Relations, it has been necessary to defer action on this important subject due to national legislation that is of importance to all building tradesmen. It was therefore felt by the Building Trades Council that they would hold in abeyance any action along the lines of this merger.

The Council has increased in membership due to new affiliates and newly formed local unions, also the extension in membership of those locals already affiliated.

Exchange of Information

A very unique, important, and necessary function has taken place since our last State Federation of Labor report in that informal meetings have been held with all secretaries of all Building Trades Councils within the southern area of this state. These meetings, while informal, have had a great bearing on bringing together an important building trades exchange of ideas, setting forth programs that can become uniform, and also general information that could not have been gathered otherwise, which also works to the betterment of all building trades councils. These meetings are held quarterly at given building trades offices.

Antelope Valley

Better than four and a half years ago, the Los Angeles Building and Construction Trades Council, after a very careful survey, established a branch office in Antelope Valley (approximately 75 miles from Los Angeles), and placed a permanent building trades representative in

this office at all times to coordinate the efforts of all trades.

An organizing campaign was opened among the various building tradesmen in the area, and contractors were signed to agreements. As a result, 95 per cent of the building in this valley at present is union.

Due to the fact that this was in the first organizing drive in an agricultural area, it was necessary to establish a public relations program among the various civic, fraternal, business and social organizations, which has proven highly successful and is continuing to enlighten those interested in the aims and objectives of the American Federation of Labor.

The various building trades representatives whose local unions were interested in the valley meet regularly, map out their programs, and then proceed to make the necessary contacts, which has been very successful.

At the present time there are chartered in Antelope Valley: Carpenters, Painters, Lathers and Teamsters Unions. Laborers No. 300 has a branch office in the Antelope Valley Labor Temple with a full-time representative. The Labor Temple was also established during this drive. At the same time, various business representatives of the other building trades continuously work in the area. The local representatives of the locally chartered organizations work in harmony with all concerned.

In the matter of the service trades, there are two newspapers in this area. One is a non-union paper published in Lancaster, which the Typographical Union has been picketing for the past year, and the other is a recently signed union newspaper in Palmdale, which covers the entire area. The various labor representatives have done a tremendous job for this union paper by helping to increase advertising and subscriptions. The Typographical Union now has a chartered local covering Mojave Desert and Antelope Valley.

The Butchers have established a branch office in the Labor Temple at Palmdale and they have signed up the leading markets and poultry houses in the area.

The Clerks have also established themselves in the leading grocery and mercantile establishments and have approximately 300 members. The Barbers have an organizing drive under way. The Culinary Workers also have a branch office and have signed better than two-thirds of the restaurants and cafes in Antelope Valley.

The Teamsters have done a remarkable

job in organizing, and the Building Service Union has been working hard on the scene.

The Machinists have an organizing drive due to the fact that Lockheed, North American, Northrop and Convair have now located here with plants that are now in operation. This drive by the Machinists is progressing well.

New business is rapidly coming into all parts of the area which is astonishingly active. This tremendous effort and progress can be attributed to the fact that the local representatives of labor and those representatives coming into the area from the affiliates of the Los Angeles Building and Construction Trades Council have worked very closely together. The State Federation of Labor has also been in the area since the inception of this drive.

At the present writing, the Los Angeles Central Labor Council, which has jurisdiction over the valley, is setting up a committee to take a survey with the possibilities of giving that impetus necessary to complete the now contemplated plans.

Teamsters

During the past year, Teamster locals throughout Southern California have successfully negotiated the Western Conference of Teamsters pension plan in virtually all contracts and industries.

This represents a tremendous gain for the individual member both now and in the future. Under the Conference pension plan, members may change jobs throughout the eleven western states and transfer their pensions without losing their rights. Additionally, many members at or near retirement age can do so, secure in the knowledge that they will have an income after retiring.

Negotiation of the plan was, however, not easy. Management in the rock, sand and gravel industry, goaded by the anti-labor section of the daily press and professional labor-baiters, made pensions a big issue and a three months' strike ensued. The entire resources of the International Union and Western Conference of Teamsters were thrown into this test case, and the pension plan was won along with many other unresolved issues that had been plaguing members in the industry for some time.

The Western Conference of Teamsters has maintained its organizing drive throughout Los Angeles. As a result, many local unions have improved their position in their respective industries by

virtue of the many plants that have been organized due to this concentrated effort.

Although business conditions have been spotty in some industries, employment has held up very well, with some locals having to look for men to fill jobs.

Strikes have increased because of tougher management policies on wage increases and fringe benefits. Nevertheless, maintenance of benefits in the Teamsters' health and welfare plan, regardless of costs, has been negotiated in most contracts.

Solid cooperation of all Teamster local unions affiliated with the Joint Council has contributed to the success of various drives and promotions.

In cooperation with the Los Angeles Traffic Commission, Teamster local unions having members who make downtown deliveries have been working to solve the parking problem for trucks. This has been a source of irritation and harassment for drivers whose hours of delivery to downtown stores and restaurants have been curtailed by more stringent parking regulations.

Several new local unions have been chartered to better service members in particular industries. With the help of the Joint Council and sister locals, they are thriving.

With the cooperation of local unions, central labor bodies and the State Federation, the Los Angeles Teamsters look forward to another successful year.

Culinary Workers

Substantial gains in membership and worthwhile improvements in contracts were made during the past year by the six local unions constituting the Los Angeles Joint Executive Board of Hotel and Restaurant Employees and Bartenders.

Employment was good throughout the year with less than 500 out of 20,000 members reporting even temporary loss of work.

The year-round organizing campaign continued to show excellent results with an addition of some 2000 members to the rolls of the local unions and with new contracts signed with 180 houses.

Greatest single factor in attracting new members has been the new health and welfare program which now includes medical, hospital and surgical care for the member and his family, complete dental care, pension at age 65 with health and welfare paid up for the remainder of the

member's life, and life insurance on the member and his family.

The entire cost of the health and welfare program is paid from a trust fund accumulated from employer contributions for each hour worked by each employee.

Unscheduled contract gains were made effective as of May 1, 1956, when the negotiating committee persuaded the employers to open wage talks this year rather than wait for the scheduled reopening date next January 15. As a result, members received a 5 per cent wage boost effective May 1, eight and one-half months before new terms were to be negotiated.

For the members of the Bartenders' Union, the negotiations also won special retirement shifts for bartenders over 65 who are drawing social security and union pension checks. Bartenders working these three and four-hour shifts may earn up to the \$100 a month maximum provided by social security laws. The retirement shifts may not be used to replace any regular shifts but are additional jobs for union members.

This year became history when the first pension checks in the new pension program were given to 70 retiring union members on January 16 at a dinner in their honor at the Biltmore Hotel. As of May 31, the number of pensioners had grown to 130.

On April 2, 1956, a new credit union was opened under Joint Board auspices for members of the Cooks, Waitresses, Waiters, Bartenders, Hotel Service and Miscellaneous Employees local unions.

This new service has met with enthusiastic responses from both those who wish to borrow money at low interest rates and those who wish to establish savings accounts drawing good dividends. The credit union grants personal loans at 1 per cent per month on the unpaid balance, and it is looking forward to a dividend of 5 per cent a year to depositors. Larger loans for the purchase of automobiles were being planned as this report was written.

Final activity of the reported year was the preparation of the "Quarterly Review," an eight-page publication of tabloid newspaper size. Designed to inform members on the use of the many services available to them, the publication more closely resembles a magazine than a newspaper. It is to be published four times a year or, if the need arises, special issues may be printed.

The "Quarterly Review" is also expected to be of great benefit in informing new

potential members contacted during the year-around organizing drive.

Motion Picture Industry

The most important development in the motion picture industry during the year was the negotiation of the five-day week in the studios. Under the leadership of Richard F. Walsh, International President of the IATSE, the studio craft unions succeeded by hard bargaining in achieving their long-term goal of lopping a day off the long-established six-day week.

Effective February 1, 1956, Saturday became a time-and-a-half day, and on February 1, 1957, it will go to double time, thus stopping most weekend production. This is a revolutionary change in the business of movie making. The craft unions hope the five-day week will flatten out the yearly peaks and valleys in studio employment.

The Screen Actors Guild and the Screen Extras Guild also negotiated five-day weeks. Previously, even the most glamorous of motion picture stars had to work a six-day, 48-hour week or they did not get paid.

The Screen Actors Guild won a 12-day strike against the producers of television entertainment films when these employers agreed to increased residual payments on the second to sixth runs of such programs, plus increased wage minimums and other improvements in conditions.

George Flaherty, International Representative of the IATSE, was elected president of the Hollywood AFL Film Council, composed of unions and guilds representing more than 24,000 employees in the motion picture industry. He succeeded Ralph Clare, Business Representative, Studio Transportation Drivers No. 399. Henry C. Wadsworth, Business Representative, Studio Utility Employees No. 724, was elected vice president of the council, succeeding John W. Lehnert, Motion Picture Film Editors No. 776. IATSE Publicists No. 818 was admitted to council membership.

With the help of hundreds of unions throughout the United States, the film council concluded a successful nationwide consumer boycott against the motion picture "Daniel Boone." By making this picture in Mexico, its producer escaped having to pay American union wages. The nationwide consumer boycott was so successful that the film's producer

came to the conclusion that he had better make his peace with organized labor. He did this by signing new contracts with all Hollywood unions and agreeing that in the future, he would not engage in "runaway" foreign production. He also agreed that if at any time he decided it was necessary to make a picture in a foreign country for legitimate reasons, such as authentic locale, he would consult with the Hollywood AFL Film Council regarding taking American union production crews to the foreign location.

Despite this outstanding victory, "runaway" foreign production is still quite a sore spot with the Hollywood unions and there is no easy solution, for there are legitimate reasons for some pictures being made abroad. In recent years, however, there have been many movies made in other countries that should have been made here. This assumes increasing importance at the present because employment has decreased in the studios since last year. Every picture made abroad by an American producer means fewer jobs for American workmen in Hollywood.

The entire labor movement suffered a great loss in the passing of Edward Arnold. Mr. Arnold died in April just as the Screen Actors Guild was moving into its new national headquarters building in Hollywood. He had served as an officer or director of the Guild continuously since 1935 and had been its president in 1941 and 1942. Mr. Arnold counted among his friends hundreds of labor leaders throughout the United States and he was a familiar figure at state and national labor conventions.

San Bernardino-Riverside

San Bernardino and Riverside Counties continue to show progress in the expanding developments in the construction industry. There has been and is continuing to be considerable activity construction-wise in the military installations in the two counties.

Home construction appears to be slowing up some. The trend seems to be going to commercial and industrial construction, especially the large project, such as the \$113,000,000 expansion of the Kaiser Steel Mill in Fontana, and the development and installation of a lime plant at Lucerne Valley by the same company.

Hesperia is rapidly developing and construction is about to begin on a large plant there by the Osbrink Manufacturing Company. Also, another new \$1,000,-

000 plant is now under way, as well as considerable housing.

The Building and Construction Trades Council of San Bernardino and Riverside Counties have been quite successful in their campaign against the Employers' Collective Bargaining Association sponsored by Bert Millage. Those contractors who did attempt to go along with the Employers' Collective Bargaining Association have pulled away and are now signed with the Building Trades Council. However, in some of the service setups the Employers' Collective Bargaining Association still represents a few. The labor movement is watching this very closely and it is believed that they will shortly eliminate this vicious thorn.

A committee of unions was set up to combat anti-labor activities in the Palm Springs Area and titled themselves, The Riverside County Ordinance Committee. We are happy to report that, through the activities of this committee, the Palm Springs anti-picket ordinance was fought through the courts.

Much credit is due the Council for its active campaign in organizing in Palm Springs. The Culinary Alliance was successful in securing contracts covering their people, and prospects are good for many more to be obtained.

Special credit should be given to the Hollywood Film Council for its very active support in this campaign. Special credit should also be given the American Guild of Variety Artists for their support.

We wish to express to the AFL leaders in the district and to the officers of the California State Federation of Labor our gratitude for the fine cooperation we have received. It has been a privilege to serve as vice presidents of the California State Federation of Labor.

Fraternally submitted,

C. T. LEHMANN,
RALPH B. BRONSON,
JOHN T. GARDNER,
HARVEY LUNDSCHEN,
PAT SOMERSET,
ELMER J. DORAN.

REPORT OF VICE PRESIDENT ROBERT J. O'HARE FOR DISTRICT No. 4 (San Pedro, Wilmington, Redondo, Inglewood, Venice and Santa Monica)

Santa Monica, June 15.

To the Fifty-fourth Convention of the
California State Federation of Labor—
Greetings:

The area covered by District No. 4 of the California State Federation of Labor has shared in the mammoth expansion of industry, business and population that began during the war and has continued at an even faster pace ever since throughout southern California.

It is fortunate that the patterns and traditions of industrial relations were firmly established here long before the boom began. Union organization and collective bargaining procedures were therefore no novelty, and our local unions and councils have kept pace with the economic growth of the district. The labor movement in the Fourth District is numerically strong, alert, and well-integrated in the industrial and community life of the area.

Construction Activity

Each year has been marked by a large increase in building and construction. The establishment of new industries and the enlargement of existing ones augmented the already large influx of new residents.

This brought in its train an incredible amount of new construction: industrial establishments, office buildings, stores, gas stations and garages, schools and other public buildings, transportation facilities, public utilities, and, of course, homes. And the end is not yet in sight.

Construction already planned for the coming year, even after the years of new construction already accomplished, will give an idea of the growth of industry in this district.

The Grandview Corporation is building 2500 new homes in the San Pedro and Redondo districts.

A \$3 million job is under construction for American Air Lines at the airport, and United Air Lines are preparing to start a similar job.

The Rand Corporation, a government research outfit, have a \$1½ million construction job already under way in Santa Monica, while the Paper-Mate Pen people are making ready to build a large plant in the same area.

The City of Santa Monica will build a \$3 million municipal auditorium.

L. C. Dickson, in a joint venture, is building a new sewage disposal line

through the hills from Centinella and Sepulveda to the ocean—a \$6 million construction.

The Romo-Woolridge Research Corporation have let a \$12 million job to Ford Twaits.

The Veterans Administration has a \$350,000 building under construction, while Goldsworthy Construction Company is building a \$350,000 new school.

Contract Gains

Increased wages and other improvements in collective bargaining agreements attest to the vigor and health of our unions. Among the many such, these may be noted:

The Chemical Workers won a 10 per cent increase in wages.

The Oil Workers received wage increases of 6 per cent on regular shift, 6 to 8 per cent on swing shift, and 12 to 16 per cent on graveyard shift, as well as a guarantee of seven paid holidays.

The Retail Clerks' new contracts cov-

ering the food, drug and liquor stores show gains in wages in all categories and many fringe benefits.

The Butchers won an increase of three dollars a week.

The building and construction trades' contracts embody wage increases of 10 to 35 cents an hour, plus five to 10 cents an hour in health and welfare benefits.

All in all, it has been an excellent year, with what promises to be an even better year ahead, for the members of the unions in District No. 4.

It has been a privilege for me to serve as vice president of the California State Federation of Labor in this district during the past year. I should like to take this opportunity to express my thanks to all who worked with me in the district, as well as to my fellow members on the Executive Council, President Pitts, and Secretary Haggerty, with whom it has been a pleasure and an honor to serve.

Fraternally submitted,

ROBERT J. O'HARE.

REPORT OF VICE PRESIDENT WILLIAM A. DEAN FOR DISTRICT No. 5 (Ventura, Santa Barbara and San Luis Obispo Counties)

Santa Barbara, June 15.

To the Fifty-fourth Convention of the
California State Federation of Labor—
Greetings:

In the past year many of our local unions have successfully negotiated increases in wages and conditions for their members, and other local unions are in negotiations and expect to come out with similar improvements in their agreements.

Construction Industry

In the three Counties of Ventura, Santa Barbara and San Luis Obispo, there has been a tremendous growth in population which has required lots of new housing and schools. There has also been a lot of new industry building plants both large and small, which will require more housing, so the outlook for all of our union people is lots of work for all. At the present time there are very few of our people unemployed.

Political Action

The Tri-County LLPE is proud of the fact that last year, in a special election,

we were successful in electing our endorsed candidate for the State Senate, Mr. J. J. Hollister. In the primaries this year all of our endorsed candidates won the nomination of their party. Now we look forward to the task of electing our candidates in November, and we realize that will not be easy.

Dick McDonald Memorial

I would like to commend Retail Clerks No. 899 for the wonderful way they have taken to commemorate the memory of Brother Dick McDonald who passed away one year ago. They have set up the "Dick E. McDonald Memorial Scholarship."

In closing, I wish to thank the officers and members of District No. 5 for their kind help and advice, which is always appreciated, and to thank the officers of the Federation for their able assistance to me. It has been a privilege to serve as vice president of this great Federation, and I wish to thank all those who have made it possible.

Fraternally submitted,

WILLIAM A. DEAN.

REPORT OF VICE PRESIDENT PAUL L. REEVES FOR DISTRICT No. 6 (Bakersfield to Merced)

Fresno, June 15.

To the Fifty-fourth Convention of the
California State Federation of Labor—

Greetings:

During the past year affiliates of the State Federation in District Six have continued to progress.

According to reports received, nearly all local unions have increased their membership. Wages have been increased for an average of 5 per cent, and fringe increases have been improved.

Most collective bargaining agreements cover employees with health and welfare, pensions, vacations with pay, and paid holidays that have been negotiated by miscellaneous crafts. Building trades agreements, with few exceptions, have health and welfare clauses, with some covering pensions and vacation plans. Paid holiday contracts remain scarce, but continued efforts will produce results in this field within a few years.

Employment Conditions

During the late fall of 1955, there was some unemployment reported, mostly from building trades unions, who now report full employment throughout the district. Other local unions report nearly full employment for their members for the year.

Housing Projects

Residential construction slowed down during the winter months. Extremely bad weather was responsible as well as a slowing of purchases. At present this type of construction, while not as flourishing as last year, is well above average. Commercial building is above last year's total for the same date and should continue, for many new projects are reported on the drawing board.

State Projects

Highway construction continues, with freeways being constructed in Madera, Fresno, Tulare and Kern Counties on Highway 99. Improvements on 41, 152, 33, and others are now under construction or will start soon. Additional facilities at the Porterville State Hospital, a state building in Fresno, additions to the Fresno State College, a new Division of Highways build-

ing in Fresno are a few of the state projects.

Heavy Construction

The Pacific Gas and Electric Company project on Helm Creek and the Kings River is a \$90,000,000 project, with dams to store water supply for power houses that will generate many additional kilowatt hours of electricity to supply their clients in Northern California.

The contract for construction of the dams, tunnels and power houses was awarded to a general contractor rather than to PG&E construction crews and building trades members are doing the work.

Additional dams on the Kaweah River for flood control are assured. When the flood control dams are completed nearly all rivers in the San Joaquin Valley will have been harnessed and flood danger from this source will have been eliminated.

The new Sears and Roebuck building in Fresno is now completed. Hotel Californian addition is ready to start. The new three million dollar court house in Tulare County is under construction.

The government has just announced approval of a \$100,000,000 jet air base to be constructed partly in Kings and Fresno Counties. This should start next year, which will substantially insure building trades employment over a two-year period. Additional school buildings are being constructed in all sections of the district. New bond issues approved will permit this type of building to continue throughout the year.

Organizing

Continued opposition in Tulare County by the California Association of Employers is being met by labor. With the assistance of sister locals and the California State Federation of Labor, gains have been made. Continued pressure by local labor has been applied, but could not have been possible without assistance. A good job is being done and must continue. With your help, I know success will be ours. Madera County remains the chief threat to organized labor in the Valley. Outside of building trade attempts to organize this area which have not been too successful, little has been done by other than Retail Grocery Clerks.

LLPE

The primary election in the district gave most labor-endorsed candidates approval. Some were elected without opposition. Most who will be in the run-off in November stand an excellent chance for election. Money is the prime factor. Your league can provide it only if more local unions in the state affiliate and contribute their three cents per member per month.

Your state officers and local leagues have the know-how, but their effectiveness is retarded without sufficient funds.

Let's all give them the backing they need so badly by getting every local in the state to affiliate and contribute their fair share.

I wish to thank the many labor leaders who have been so helpful during the year.

Your state officers who have done their work so well not only deserve my thanks, but the thanks of all members of the district for their splendid support.

It has been a pleasure to work with you and for you for so many years.

Faternally submitted,

PAUL L. REEVES.

REPORT OF VICE PRESIDENT C. AL. GREEN FOR DISTRICT No. 7 (Stanislaus, San Joaquin and Adjacent Counties)

Modesto, June 15

To the Fifty-fourth Convention of the
California State Federation of Labor—

Greetings:

It is with pleasure that I report continued progress and better public relations for the past year since our last convention. Contract negotiations were completed without any work stoppage. Each union received either wage increases or improved health and welfare benefits, and in some cases, both. Some unions which had not had health and welfare plans were successful in obtaining same for the first time. All unions contacted reported an increase in membership.

Employment has never been higher than at the present time. In a few of the building and construction crafts we find a shortage of labor. The past year has seen less picketing necessary than the previous year. Some of our prior non-union contractors have signed agreements with the building trades councils; in some cases their first time, in others, the second time.

Blood Donor Day

Programs started last year are still active. The Teamsters Union at Modesto still has their weekly program of setting up every Thursday as Blood Donor Day in a special room provided for this in their downstairs room.

This is open to the public and is advertised in the local union paper and on the Central Labor Council's nightly radio program, which also features Ed Morgan and the news.

"Little League" Baseball Team

The Stanislaus County Central Labor Council is still sponsoring a Little League Baseball for Boys Team. They purchased the suits for the boys last year. In this year's Fourth of July parade the boys, who number about thirty, were outstanding in appearance as they rode on a flat-bed float. The backs of their suits carried the Council's name in block lettering.

The Stanislaus Building Trades Council is a co-sponsor with the Labor Council on this program. At the end of their season last year the boys were taken to a movie and treated to refreshments afterwards at the expense of the two councils.

Retail Clerks

The Retail Clerks Union at Modesto reported in particular that for the first time in their history all the "hill country" grocery stores have been signed up. (Sonora). Also, for the first time, the Modesto Thrifty Drug Store has been organized.

Very large super-stores were opened up this year by Safeway and Save Mart. Only one large store closed up so there are no unemployed grocery clerks at present writing. A substantial increase in membership and increase in wages, too, this year. More benefits in the health plan also. On November 1, this union will start negotiating for a pension plan.

Political Activity

Both San Joaquin and Stanislaus COPES have been very active this year. Friday noon luncheons were started several months ago to which all business

representatives were invited in order to get together and plan for the political action either through their local COPEs or the Congressional District COPE.

All endorsed candidates placed and will be on the ballot in November.

An extensive Labor Day program is being planned now with a five-man committee from both the Building Trades and Central Labor Councils in Stanislaus to work with a like committee from the San Joaquin Councils. Tentative plans are to hold a picnic in Stockton and Modesto, have a well-known entertainment attraction, give away a station wagon, and other prizes, for which tickets will be sold entitling the purchaser to attend the picnic, see the show and win a prize.

Apprenticeship Program

Various crafts are still continuing their night schools for carpentry, plumbing, plastering and electrical work. Each year a graduation program is held for the apprentices who complete the course. Fine cooperation has been received from both the manager and labor representatives in helping these young people.

The state's representative, Arden Powers, better known as "Pony" Powers, has been most zealous in his continued interest in seeing that the boys get their chance. He makes his rounds regularly trying to get more and more boys interested in learning their trade at its best. He is to be commended.

Public Works

Many miles of new freeways are under construction at the present time, with several new highways to be built between Stockton and Merced. Many blocks of homes have already been purchased from their owners in these towns. It will not be too long before we will have freeways all the way from Merced to Sacramento.

The Tri-Dam Constructors have a long-range project going in Tuolumne and Stanislaus Counties. The Cherry Valley Dam still has work going on and there are three parts to the other dam; located at Donnels, Beardsley and Tulloch, or Strawberry, Tuolumne and Knights Ferry; these being the nearest towns from the damsites. It is predicted there will be about two years work all told.

Many, many schools are still being constructed in District No. 7. A new high school is being planned for the outlying area in Modesto. This will be the third high school here. Many large new shopping centers, motels and residential tracts are also being built in Stockton and Modesto.

Union Advances

Civic and charitable organizations seem to have more labor representatives than ever before, which is a good sign. More unions have been able to send delegates to their International conventions than ever before. Many unions are sending delegates to the national COPE conferences in the western area than in previous years.

In all reports given to me, not one union has reported going backward, which I am most happy to report to you.

In closing, I wish to state it has been a privilege to serve as your vice president for District No. 7, and I want to thank all those who made it possible for me to serve. I also want to thank the officers of the Federation for their help and advice whenever it was needed, and I wish to congratulate the officers for the fine work they have done in their capacity as president and secretary-treasurer of the State Federation of Labor, namely, Brothers Thomas L. Pitts and C. J. Haggerty.

Until we meet again, I remain

Sincerely yours in UNION,
C. AL. GREEN.

REPORT OF VICE PRESIDENT THOMAS A. SMALL FOR DISTRICT No. 8 (San Mateo and Adjacent Counties)

San Mateo, June 15.

To the Fifty-fourth Convention of the
California State Federation of Labor—
Greetings:

Precipitation...politics...and progress! The Eighth District has had all of these during the past year!

Flood Damage

The cruel December floods cut a bitter path in the Santa Cruz and Soquel areas, wiping out homes, businesses and property.

At least one union member had his car swept into the sea at Santa Cruz as the

six-foot wall of water roared through town. Another unionist stood helpless as flood waters emptied his store of first stock and then the fixtures themselves. The loss of property suffered by union members was staggering. Fortunately, no union members lost their lives and no casualties among families of unionists were reported.

The flooding and continued downpours caused extensive damage in all parts of this district except Salinas and Monterey. San Mateo County and cities and coast-side area suffered inundation at spots and widespread highway losses. San Jose was badly hit by flood waters and road damage. The Gilroy area, Watsonville, Hollister, and other sections had more than a small portion of damage due to the floods.

Rehabilitation provided quite a bit of work for union people: teamsters and engineers called in to clear debris and use heavy equipment for restoring bridges and buildings, building craftsmen for repairs of all sorts, clerks for checking of store stockrooms, and countless others. And further work will result because of many bridges and highways to be rebuilt completely.

Political Activity

On the political front, I'm happy to report successes throughout the district. Monterey County, which has two new political committees under COPE, returned two friendly-to-labor legislators to office—State Senator Fred Farr and Assemblyman Alan Pattee. Elsewhere the labor-endorsed candidates generally got into the runoff election in the November general election this year.

In city elections, San Jose led the way with all four victorious city council candidates having official labor support, two of them actually union members.

Political activity was greater this year than for many an election, with much friendly bickering over merits of candidates and with almost complete unanimity when it came time to make official endorsement. The number of candidates who could claim "support" of labor against an officially-endorsed labor candidate was extremely low this year, and in nearly every instance the official labor candidates scored high in the voting.

Progress

Progress? Everywhere in this district the progress by our unions can be seen. Phenomenal growth of industrial areas in Santa Clara and San Mateo counties con-

tinued and nearly every new industry was under union contract before starting production. Home construction hit new peaks also, and unemployment because of adverse weather during winter months was lower than usual.

Improved union contracts are displayed proudly in nearly every organization, most of the new agreements reached through friendly and expedient collective bargaining, with comparatively few occasions when strike sanction had to be asked.

The cemetery strike in the "burying grounds" of northern San Mateo County and the unexpected cannery workers' strike against the big Libby plant in Sunnyvale, both following negotiation breakdowns, are notable exceptions to the progressive bargaining which prevailed in most instances.

Our State Federation lost a vice president and a great guy who had his residence in this district, although serving as a union official in San Francisco. I want to pay my personal tribute here to Captain Charles F. May, of the Masters, Mates and Pilots Union, for his many contributions to the cause of labor unionism. Captain May died in Burlingame and left a request that unions and unionists make contributions to the City of Hope Cancer Research Fund.

But it's a big district—five counties, four building trades councils, six central labor councils, five political committees, nearly 400 local unions, and about 120,000 union people in all—so let's break down this report to a county-by-county summary.

San Benito County

This county has no strongly organized labor movement. Carpenters, Painters, Butchers, Cement Plant Workers and some other organizations have active representation in the county. However, most of the building crafts are served by San Jose or Salinas unions, the Santa Clara County Building Trades Council covering the Hollister and San Juan Bautista area pretty thoroughly. Construction activity has been high and labor relations fairly stable.

Santa Cruz County

A union official was named Watsonville's "Young Man of the Year," a coveted honor bestowed by the Watsonville Junior Chamber. The honor went to Mike Dowdall, business agent of Watsonville Carpenters No. 771 and secretary of Watsonville Central Labor Council since last year when Hazel K. Shireman, veteran

Watsonville unionist, suffered a heart attack, which has kept her away from work ever since.

Watsonville has a new Labor Temple, a section of the Town & Country Shipping Center, located a half mile from town on the Santa Cruz Highway, having replaced the 20-year headquarters downtown. I had the pleasure of installing Watsonville labor council officers at a bright and cheerful dinner party.

In Santa Cruz the Labor Day celebration last year was better attended and a great success. These annual affairs, sponsored by the Santa Cruz Labor Council and under the direction of Paul Burnett, always have prominent speakers and a big crowd.

Santa Cruz Labor Council and unions learned that a young girl was paralyzed as the result of an accidental gun shot, and promptly raised money to get her the care of a specialist. The council and its unions are continuing to tell people that Santa Cruz restaurants and hotels are non-union—a sort of “Miami Beach in California” situation. I had the pleasure of being present at the Santa Cruz labor council installation dinner, also.

Monterey County

Strong political activity in both Monterey and Salinas—united for county and state candidates—was noted in recent elections. Monterey Peninsula unions gave support to a strong bid for conventions for the area. The Pension Plan Conference in Monterey during February showed how the city can be a good host.

Sonyja du Gardyn, new secretary of Monterey Hotel-Restaurant-Bartenders Union No. 483 and secretary of the Monterey Peninsula Central Labor Council, showed clear thinking and leadership for the area. The Easter Egg Hunt staged by Local 483—first of what will become an annual event—was well attended and drew widespread attention.

Fire fighters of the Seaside area formed a new union. All of Labor in Salinas joined for theatre parties for youngsters during the Christmas holidays. Construction and the program for attracting industry to the Salinas area hit new highs during the past year. Employment was good.

During the year I attended several meetings in both Salinas and Monterey and found a new harmony and determination among the union officials throughout the county.

Santa Clara County

San Jose proved itself a major conven-

tion city. State labor conventions were held in the past year, including union Firemen, Carpenters, Plumbers, Bricklayers, Cement Workers, and other groups. The Labor-Management Institute at San Jose State College was addressed by Jack Henning, of the State Federation of Labor.

Dan MacDonald, secretary of the State Pipe Trades Council and a San Jose union leader, accepted a big job as apprenticeship co-ordinator for the international union of plumbers and pipefitters. MacDonald had been a leader of the movement for expanding technical courses in San Jose high schools, a program in which labor took a definite stand.

Visitors of importance in San Jose included Carl Megel, international president of the American Federation of Labor, and George Darling, member of the British Parliament, both feted at special dinner parties.

In San Jose and Sunnyvale, union barbers were “raided” by the John L. Lewis Mine Workers’ Union, which won the first round in a court battle based on the California jurisdictional strike law. A San Jose union bricklayer, Bob Neasham, won national honors for his apprenticeship prowess.

San Jose became “labor press capital” of California for a few months when the Bredsteen-Tosh labor papers were printed there, but this firm sold its papers and plant, and Langdon Post, former prominent Democratic leader, was named executive editor. The labor press was greatly improved in a very short time. Labor’s radio program in San Jose were expanded by five new non-partisan political shows a week as Fred Hofmann and General Teamsters No. 287 chose this media for public service, bringing to 19 the number of labor-sponsored radio programs a week in the county.

San Mateo County

The labor council and political committee in this county were among the first to accept CIO unions under the merger program and close harmony has continued between all unions of the county. All of labor was to combine to pay tribute June 23 to Richard McAllister, veteran labor leader, who reached retirement age.

Labor supported the new Boys’ Club program for San Mateo and gave assistance to many community service programs. A program was launched by the Building Trades Council to improve sanitation on construction projects, with good

initial successs. Several labor organizations, including the labor council, awarded scholarships to high school students.

One union presented an opera for children as a Christmas-time party specialty and several others had routine Christmas tree parties. Support of the blood bank program was widespread. Many union groups staged summer and holiday events for members and families to keep morale and public relationships at a high point. Auto Mechanics No. 1414 announced purchase of property for establishment of new headquarters in San Mateo.

I had the pleasure to represent the San Mateo County Central Labor Council and the State Federation at the White House Conference on Education, and found the conference very interesting and enlightening.

As stated, this is a large district, with many people and many things happening.

All that a report such as this can possibly include is a bit of the highlight. Details, and many names of important union officials must be passed over because of lack of space and time for complete reporting. We regret if any incident or person which should have been mentioned has been overlooked.

I feel the past year has been a good one for the district and our people. Continued good cooperation will help develop a strong labor movement which will be of benefit to the State Federation and all of labor in California.

In closing, I want to thanks my friends and supporters, who have asked that I express their wish and mine for the continued success of the California State Federation of Labor and to our 54th convention this year.

Fraternally submitted,

THOMAS A. SMALL.

REPORTS OF VICE PRESIDENTS FOR DISTRICT No. 9

(San Francisco)

REPORT OF VICE PRESIDENT ARTHUR F. DOUGHERTY

San Francisco, June 15.

To the Fifty-fourth Convention of the
California State Federation of Labor—
Greetings:

Since my 1955 convention report to the officers and delegates of the California State Federation of Labor, the San Francisco unions whom I have the privilege and honor of serving as their vice president for the Ninth District, have had a tiring year as evidenced by the many changes in their collective bargaining agreements. With few exceptions, all received substantial wage increases plus many improvements in fringe wage compensations.

Hotel Employers Negotiations

At the time of writing my 1955 report, the San Francisco Local Joint Executive Board of Culinary Workers, Bartenders and Hotel and Club Service Workers and its affiliated unions were in a deadlock with the Hotel Employers Association of San Francisco during its annual reopening. The unions had just completed their negotiations with the restaurant industry, gaining, for the first time, life insurance for their members and a pension program. Inasmuch as the agreement signed provided for every effort to be made by

the parties to effectuate the pension program on an industry-wide basis, the unions pushed for a similar agreement with the major hotels. Some 4,500 members of our unions are employed in this group.

On July 11, 1955, an agreement was reached with the major hotels providing similar provisions as the restaurant industry, namely,

1. A pension program to which the employers contribute \$5.25 per month per eligible employee.
2. An agreement that the pension program would be industry-wide with equal employer and union representatives on the trust fund.
3. \$1,000 life insurance policy.
4. Three weeks' vacation pay after ten years.
5. Additional holiday pay.

Club Agreement

Immediately upon the signing of the hotel agreement, the unions commenced negotiations with the San Francisco Club Institute, representing the private membership clubs of San Francisco. On September 22, 1955, an agreement similar to the hotel agreement was signed, to be effective on August 1, 1955.

Medical Plan

In October of 1955, the anniversary date of our dual choice medical plan was approaching. The choice of plans afforded the members a selection between the Kaiser Foundation Health Plan and the Continental Casualty Company.

I reported that it was too early to predict or anticipate the outcome of two plans. After some eighteen months, there is no doubt in my mind that the choice of plans to a member will be more common in the future. A program of this type gives the member an assurance that his choice will best fit his needs.

The result of experience under the choice plan "stumped" the experts inasmuch as on or about October 15, 1955, we were advised by the Continental Casualty Company that they had experienced unusual losses and requested an increase in their premium. It is needless to point out that it is impossible for unions to negotiate increases to medical plans during their contract year. It became necessary, therefore, for the trustees to search for an alternate plan of the indemnity type.

After many weeks of negotiations with the California Physicians Service, the trustees signed an agreement providing the CPS program as the alternate program. The program with the California Physicians Service provides the so-called "B" Schedule, which pays the doctor a larger fee and increases the employee's allowable earnings to \$6000 per year.

The San Francisco County Medical Society has agreed in writing that no additional charges will be made to patients earning over \$6000 without prior consultation.

As a result of the change in the dual program, and because of the annual proviso that employees may change from one plan to another, it became necessary to complete a new enrollment. Upon completion, it was found that there was little shift in the employees' selection.

GROUP A, representing some 6,000 members, completed its selection with 41 percent to Kaiser and 59 percent to CPS—an increase in the Kaiser Foundation enrollment of some 6 percent.

GROUP B, representing some 1,500 members, completed their selection with 50 percent to Kaiser Foundation and 50 percent to CPS—an increase in the Kaiser Foundation enrollment of some 14 percent.

GROUP C, representing some 13,500 members, completed their selection with

62 percent to the Kaiser Foundation and 38 percent to CPS—an increase to the indemnity program (CPS) of some 3 percent.

GROUP D, representing some 3,000 members, completed their selection with 65 percent to Kaiser Foundation and 35 percent to CPS—an increase to the indemnity program (CPS) of some 8 percent.

In the final analysis, unless the unions take positive action against the severity of claims on indemnity programs, I fear that many of the plans of benefits will be seriously jeopardized. It is so easy for doctors to abuse the use of the programs, thereby causing unnecessary losses to medical programs. In our case, the annual report showed about the same number of claims, but severity increased some 30 percent.

Hotel Owners Negotiations

On September 21, 1955, the unions served notice on the remaining group of employers with whom they had not reached an agreement on the pension program, namely, the San Francisco Hotel Owners Association, and succeeded, after three months of negotiations, in signing an agreement providing for an industry-wide pension program, thereby completing the link in the hotel and restaurant industry.

At the time of writing, a pension consultant is in the process of collecting the necessary actuarial data for a sound pension program. Inasmuch as pensions will be determined by length of membership in the union, the pertinent facts are being gathered in the local union office from the active membership records.

Motel Organization

Up to five years ago, motels in San Francisco were relatively few and only existed on the outskirts of the city. Since 1951, however, motels have been opening in increasing and alarming numbers. It became necessary to start an organizational drive on this new industry to San Francisco. The San Francisco Local Joint Executive Board and its affiliated unions, with Local 14, proceeded to take on one motel at a time.

Immediately, an association was formed known as the San Francisco Motel Association, and after six and one-half months of tiring effort, an agreement was signed with the San Francisco Motel Association representing some thirteen motels, pro-

viding for a 100 percent union shop, substantial wage rates, vacations, holidays, sick leave, medical plan, life insurance and a pension program for its employees.

At the rate motels are springing up in

San Francisco, there is no doubt that this group will represent a substantial part of the hotel, motel and restaurant industry.

Fraternally submitted,
ARTHUR F. DOUGHERTY.

REPORT OF VICE PRESIDENT JACK GOLDBERGER FOR DISTRICT No. 9

San Francisco, June 15.

To the Fifty-fourth Convention of the
California State Federation of Labor—
Greetings:

Labor Day

Bay Area Labor Day observances in 1955 were highlighted by a San Francisco television presentation of "The State of the Unions," a holiday salute to working men and women and their unions.

The show was presented by the San Francisco Labor Council and the Alameda County Central Labor Council in cooperation with KGO-TV and the American Broadcasting Company.

In a half-hour report, the TV show compared the "state of the unions" in 1900 and 1955, then went on to point out the problems as well as the goals of organized labor in the future.

A brief dramatic sketch, featuring a worker and his wife, told of conditions in 1900, when only a few thousand workers took part in the Labor Day parade. And it told, too, of the progress unions had achieved in establishing a wage of \$20 a week, cutting the workweek to six ten-hour days.

A contrasting sketch, based on conditions in 1955, highlighted the gains in living standards, the reduction of working hours, the achievement of social security, unemployment and disability benefits, health and welfare protection and other gains.

But, the report went on, labor still faced many problems. It told of the persistent effort to undercut labor's rights through the so-called "right-to-work" laws and the Taft-Hartley law, of the need for more effective political education, of labor's hopes for still higher living standards.

United Bay Area Crusade

During the past year San Francisco labor gave its traditional support to the United Bay Area Crusade campaign for

the relief of the Bay Area's needy. Union officers and members participated both through industry-labor-management committee programs and through individual union action in areas where employers were reluctant to share in the joint responsibility.

Our unions in the radio, talent and technician fields gave special assistance in a two-hour United Radio Crusade program in which eight San Francisco radio stations went all-out for the Crusade campaign. Our talent unions waived the talent fees, while the technical unions donated their engineering services to handle the show, which was the first of its kind in the city's radio history.

Unions participating in the joint radio effort were American Federation of Musicians No. 6, American Federation of Television and Radio Artists, Electrical Workers No. 202, and the National Association of Broadcasting Engineers and Technicians.

San Francisco Labor

For the fourth consecutive year, San Francisco Labor, the labor council's official's newspaper, was chosen as one of the winners in the 1955 Journalistic Award Contest, conducted by the International Labor Press of America.

Official announcement of the particular award given San Francisco Labor was made at the ILPA's 44th annual convention, which was held in New York immediately preceding the AFL convention in December, 1955.

Political Action

Six of seven candidates endorsed by the Union Labor Party for congressional and state legislative positions either won their party nominations or were elected in the primary elections of June, 1956. The Union Labor Party is the official political arm of the San Francisco Labor Council.

At the congressional level, Congressman John F. Shelley, former secretary

of the San Francisco Labor Council, won both party nominations in the Fifth District.

In the Fourth Congressional District, James Quigley won the Democratic nomination.

In the six State Assembly campaigns, AFL-endorsed Caspar W. Weinberger and John A. O'Connell were returned to office, winning both party nominations.

Charles Meyers, Thomas A. Maloney and Edward M. Gaffney won their party nominations, but are faced with a runoff in the November, 1956 elections.

AFL-endorsed Delbert Barnett failed to win the Democratic party nomination.

Additionally, State Senator Richard Richards won the Democratic nomination for U. S. Senate in the San Francisco area by a sizeable margin.

Flood Relief

In the aftermath of the disastrous floods which swept northern California, the San Francisco Labor Council gave full and vigorous support to the fund raising of the AFL-CIO Flood Relief Committee established by joint action of our California State Federation of Labor and the California CIO Industrial Union Council.

The San Francisco Labor Council urged its affiliates to contribute directly to the state labor flood relief committee. In instances where unions sent the money to the Labor Council, these funds were immediately forwarded to the state labor fund committee.

When the news broke of the destruction resulting from the northern California flood last December, the Joint Council of Teamsters No. 7 took immediate action to bring relief to the victims.

A 35-foot trailer, loaded with nearly 20 tons of wearing apparel and furniture, was at once dispatched to Marysville.

The truckload of shoes, shirts, underwear, beds and baby cribs represented the first installment.

The council voted to assess each affiliated union \$100 and in addition urged the locals to ask their members for contributions of blankets, bedding and clothing. Receiving centers for the contributions were set up in Oakland and San Jose, in addition to the San Francisco Labor Temple.

In purchasing materials for the Teamsters, several additional sources of contributions were uncovered. Cluett Pea-

body donated some 400 dozen shirts, Lachman Brothers sent a dozen complete beds, the Chesapeake Shoe Company added a contribution of 150 pairs of shoes.

Pacific Intermountain Express supplied the truck and trailer, and Teamsters No. 85 supplied the driver. Affiliated unions in the Marysville area made the distribution.

Merger

The San Francisco Labor Council last January began merger negotiations with the San Francisco Industrial Union Council.

Specifically, the Executive Committee of the San Francisco Labor Council met with a duly authorized CIO committee.

The committees have met several times and negotiations are continuing.

The Executive Committee will eventually report the results of its meetings for final action by the Council itself.

Cemetery-Embalmer Strikes

Two key strikes of relatively small AFL unions—cemetery workers and embalmers—became long but ultimately successful encounters this summer in San Francisco. Labor solidarity won for both unions in the face of adverse press and political pressure.

By coincidence, both strikes lasted 65 days. In both situations, employer associations locked out workers of all affiliated employer companies, thereby creating personal hardship for the families of hundreds of deceased persons. In the cemetery dispute, only two properties were struck, but the employers shut down operations at the remaining 11 properties. In the embalmer dispute, only two mortuaries were struck, but the employers locked out workers in 19 houses.

The cemetery workers won the following benefits:

In 1956, a wage increase of 15 cents an hour, retroactive to March 1, unemployment and disability insurance coverage for workers at the sectarian cemeteries, welfare coverage for wives at the employer's expense, provision for protective clothing and disinfectant soap for workers engaged in removals, a guaranteed call-in of two hours' pay.

In 1957, an additional wage increase of 9 cents an hour, starting March 1, complete dependents' coverage under the health and welfare plan at the employer's

expense, five days' sick leave, and an improved vacation schedule.

The vacation schedule will provide for two weeks off after one year of service, with an additional day off to be granted after six years of service and rising each year until the worker receives three weeks' vacation after 10 years of service.

In March 1, 1958, the agreement calls for a 6 cents an hour pay raise, plus a 10 cents an hour employer contribution to a pension plan.

In all, the three-year package added up to a total of 52-56½ cents an hour.

The embalmers got the following gains:

Protection of job classifications traditionally enjoyed by members of the Em-

balmers Union. Employers had sought to turn over much of the embalmers' original jurisdiction to unorganized employees.

A two-year contract that would give the embalmers an increase in wages from \$435 to \$460 a month, \$10 monthly contributions by the employers to a pension plan, and a \$9-a-month employer health and welfare contribution.

May I express my sincere thanks to all who gave me the opportunity to serve the California State Federation of Labor as one of the vice presidents of District No. 9. It has been a great pleasure to work for California labor with my fellow-members on the Executive Council.

Fraternally submitted,

JACK GOLDBERGER.

REPORT OF VICE PRESIDENT HARRY LUNDEBERG FOR DISTRICT No. 9

San Francisco, June 15.

To the Fifty-fourth Convention of the
California State Federation of Labor—

Greetings:

Seamen's Field

We can report, as far as the AFL sea-going personnel on the Pacific Coast is concerned, that employment has been on the upgrade. Actually, there hasn't been any serious unemployment problem for the past year.

Fifty-Fifty Law

One of the main reasons for this, of course, is the enactment of the so-called 50-50 bill, which was passed by Congress and signed by the President, and makes it mandatory for at least 50 percent of all economic aid, surplus cargo, military cargo, etc. dispatched to foreign countries under the various government programs to be transported in American-flag ships.

Naturally, efforts have been made to amend the law since the President signed it last year. A terrific amount of pressure was put on by the State Department and the Agriculture Department and the foreign shipping lobby in Washington D.C., and extensive hearings were held by the Congress in attempts by certain Senators and Congressmen to amend this law. We were successful in beating these attempts, however, so at the present time the law stands intact. The new law aids the American union seamen in their employment.

The foreign lobby pays their sailors, at best, \$100 a month in American money

as compared with \$425 for AFL sailors on the Pacific Coast, and by operating their ships with this type of wages, they enjoy a tremendous amount of profit. This lobby found willing help within the Agriculture Department as well as the State Department to try to amend the law, but was not successful.

Also, by virtue of extensive defense establishments in Alaska, many ships have now been broken out to be operated carrying supplies to the new defense projects in the far north.

Bonner Bill

Although, according to their financial statements, the shipowners have enjoyed profitable years, nevertheless they were responsible for extensive hearings being held in Washington, D.C., which we had to attend to defend our position.

Legislation was introduced by Congressman Bonner which had for its purpose to establish maximum wages, hours, working conditions and manning scales in American merchant ships that receive subsidies.

After weeks of hearings and a tremendous lot of pressure from various sources, the AFL seamen were able to defeat this attempt. Had it been successful, it would have nullified collective bargaining as far as American seamen were concerned and it would have been only a matter of time before they would have tried to extend the same type of law to the shipyards which build ships for subsidized American-flag operators.

This vicious piece of legislation had been worked up between the shipowners

and their friends in Congress, but we are happy to say that, with the aid of the California legislators, we were able to defeat it. Of course, the State Federation of Labor and the American Federation of Labor as such definitely backed us up in our fight.

Foreign-Built, Foreign-Flag Ships

The most serious problem facing not only the American seamen but also the American shipyard workers is the tremendous number of ships being built in foreign yards and flying foreign flags.

The finest ships in the world and the largest ships are built in Japan, Germany, France and other foreign yards for big American corporations. Some of the oil companies are in on this and also other big corporations. The American banks willingly loan out money to these operators to build their ships in foreign yards, which naturally beats the American shipyard workers out of this work. Not only is the building of ships in foreign yards bad, but once they start operating they never repair their ships in American yards. This has a bad effect on the economy in certain shipping ports on the Pacific Coast.

When these vessels are manned, they are usually manned with cheap foreign crews and usually fly the flag of Liberia or Panama where there are little, if any, taxes to be paid, and certainly hardly any inspection of safety measures needed because of the laxity of maritime laws in these countries. As a matter of fact, they are only used by certain tax-dodgers as a haven to make bigger and better profits. They pay their crews at approximately \$50 a month American money. They give them whatever they see fit to eat. Their working hours are long. They have no stabilized hours. In this day and age it is certainly hard to believe that they can operate under these conditions, particularly when we hear of the various propositions that are advanced to lift the conditions of the foreigners up to genuine living conditions.

Not only is this a threat to the welfare of the American seamen and American shipyard workers, but it is also a threat to the national defense, because while these ships are being built in foreign yards, flying foreign flags, in case of an emergency or war, they will be useless to this country due to the fact they could be diverted into any enemy port as easily as not. Thus, these people are building in cheap foreign yards, using cheap foreign crews, paying no taxes, making tre-

mendous profits, but hauling cargoes in and out of American ports paid for with American dollars at huge profits! It is quite a setup.

The latest to join this is Crown-Zellerbach Corporation, which has contracted with an East Coast American shipping company to build a large modern ship in Japanese yards, which will be operated between Canada and Port Antioch in San Francisco Bay, carrying pulp for the Crown-Zellerbach Company. This ship will be manned by Japanese and will fly the Liberian flag right in our backyard.

This is a long-term deal, according to the publicity given by Crown-Zellerbach. Meanwhile, they will sell their paper products to American consumers. They will enjoy big profits, but they will not use American seamen or American shipyard workers to man their ships and repair their ships. That work will be given to the cheapest kind of crews and shipyard workers they can hire on the market.

This problem is an acute one and the Maritime Trades Department and the seagoing personnel, through the AFL, has carried on a fight against it for years and years, but have so far been unsuccessful in stopping it.

Congressman Pelly of the State of Washington has introduced a bill making it mandatory that any foreign-flag ship that carries American government cargoes—and there are plenty of them—must pay American union wages and provide American union conditions. However, there is little hope of this bill passing.

As a matter of fact, shipbuilding has declined so much in American yards and the amount of tonnage built for American-flag ships is so small, it has now reached a point that the security of this nation is endangered. In fact, there are not enough up-to-date vessels flying the American flag now to take care of the immediate needs of this country in peacetime, let alone wartime.

Wage Increases

Wage-wise, the seamen affiliated with the American Federation of Labor on the Pacific Coast have in the past year negotiated substantial increases for their members in wages and other conditions. For a change, we didn't have to go on strike, although we were prepared to back up our demands. The Sailors Union of the Pacific and its affiliated organizations on the Coast got over this hurdle without any trouble.

Pension and Welfare Plans

The Pension Plan is working out well in the maritime industry for the unlicensed seamen affiliated with the AF of L. Seamen having the proper qualifying time receive \$100 a month pension at age 65. However, they may take reduced pensions as follows: men retiring at age 60 receive \$65; at age 61, \$70; at age 62, \$75; at age 63, \$80; and at age 64, \$90.

We also have a medical program for the oldtimers in which they are guaranteed hospitalization, doctors, etc.; and if a man is bedridden and cannot take care of himself, the Sailors Union Pension Plan and Welfare Plan puts him in a proper private home and pays whatever the charge is.

In addition to this, we have disability benefits. A man who is disabled may receive \$100 for the rest of his life, regardless of how old or how young he is, provided he has followed the industry for 20 years; \$75 for a man who has been in the industry 15 years, and a man who has been in the industry 10 years receives \$50.

Furthermore, each child receives \$10 per month until he reaches the age of 18.

This, of course, is in addition to whatever they receive under the welfare and security program covering the seamen under our setup, which includes medical and hospitalization benefits, funeral benefits, and life insurance and death benefits to the next of kin amounting to \$2,500.

The Sailors Union of the Pacific has a home for the old-timers in every port on the Pacific Coast built over the Union building. We are about ready to erect a building in San Francisco which will include a first-class medical clinic, hotel and apartments for the oldtimers.

All in all, our welfare, pension and security program for the membership is in first-class shape.

Fishermen and Fish Cannery Workers' Field

Our affiliated Fishermen and Fish Cannery Workers' Unions have a most serious problem caused by heavy imports of slave labor-produced fish, mostly tuna frozen and canned from Japan.

To correct this situation, our organization has appealed to the U.S. Tariff Commission and the Congress of the United States for relief through the placing of a tariff on frozen tuna imports that are now duty-free, or by way of imposing import quotas on canned and frozen tuna.

We have no hope of overcoming this problem at this time, in view of the fact that HR 5550, recommended favorably by the House Committee, will bring us into membership in the Organization for Trade Cooperation (OTC), and in reality ratify GATT, the General Agreement on Tariffs and Trade. The GATT agreement prohibits any member nation of OTC to impose import quotas on any product, except those that already exist in the USA, such as on cotton, wheat, sugar and peanuts.

This Administration has plugged hard to put this bill over, but there are so many other industries hard hit by excessive imports, such as textiles, bicycles, hats, gloves, watches, etc., that the bill is being stalled in the House Committee for fear the Senate will give it the works.

The Cannery Workers' Union of the Pacific, our Terminal Island group, were forced to hit the bricks for several months to get a nickel an hour raise.

The Seine and Line Fishermen's Union of San Pedro were successful in taking 17 tuna purse seine boats away from the ILWU Fishermen's Union, Local 33, of San Pedro last January.

Conclusion

All in all, we have worked with the rest of the labor movement to the best of our ability.

Fraternally submitted,

HAARY LUNDEBERG.

REPORT OF VICE PRESIDENT VICTOR S. SWANSON FOR DISTRICT No. 9

San Francisco, June 15.

To the Fifty-fourth Convention of the California State Federation of Labor—
Greetings:

San Francisco Improvement Drive

"Operation Home Improvement," a cam-

paign designed to encourage and stimulate a citywide clean-up, paint-up and general repair, got underway this summer in San Francisco.

The "Operation" committee is made up of labor, industry, civic and business leaders.

In addition to picking up any possible

slack in the building trades labor market, the campaign is intended to achieve complete compliance with ethical practices in the construction industry.

The campaign recalls the "Shine for '39" campaign launched in San Francisco just prior to the 1939 Golden Gate International Exposition held at Treasure Island.

The 1939 campaign not only relieved the unemployment situation, but gave a "new look" to both the downtown and residential areas.

The current campaign is another indication of the willingness of the building trades unions to work with intelligent management for the public good.

San Francisco Employment

Employment continued healthy in the San Francisco jurisdiction of the Operating Engineers.

As of this summer, the union was short of skilled operating engineers in many classifications.

The encouraging construction picture in San Francisco is typical of activity throughout California.

For example, the State Department of Industrial Relations in its latest statistics reveals that 268,300 workers were employed on construction contracts in May, 1955 as compared with 295,600 this May, an increase of 10.2 per cent.

A few practical examples of job construction contemplated in the San Francisco jurisdiction follow:

(1) A new \$115 million freeway system extending down the Peninsula;

(2) A 9.2 mile stretch linking up the projected Western-Park Presidio Freeways from the south city limits across Golden Gate Park, once the current controversy over the Western Freeway is settled;

(3) The \$4 million Ellis-O'Farrell Garage;

(4) The \$1,900,000 playground on Harrison Street between 25th and 26th Streets.

Political Action

Local 3 of the Operating Engineers played an active role in securing passage of Proposition A, a city ballot issue in the November, 1955 elections, relating to city-owned water areas.

This measure called for the issuance, as needed, of \$54 million in general obli-

gation bonds to develop the Early Intake and Cherry Valley power sites of Tuolumne County during the next several years. The cost of Early Intake is estimated at \$30 million and Cherry Valley at \$24 million.

This development action was made necessary because of a bill introduced by Congressman Clair Engle on behalf of the Tuolumne County Water District No. 2, which would have given the Tuolumne Water District San Francisco's rights to both of these sites which are in the heart of San Francisco's vast water and power domain.

The pretext for this proposed grab was that San Francisco had not developed the area and should therefore surrender it to the Tuolumne Water District.

The measure to take immediate development action passed by an overwhelming margin.

Flood Relief

Branches of Operating Engineers No. 3 in the northern California area moved in quickly to help the victims of the December floods which brought death and destruction in Marysville and Yuba City and nearby communities.

Members of Local 3 worked throughout Christmas Eve and Christmas Day and on a three-shift basis for the next nine days in giving emergency assistance to the stricken area.

One of the large contractors in the area told the newspapers in regard to the work of the operating engineers, "I've never seen anything like the performance of those men in this emergency."

Our members not only gave up their holidays with their families, but in many cases, endangered life and limb in the ultimately successful battle to turn back the flood waters.

Operating Engineers No. 3 also made a sizeable contribution to the AFL-CIO Flood Relief Committee established by joint action of the California State Federation of Labor and the California CIO Industrial Union Council. All such monies were turned over to the American Red Cross for allotment to flood victims.

Plumbers Strike

Plumbers in San Francisco, Marin, Sonoma, and Mendocino counties this July struck, following a breakdown in new contract discussions. After four days of strike

the employers signed a contract giving the plumbers the following gains:

The employer contribution to the pension fund is increased $2\frac{1}{2}$ cents per hour, making the total sum of $12\frac{1}{2}$ cents per hour for each hour worked, effective January 1, 1957.

Also the health and welfare plan payment by the employers is increased $2\frac{1}{2}$ cents per hour, bringing the total to $12\frac{1}{2}$ cents per hour, effective January 1, 1957.

Vacation plan payments by the employers are increased $2\frac{1}{2}$ cents per hour, bringing the total to 15 cents, effective January 1, 1957.

On the same date an additional $1\frac{1}{2}$ cents per hour, bringing the total to $2\frac{1}{2}$ cents, is paid by the employer to the convalescent fund administered by a joint board.

Also an apprentice fund is established January 1, 1957, by employer contributions of 1 cent per hour, the fund to be administered by the joint board.

On wages the provisions are, effective July of this year: \$3.45 per hour; July 1, 1958, \$3.60 per hour. Foremen will get 50 cents per hour over journeymen's rate, and general foremen will get 75 cents.

A novel feature of the agreement is the setting up July 1, 1957, of a compulsory savings plan, to which the employer will contribute 25 cents an hour, the fund to be administered by the joint board.

Carpenters Strike

Following a strike of eight days, the Bay District Council of Carpenters this

July came up with a new contract calling for the following gains:

Effective July 7 of this year, journeymen will get an increase of $12\frac{1}{2}$ cents an hour over the old scale of \$3.00. This brings journeymen to \$3.12 $\frac{1}{2}$, and pushes to \$3.25 the hourly rate for hardwood floorlayers, shinglers, power sawyers, steel scaffold erectors, and saw filers; and brings millwrights to \$3.32 $\frac{1}{2}$; with all foremen getting 33 cents an hour over the rate for journeymen.

Effective June 15, 1957, a pension fund of 10 cents per hour is established.

Effective June 15, 1957, another nickel an hour is added across the board; and June 15, 1958, there is a $12\frac{1}{2}$ -cent per hour jump, bringing journeymen to \$3.30, the special classifications to \$3.42 $\frac{1}{2}$, and millwrights to \$3.50.

A vacation fund is to be established by payments from employers January 1, 1957, the details to be worked out by a joint committee.

Another feature is that effective June 15, 1958, employers will pay $2\frac{1}{2}$ cents per hour to be used either on wages, pension, vacations, or anything mutually satisfactory.

Prime contractors, it is agreed, shall not sublet any carpentry work in the future.

In closing, I wish to express my appreciation for the opportunity of serving the California State Federation of Labor as a vice president of District No. 9, and to thank the officers of the Federation for their friendly cooperation throughout the year.

Fraternally submitted,

VICTOR S. SWANSON.

REPORTS OF VICE PRESIDENTS FOR DISTRICT No. 10

(Alameda County)

REPORT OF VICE PRESIDENT ROBERT S. ASH

Oakland, June 15.

To the Fifty-fourth Convention of the
California State Federation of Labor—
Greetings:

Political Activities

For the first time in eight years, we have an excellent opportunity to defeat Congressman John Allen. Dr. Laurance L. Cross, Democratic candidate for Congress, qualified in the primary election. Not since 1948 have we been in such a favorable position. Dr. Cross, former May-

or of Berkeley, not only is an excellent campaigner, but is well known and very much respected by members of our unions and has an active campaign organization of labor people working for him.

Every one of the labor-endorsed candidates qualified for the November election.

The Board of Supervisors placed on the June ballot a number of charter amendments, proposing to change from elective office to appointive office the offices of: Coroner, County Clerk, Surveyor, Recorder, Treasurer, Tax Collector and County Superintendent of Schools. Believing it is

the basic right of the electorate to choose public officials, the labor movement opposed these charter amendments. Although we were the only organized opposition, all but one of these was defeated, the only one carrying being the one pertaining to the Coroner's office.

During the past year, a number of bond issues for improvement of school facilities throughout the county have passed. The most important of these was a 40 million dollar bond issue for Oakland schools, where two previous attempts were made unsuccessfully to pass a 30 million and a 19 million dollar bond issue. Needless to say, the labor movement was actively supporting all these bond issues.

Floyd Attaway, business representative of Culinary Workers and Bartenders No. 823 was a successful candidate for the City Council in Hayward.

A fine Women's Division of the Alameda County Voters League has been started. We believe that, with the enthusiasm the women have entered into this new organization, they will be able to duplicate the splendid work the women did in the Oregon election of two years ago.

Public Activities

As in the past, a large number of union representatives are serving on various agencies, such as the Community Chest, United Crusade, etc.

In regard to the United Crusade, for some time we have been disturbed by lack of strength by the United Crusade in enforcing its rule of "no supplemental drives" by its agencies. This year we were instrumental in bringing the matter to a head.

We were one of the original forces several years ago in starting the United Crusade, believing that not only our people, but the rest of the public as well, would support more adequately charitable organizations if one fund-raising drive were conducted for all. The past two years, apparently because some agencies were not satisfied with results of the October drive, they conducted supplemental drives. The Labor Council protested and as a result, the United Crusade adopted a strong rule limiting supplemental fund drives.

Because of the tightening of procedures and unfair actions by some of the employees of the State Department of Employment offices in Alameda County, a committee was established by the Labor Council to assist local union officers and

members in their dealings with the department. We have had remarkable success in reversals of decisions of the department, and in setting up better liaison between the department and unions.

Early this year, the Central Labor Councils, Building Trades Councils and the CIO Councils of Alameda and Contra Costa Counties established a Health and Welfare Council. This Council is functioning primarily for the purpose of attempting to reduce the cost of medical and hospital care.

Milk Wagon Drivers No. 302 are this year sponsoring a puppet show at Children's Fairyland in Lakeside Park.

Wage Increases and Negotiations

It would be impossible to list the unions which have gained wage increases for their members in the past year because each union would have to be listed. Wage increases have ranged from a low of 5 cents per hour to a high of better than 25 cents per hour, with only a very few unions in the lower range. I believe notable advancements in negotiations have been made by the several unions who have negotiated for the first time pension plans. Among these are: Teamster Unions, Cannery Workers, Auto Mechanics, Auto Painters, Sign Painters and Bakery Workers.

At the time this is being written, the Carpenters Unions are preparing for a strike to secure a seven-hour day.

Organizing

For twenty or more years, the Culinary Unions have had a continuing fight to organize a group of small restaurants operating under the name of White Log Taverns. This year, all of these places were organized and are now operating under union contracts.

Also this year, the Berkeley Fire Fighters, who previously had an independent association, voted to affiliate with the Fire Fighters International Union and have a nearly 100 per cent organization. They were able to accomplish a great deal with their first negotiations.

The Warehousemen, Clerks, Office Employees and Municipal Employees Unions are still continuing to build their organizations.

Aid To Other Areas

Along with other areas, the unions and the Labor Council aided in the prosecu-

tion of the successful strike of the Teamster Cannery Workers in the Sebastopol area. With not too much effort, a committee from the Labor Council, the Teamsters and the Food Clerks were able to secure almost complete cooperation from the food stores in Alameda County. During most of the strike at Sebastopol, we were able to find only a few cans of the "scab" apple products on the grocery store shelves. The Council also coordinated the consumer boycott with the officers of the local union on strike.

We believe that the spirit of cooperation shown in this strike should not be let lay dormant and a permanent organization should be established to combat the California Association of Employers all over the state. We wish to compliment the officers and members of the Sebastopol Cannery Workers Union for the wonderful fight put up by them. Anyone who was working with them as closely as we were couldn't help but wish they had as many good trade unionists in their union as was represented by these fine people.

We are also continuing our financial support of the Kings-Tulare County Building Trades.

Labor Journal

I have from time to time reported on the continued progress of the East Bay Labor Journal. I wish to say in this report that not only is the operation continuing to grow, but in the past year the mechanical facilities have been improved. The Journal now possesses a newspaper press and has purchased two new job presses.

Deaths

We are sorry to report that since the last convention, the labor movement has lost two of its faithful "old timers." Shortly after the first of the year, William P. Fee, Assistant Secretary of the Central Labor Council, passed away after several months of illness. He had been an officer of the Council for twenty-six years. Soon after that, J. Earl Cook, International Representative of the Sheet Metal Workers, passed away.

Again I wish to express my thanks to the many in the Federation who have helped make my job as your representative an easier one.

Fraternally submitted,

ROBERT S. ASH.

REPORT OF VICE PRESIDENT PAUL L. JONES FOR DISTRICT No. 10

Oakland, June 15.

To the Fifty-fourth Convention of the
California State Federation of Labor—
Greetings:

Alameda County CLC

The Central Labor Council has the same officers with the exception of Brother William Fee, who passed away since our last convention. Brother Fee was the assistant secretary of the council. He had been an official for over twenty years in the labor movement. Labor has dedicated a conference room in the Labor Temple to the memory of our late Brother Fee. Brother Richard Groulx of the Office Employees' International Union was elected to the office previously held by Brother Fee.

The council has a new committee working on the establishment of a Local Label League. By our next convention this label league should be an active part of our labor movement.

The committee working on the amalgamation of our council and the CIO is very active. They are working on a proposed new constitution that will be acceptable to our council and the local CIO council.

Alameda Building Trades Council

The officers of this council are the same as last year. At the present time the council has its work cut out, there being a Carpenter's strike, a Pile Driver's strike and a Hod Carrier's strike. The council is coordinating the work for all building trades crafts.

Political League

Our Voters' League is in step again with the California State Federation of Labor LLPE since all of our endorsements coincide. At the primary election all of the candidates that we endorsed qualified. I feel that at the general election we will be able to elect a few new people friendly to labor and defeat some of those who have been very unfriendly toward us.

In conclusion, I would make the observation that this has been a productive year for most of the locals in this area through their wage negotiations and their organizing efforts.

Fraternally submitted,

PAUL L. JONES.

REPORT OF VICE PRESIDENT HOWARD REED FOR DISTRICT No. 11 (Contra Costa County)

Martinez, June 15.

To the Fifty-fourth Convention of the
California State Federation of Labor—

Greetings:

Steady progress has been the action of our labor councils and unions in District No. 11. Organizational work has kept pace with the influx of the population and development and growth of industry in Contra Costa County.

Employment, as compared with 1955 when over a million persons were working in the Bay Area, this year shows little if any losses in all groups. The number of workers filing for unemployment benefits were few, and by July there will be little if any unemployment.

Central Labor Council

Since the reorganization of the Contra Costa Central Labor Council a few years ago, steady progress has been made in organizational activities, with several new local unions affiliating with the council. Most recent to affiliate are the newly organized Fire Fighters' associations of Concord and Lafayette. Strengthening their bargaining agency powers, several public employees' groups have merged, thus giving the council a better advantage in assisting in their negotiations for wages and better working conditions.

The Culinary crafts have just completed negotiations for a two-year contract with a substantial increase for all classifications. The Machinists and Garage Employees have signed a three-year agreement with their employer group, covering increases for each succeeding year.

Several local unions affiliated with the council have consummated agreements establishing health and welfare plans, along with a pension plan system. Plans for pension systems will soon become an established practice for all unions. The Plumbers have just signed with their employers establishing an annual wage guarantee, and pension plans have been approved for Teamsters' members working in lumber yards, long line, local drayage, tank truck drivers and furniture movers.

The Sugar Refinery Workers, after being forced to strike the C & H Sugar Refinery in Crockett, received their demand for a guaranteed annual wage, wherein the company agreed to meet with the union's committee to work out the details to put this plan into effect. The Sugar Re-

finery Workers also won out in their demand to have a union representative on the company's health and welfare trust fund.

Building and Construction Trades Council

With the large expansion programs in the offing, it is reported that Contra Costa County is the fastest growing industrial county in the United States. With the multi-million dollar program of the E. I. duPont de Nemours in Antioch nearing completion, and the Crown-Zellerbach paper bag plant, operating to full capacity this fall, employment will be afforded for hundreds of union members. The Kaiser gypsum plant in that locality is now operating, which provides work for hundreds of union employees. Employees working in these plants belong to Sulphite and Paper Workers, Chemical and Production Workers and Warehousemen's unions. Housing is being provided through an extensive construction project, for the hundreds of families in the western part of the county, and necessitating the building of more schools, playgrounds and shopping centers.

The food distribution centers of the Safeway and United Grocers in the Richmond area will provide employment for hundreds of residents. Expansion programs at the Standard Oil, Union Oil and Tidewater-Associated Oil refineries have been going on for the past two years, and the plants will soon be operating to full capacity. The complicated network of steel and iron in the construction of the sixty-two million dollar Richmond-San Rafael bridge will unite Contra Costa and Marin counties, speeding up transportation and shortening commuting hours, and when the Carquinez bridge with its new freeway approaches is opened, congested traffic conditions also will be alleviated.

The contemplated construction work, and that now under way, along with the new freeways, should aid in continuous employment for building trades craftsmen for the next few years, with little or no unemployment among the skilled crafts.

Committee on Political Education

COPE, which is composed of delegates from local AFL and CIO unions, is the organized hope for workers on the local political scene. Without such organized

league, the workers would have little chance to combat the pressure politics of other organized groups in the community. COPE-endorsed candidates this year were successful in the June primaries, and it is hoped will also be successful in the November general elections.

Let us remember that labor political leagues were formed to represent the interest of the workers and not the personal interest of any one individual or political party. It is therefore important that all local unions give year-round support to COPE in order that it may be in a position to function properly when election time rolls around.

East Bay Health and Welfare Council

The East Bay Health and Welfare Council has been established in Contra Costa and Alameda counties, and was organized to promote and work for the improvement and expansion of the health and welfare services available to union members in the two counties. The Council is comprised of delegates from the Central Labor Councils and Building and Construction Trades Councils and CIO Councils from Alameda and Contra Costa counties, along with the Institute of Industrial Relations of the University of California.

The purpose of this program will be, through study, discussion and appropriate activities, to increase the standards and scope of health care available to union members and their dependents in this community. The Council is composed solely of labor representatives who will be re-

sponsible for the direction of the labor health program, in cooperation with the coordinator of labor programs of the University of California Industrial Relations Institute. Committees will be appointed to study and make recommendations on the problems of hospital and medical costs, and on eye and dental care. The Council will take steps to recruit a panel or panels of scientific and technical advisers to assist the members and committees in their work.

Through participation in the Health and Welfare Council's activities, the representatives will be in a better position to give advice and information to members of their local unions, when it becomes necessary for them to call upon their health and welfare benefit plans.

Cooperation Between Councils and Unions

District No. 11 has a bright year ahead, and if the cooperation between councils and unions continue, Contra Costa County can be the most outstanding county in the state of California. With the continued assistance from the officers of the State Federation of Labor, for which we are grateful, this may well be a reality.

In closing my report, I wish to express my appreciation for the fine cooperation given me by President Pitts and Secretary Haggerty, and the fine counsel offered by Attorney Charles Scully whenever called upon is hereby acknowledged.

Fraternally submitted,
HOWARD REED.

REPORT OF VICE PRESIDENT LOWELL NELSON FOR DISTRICT No. 12 (Marin, Sonoma, Napa and Solano Counties)

Vallejo, June 15.

To the Fifty-fourth Convention of the
California State Federation of Labor—
Greetings:

This year's report to you brings a deep sense of satisfaction for the 12th District because so many solid accomplishments have been made by and for the workers in every labor council jurisdiction. Economically, our district is good, and special note should be taken of the effort made by the leadership in all councils to expand community activities, thus building labor's principles and influence.

Marin County

This north bay county is experiencing

rapid growth in home and business construction. Building trades unions show good gains and enjoyed an excellent employment year. The Carpenters at this writing are negotiating for a seven-hour day—a pioneering move. The Painters have settled for a long-term contract, and have completed a new building to house the labor council's offices and many of the affiliated unions. They also celebrated fifty years of chartered existence since 1905. The Carpenters rebuilt their new building gutted by fire, and the Laborers are intending to erect a building, all this pointing to the growth in this county.

The Teamsters, Culinary Workers and Retail Clerks have made definite improve-

ments in contracts, the Culinary Workers winning a five-day week. The Machinists improved their wages and conditions and shop organizing is ever on the move.

The labor movement, working through the councils, have used constructive influence in flood control problems, supporting United Crusade, Boy Scouts; supporting, by legal action, teachers deprived of tenure; and active interest in the work of the County Planning Commission.

A Labor Day celebration is planned for this year as well as participation by labor in the ceremonies for the completion of the North Bay bridge between Marin County and Contra Costa County. The opening of this bridge to traffic will add great impetus to the growth of the North Bay area and the Redwood Empire.

One of Marin County's most militant and hard working longtime trade unionists has received national recognition. He is H. O. Foss of the Operating Engineers Local Union No. 3 and has been nominated for International President. We wish him every success.

Political work was good. A complete reorganization of the local League is underway, however, and should bring renewed effort in November. All labor-endorsed candidates came through the primary election in good shape.

Sonoma County

Here was the location of one of the most important controversies in the nation in the past year, the Sebastopol Apple strike. The details you are aware of, but here was a demonstration of solidarity by all ranks of labor which is gratifying beyond description.

A great victory was won for the workers, and I believe, in attaining that victory, the union people in this area were brought closer together. There is no doubt that all segments of labor in California experienced satisfaction in the result because everyone had a chance to assist in the victory. A charter has been issued by the Teamsters for the Cannery and Food Processors covering Sonoma, Mendocino and Lake Counties.

The Tri-Council Coordinating Committee is functioning smoothly. This committee was formed last year to bring into sharper focus cooperation between the three Labor Councils in Sonoma County—the Petaluma Central Labor Council, the Santa Rosa Central Labor Council and the Sonoma County Building and Construction Trades Council. This committee is sponsoring a weekly radio broadcast for

one year, the subjects covering the structure and operation of the labor movement, with live interviewers and panels, complete the program.

The building trades unions have had a good year and the Building Trades Department, AFL-CIO, has extended the Sonoma Building Trades Council jurisdiction to include Mendocino County to the north. This confidence speaks for itself.

Labor supported actively the Petaluma area school bond issue which was successful. It also constructed a Boys Club and supported hospital projects in this same area.

This region was hard hit by floods last winter and our people rallied to the assistance of those unfortunate citizens caught in the disaster. The Coyote Dam is now under construction, which will alleviate future floods.

Service crafts have improved wages and conditions, mostly without resort to strikes, an exception being the Santa Rosa Machinists, whose strike was brief but effective. The Barbers and Beauticians are working hard on organizing in this entire county.

Santa Rosa's Labor Day celebration was a huge success; the effort paid off. They are now working on a fund-raising program for the City of Hope.

Political work is continuing in trying to unseat Congressman Scudder. An excellent candidate is supported by labor.

The State Council of Retail Clerks held their highly successful convention at Siegler Springs. The Santa Rosa local was the host.

The Sonoma councils are following the advice of the State Federation in meeting with representatives of the County Medical Association to bring better understanding concerning our health and welfare plans.

Napa County

Construction, both building and heavy, is going strong and this county is expanding in population.

More progress is noted in organizing in the northern part of the county. Long a vacation and health resort area, the upper county is becoming urbanized, bringing the necessity for more home tracts and highway expansion.

The service crafts are improving their position in spite of difficulties sponsored by employer associations and certain

religious sects which harbor animosity towards organized labor.

A long fight has been carried on by economic action against a Napa County medical group who insists on building office buildings with non-union labor. All segments of labor are cooperating in this fight, an important one for this council.

The councils are sponsoring a City of Hope campaign for funds, and various civic activities gained through labor fund-raising programs, such as the Carpenters' Ladies Auxiliary rummage sales (three) for the benefit of crippled children, and collections from affiliated unions for flood sufferers in California. Assistance has been extended the Retail Clerks in their controversy with Montgomery Ward, and united effort in support of Teamsters organizing lumberyards, long a sore spot.

Political work was improved in electing our endorsed state assemblyman in the primary. The population changes are also bringing a change in political party registration to a more liberal view in the ballot box.

Solano County

Construction of homes has dropped this year by a marked degree, one reason being the continued slacking down of civilian payrolls in military establishments within this area, while heavy construction has picked up and the Engineers, Teamsters and Laborers have a very favorable outlook on work for the balance of the year.

Gains in wages and working conditions for construction unions have been good. The Teamsters, Laborers, Carpenters, Cement Masons, Electricians, Plumbers and Steamfitters contracts were settled by negotiating without loss of time. The Painters found it necessary to strike for two weeks to gain twenty-five cents per hour increase and fringes. The Tile Setters have not settled and the Piledrivers out with no contract as this is written. The Sheet Metal Workers are working from day to day—may strike.

This year will see the completion of the twenty million dollar California Medical Facility at Vacaville. Monticello Dam will start storing water this fall. Carquinez Bridge and Highway No. 40 widening, with overpasses near Vallejo, has started and will be a big improvement for those using travel by auto in this part of the state.

The Retail Clerks and Culinary Work-

ers have made splendid progress in all divisions.

Participation in civil affairs and public relations always is a prime consideration for the labor councils in this county. This year is no exception: labor members are on housing authorities, planning commissions, redevelopment commissions, the Area United Crusade, the Area Boy Scouts, the Polio Chapter, the School Board, and boards of directors of many other agencies and public groups.

The labor councils participate in the County Fair by an educational booth on labor and affiliated unions provide scores of workers employed by the fair management and concessionaires.

Political League action was not up to the high standard set in previous years, but our endorsed candidates came through, two being elected in the primary, an assemblyman and state senator. This activity will be stepped up for the general election.

District Summary

Visiting this District in their respective capacities the past year and assisting in many conferences and matters pertaining to our good and welfare, were Dan Flanagan, Area Director, AFL-CIO; Jim Drury his assistant; Jack Henning, Research Director, California State Federation; Jack Goldberger, Vice President; C. Al Green, Western Area Director, COPE; Anthony Ballerini, State President, California State Council of Machinists; and Gene Christofero of the Western AFL-CIO office.

Your district vice president has participated in council installations of officers at all central labor councils in the area this past year, and many visits pertaining to State Federation assistance have been carried out. In this 12th District we are very appreciative of the trade union support extended by all branches of labor in situations such as the Sebastopol apple strike and the flood disaster.

As vice president, I express appreciation for the support and courtesies extended me this past year by the officers and staff of councils in the 12th District. To President Pitts and Secretary Hagerty and my fellow vice presidents, many thanks and good wishes.

Fraternally submitted,

LOWELL NELSON.

REPORT OF VICE PRESIDENT HARRY FINKS FOR DISTRICT No. 13 (Sacramento and Northern Counties)

Sacramento, June 15.

To the Fifty-fourth Convention of the
California State Federation of Labor—

Greetings:

In both its traditional and its newer spheres of activity, the past year has been one of gratifying progress for the unions and councils in District No. 13. In this large district, sprawling over eleven counties, the labor movement is at last beginning to function as a cohesive force, co-operating and coordinating its efforts to reach common goals. The results of this growing cohesion is evident on every hand, as this report will attempt to show, for labor is increasingly successful in the legislature, at the polls, in collective bargaining negotiations, in organizing, and in community activities and responsibilities.

State Legislature

During this year's budget and extraordinary sessions of the state legislature, I served in my usual capacity—liaison—on Secretary C. J. Haggerty's staff. Although such sessions ordinarily place a much lighter burden upon us than the regular sessions, when the State Federation of Labor has a large and urgent legislative program to push, pull, and guide to enactment, as well as the inevitable fight to kill inimical legislation, both the budget and extraordinary sessions of 1956 were of more than usual interest to us. There were several budget items involved on which the State Federation has always taken a positive stand, while the state's water problems—the principal subject of the extraordinary session—have long been a matter of deep concern to us.

A full account of these sessions will be found, I know, in the Secretary's report to this convention. Typical of my own activities in this connection were appearances before the Assembly and Senate Committees on Finance in regard to budget items for the Department of Industrial Relations, and before various interim committees preceding and following the sessions.

Thus, working closely with Secretary Haggerty, I attended meetings of the Senate Interim Committee on Labor during its conference on the modification of the present eight-hour law for working women in California.

At one of the hearings by the Interim Subcommittee on Industrial Safety of the

Assembly Committee on Industrial Relations, I presented a report on the progress being made in the field of industrial safety through labor union cooperation. These hearings have been held throughout the state and are not yet completed.

Work has continued in the Interim Subcommittee on Textbooks of the Assembly Committee on Education in connection with the printing of school textbooks within the state. Brother Joseph J. Selenski, secretary of the Sacramento Allied Printing Trades Council, has been very active in this matter, and both of us have attended the subcommittee meetings.

In connection with programs involving state construction, I attended meetings of both Senate and Assembly interim committees and assisted the building trades organizations whenever called upon.

At the beginning of the year, I attended the fourth annual convention of the Administrative Referees' Association in Fresno.

With Secretary Haggerty, I attended various meetings and conferences on the question of the freezing of the wage scales of certain state employees, which culminated in a hearing before the State Personnel Board in Sacramento on June 1 and an adverse decision.

After the California Industrial Welfare Commission announced the reopening of its orders regulating the minimum wages, maximum hours and working conditions for women and minors, Brother Albert A. Marty and myself, as officials of the Sacramento Labor Council, were appointed to serve on the wage boards for the transportation industry and the amusement industry, respectively.

1955-1956 Elections

The Labor League for Political Education organizations and the unions of the various councils in District No. 13 continued to do an outstanding job in the elections during this year. Their active cooperation throughout the district deserves special commendation, particularly when it is noted that our unions are concentrated in the relatively few cities and towns that exist in the eleven counties comprising the total area of the district.

District No. 13 contains two Congressional, seven State Senate, and five Assembly districts, and it may be remembered

that the CLLPE found it necessary when endorsing candidates during the year's elections, to withhold recommendations in several instances in these districts because the candidates were unacceptable to organized labor.

Two special elections were held in District No. 13 in the fall and winter of 1955, one of which we lost through no fault of our own. In a September 20 special election in Assembly District No. 4, comprising Butte, Sutter and Yuba counties, Harold Sedgwick defeated the CLLPE-supported candidate, Arthur W. Coats, filling the seat made vacant by the death of Don Hobbie during the 1955 session of the legislature. We put on a vigorous campaign, but our efforts were weakened by internal division within the Democratic Party. Thomas J. MacBride, with strong support from the CLLPE, won a special election on December 6 to fill a vacancy in Assembly District No. 8, which covers northern Sacramento County. Former Assemblyman Gordon Fleury had resigned from his office to accept an appointment by Governor Knight to the Superior Court.

In preparation for the CLLPE pre-primary convention held in April of this year, the Sacramento Labor Council recommended the following candidates, all of whom were endorsed by the convention: for Congress, John E. Moss, Jr.; for the State Assembly, Paul J. Lunardi, Thomas J. MacBride, and Roy J. Nielsen. All these and other candidates within our area who were endorsed by the CLLPE convention and received our support made excellent showings in the primary election.

The California Valleys Union Card and Label Council offered outstanding support for the reelection of Congressman John E. Moss and the nomination of Assemblyman Roy Nielsen. This council is to be congratulated for the fine assistance they gave during the election campaign. Mention should also be made of the splendid work done by our unions and councils in the reelection of Congressman Clair Engle and Assemblyman Lloyd W. Lowrey. Special commendation is extended to the job done in reelecting Assemblyman Thomas MacBride.

The results of the primary election in the various districts within the Federation's District No. 13 are as follows:

U. S. Senate

Richard Richards, nominated.

U. S. Congress

Clair Engle (District 2), reelected.

John E. Moss, Jr. (District 3), nominated.

State Senate

Harold T. (Bizz) Johnson (District 7), reelected.

Nathan F. Coombs (District 11), nominated.

State Assembly

Lloyd W. Lowrey (District 3), reelected.

Paul J. Lundardi (District 6), nominated.

Thomas J. MacBride (District 8), reelected.

Roy J. Nielsen (District 9), nominated.

My special thanks for its valuable support and cooperation goes to the Sacramento Union Labor Bulletin for the contribution it has given in all the many campaigns and drives during this past year, and my sincere appreciation of the fine cooperation of all the affiliated locals of the Sacramento Central Labor Council, of the Sacramento-Yolo Building Trades Council, and of the many other labor councils in this area for bringing to a very successful result the political campaigns in the 13th district.

California State Fair

Tribute was paid to the labor movement at the California State Fair on Labor Day, September 3, by the California State Federation of Labor in a special program which included a luncheon for the Governor and leading state and labor officials, a special Labor Day purse presented to the winner of the Labor Day Stakes race by Governor Knight and C. J. Haggerty, a Union Label Trades exhibit, and a special fireworks display. It was my pleasure to have been in charge of this program for the Federation.

Sacramento Central Labor Council

The Sacramento Central Labor Council has had a particularly active year, not only in connection with trade union matters, but in community and civic affairs as well.

Civic Activities: The Council participated in fund-raising campaigns for, and assisted wholeheartedly whenever called upon, the following organizations and projects:

The City of Hope, United Crusade (of which I was an active member of the Speaker's Bureau), Boy Scouts of America, Cystic Fibrosis Foundation, Citizens Committee for Development of Water and Power for the Sacramento area, Citizens

Committee on Youth Problems, Civil Defense Committee, development of a community project for fund raising for the Boys' Town of Italy, Mercy Hospital Fund drive, Community Welfare Council of Family and Child Welfare (I worked as an advisory member of the Executive Board), Flood Relief Committee for the Sacramento-Yolo disaster areas (the Sacramento area contributed more to the Flood Relief Fund than any other district in California), and the Children's Hard of Hearing project.

The Children's Hard of Hearing project claims a great deal of our sympathy and interest. Over 70 of these unfortunate children are sponsored by our Council. During the year several special outings were arranged for the children and their teachers to give the youngsters an opportunity to participate in local events.

J. L. R. Marsh Memorial: The continued successful functioning of the J. L. R. Marsh Foundation for Crippled Children is a source of gratification to all of us. This hydro-therapy center in Mercy Hospital is an active and lasting memorial to our late Brother Marsh, secretary of the Sacramento Labor Council for 31 years, by the labor movement in the Sacramento-Yolo area. The memorial building, housing a complete hydro-therapy pool and auxiliary equipment for the treatment of victims of polio and other crippling diseases, and built at a cost of more than \$60,000, was formally dedicated on Labor Day of 1955. Governor Knight and many other state and city officials, as well as leaders of organized labor, participated in the dedication of this memorial, which was conceived, financed and built by organized labor.

Union Negotiations and Legislative Activities: The Sacramento Labor Council recommended support of the extension of the federal minimum wage law to retail and cotton industries, especially in the Southern cotton producing states.

Support was also voiced by the Council for the abolishment of the federal 20 per cent amusement tax. Enactment of this legislation would aid the taxpayer and also boost theatre business.

Opposition by the labor movement was registered by the Council against the local option initiative on liquor control. The Council requested local labor's support to defeat this constitutional measure, as it would eliminate thousands of jobs for members of labor and might bring back prohibition. Fortunately, it failed to qualify for the ballot.

The Council assisted several local union labor groups in negotiations during this past year. Working with five local labor groups, the Council assisted in breaking a stalemate with a local ball park organization and aided the labor unions involved to come to a successful completion of negotiations.

After a year-long struggle, one of the affiliates of the Council successfully concluded negotiations with a local automobile dealer. Again the Council offered its assistance in negotiations.

Strong support was given to the Cannery Workers locals in the Sebastopol dispute with the cannery, processing and Associated Farmers anti-labor groups.

All 63 affiliates of the Council joined together to assist the AFL-CIO unions in the Miami Beach Hotel strike, who have been trying to improve the working conditions of the hotel employees in that resort city.

The Council concurred in the request of the Optical Technicians' Union of San Francisco for emergency recognition in a dispute between a local optical firm and the union. The Council offered them strike sanction in this matter if it became necessary to strike.

Other Activities: The Council added its support to the drive to preserve and protect two historic schooners as part of San Francisco's Maritime Museum.

As a representative of the Council, I attended the dedication ceremonies of Folsom Dam and Sly Park with other labor leaders from northern California and with leading state officials, including Governor Knight.

With Governor Knight and Brother Al Marty, President of the Sacramento Central Labor Council, I assisted in developing a program for bringing new industries to California, especially to the northern part of the state. I was also active in the program for new construction of federal buildings for the Capitol Mall.

Union Affairs

In both of my capacities, as secretary of the Labor Council and Federation vice president, I have assisted the unions in District No. 13 in various ways.

Invitations to install newly elected officers of several local unions have been a great pleasure to accept, and served as well to keep me in close touch with union affairs within this large district. It was my pleasure to assist in the installation of officers for the following union organiza-

tions: Tri-County Central Labor Council, Butte Central Labor Council, Joint Executive Board of Culinary Workers, Cooks No. 683, the Stockton LLPE, and Waiters and Waitresses No. 561.

I also cooperated with Fire Fighters No. 522 in the reorganization of that local, which raised the membership from 12 to over 200 members; assisted Teachers No. 31 in Copeland in their fight for an increased school tax rate in their community; appeared before the County Board of Supervisors in behalf of the County Employees Union, and supported many State, County and Municipal Employees local organizations in their programs.

Appointments

As secretary to the Council and vice president of the California State Federation of Labor, I received an appointment to the Merger Committee of the AFL-CIO at the Federation's Executive Council meeting held in Los Angeles at the beginning of the year. I also received an appointment to the Committee on Legislation of the California State Federation of Labor.

Attending the historic AFL-CIO convention held in New York last December, I witnessed the amalgamation of the two giant labor organizations, which was accomplished with dispatch under the tremendous strength and leadership of President George Meany.

In February, the Governor appointed me labor representative to the Governor's State Advisory Council. This council, on which Secretary C. J. Haggerty and the Federation's chief counsel, Charles P. Scully, are also serving, is responsible for advising the director and staff of the Department of Employment on policy involving unemployment and disability insurance programs, employment services, and other top-level decisions.

Albert Marty, President of the Sacra-

mento Central Labor Council and City Councilman of Sacramento, placed in nomination the name of Brother Michael Elorduy for the office of Commissioner for the Port of Sacramento. The appointment was confirmed and Brother Elorduy received the commission appointment.

As a representative of the California State Federation of Labor, I received an invitation from Governor Knight to attend the statewide meeting of the Governor's Industrial Safety Conference held at the beginning of the year. I also addressed the Committee on Manpower Utilization of the Community Welfare Council of Sacramento.

Among the most interesting appointments I have received was to the Youth Employment Organization (YEO) in Sacramento. This group is doing a fine, intelligent job of assisting young people to obtain jobs.

Testimonial Dinner

I wish to take this opportunity to extend my deepest thanks to the membership of the labor movement throughout the state, and particularly to the union locals affiliated with the Sacramento Central Labor Council, for the wonderful testimonial dinner given in my honor last September. For the many messages of regard and support received from the vast labor membership, I can only state again my sincerest thanks and appreciation.

In closing this report, let me once more express my pleasure and pride in serving District No. 13 as vice president, and my appreciation of the friendly cooperation I have received from the Federation's officers, the officials of the unions and councils in the district, and from the entire membership.

Fraternally submitted,

HARRY FINKS.

REPORT OF VICE PRESIDENT ALBIN J. GRUHN FOR DISTRICT No. 14 (Humboldt, Del Norte, Trinity, Tehama, Mendocino and Lake Counties)

Eureka, July 15.

To the Fifty-fourth Convention of the
California State Federation of Labor—

Greetings:

The past year has been a very eventful one for the unions and councils in the Fourteenth District. Substantial gains in wages and working conditions were the

rule rather than the exception for our affiliated unions. In a few instances the membership found it necessary to take strike action.

Motion Picture Theatre Strike

The strike of Moving Picture Machine Operators No. 430 against certain theatres administered by Theatre Service Agency

(headed by George Mann) in Humboldt and Mendocino counties is the outstanding dispute underway in this district at the present time. This strike got underway on a progressive basis on May 4 of this year. Pickets have been established at the Arcata Theatre, Arcata; Eureka Theatre, Rialto Theatre, and Midway Drive-In Theatre, Eureka; Fortuna Theatre, Fortuna; State Theatre, Fort Bragg; Noyo Theatre, Willits; State Drive-In Theatre and Ukiah Theatre, Ukiah. The strike resulted from an employer refusal to grant any increase in wages this year, despite the fact that existing wage scales range from 45 to 85 cents per hour less than those existing in the San Francisco Bay Area and similar economic areas. At a negotiation meeting held on June 14, the Theatre Service Agency terminated negotiations with the union and took the position that the striking projectionists had been permanently replaced and therefore the union no longer represented the employees of Theatre Service Agency. This union-busting tactic of Theatre Service Agency is being met by a program which will utilize the resources and strength of the local labor movements and the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of United States and Canada.

The theatre strike has brought into sharp focus the need for a more extensive labor educational program for the members of organized labor and their families. An analysis of experiences encountered at the picket lines proves that many new members, including those taken into membership in recent years, are unaware of the basic principles and objectives of organized labor. Experience also proves that once these members are made aware of these principles and objectives, they cooperate to the fullest extent. It should be quite evident to everyone who is sincerely working to advance the cause of organized labor that the card-packing type of membership is a luxury that no union can afford. The labor movement and its ability to produce better wages, hours and working conditions for those who work depend upon an active and well-informed membership — active and well-informed not only in matters pertaining to their own local union, but on matters pertaining to the labor movement as a whole.

Humboldt Central Labor Council

The Central Labor Council of Humboldt County, acting in its official capacity as the local central body of the AFL-CIO, has continued its record of rendering out-

standing service to its affiliated unions. Rarely is there an important negotiation or union function that the Council is not rendering assistance of some nature. The Central Labor Council is also in the forefront on public relations matters. Its representatives serve on various city and county commissions and committees.

Plans were completed this year for council sponsorship of an annual \$150 scholarship award to Humboldt State College. The council's secretary has appeared before various senior high school history classes to give an outline of the functions, principles and objectives of the organized labor movement. The council also assumes the responsibility of sponsoring the annual Labor Day Celebration which has become traditional in Humboldt County each year. The celebration is held in Eureka and consists of an annual ball, parade and picnic.

Humboldt Building Trades Council

After a rather slack period in the winter and spring, employment in the building trades field is now booming. The Plumbers' dispute with their employers, which began on July 1, has temporarily cut down on employment in this field. James Cottrell and Henry Tornwall are the new president and secretary-treasurer of the council.

The forward march of improvements in wages and working conditions of the building trades members is the rule again this year.

The Carpenters received their automatic 10 cents per hour increase effective May 1, 1956, with an hourly rate of \$3.00.

The Laborers negotiated a new agreement which provides for a 15 cents per hour increase effective May 1, 1956, bringing their minimum rate to \$2.32½ per hour. Several upward adjustments in classifications were also obtained in addition to a new provision for travel time. This agreement is negotiated through the Northern California District Council of Laborers for the 46 Northern California Counties. Substantial improvements in the Laborers' health and welfare plan have also been made for the benefit of the members and their families.

Operating Engineers No. 3 negotiated a 12½ cents per hour increase effective June 1, 1956. Ken Brooks is the local's new representative for this area.

Painters No. 1034 received their automatic increase of 10 cents per hour on June 1, 1956. Negotiations have also been

concluded for glaziers, who received a 25 cents per hour increase effective July 1, 1956.

Electrical Workers No. 482 is still in negotiations for changes in their working agreement. Henry Tornwall is now acting as full time representative for Local 482.

Plumbers No. 471 was successful in negotiating a \$3.53½ per hour package in their negotiations last year. Failure to obtain a satisfactory proposal from the Master Plumbers this year resulted in a "no contract, no work" situation effective July 1, 1956. Negotiations are still underway in an effort to settle this dispute.

The Lathers International Union established a local union in this area during the past year. Although the membership is small at the present time, it is expected to gain steadily as this northern California area's economy expands.

Redwood District Council

The Redwood District Council of Lumber and Sawmill Workers has moved into its new headquarters on Frontage Road, North 101 Highway, Eureka. The council is buying its new headquarters properties to meet the expanding needs for service to its affiliated unions. Local unions are receiving assistance on negotiations and other related problems from the council office.

Consolidation of local unions is continuing, with a number of locals consolidating with Lumber and Sawmill Workers No. 2808 of Arcata. Fortunately, this consolidation came at a time when Local 2808 was faced with a serious membership problem due to the shut-down and sale of the California Barrel Company operations in Arcata. This plant, which was purchased by the Roddiscraft Corporation, has not reopened, which means the loss of jobs by approximately 1,000 members of the local union. An abortive attempt was made to begin operations in part of the plant on a non-union basis, but this was effectively met by union resistance.

The District Council has met with considerable employer resistance in its organizational efforts. However, it was successful in winning an NLRB election at the Orleans Veneer and Lumber Company.

One of the council's outstanding events of the year was its annual banquet, which honored General Representative Don Cameron for his years of service to the Brotherhood of Carpenters and Joiners. General Executive Board member Joe

Cambiano, AFL-CIO organizer Leo Flynn, and AFL-CIO Western Director Dan Flanagan were among the special guests on this occasion.

Mendocino Central Labor Council

The Mendocino County Central Labor Council is the hub of the AFL-CIO labor movement in the Mendocino-Lake County area. The council is constantly at work aiding local unions in their efforts to organize the unorganized and improve the wages, hours and working conditions of the members. The council also takes an active part in community affairs, with particular emphasis on rendering assistance to youth groups. Its hard-working secretary, Edna Burden, was recently reelected. George Daskam was elected as the new president of the council.

Political Action

The Humboldt County Labor League for Political Education was very pleased about the success of the majority of its endorsed candidates in the June 5 primary election. Leading the list of the League's endorsed candidates was Judge Carl Christensen, Jr., who won the nomination of both parties for the State Senate. Tom Bair, candidate for Assemblyman, Clem Miller, candidate for Congress 1st District, and Chet Peterson, candidate for reelection to the County Board of Supervisors won their respective nominations in the primary. The League is now making plans for an extensive political education program before the November general election. Further emphasis will be placed on a "Register to Vote" campaign between now and the close of registration in September.

Local Union Activities

Barbers No. 431 is engaged in a struggle to maintain its five-day week operation, with Sunday and Monday off, and the \$1.75 hair cut. Jack's Barber Shop on Harris Street in Eureka, operated by Jack Ellis, withdrew from the union in May and has embarked upon a price-cutting program with hair cuts at \$1.25. Local 431 has placed pickets on the establishment and received the permission of the Central Labor Council to place this shop on the "We Don't Patronize List."

Bakers No. 195 has once again negotiated extensive improvements to its machine shop agreement. They include wage increases ranging from 11 to 15 cents per hour, effective May 1, 1956; a journey-

man's classification with premium pay; an automatic wage increase of \$4.00 per week on August 1, 1956; another automatic increase of \$3.50 per week on May 1, 1957; adjustments in certain classifications; a pension plan providing for an employer payment of a sum equal to 11.43 cents per hour, 80 cents per day, up to a maximum of 4 dollars per week on behalf of each employee. Retail Bakeries are about to conclude negotiations, with a union health and welfare plan to be included in the new agreement.

Bartenders No. 318 and Cooks and Waiters No. 220 are now engaged in negotiations with the local restaurant and tavern owners. These negotiations have been underway for the past two months, with several stalemates developing due to the insistence of employers represented by the California Association of Employers in proposing a CAE health and welfare program.

A number of employers have signed an agreement which provides for a 10 percent increase effective July 1, 1956; a 10 percent increase effective July 1, 1957; a health and welfare plan effective July 1, 1956, at \$7.50 per month for eligible employee to be administered under a joint trust agreement; Memorial Day as an additional recognized holiday; seniority rights under the cooks and waiters' craft rules, and a meal or \$1.00 for bartenders. The agreement is to run for two years.

Employers as represented by the CAE have just submitted a counter-proposal calling for a 5 percent increase effective July 1, 1956; a 5 percent increase effective July 1, 1957; the proposed health and Welfare plan of the Union; Memorial Day as a recognized legal holiday; seniority rights for culinary workers, and a two-or more year agreement subject to reopening upon the regular sixty (60) days' notice. The union negotiating committee has rejected this proposal, but will submit it to the membership for acceptance or rejection. L. E. DeWolf of the State Conciliation Service is assisting the parties in the negotiations.

Butchers No. 445 negotiated a \$4.00 per week increase for retail meat cutters and \$3.00 per week for wrappers. Packing house employees obtained an increase in the amount of \$3.25 per week. The new agreement also provides for cumulative sick leave of one week per year up to three years.

Hospital and Institutional Workers No. 327 completed negotiations with the General Hospital with across the board in-

creases of \$5.00 per month, effective June 1, 1955 and January 1, 1956, being negotiated for all employees under Local 327's jurisdiction.

Laundry Workers No. 156 negotiated a new agreement this year which established a five-day forty-hour week Monday through Friday in the local laundry industry. Wage increases were also obtained, ranging from three to ten cents per hour, with automatic increases of three to eight cents per hour on October 1, 1956. Employer welfare plan payments were increased from \$4.33 per month to \$6.00 per month.

Fire Fighters No. 652 and Municipal Employees No. 54 received wage increases in the amount of 5 percent from the city of Eureka.

Machinists No. 540 followed up last year's successful negotiations, in which it obtained wage increases ranging from 15 to 25 cents per hour, by wrapping up an outstanding package this year. Local 540 also ran into problems with the CAE on their health and welfare plan proposal. Negotiations were finally concluded last week, with the union gaining a 10 cents per hour increase effective July 1, 1956; a 10 cents per hour increase effective July 1, 1957; a health and welfare plan at \$10.50 per month per employee to be assigned to the jointly administered Automotive Industries Welfare Fund with headquarters in Oakland, and an improved vacation clause calling for 1 week after 1 year, 2 weeks after 2 years and 3 weeks after 15 years. The newly established minimum rates for journeymen auto mechanics effective July 1, 1956 is \$2.50 per hour. Machinists will receive \$2.60 per hour. Local 540 has voted to reaffiliate with the State Federation of Labor.

Moving Picture Machine Operators No. 430 is engaged in an all-out struggle for its existence. Some of the details of this struggle have already been mentioned in this report. The tenacity and courage exemplified by the operators engaged in this tenth week of strike action should serve as a good example to the rest of the trade union movement and remind them of the labor movement's struggles of the past and alert them to possible struggles in the future. International Representative John Forde is representing the IATSE and NPO of United States and Canada in this dispute.

Theatre Employees in the Humboldt County area were granted a charter as a result of their organizational activities earlier this year. International Represen-

tative John Forde installed the charter of Theatre Employees Local No. 110, and steps are now being taken to obtain employer recognition of this new local.

Musicians No. 333 has its jurisdiction well under control. Local 333 can always be depended upon to give assistance to the labor movement in community and other endeavors. Tom Maxon is the business representative of the local.

Printing Pressmen No. 279 negotiated a 26 cents per hour package increase under the terms of their new two-year agreement.

Typographical Union No. 207 was successful in obtaining a 17 cents per hour increase in their new one-year agreement.

Retail Clerks No. 541 completed negotiations last fall with a \$3.00 per week increase for the food and liquor clerks effective October 2, 1955, making the wage rate for experienced clerks \$86.00 for 40 hours. The local will vote on re-opening this agreement next week. A new agreement was recently negotiated with Spiegel Inc., successors to the Federal Department Store.

The outstanding events for Local No. 541 during the past year was its success in winning NLRB certification elections at the local Montgomery Ward and Woolworth Company stores. Negotiations for an agreement with Ward's have been underway for several months with no results as yet. Local No. 541 is conducting a consumer boycott against Ward's at the present time in an effort to effectuate a change of attitude on the part of the employer. Negotiations will get underway in the near future with the F. W. Woolworth Company. Eugene Falk, former international organizer for the RCIA, has been employed as a full-time representative for Local 541.

Teamsters No. 684 has continued its record of achieving substantial improvements in the working agreements of its various divisions. Included among these improvements are the bakery sales drivers who received a \$6.00 weekly increase with a \$101.00 guarantee for 40 hours; transport drivers, \$6.00 weekly increase with \$113.00 for 40-hour week. Inside workers received a \$4.50 per week increase. A 10 cents per hour pension plan payment by the employer was also negotiated for all employees in the Bakery Division. The Grade A Milk agreement is still under negotiations. The union is proposing the adoption of the Northern California Agreement, which provides for a \$105 guarantee for 40 hours

plus a 10 cents per hour pension plan payment.

Beer and wine drivers received a \$100.00 weekly guarantee for 40 hours and a 2-year agreement with an automatic \$5.00 per week increase. Warehousemen received 5 cents per hour in wages and 10 cents per hour in pension, except for independent plants where the increase was 10 cents and 15 cents without the pension. All other teamster divisions received increases ranging from 7½ cents to 15 cents per hour during the past year.

As this report is being written, I have just received information that Local No. 684 was successful in winning an NLRB election among the miscellaneous employees of the Humboldt Motor Car Dealers. The Machinists cooperated to the fullest extent in the campaign to win this election.

Humboldt County Federation of Teachers No. 1203 conducted a very active program during the past year. The local sponsored a series of public seminars to discuss problems related to education.

Local 1203, with the cooperation of the Central Labor Council, was also successful in obtaining a letter from the Eureka Board of Education to the effect that there would be no discrimination whatsoever against any teacher who became a member of the American Federation of Teachers. During the course of the year the local was honored by visits of International President Carl Megel and representatives Henry Clark and Don Henry.

Labor Day Celebration

Labor Day, 1955, was celebrated in Eureka with the annual parade, followed by the barbecue and picnic at the Sequoia Park. Dan Flanagan, Western Director of the AFL, was the guest speaker. Dan's message was well received by the thousands of trade unionists, their families and friends who were in attendance.

Fire Fighters No. 652 won first place trophy for the best decorated float in the annual parade. Laborers No. 181 won second place, while the CIO Communications Workers took third.

General Hospital Buliding Program

I am sure that everyone will be pleased to know that the modernization program at the General Hospital is nearing completion. A new flat roof has been installed and the stuccoing of the outside of the building is about completed. This 75-bed, A-1 hospital is indeed a monument to the

labor movement and its business, industrial and professional friends who worked so hard to bring about its reality. The Union Labor Hospital Association is grateful to everyone who assisted on this project, which, in the final analysis, is dedicated to the welfare of the sick and injured, regardless of their race, creed or station in life.

Apprenticeship Program

The apprenticeship program has become a very important part of the economic and industrial growth of this area. The work of the Division of Apprenticeship Standards and the joint apprenticeship committees is paying off dividends to the community as a whole in the form of better workmanship and a higher degree of self-responsibility on the part of those who are entering the labor force as journeymen.

Other Local Events

The disastrous floods that hit this northern California area last December found

the local labor movement volunteering its services in every way possible to aid the flood victims. Labor representatives served on units of the local OCD, which was in charge of the disaster area. Another splendid example of assistance was the action of Carpenters No. 1040, which sent crews of men into the flooded areas to assist the flood victims in rehabilitating their homes.

In closing this report, I wish to express my deep appreciation to the officers and members of the local unions and councils in this district for their unselfish cooperation. I wish to also thank President Tom Pitts, Secretary Neil Haggerty, the Honorable Charles Scully, Research Director Jack Henning, my fellow vice presidents, and the other staff members for the courtesies and cooperation they have extended to me during the past year.

Fraternally submitted,

ALBIN J. GRUHN.

REPORT OF VICE PRESIDENT ROBERT GIESICK FOR DISTRICT No. 15 (Siskiyou, Modoc, Lassen, Plumas, Shasta and Sierra Counties)

Redding, June 15

To the Fifty-fourth Convention of the
California State Federation of Labor—
Greetings:

It is a pleasure for me to report that the majority of the unions and councils in District No. 15 have made noticeable progress in collective bargaining as well as in political, educational and civic affairs.

Five County Central Labor Council

The Five County Central Labor Council was chartered by the American Federation of Labor July 8, 1955, replacing the Shasta County and vicinity charter which had been a going organization for a number of years. The new charter embraces Shasta, Tehama, Trinity, Siskiyou and Modoc Counties. It has offices established at 1310 California Street, Redding, and at 511 Walnut Street, Red Bluff.

The Red Bluff office was established by the council for the purpose of organizing the service industries of that community. I have had the pleasure of being employed as organizer for the council working with an organizing committee composed of the following: Duane Wemple, Business Representative, Teamsters No. 137; Hartley Weingartner, Business Rep-

resentative, Retail Clerks No. 1364; Robert F. Mullin, Business Representative, Machinists No. 1397; Otto Quickstrom, Business Representative, Bartenders and Hotel Service Employees No. 470; W. R. Gibson, Business Representative, Carpenters No. 1254; Russell Skelton, Lumber and Sawmill Workers No. 2850, and Courtney Lainhart, Organizer, Retail Clerks No. 1364.

I wish to report that as of this date we have signed contracts in the community of Red Bluff with 25 establishments in the jurisdiction of Culinary, Bartenders and Hotel Service Employees No. 470, three contracts in the jurisdiction of Machinists No. 1397, one contract in the jurisdiction of Teamsters No. 137, two contracts in the jurisdiction of Retail Clerks No. 1364, and have other negotiations pending. Our greatest problem in this organizational campaign is the fact that the majority of the employers in the Red Bluff area are members of the notorious anti-union California Association of Employers.

Northeastern Building and Construction Trades Council

Due to the publicity in the daily press on the Trinity River Dam project and other pending construction projects such

as the 15 million dollar lumber plant being constructed by the Del E. Webb Construction Company for the Diamond Match Company on the outskirts of Red Bluff, there has been a great influx of workers to the northern Sacramento Valley area. Due to this migration of workers into this area, there are a number of building tradesmen unemployed. However, it appears that whenever the major construction jobs do get under way, unemployment will go down to a minimum.

Northern California District Council of Lumber & Sawmill Workers

The affiliated local unions of the Northern California District Council of Lumber and Sawmill Workers have affiliated with the Western Council of Lumber and Sawmill Workers. The latter council was formerly known as the Northwestern Council of Lumber and Sawmill Workers chartered by the United Brotherhood of Carpenters to cover Washington, Oregon, Idaho and Montana. The change of name became effective with the affiliation of the California and Nevada unions.

This new affiliation will make industry-wide wage negotiations with the lumber industry far more effective. Through this new affiliation the union obtained an 8% cents per hour wage increase effective January 1, which is three months before the opening date of the major portion of the contracts.

Five County LLPE

It is a pleasure to report that the following candidates for state and national office endorsed by our newly organized Labor League for Political Education were elected to office in the June 5 primary.

- 1st Congressional District,
Clair Engle (D)
- 1st State Senatorial District,
Stanley Arnold (D)
- 5th Senatorial District,
Edwin J. Regan (D)
- 2nd Assembly District,
Pauline L. Davis (D)
- 3rd Assembly District,
Lloyd W. Lowery (D)

The entire effort of the LLPE can be devoted to the election of Richard Richards to the office of United States Senator in the general election.

In closing my report, I wish to thank the affiliated local unions and councils for the privilege of representing them as a member of the California State Federation of Labor Executive Council. I also wish to express my appreciation to and thank the Executive Council of the Federation for their cooperation, and my pleasure in serving as vice president of District No. 15.

Fraternally submitted,

ROBERT GIESICK.

REPORT OF DELEGATE C. J. HAGGERTY

**To the 74th Convention of the American Federation of Labor
New York City, December 1-2, 1955
and**

**To the First Constitutional Convention of the AFL-CIO
New York City, December 5-9, 1955**

To the Fifty-fourth Convention of the
California State Federation of Labor—

Greetings:

To have been present at the two conventions—the 74th of the American Federation of Labor and the first of the AFL-CIO—as the representative of an organization whose affiliates numbered approximately 1,320,000 of the workers in California, was an experience that will be impossible to forget, and your delegate is grateful for the opportunity to have participated in these historic occasions. Impossible, also, because of the limitations of space, is the reporting to this convention of the California State Federation of

Labor of more than the barest outline of what occurred at these conventions.

AFL Convention

The 74th and last convention of the American Federation of Labor convened on December 1, 1955, in New York City. The principal, and almost the only item on the agenda was the coming merger with the Congress of Industrial Organizations. The business of the convention was completed in a day and a half.

In a review not only of the steps taken to date to achieve the organic unity of the AFL and the CIO, but also of the nearly century-long history of sentiment for and

achievement of unity in the American labor movement, AFL President George Meany described how the desire for unity had been expressed at almost every AFL convention for the last twenty years, and how the latest drive had begun three years before. On November 25, 1952, the AFL Executive Council had instructed its officers to reactivate the so-called unity committee, which had functioned sporadically without success for some time. This committee was to resume its meetings with a similar committee from the CIO with the object of reaching agreement on organic unity.

These meetings began and continued throughout 1953, culminating in the formulation of the no-raiding pact, which went into effect in June of 1954. One year's experience with the pact proved that it would work, for jurisdictional disputes had been amazingly decreased during its operation. There followed innumerable meetings of subcommittees to work out in detail the nature and scope of the proposed unification, and when these had been agreed upon, they were embodied in the unity agreement, which was signed by the AFL and CIO Unity Committees on February 9, 1955, and approved a few days later by the Executive Council of each organization. Work was then commenced on the constitution proposed for the united organization.

The next and final step for the AFL was taken when President Meany had completed his review of the background and the various documents had been thoroughly discussed: the 74th and last AFL convention approved the basic instruments of unification.

At the suggestion of the chairman of the Committee on Resolutions, the convention decided to hold over 148 of the resolutions which had been introduced for action by the merged convention.

First AFL-CIO Convention

After the opening ceremonies were completed on the morning of December 5, 1955, the merger agreements were adopted by the first constitutional convention of the AFL-CIO, and the new organization was born. The spirit of the convention can best be described as optimistic and full of hope and faith in the future of the larger and stronger labor organization. There was rejoicing and a rededication to the aims and ideals of organized labor; there was also some uncertainty and an awareness of problems still awaiting solution, but in your Secretary's opinion these

were coupled with great confidence in the ability of American labor to work these out in the near future.

Such were the themes emphasized, along with political activity by labor, in the numerous, often stirring addresses to the convention by speakers from within as well as without the ranks of labor. Among the latter personages were President Eisenhower, who spoke by telephone directly from Gettysburg; Secretary of Labor James Mitchell, Governor Averell Harriman of New York, Adlai Stevenson, Thurgood Marshall, special counsel for the National Association for the Advancement of Colored People, Mrs. Eleanor Roosevelt, and Marion B. Folsom, Secretary of Health, Education and Welfare.

Approximately 1500 delegates, representing 16,000,000 American workers, participated in the formal merging of the two national labor organizations. The AFL-CIO constitution lists the new federation's membership as composed of affiliated national and international unions and organizing committees, directly affiliated unions, state and local central bodies, and trade departments, and provides, in addition to the president and secretary-treasurer, for twenty-seven vice presidents, seventeen from former AFL unions and ten from former CIO unions. Within the Executive Council is a six-man Executive Committee.

The trades departments are Building and Construction, Metal, Union Label, Maritime Employees and Railway Employees. There are also the Department of Organization, and the largest of all, the Industrial Union Department. Approximately 3.2 million members of formerly CIO unions, and 2.8 million from AFL unions are in this department.

Augmenting these departments are the following standing committees: Legislation, Political Education, Civil Rights, Ethical Practices, International Affairs, Education, Social Security, Community Relations, Housing, Research, Public Relations and Publications, Economic Policy, Occupational Safety and Health, and Veterans. These fourteen committees are chaired by members of the Executive Council.

The new constitution provides for all state federations of labor and city central bodies to complete their mergers within the next two years.

The importance of political action was stressed throughout the convention. In the resolution adopted on this subject, a continuing and expanding non-partisan program of political education, and sup-

port for the merged political organization, the Committee on Political Education, or COPE, was pledged.

The doubling of the present membership through organizing the unorganized is the organizational goal of the AFL-CIO. Primary fields will be the white collar workers, those engaged in service and distribution activities, and those in state and local government service.

CSFL Resolutions

The following resolutions adopted by the 1955 convention of the California State Federation of Labor were submitted by your delegate, as mandatory, for consideration by the AFL convention:

No. 12—"Repeal Hatch Act."

No. 13—"Seniority by Law for Postal Employees."

No. 88—"Labor Public Relations."

No. 89—"Increase Income Tax Exemptions in Lower Income Brackets."

No. 184—"Standardized Wage, etc. Procedures for Federal Fire Fighters."

Shortly before the AFL convention adjourned, the Committee on Resolutions, in a final report, recommended that approximately 150 of the resolutions that had been submitted to that convention be referred to the incoming Executive Council of the merged AFL-CIO in order that they might receive the consideration they deserved and that action taken upon them might be continuing. This recommendation was adopted by the convention. The resolutions submitted by the California State Federation of Labor were among those so referred.

In its first report to the AFL-CIO convention, the Committee on Resolutions summarized the entire matter, as follows: (1) the subjects covered in most of the resolutions submitted by delegates to the separate conventions were covered in the resolutions which the committee itself would submit to the AFL-CIO convention; (2) all resolutions introduced in the separate conventions had been referred for consideration and action to the Executive Council of the AFL-CIO; and (3) a separate statement concerning their disposition would be made after they had been considered.

At this writing, the statement referred to in (3) above has not yet been issued, but the substance of each of our resolutions was, as suggested above in (1), covered by one or another of the various resolutions submitted by the committee to the AFL-CIO convention and adopted by that body. It is therefore possible to report to a certain extent on our resolutions, as follows:

The objectives of **Resolutions Nos. 12, 13 and 184** were included in the detailed legislative program set forth in the committee's lengthy resolution on federal government employees.

The objective of **Resolution No. 88** was covered by the committee's resolution on public relations, and that of **Resolution No. 89** by the committee's resolution on taxation and budget policy.

Shortly after the close of the convention, your delegate was appointed by President Meany to a committee to discuss the rules and regulations to be issued by the national AFL-CIO to govern relationships between both state federations and central councils and the national AFL-CIO. This committee was comprised of five members from both AFL and CIO organizations and met in Washington, D. C., on January 24, 1956.

Committee members were: Reuben Soderstrom of the Illinois State Federation of Labor, Thomas Murray of the New York State Federation of Labor, your Secretary, for the California Federation of Labor, and Gus Scholl, Michigan State Congress of Industrial Organizations, and John Despol from the California Council of Industrial Organizations.

In closing, your delegate wishes only to express once again his gratitude and pride in representing the California State Federation of Labor at these conventions, and in having witnessed and participated in the stirring decisions made by American labor which brought the AFL-CIO into existence in December, 1955—a date which will be remembered as a milestone of great significance in the history of organized labor.

Fraternally submitted,

C. J. HAGGERTY.

REPORT OF SECRETARY-TREASURER C. J. HAGGERTY

San Francisco, July 15.

To the Fifty-fourth Convention of the
California State Federation of Labor—
Greetings:

Since last we met together in convention, significant developments have taken place in the American labor movement. Outstanding, of course, was the merger of the American Federation of Labor and the Congress of Industrial Organizations into a single organization representing some sixteen million workers. In numerous other ways, moreover, the workers' organizations have revealed how they have grown and developed by their responses to the pressures and challenges of the difficult, often confusing period in which we are living.

This has been a time of learning and of drawing conclusions from what we have learned; a time of appraisal and reappraisal of our aims and the methods we have been using to attain them; a time of growing and maturing, as our perspectives have become clearer and our horizons have extended further and further.

One of the most gratifying of these latter-day developments has been the fraternal mingling of American and foreign workers in the great international labor groups. Your Secretary does not believe that he is so keenly aware of this rapprochement merely because he has been privileged to represent American labor at several of these international gatherings. On every hand, there is evidence of increased interest on the part of members of the American labor unions in the problems and the victories of our brothers in the organized labor movements of many lands.

The International Labor Organization and the International Confederation of Free Trade Unions have become familiar names to thousands and thousands of American trade unionists who follow their progress in the pages of their own labor press and are proud of the participation of the American labor movement in international labor affairs.

As we have reached out fraternally to workers all over the world, so have we reached out in our local communities to play an ever more important role in the affairs of our cities and counties and of our state itself. The reports of the Federation's twenty-four vice presidents to this convention show the scope of such activities being carried on everywhere in

the state by our organizations and their members.

In the time before unions began to participate so fully in community life, it was usually only in sudden emergencies that the unique abilities of organized workers were displayed. Today, these abilities are widely recognized and acclaimed. First in importance, perhaps, is the ability of our people, based on long experience, to do things together in an organized way. Second, is the nearly incredible "know-how" of American workers; their ability to find solutions to knotty problems and to work out difficult situations. With such abilities, and, in addition, with the compelling interest in seeking an ever finer and better way of life for themselves and their children—which has been the heart of the trade union movement since its inception—it is not surprising that our people are valued and sought after for their valuable contributions to their communities.

Today, also, we can see how far we have progressed in the last few years toward political maturity. This is said advisedly, whether our success at the polls in November is small or great, for it is apparent that many factors beyond our control are involved in this year's elections. It is our deeper understanding that labor must be politically effective, as well as in how we conduct our campaigns and in the greatly increased participation of our members in all phases of our political work, that the progress will show. Experience has taught us much and we are demonstrating that we have learned its lessons well. This year, labor's political voice will be heard more clearly than ever before.

In numerous other ways, the broadening of organized labor's aims, concepts and responsibilities has been evident. Take, for example, collective bargaining, which encompasses the traditional sphere of trade union activity. Wage gains have, of course, been regularly achieved, but what were regarded as mere "fringe issues" a decade ago, notably health and welfare programs, vacations, and pension plans, are now issues of large and vital importance. Take, for another example, federal and state government conferences on as varied subjects as industrial safety, educational needs, the problems of the aging. Such conferences are unthinkable today without the active participation of members of our unions, but, as many of us well remember, this was not always the case.

The California State Federation of Labor has aided the activity of its affiliated unions and councils in all these various lines of endeavor in every way it possibly could. We have kept our membership informed, supplied special data when needed and tried to anticipate those needs; we have arranged conferences and institutes; sometimes we have furnished initiative, sometimes we have placed our resources at the disposal of affiliates which have undertaken leadership of a project beneficial to the California labor movement as a whole.

In the following pages will be found, in as great detail as practicable, an account of the Federation's activities and accomplishments during the past year. Your Secretary reports them with a mingling of pride and gratitude. He is proud because these are accomplishments which could only have been achieved by a vigorous, active labor movement, and because it has been his privilege to take part in that movement. And he is grateful, as no words can express, to all—the officers and staff of the Federation, and the officers and members of our affiliated unions and councils—whose loyalty and devotion to the principles of organized labor have made this fine record possible.

1956 Convention

The Federation's 1955 convention referred to the incoming Executive Council the choice of the 1956 convention city. Accordingly, your Secretary presented to the council, at its October meeting, the four invitations that had been received for this event, as follows:

Santa Rosa: An invitation from the A F of L Tri-Council Coordinating Committee, representing the Central Labor Councils of Santa Rosa and Petaluma, and the Sonoma County Building and Construction Trades Council.

Oakland: An invitation from the Alameda County Central Labor Council.

Sacramento: An invitation from the Sacramento Central Labor Council.

Long Beach: An invitation from the Long Beach Labor Council.

Vice Presidents Robert Ash spoke on behalf of Oakland, Lowell Nelson on behalf of Santa Rosa and Harry Finks on behalf of Sacramento.

The Executive Council voted that the 1956 convention of the State Federation of Labor be held in the city of Long Beach, with the dates left in the hands of your

Secretary and President Pitts. Vice President Nelson wished to be recorded as voting for Santa Rosa.

At its January 1956 meeting, the Executive Council discussed a request from Laundry and Dry Cleaning Workers No. 52, Operating Engineers No. 501, and Teamsters No. 928, all of Los Angeles, asking that the council reconsider its choice of Long Beach, because the holding of the convention in that city would be "giving patronage" to establishments currently using the services of the "non-union" Southern Service Company, Ltd., a laundry service organization operating in thirteen Southern California cities.

The Executive Council postponed decision until it could consult with the Long Beach Central Labor Council, which had issued the invitation. After investigation and discussion with the unions involved, the invitation was unanimously reaffirmed by the Long Beach Central Labor Council.

Meanwhile, plans were worked out with the unions' Southern Service Organizing Committee to take advantage of the Long Beach convention as a means of publicizing the dispute from one end of the state to the other. Our affiliated organizations will receive communications from the Southern Service Organizing Committee, setting forth the background, progress and present status of the situation. The strategy to be pursued during the convention has also been carefully planned.

Federation Constitution

At the January, 1956, meeting of the Executive Council, pursuant to previous instructions from that body, your Secretary presented a proposal for revision of the Federation's constitution for the consideration of the council. Suggested revisions were discussed section by section, and there was a general exchange of opinions and suggestions. These were subsequently prepared in draft form and placed before the council's May meeting, where they were further discussed and changes made in some particulars.

After this draft was adopted by the Executive Council, it was agreed that the proposed revisions of the constitution would be presented to the coming convention in such form as to explain what each amendment meant and would accomplish, as well as show its origin in the existing constitution and the reason for any proposed change, addition or deletion. This has been done.

Vice Presidents, 3d District

Vice President William C. Carroll of District No. 3, submitted his resignation from his post on the Executive Council in January. At the council meeting held that month, your Secretary read Brother Carroll's letter, which explained that he was resigning for reasons of health and because he had moved from the district, expressed his gratitude and pleasure in having served the Federation as vice president, and added his recommendation that Brother Ralph B. Bronson, executive officer of Operating Engineers No. 12, Los Angeles, be chosen as his successor. The council accepted the resignation with regret and gave Brother Carroll a vote of confidence and thanks for his able services as vice president.

At the following meeting of the council in May, the names of Brother Bronson and Joseph J. Christian, secretary of the Los Angeles Building Trades Council, were placed in nomination to fill the vacancy created by Brother Carroll's resignation. By a vote of fourteen to eight, Brother Bronson was elected to serve the remainder of the vice presidential term.

The following month, in a letter dated June 5, 1956, Vice President Elmer J. Doran tendered his resignation as a vice president of District No. 3, explaining that circumstances did not permit sufficient time to properly perform the necessary duties entailed in a vice presidency of the State Federation of Labor.

Federation Los Angeles Office

The increasing importance of southern California as a trade union center has made it necessary to open a branch office of the California State Federation of Labor in Los Angeles. The new office, located at 530 West Sixth Street, will begin functioning on August 1, under the direction of President Thomas L. Pitts, who has taken a leave of absence from his post as secretary of Wholesale Delivery Drivers No. 848, Los Angeles, in order to handle this new responsibility.

In Memoriam

The California State Federation of Labor was saddened by the death of four of its former vice presidents during the past year.

Brother Roy F. Walker, who served District No. 15 as vice president from 1948 to 1952, passed away in September,

1955. He was a member of Lumber and Sawmill Workers No. 2836, Westwood.

The following month saw the death of Brother Frank T. Shipman. A member of Painters No. 1034, Eureka, Brother Shipman was vice president of what is now District No. 14 from 1936 to 1940.

Brother Carl Fletcher, vice president of District No. 2 from 1937 to 1941, passed away on November 2, 1955. Brother Fletcher, a member of Painters No. 256, Long Beach, had been mayor of that city and served four terms in the California State Assembly.

Death came to Captain Charles F. May on May 18, 1956, after an illness of several months. Brother May, president of the West Coast local of the International Organization of Masters, Mates and Pilots from 1937 until his death, and for several years international president of his union, was a vice president of District No. 9 from 1941 to 1946.

Appointments

In addition to the several appointments from the ranks of labor to state boards and agencies made by Governor Knight and announced by your Secretary to last year's convention, two more may now be reported.

William A. Dean, vice president of the Federation's District No. 5, was appointed by the Governor to the State Apprenticeship Council in March of this year, to serve until January, 1958. This council is the supervising agency for apprentices throughout the state. In addition to being an officer of the Federation, Brother Dean is business agent of Painters No. 715, Santa Barbara, secretary of Painters District Council No. 52, and president of the Santa Barbara County Building Trades Council.

In January of this year, Governor Knight appointed your Secretary to the State Advisory Council on Employment Service, on which Vice President Harry Finks of the Federation's District No. 13 has also been serving since 1954. The purpose of this advisory group, composed of three labor, three management, and one public representative, is the shaping of policies relating to the state's unemployment insurance act. Your Secretary is particularly gratified by this appointment, since he is also a member of the Federal Advisory Council on Unemployment Security, which functions in a similar way on a nationwide scale. Service on both boards has given your Secretary an unparalleled opportunity to observe

and appreciate the scope and administration of our nation's employment security program on both the national and state levels.

President George Meany of the AFL-CIO has greatly honored your Secretary with two appointments during the past year. Shortly after the close of our last convention, your Secretary attended the 1955 British Trades Union Congress as AFL fraternal delegate. The Congress was held in Southport, Lancaster, England, September 5-9. To represent the American Federation of Labor at this great gathering of British labor, to observe the work of the congress and note the similarities and differences between their procedures, methods of operation and issues to be decided, and our own, to meet and discuss our common interests and problems with numerous British labor union officials—all this added up to an unforgettable experience. Your Secretary was also gratified, on behalf of the American workers whose organization he was representing as well as on his own behalf, by the warm reception awarded his speech to the congress and the comments in the press afterwards.

The second honor came with President Meany's appointment of your Secretary as advisor on the six-man U.S. labor delegation to the 1956 conference of the International Labor Organization, held in Geneva, Switzerland, June 6-28.

This is the third ILO conference your secretary has attended, and he is pleased to report that he was appointed, as at each of the earlier conferences, to serve on the extremely important committee on forced labor.

I

ADMINISTRATION

1955 Convention Resolutions

Nearly seventy resolutions adopted by the Federation's 1955 convention required further action by your Secretary. These resolutions fall into four main groups: those sent to the AFL convention; those mailed to our affiliated unions and councils; those sent to California congressmen and senators and to various federal officials and agencies; and those sent to members of the California legislature and to various state and local officials and agencies.

In addition to the above, a large number of resolutions were referred to the Executive Council. The Council's action

on the latter matters, taken at its October 1955 meeting, is set forth immediately following the report on the resolutions acted upon by your Secretary.

In general, the resolutions are reported in numerical order under the several headings.

Resolutions Acted Upon By AFL-CIO Convention

The following resolutions were submitted, as mandated, for consideration by the AFL convention:

No. 12—"Repeal Hatch Act."

No. 13—"Seniority by Law for Postal Employees."

No. 88—"Labor Public Relations."

No. 89—"Increase Income Tax Exemptions in Lower Income Brackets."

No. 184—"Standardized Wage, etc. Procedures for Federal Fire Fighters."

Shortly before the AFL convention adjourned, the Committee on Resolutions, in a final report, recommended that approximately one hundred and fifty of the resolutions that had been submitted to that convention be referred to the incoming Executive Council of the merged AFL-CIO in order that they might receive the consideration they deserved and that action taken upon them might be continuing. This recommendation was adopted by the convention. The resolutions submitted by the California State Federation of Labor were among those so referred.

In its first report to the AFL-CIO convention, the Committee on Resolutions summarized the entire matter, as follows: (1) the subjects covered in most of the resolutions submitted by delegates to the separate conventions were covered in the resolutions which the Committee would submit to the AFL-CIO convention; (2) all resolutions introduced in the separate conventions had been referred for consideration and action to the Executive Council of the AFL-CIO; and (3) a separate statement concerning their disposition would be made after they had been considered.

At this writing, the statement referred to in (3) above has not yet been issued, but the substance of each of our resolutions was, as suggested above in (1), covered by one or another of the various resolutions submitted by the committee to the AFL-CIO convention and adopted by that body. It is therefore possible to report to a certain extent on our resolutions, as follows:

The objectives of **Resolutions Nos. 12, 13 and 184** were included in the detailed legislative program set forth in the committee's lengthy resolution on federal government employees.

The objective of **Resolution No. 88** was covered by the committee's resolution on public relations, and that of **Resolution No. 89** by the committee's resolution on taxation and budget policy.

Resolutions Sent to Unions and Councils

No. 3—"Complete Integration in Government Employment."

No. 34—"Support Community Chest, United Crusade, and Other Federated Fund-Raising Drives."

No. 39—"Buy Union Insurance From Union Insurance Agents."

No. 67—"Fair Labor Practices in the Public Schools."

No. 83—"Assist AID Chapters."

No. 92—"Endorse Campaign Against Los Angeles Times and Los Angeles Mirror and Daily News."

No. 124—"Reaffirm Support of NAA-CP."

No. 125—"Commend Community Service Organizations."

No. 126—"Commend the Urban League."

No. 129—"Commend Jewish Labor Committee."

No. 145—"Community Relations Programs."

No. 150—"Endorse and Support the Harry S. Truman Library." Subsequently, your Secretary sent to all unions and councils a special plea for financial contributions to this library.

Truman Library banquets held in Los Angeles on November 28 and in San Francisco on November 29 were addressed by former President Truman. It is a pleasure to report that the fund-raising campaign in California was a success.

No. 154—"Condemn Lien Release Practice."

No. 175—"Condemn Certain Sebastopol Canneries."

No. 192—"Support Hotel Workers' Strike in Miami and Miami Beach, Florida."

(Follow-up action on both these resolutions, **No. 175** and **No. 192**, is set forth at length in Part II of this report, under the heading "Strikes and Boycotts.")

No. 202—"Oppose Local Option Referendum."

No. 212—"Central Councils and Affiliated Locals to Encourage Membership in Teachers' Union."

In addition to the above, the following resolutions were sent to local unions only:

No. 6—"Bargain for Equal Pay for Equal Work."

No. 46—"Bargain for Free Choice of Doctor by Injured Workers."

No. 111—"Group Medical Practice and Preventive Medicine."

No. 194—"Bargain for Fair Employment Practices."

The following resolutions were sent to councils only:

No. 146—"Pledge Support to Eliminate Racial Discrimination in City and Local Governments."

No. 161—"Central Bodies to Set Up Special United Nations Committees."

No. 164—"Oppose Imposition of Local Sales and Use Tax."

Resolutions Sent to California Senators and Congressmen

No. 1—"Repeal Amusement Tax."

No. 14—"Union Recognition for Postal Employees."

No. 31—"35-Hour Work Week for Postal Employees."

No. 36—"Prevailing Wage Rates for Demolition and Removal of Federal Housing."

No. 50—"Fair Share of Contracts for West Coast Shipbuilding Industry."

No. 73—"Foreign Construction of Ships by American Companies."

No. 74—"Shipbuilding Program."

No. 75—"Cargo Preference Act."

No. 76—"Foreign Registry."

No. 77—"Study of Wages and Working Conditions for Seamen."

No. 78—"Six Per Cent Differential to West Coast Yards."

No. 81—"Restoration of Shipyard Facilities."

No. 117—"Federal Aid to Education."

No. 119—"Action to Halt Segregated Housing."

No. 132—"Disapprove Administration's Public Power Policy."

No. 133—"U. S. Security Program."

No. 138—"Federal Civil Rights Legislation."

No. 141—"Amend and Extend Refugee Relief Act."

No. 156—"Immediate Aid to Local School Districts."

No. 159—"Expand Civilian Defense Program."

No. 160—"Soviet Union to Prove Good Faith in Peace Overtures."

No. 203—"Complete Sacramento Ship Channel Project."

In addition to the above, the following resolution was sent to Senators William F. Knowland and Thomas H. Kuchel:

No. 177—"Endorse Passage of Social Security Amendments in **HR 7225**."

These resolutions and our accompanying letter evoked an unusually good response from the legislators. Acknowledgements, and friendly remarks from those who agreed with our position on these various matters were received from Senators Knowland and Kuchel and from twenty of the thirty California Congressmen.

Resolutions Sent to Other Senators and Congressmen

No. 99—"Halt Spread of Company Unions"; **No. 117**—"Federal Aid to Education."

Copies of both these resolutions were sent to the chairmen of the Senate Committee on Labor and Public Welfare and the House Committee on Education and Labor. Copies of **Resolution No. 117** were also sent to each member of both committees.

A fair number of acknowledgements were received. In connection with **Resolution No. 117**, Senator Herbert H. Lehman of New York wrote that he was not only in full accord with the Federation's stand on withholding aid from "any school system which flouts the historic anti-discrimination decision" against segregation in public schools, but that he, himself, expected to introduce an amendment to the federal school aid bill, prohibiting federal funds from being used to help school districts which persist in violating the Supreme Court decision. Subsequently, Representative Powell of New York introduced such an amendment to the federal school construction bill, **HR 7535** (Kelley).

No. 122—"Amend McCarran-Walter Act."

Copies were sent to Senators William F. Knowland (R) and Lyndon B. Johnson (D), and to Congressmen Joseph W. Martin, Jr. (R) and Sam Rayburn (D), representing the legislative leadership of the

Republican and Democratic parties in Congress.

Acknowledgements were received from all.

In connection with this resolution and **No. 141**—"Amend and Extend Refugee Relief Act," your Secretary received, on behalf of the Federation, a letter of appreciation from the Bay Area Committee for the Revision of the 1952 Immigration and Nationality Act (McCarran-Walter).

Resolutions Sent to Federal Officials and Agencies

No. 74—"Shipbuilding Program"; **No. 81**—"Restoration of Shipyard Facilities."

Copies were sent to Secretary of Commerce Sinclair Weeks, Maritime Administrator Clarence G. Morse, and Secretary of the Navy Charles S. Thomas.

In his reply, Mr. Morse stated that the Maritime Administration is very familiar with the low level of employment in most of the U. S. shipyards and is endeavoring to improve the situation, and set forth in some detail present and future plans of the Maritime Administration, especially in relation to West Coast shipyards.

A reply was also received from Rear Admiral B. E. Manseau, acting chief of the Navy's Bureau of Ships, which detailed the Navy's West Coast shipbuilding program. In addition, he gave assurances that, in awarding its ship construction work, the Navy will continue to give careful consideration to the need for maintaining a widely dispersed shipbuilding potential throughout the nation's maritime areas, including the Pacific Coast, and that the West Coast yards will continue to receive an equitable amount of naval repair work.

No. 119—"Action to Halt Segregated Housing."

Copies were sent Albert M. Cole, Administrator of the Housing and Home Finance Agency, and to J. G. Melville, Director of the San Francisco Field Office of the Public Housing Administration.

Mr. Cole, in acknowledging receipt of the resolution, stated that every weapon properly at the disposition of the federal government would continue to be used to uphold the rights of minorities in federally insured or financed housing projects.

No. 132—"Disapprove Administration's Public Power Policy."

Copies were sent to President Eisenhower and Secretary of the Interior Doug-

las McKay. Acknowledgement was received from Gerald D. Morgan, special counsel to the President, and Fred G. Aandahl, Assistant Secretary of the Interior.

No. 133—"U. S. Security Program."

Copies were sent to President Eisenhower and to Assistant Attorney General William F. Tompkins of the Department of Justice's Internal Security Division, and were acknowledged without comment by both.

No. 136—"Public Housing."

Copies were sent to Commissioner Charles E. Slusser of the Public Housing Administration, J. G. Melville, Director of the PHA's San Francisco Field Office, and to fifty-five local housing authorities in California.

Appreciative acknowledgment was received from Mr. Slusser, Mr. Melville, and a few of the local housing authorities.

No. 156—"Immediate Federal Aid to Local School Districts."

Copies were sent to President Eisenhower and to Marion B. Folsom, Secretary of Health, Education and Welfare, and were briefly acknowledged by both.

No. 159—"Expand Civilian Defense Program."

Copies were sent to President Eisenhower, Val Peterson, Administrator of the Federal Civil Defense Administration, and Stanley Pierson, Director of the Office of Civil Defense in California.

Acknowledgment was received from President Eisenhower. In a lengthy letter, Mr. Pierson expressed his complete agreement with the resolution, and in connection with "Survival Studies" to be undertaken in the near future, he stated: "I believe that a substantial contribution can be made by your organization if you could make known to the state and local officials involved your interest and your capacity for assisting in these studies. I have always considered the participation of organized labor to be an absolute necessity if effective Civil Defense planning and organizations are to be developed." Needless to say, your Secretary has been alert to follow through with this suggestion whenever the opportunity might arise.

No. 160—"Soviet Union to Prove Good Faith in Peace Overtures."

A copy was sent to Secretary of State John Foster Dulles.

No. 172—"Enforce Public Law No. 78 to

Give Employment Preference to Domestic Workers."

Copies were sent to Secretary of State John Foster Dulles, and to Robert C. Goodwin, Director of the U. S. Department of Labor's Bureau of Employment Security.

Resolutions Sent to Members of California Legislature

No. 159—"Support Fair Employment Practices Committee."

Copies of this resolution and appropriate letters were sent to the following groups of Assemblymen and Senators:

To the forty-eight Assemblymen who voted for the FEPC bill, AB 971, when it passed the Assembly, and to the two Senators who supported it at its hearing before the Senate Committee on Labor, we expressed our great appreciation.

To the twenty-seven Assemblymen who voted against AB 971 at the time of its passage, and to the five Senators who voted against it in the Senate Committee on Labor, we expressed the hope that they would reconsider their position in light of the preponderance of favorable experience under such legislation in other states and vote for the passage of our FEPC bill in the future.

Letters of thanks and appreciation were also sent to Assemblymen Byron Rumford as author, and Augustus F. Hawkins as co-author of AB 971.

Resolutions Sent to State and Local Officials and Agencies

No. 35—"Increase Size of Timber for Cribbing Open Trenches."

A copy was sent to A. C. Blackman, Chief of the Department of Industrial Relations' Division of Industrial Safety. In his reply, Mr. Blackman stated that the construction safety orders were presently under revision and that he had referred our resolution to the advisory committee working on these orders.

No. 59—"Support Integration in Los Angeles Fire Department."

Copies were sent to the five members of the Los Angeles Board of Fire Commissioners. No replies were received.

No. 109—"Assist Atascadero State Hospital Employees in Wage Review."

Your Secretary consulted with James L. McCormack, general representative of the American Federation of State, County and Municipal Employees, who agreed to prepare necessary briefs to support a

request that wages paid the Atascadero State Hospital Employees be commensurate with those paid in California correctional institutions. A copy of **Resolution No. 109** was thereupon sent to Ford Chatters, president of the State Personnel Board, with a request for a review of the Atascadero wage scales.

In reply, E. W. Chopson, supervisor of the Board's Operations Section I, stated that this section had received our resolution "for study and appropriate action," which would be undertaken as soon as possible, but warned that in view of prior commitments upon the section's limited staff, it was likely that there would be considerable delay in reaching a conclusion.

Further information was received in March of this year in a letter from James R. Bell, Acting Executive Officer of the Board, who stated that an appropriate wage scale for these employees had been discussed from time to time with various employee representatives, and that the employees were gathering certain additional information that they would forward, when completed, to the attention of the Board. He also promised that the Board would continue to work on the problem in the hope that a satisfactory solution might be achieved.

On July 7, the State Personnel Board granted a five per cent pay raise to the psychiatric technicians and nurses working in state mental hospitals.

No. 140—"Program to Eliminate Smog."

A copy was sent to Governor Goodwin J. Knight and acknowledged by his secretary.

No. 159—"Expand Civilian Defense Program."

A copy of this resolution was also sent to Governor Knight and acknowledged.

No. 171—"Governor to Proclaim United Nations Day."

A copy was sent to Governor Knight and acknowledged.

On October 4, 1955, the Governor issued a proclamation setting October 24 for the celebration of United Nations Day.

No. 173—"Sanitary Facilities in the Fields for Contract Nationals."

Immediately after the close of the convention, copies of this resolution were sent to Governor Knight, Dr. Malcom H. Merrill, Director of Public Health; Dr. Arthur C. Hollister, Chief of the Bureau of Acute Communicable Diseases; Frank

Stead, Chief of the Division of Environmental Sanitation; Byron R. Hubbard, Acting Chief of the Bureau of Adult Health; Milton P. Duffy, Chief of the Bureau of Food and Drug Inspection; Dr. Russell S. Ferguson, Health Officer of Santa Cruz County, and Dr. Myron Husband, Health Officer of Monterey County.

A reply on behalf of Governor Knight was received from his Departmental Secretary, Theodore H. Jenner, who stated that the Governor had requested the Directors of Public Health, Industrial Relations and Employment to confer jointly on this problem and to formulate a report and recommendations. Frank Stead, who spoke for other members of the Department of Public Health, expressed their appreciation of the position taken by the Federation in the resolution and our proffered cooperation in securing improvement of conditions, and stated that substantial progress was being made on the problem, which, according to Mr. Stead, involves many types of food crops and virtually all agricultural areas in the state.

No. 178—"Observance of Labor Day."

Copies were sent to Superintendent of Public Instruction Roy E. Simpson, and to all county superintendents of schools in California.

In his reply, Dr. Simpson pointed out that since state law does not require the closing of schools on Labor Day, the authority to do so rests with the various school districts, and it was his belief that our resolution would have some influence with the school districts.

The eleven replies received from county superintendents of schools were uniformly excellent and evinced great friendliness toward organized labor.

No. 204—"State to Observe Apprenticeship Standards."

Copies were sent to Frank B. Durkee, Director of the Department of Public Works, and to Charles F. Hanna, Chief of the Department of Industrial Relations' Division of Apprenticeship Standards.

Expressing his belief that a very beneficial apprenticeship program could be established in State Civil Service and approved by the State Personnel Board, Charles F. Hanna suggested a meeting with your Secretary and the director and staff of Personnel Board to open discussions on the matter.

No. 208—"Increase in Pay for Deputy Labor Commissioners and Supervising Deputies."

Copies were sent to Ernest B. Webb, Director of Industrial Relations; Edward P. Park, Labor Commissioner; John M. Peirce, Director of Finance, and to members of the State Personnel Board.

Replies were received from all these officials.

Other Mailings

No. 87—"Oppose Legislation Abridging Seamen's Rights"; **No. 99**—"Halt Spread of Company Unions."

Copies were sent to W. C. Hushing, chairman of the National Legislative Committee of the AFL.

In his reply Hushing promised AFL cooperation along the lines suggested by the resolutions.

No. 123—"Reaffirm Support of the United Nations."

A copy was sent to the Secretary General of the United Nations, Dag Hammarskjöld, and was appreciatively acknowledged.

No. 124—"Reaffirm Support of NAA-CP."

Copies were sent to the National Director of the National Association for the Advancement of Colored People, Roy Wilkins, and to Franklin Williams, Regional Secretary-Counsel, and acknowledged with appreciation.

No. 125—"Commend Community Service Organizations."

A copy was sent to President Anthony P. Rios of the Community Service Organization in Los Angeles.

No. 126—"Commend the Urban League."

Copies were sent to Lester B. Granger, Executive Director of the Urban League; W. Miller Barbour, Western Field Representative; Seaton Manning, Executive Director of the San Francisco League, and Wesley R. Brazier, Executive Director of the Los Angeles League.

In reply, Mr. Granger expressed his pleasure at the recognition given by the Federation, and stated that the resolution would be brought to the attention of the League's National Board and all local affiliates.

A letter from Wesley R. Brazier, executive director of the Los Angeles Urban League, conveyed the "heartfelt thanks and appreciation" of the Los Angeles League's Board of Directors.

W. Miller Barbour, director of the League's Western Field Office, also sent an appreciative letter, and enclosed a copy of the New Brunswick (New Jersey)

Urban League's annual report for 1954, which, in describing the work of the Urban League, quoted in full the resolution endorsing the Urban Leagues in California which was adopted by the 1954 convention of the California State Federation of Labor.

No. 127—"Fraternal Greetings to Histadrut."

A copy was sent to Gregory J. Bardacke, Executive Director of the American Trade Union Council of the National Committee for Labor Israel.

No. 128—"Fraternal Greetings to the Italian-American Labor Committee."

A copy was sent to Luigi Antonini of the Italian-American Labor Committee.

No. 129—"Commend Jewish Labor Committee."

A copy was sent to Charles Zimmerman, Director of the Anti-Discrimination Division of the Jewish Labor Committee.

No. 143—"Labor Unity."

Twenty-five copies of this resolution were sent to both President George Meany of the American Federation of Labor and President Walter Reuther of the Congress of Industrial Organizations. Receipt was warmly acknowledged.

No. 160—"Soviet Union to Prove Good Faith in Peace Overtures"; **No. 172**—"Enforce Public Law No. 78 to Give Employment Preference to Domestic Workers."

A copy of each of these resolutions was sent to AFL President George Meany, and acknowledged with appreciation.

Resolutions Referred to Executive Council

At its October 1955 meeting, the Executive Council took the following action on resolutions that had been referred to it by the convention:

No. 19—"Retirement Liberalization"; **No. 24**—"National Policy on Grievances"; **No. 28**—"Dissemination of Propaganda."

Before the Executive Council acted upon these three resolutions, which had been sponsored by the Post Office Clerks, a committee composed of Brothers John F. O'Connor, vice president of the National Federation of Post Office Clerks, Albert A. Aron and John W. McKay of Post Office Clerks No. 64, Los Angeles, and Emmet Andrews of Post Office Clerks No. 2, San Francisco, appeared before the council to give further information on the resolutions.

In regard to **Resolution No. 19**, the council voted to concur in the intent and

purposes of the resolution providing for a liberalization of the Civil Service retirement programs and other portions of the resolution not in conflict with the adopted policy of the American Federation of Labor, and further that the delegate to the coming convention of the AFL be instructed to give aid and assistance in obtaining the liberalization of Civil Service retirement benefits.

At the AFL-CIO constitutional convention the objective of this resolution became a part of the legislative program for federal government employees presented by the Committee on Resolutions and adopted by the convention.

No. 24—"National Policy on Grievances."

The council expressed sympathy with the intent and purpose of this resolution, and referred it to your Secretary with full power to act in assisting the sponsors to obtain the objectives set forth therein.

The objective of this resolution was also included in the federal government employees' legislative program adopted by the AFL-CIO convention.

On May 14, your Secretary wired Senator Olin D. Johnston, chairman of the Senate Committee on Post Office and Civil Service in regard to S. 3593, the so-called Management and Labor Relations bill authored by Senator Johnston himself and providing, among other points, for an impartial arbiter in the settlement of grievances. Speaking for the more than 1,280,000 California workers represented by the California State Federation of Labor, your Secretary strongly urged approval of S. 3593 and asked that our support be read into the committee record.

No. 28—"Dissemination of Propaganda."

The council concurred in the subject matter of this resolution, and referred it to your Secretary to carry out the intent and purpose as set forth therein.

In general, the Federation has been on a standby basis in regard to this matter, ready to take action suggested by the unions involved. Thus, on receipt in May of this year of a copy of a resolution adopted by Post Office Clerks No. 64, Los Angeles, asking for a Congressional investigation of working conditions in the Los Angeles post office, your Secretary immediately dispatched a letter to all California Congressmen and both Senators urging that this action be taken as soon as possible. Several encouraging replies have been received.

No. 66—"Fair Hearing for Probationary Teachers."

This resolution recommended that the California State Federation of Labor go on record as condemning the "summary" manner in which Mrs. Mae Galarza was dismissed from her teaching position by the Los Gatos Union Elementary School District, and as condemning the refusal of the school trustees of said district to give Mrs. Galarza a "fair, procedural hearing."

The Executive Council authorized your Secretary to issue the following statement:

"While the resolution relates specifically to the capricious and summary manner in which Mae Galarza, a probationary teacher in the Los Gatos Union Elementary School District, was dismissed from service without a show of cause or fair hearing, it is our considered opinion that the resolution raises a much broader question regarding the adequacy of legal protections for probationary teachers, inasmuch as the arbitrary administrative action taken against Mae Galarza was sanctioned by California law.

"A teacher in California, to gain tenure as a permanent teacher, must first complete a three-year probationary period. Although all school districts are prohibited from dismissing probationary teachers during the school year, except for cause, no such protection exists in school districts, other than Los Angeles and San Francisco, against arbitrary dismissal at the end of the school year so long as the probationary employee is given written notice by the school board on or prior to May 15 in any of the three probationary years.

"The protection provided teachers in Los Angeles and San Francisco stems from a provision in the Education Code which states that 'governing boards of school districts having an average daily attendance of 85,000 or more pupils shall dismiss probationary employees for cause only.' The cause must relate solely to the welfare of the schools and the pupils, but the boards in these districts retain the absolute power to determine the sufficiency of the cause, upon serving of notice and holding of hearing. Appeals to the courts may be made only on the basis of adequacy of procedures followed.

"We reiterate the long-standing position of the California State Federation of Labor that every public employee should be given the minimum protection afforded probationary teachers in Los Angeles and San Francisco.

"Every school district has the moral obligation to its employees to state the cause of dismissal and to grant a fair hearing, irrespective of legal requirements.

"The flouting of this obligation by the school trustees of the Los Gatos Union Elementary School District and by its Superintendent Kenneth A. McDonnel in regard to the dismissal of Mae Galarza is but one example of why it is essential that the protections given San Francisco and Los Angeles probationary teachers be extended to all probationary teachers.

"Until this is done, the three-year probationary period will permit administrators and school trustees to assume dictatorial powers over teachers, as, for example, in denying them the right to join organizations of their own choosing, and also to manipulate salary schedules and avoid the payment of length of service increases in salaries beyond the third year."

No. 93—"Increase Salary and Retirement Pay of Secretary-Treasurer."

This resolution carried a recommendation that the Executive Council review the State Federation's employee pension program in order to determine if any adjustments similar to those provided for the Secretary-Treasurer by this resolution might be insured to the other employees.

The Council reviewed the benefits of the recent employee pension plan, and voted that no changes were necessary in the present program and that the recommendation be filed.

No. 120—"Federation to Increase Workers' Education Activities."

After a review of the Federation's present educational activities, the Council referred the resolution to your Secretary to carry out the intent and purpose as far as possible.

A description of the Federation's educational activities during the past year will be found elsewhere in this portion of your Secretary's report.

No. 151—"Condemn Tidewater Associated Oil Company."

After discussion as to the unions which would be affected by this resolution, the Council concurred in the first Resolved, condemning the action of the Tidewater Associated Oil Company in letting contracts to a foreign country for the construction of three tankers, and deleted the second Resolved.

No. 162—"Hold National Conference on Polio Prevention."

The Council voted to postpone action on

this resolution pending the obtaining of additional information by your Secretary, if such is available. No satisfactory conclusion has yet been reached on this subject.

No. 166—"Federation to Aid Organization of Agricultural Workers."

Your Secretary reviewed the Federation's long-standing record of assistance to these workers. Following discussion, the Council referred the resolution to your Secretary. This matter is still under consideration.

No. 168—"Pledge Full Support to Palm Springs Unions."

Your Secretary reviewed the organizing campaign, the role of assistance by the State Federation, and progress to date. The Council then referred the resolution to your Secretary. The Federation's organizer, Curt Hyans, has been assisting the Palm Springs unions throughout the past year.

No. 179—"Approve Passage of HR 5053."

The Council referred this resolution to your Secretary for whatever action may be necessary. Congress has, at this writing, taken no action as yet on this bill. If and when the occasion arises, your Secretary will communicate the Federation's support of this measure to the appropriate persons.

No. 181—"Public Employees Statewide Conference to Discuss Proposed OASI Coverage."

This resolution recommended that the California State Federation of Labor instruct the Secretary-Treasurer to call a statewide conference of the AFL public employee groups for the purpose of discussing with AFL legal counsel and among themselves the merits and the problems connected with the proposed OASI coverage of public employees to the end that a uniform policy be adopted by the statewide AFL public employees conference. The convention filed the resolution and referred the subject matter to the Executive Council for study and action.

While recognizing the problem faced by public employees, the Council felt that the question should be primarily solved by public employee unions with the advice, counsel and assistance of the State Federation.

No. 183—"United Front on Proposed Legislation."

This resolution recommended that the California State Federation of Labor instruct the Secretary-Treasurer to call a statewide conference of AFL public em-

ployees to the end of securing a "unified, consistent policy" in regard to legislative matters. The convention filed the resolution and referred the subject matter to the Executive Council.

While recognizing the problem faced by public employees, the Council felt that the question should be primarily solved by public employee unions with the advice, council and assistance of the State Federation.

No. 186—"Sterling Drug Filmed Commercials."

This resolution recommended that the California State Federation of Labor take appropriate action to persuade Sterling Drug, Inc., to use American labor, under American standards, for its television filmed commercials in the American market. Further, the resolution recommended that in the event Sterling Drug, Inc., continues to televise filmed advertisements made abroad at cut rate wages, the State Federation and its affiliated unions take appropriate action to inform the American consumer public, that copies of this resolution be transmitted to the American Federation of Labor and the Congress of Industrial Organizations, and further, that central bodies and affiliated unions in all parts of the country be notified of this action.

After discussing this resolution with the Executive Council, your Secretary initiated the procedure that is traditional prior to declaring a boycott of any firm or product by writing to Dr. J. M. Hiebert, president of Sterling Drugs, Inc., in New York City. We drew Dr. Hiebert's attention to the resolution, and requested that in the future Sterling Drug patronize American labor under union conditions for domestic advertising. Finally, we stated that, under the mandate of the convention, if Sterling Drug continued to televise in America advertisements filmed abroad, the California State Federation of Labor and its affiliated organizations would take appropriate action to acquaint the American consumer with Sterling's unfair practices.

In a prompt reply, Dr. Hiebert informed us that fully 90 per cent of Sterling's advertising films made over the past several years had been made in the United States, and further, that the United States accounts for only 61 per cent of Sterling's sales, the remainder being in 89 other countries. In closing, he reaffirmed Sterling's belief in two-way trade between nations, which enables foreign countries to buy the products of our farms and the products of our factories.

Copies of Dr. Hiebert's letter were sent by your Secretary to the sponsor of the resolution—the California State Theatrical Federation—and to Vice President Pat Somerset, Screen Actors' Guild, with the request that we be notified if they desired us to take any further action. The matter has apparently been dropped.

No. 196—"Licensing of Sub-Contracting Work."

This resolution recommended that the California State Federation of Labor go on record to act towards the end that where a holder of a B-1 license plans to do the sub-contracting work, the general contractor must be required to have a bona fide license to do such work that falls in the category of sub-contractors. The convention filed the resolutions and referred the subject matter to the Executive Council for study and action.

Discussion ensued, with members expressing views of various crafts. The Council felt that jurisdictional problems were involved in this resolution and voted to take no action at this time. Brother Reeves wished to be recorded as voting "No" on this action of the Executive Council.

No. 197—"Union TV Servicing."

This resolution recommended that the California State Federation of Labor encourage and support state legislation to eliminate "malpractices" detrimental to wages, hours and working conditions of union TV technicians. The convention filed the resolution and referred the subject matter to the Executive Council for study.

The Council felt that jurisdictional problems were involved in this resolution and voted to take no action at this time.

No. 199—"Expand Federation Educational Activities."

This resolution recommended that the California State Federation of Labor expand its educational activities to provide for leadership training and other labor education services. The convention filed the resolution and referred the subject matter to the Executive Council for study and action.

The Council referred the subject matter to the incoming Committee on Education to work in concert with your Secretary. No recommendations have as yet been made.

No. 207—"Cover Civil Air Patrol Members by Federal Employees' Compensation Act."

This resolution recommended that the

California State Federation of Labor support federal legislation to cover Civil Air Patrol members by the Federal Employees' Compensation Act. The convention filed the resolution and referred the subject matter to the Executive Council for study and action. The Council, in turn, referred the subject matter to your Secretary, who has been ready to contact our Senators and Congressmen as soon as he was notified of the need for such action by the unions involved.

Educational Activities

This year the Federation's educational programs have shown, more clearly than ever before, the careful planning and preparation that has characterized them since they were first set up. Attendance has been generally larger than in previous years, and the response from those who attended more enthusiastic. In addition to arranging and presenting the established programs, the Federation also participated in the very important state and national conferences on education which were held during the past year.

Our educational activities were under the direction of the Federation's Committee on Education, composed of the following vice presidents: Max J. Osslo, Robert S. Ash, John T. Gardner, Albin J. Gruhn, Paul L. Reeves, and Thomas A. Small.

Labor Press Conference

The Sixth Annual Labor Press Conference took place in Fresno on November 19-20, 1955, under the joint sponsorship of the Federation and the University of California. Although this conference has always been planned primarily for AFL editors and union officials responsible for labor publications, the sessions were open as usual to all interested AFL members.

The major theme of the conference was "Public Relations and the Labor Movement." Panel discussions considered labor relations with the commercial press, means of improving union and council papers, labor use of radio and TV, and labor paper relations with community groups in education, welfare, and race relations.

Delegates were welcomed to the opening session by the Federation's President, Thomas L. Pitts.

Labor's public relations possibilities were covered in a key speech by William A. Ring, director of public relations for the Bakery and Confectionery Workers International Union. Ring described how his international sponsors regular news broadcasts in thirty U. S. cities, partici-

pates annually in the Pasadena Tournament of Roses parade, joins actively in community welfare programs throughout the country, and maintains close contact with daily press outlets.

Jack Howard, labor reporter for the San Francisco Chronicle, gave the commercial press side of labor news coverage.

The keynote banquet address was given by Andrew J. Biemiller, former Congressman and now legislative representative of the AFL-CIO.

Among the panel speakers in the conference were Thomas A. Small and Harry Finks, vice presidents of the California State Federation of Labor; William E. Pollard, secretary, Dining Car Employees No. 582, Los Angeles; William T. O'Rear, secretary, Fresno Labor Council; Claude McCue, executive secretary, American Federation of Television and Radio Artists; Frank Danzig, Hollywood TV producer; Charles Dahle, director of public information, American Cancer Society; Dr. Jack London, University of California Education Department; and George N. Schwarz, executive director, Fresno United Givers Plan.

In connection with the California labor press, your Secretary is pleased to report that three California labor papers won top awards in the annual competition sponsored by the International Labor Press of America. The winners were announced at the 44th annual convention of this organization held in December, 1955.

The Northern California Teamster, published by Teamsters' Joint Councils No. 7, San Francisco Bay District, and No. 38, Stockton District, received its prize for front-page "pictorial excellence." A "best cartoon" award went to San Francisco Labor, the official publication of the San Francisco Labor Council. A "best community project" award was won by the Sacramento Valley Union Labor Bulletin, issued by the Central Labor, Building Trades and Allied Printing Trades Councils of Sacramento.

Pension Conference

The Pension Conference, held in Monterey, April 15-20, 1956, was the Federation's ninth annual education conference. One hundred and sixty-five delegates attended the week-long meeting, which was jointly sponsored by the Federation and the University of California at Berkeley and Los Angeles. It was unanimously agreed by all who participated that it was, without doubt, the best education conference yet sponsored by the Federation.

The widely known national pension consultant, Martin Segal, was the featured lecturer, speaking for three consecutive days on the negotiation, setting up and administration of pension plans. Major attention was given by Segal to the following points:

- (1) Treatment of pension payments as wages and conditions of employment;
- (2) Individual employer versus industry-wide pension funds;
- (3) Actuarial factors affecting pension costs;
- (4) Administrative steps in establishing both pension funds and pension plans.

Other lecturers were Dr. George Hildebrand, acting director of the UCLA Institute of Industrial Relations; Margaret S. Gordon, acting director of the UC Institute of Industrial Relations at Berkeley; Dr. Irving Pfeffer, assistant professor of insurance, UCLA; Frederic Kriete, M.D., California Department of Public Health; Dr. Hardin B. Jones, professor of physiology, UC. Topics covered by these speakers were: U. S. prosperity requires continued spending by consumers, private investors, and government; the economic problems of older workers, with emphasis on adverse employment opportunities for male workers above forty-five and women workers above thirty-five; life and work expectancy; how long a man should work; how to live longer.

Panelists participating in the Segal discussions included Edward Wilson, Sailors' Union of the Pacific; Ben Burkov, consultant, Retail Clerks' Union No. 770, Hollywood; George Elner, pension administrator, Marine Cooks and Stewards, AFL; Kenneth Carlson, administrator, Teamsters' Security Fund, Northern California; Russel R. Dreyer, Building Service Employees International; and S. E. Thornton, Western Federation of Butchers.

Major pension reviews, following Segal's presentations, were given by Max Kossoris, regional director, U. S. Bureau of Labor Statistics, who reviewed the scope of pension plans in collective bargaining contracts, and Dr. James E. Walter, professor of business administration, UC, who dealt principally with the investment of pension funds.

Evening addresses on non-pension matters featured Franklin Williams, regional director of the National Association for the Advancement of Colored People; Burton J. Moyer, professor of physics, UC; and Henry Rutz, AFL-CIO European representative. Williams reviewed the racial

integration crisis in the Southern states; Moyer explained the importance of labor interests in the peacetime development of atomic energy; and Rutz analyzed the latest European political developments.

The conference closed with the presentation of certificates by Thomas L. Pitts, president of the State Federation of Labor.

A few weeks later, copies of a digest of Martin Segal's presentation and of a California State Federation of Labor pamphlet which was developed in conjunction with the conference were mailed to all Federation affiliates. In the near future, a summary of the conference proceedings will be sent to all who attended.

1956 Scholarships

Announcements of the Federation's sixth annual scholarship contest were mailed to all high schools in California and Hawaii in February. Three hundred and eighty-one students entered the competition for the three \$500 scholarships by taking the two-hour examination in their respective high schools on May 18.

Examination books were screened by professional educators, and the top 40 presented to the committee of judges comprised of Dr. George Hildebrand, acting director, Institute of Industrial Relations, University of California at Los Angeles; Vaughn D. Seidel, superintendent of schools, Alameda County; and Dr. Frederick A. Breier, assistant professor of economics, University of San Francisco. Neither the screening readers nor the judges' committee were aware of the students' identities.

Two girls and a boy won the 1956 scholarships: Rochelle Leiter, 17, North Hollywood High; Peggy Bosworth, 17, St. Mary's High, Stockton; and Eldon R. Clinigan, 18, Merced Union High.

The three students will receive their awards, to be applied at any college or junior college they may choose, during the convention in Long Beach, where they will be the Federation's guests throughout the week.

History of Federation

The researching and writing of the history of the California State Federation of Labor since its founding in 1901 has continued throughout the year, and has now been completed in draft form. The work has been done by Paul Scharrenberg, under the authority of the Executive Council. Scharrenberg, it will be re-

membered, was secretary-treasurer of the Federation from 1909 to 1936.

Governor's Conference On Education

The Governor's Conference on Education, held in Sacramento, September 30-October 1, 1955, was a prelude to the White House Conference on Education which took place two months later. Similar conferences were held about the same time in all the states of the Union. The California conference was attended by some three thousand persons representing almost every segment of California life. More than forty AFL delegates participated in the various sections reviewing major aspects of education.

AFL representatives pushed on three principal fronts: federal aid to education; adequate salaries and conditions for teachers, and elimination of big business influence on textbooks and school curriculum.

The Federation prepared and issued to the conference the following statements of policy:

I.

Federal Aid to Education

(1) Federal assistance is necessary if all American children are to have the advantages of the basic education traditionally regarded as their birthright.

(2) The concept that state and local administration of education demands only state or local financing has led to the development of unequal opportunities for education in the nation.

(3) While the administration of education has been essentially a state function, the urgent need for educating our young is the joint responsibility of the several states and our federal government, as well as the local communities.

(4) Part of the burden of financing school costs should be shifted to progressive taxes, namely, the federal income and corporation taxes. There is no moral justification for regressive types of taxes, particularly the growing use of the sales taxes—which are now the principal source for state school funds. The sales tax places a disproportionate burden on the low income and wage earner groups of society. Federal taxes are now used for many other kinds of federal aids—highway, hospital, public welfare, and air lines. Why not for children?

(5) To the AFL, federal aid means the following:

- a. Aid for a school building program.
- b. Aid to the states to enable them to pay their school teachers adequate salaries.
- c. Aid for every child to assure him services which will protect and promote his health and welfare.
- d. Aid to needy worthy youths to enable them to continue their studies.
- e. Aid to promote and develop a program in adult education with immediate attention to the eradication of adult illiteracy.
- f. Traditional state and local administrative control of federal assistance funds.
- g. Traditional state and local control of administrative policy.

II.

Teacher Shortage

(1) The teacher shortage can be overcome only by raising wages and working conditions to a level sufficient to induce students to undertake the protracted and costly training requisite to competency. Teachers should enjoy a standard of living commensurate with the responsibilities they must assume in educating children. They will never achieve such a status independent of membership in bona fide unions.

(2) California teacher recruitment conferences within the past year have called attention to the fact that fully 10 per cent of school teachers in the state still lack full qualifications and are teaching on a provisional basis.

(3) Recent studies by the state Department of Education reveal that to meet the needs of our growing school age population, we shall need on the average about 15,000 to 16,000 new teachers a year during the next decade. The probable supply of new teachers during this decade is estimated to fall short of demand by about 7,000 a year.

III.

Curriculum and Textbook Content

(1) American labor is gravely concerned over "industry-education days" and kindred attempts to introduce corporation concepts into our schools through booklets and motion pictures presenting partisan economic, political, and social views.

(2) The AFL recommends the follow-

ing three-point program to save our schools from economic, social, and political pressure groups of every shade:

- a. Opposition to any group pressure to determine or influence curriculum content; insistence upon professional supervision in the selection of textbooks and teaching aids generally.
- b. Full and objective presentation of subject matter with due regard for the age of the child. The purpose here is not to give a "labor slant," but rather to help protect the schools so that no slant is given.
- c. Neither a chamber of commerce, an association of manufacturers, bankers, lawyers, nor doctors, a labor union, nor any other private special interest should be allowed to use a school system, or any part of it, to plead its special economic, social or political view. Special promotional "Days" or any similar unilateral attempt to mold minds by such groups must be eliminated.

The wide acceptance by the conference of our positions on these three important phases of education was extremely gratifying. Your Secretary recommends to all who are interested in this subject a reading of the excellently prepared proceedings of this conference.

White House Conference On Education

The White House Conference on Education, held in Washington, D. C., November 28-December 1, 1955, was the scene of a great victory by labor, when the conference surprised most school authorities in the United States by taking a two-to-one position in favor of federal aid to education in the matter of school construction.

It had been freely predicted that the conference would oppose federal aid or, at best, remain neutral. The switch came after the AFL, CIO and American Federation of Teachers called for federal aid as essential to school survival. Labor representatives brought the issue to a showdown by polling delegates in a private count which showed 258 persons for federal aid for school construction and 169 against. Conference officials then announced that recorders at the 166 panels making up the conference found that delegates favored federal aid for construction 2-1, but split 50-50 on general school aid.

Just before the conference opened, President Eisenhower had announced that

school financing was fundamentally a matter for local action. When the conference poll was revealed, the White House declared the President would favor a federal aid program. Nevertheless, a rumor persisted for some time that the Administration was considering holding a later conference to overrule the federal aid sentiment so popularly expressed at the conference of November 28-December 1.

Eighty-two representatives from organized labor participated in this conference and were active in forty-eight table group discussions. The California AFL movement was represented at the conference by President Thomas L. Pitts, Vice President Max Osslo, and Vice President Thomas A. Small. Osslo and Small are also members of the California Education Study Council.

In reporting to the Executive Council, President Pitts stated that press coverage of the White House Conference was excellent and resulted in the sentiment favoring federal aid becoming public knowledge. He was convinced that if it had not been for labor participation in the conference, the federal aid program never would have carried. Obviously, the Eisenhower Administration has been placed in a difficult position in that it must deal with the recommendation of a conference it had called.

The conference report provided seventy-nine detailed and specific recommendations under the six questions before the conference: (1) What should our schools accomplish? (2) how to organize our school systems? (3) what are our school building needs? (4) how can we get enough good teachers? (5) how to finance our school systems? (6) how to obtain continuing interest?

The heart of the report may be very briefly summed up, as follows:

— Schools affect the nation's welfare. The importance of this has been dangerously underestimated.

— Schools are the chief instrument for keeping this country a land of opportunity.

— Schools have taken the place of the frontier; here the pioneer strength is renewed. Schools give a fresh start to each generation.

— School programs should not be restricted to skills of the mind, but, putting first things first, should search out all human talents. This is in itself a kind of law against waste.

— Priorities in education are needed. Quality is important.

AFL - CIO Flood Relief

When the winter floods struck northern California, the labor movement in our state moved swiftly to do its share in meeting the emergency. An AFL - CIO Flood Relief Committee was set up immediately after Christmas by both state AFL and CIO organizations, and a drive for flood relief funds was launched at once. The joint committee directing the drive comprised the following: President Thomas L. Pitts of the California State Federation of Labor, Manuel Dias and John Despol, president and secretary, respectively, of the CIO California Industrial Union Council, and your Secretary, who served as chairman.

An appeal was issued to three thousand AFL and CIO unions and councils asking for immediate contributions. The organizations were informed that all moneys collected would be turned over to the American Red Cross for distribution to flood victims, and that labor funds would be used exclusively to repair and rebuild private homes and replace essential household furnishings. Indicative of the speed with which the relief machinery was set up were the following facts our joint committee was able to communicate to the unions in its appeal for funds: (1) the American Red Cross had already set up financial awards committees throughout the stricken counties; (2) awards would be granted to victims on recommendations of award advisory committees in local communities; (3) Red Cross authorities had assured organized labor of representatives on the committees which would pass on applications for financial assistance filed in the local areas; (4) local labor councils or unions should contact such Red Cross committees at once to secure proper representation; (5) contributions for the AFL - CIO committee could be made on both an organizational and individual basis; (6) Red Cross funds would not be used for loans but as direct grants to flood victims.

The response from the unions and councils was swift and generous. The growing total of contributions was reported at frequent intervals in the Federation's Weekly News Letter, and on May 9 a report on the moneys received was sent to all contributors to the flood relief program.

The final figures, as of mid-July, show that the unions and councils contributed a total of \$73,321.07 directly to our committee. Additionally, some international and local unions gave money either to relief agencies other than the Red Cross,

to flood victims themselves, or to the Red Cross independently of our committee. These indirect contributions came to a total of \$140,077.95. The combined sum totaled \$213,399.02.

While the tremendous damage wrought by the floods was still being assessed, angry charges were being made that the catastrophe need not have occurred, that opposition to the long-recognized need for construction of essential units of the Central Valley Project was to blame for the catastrophe. Some of these charges referred to the "power trust"; others named the chief culprit—the Pacific Gas and Electric Company, which has for so long fought the building of flood control and power dams by the U. S. Bureau of Reclamation as part of its comprehensive Central Valley Basin plan.

At its January meeting, the Federation's Executive Council adopted the following policy statement in regard to the problems of flood relief and flood prevention:

The California State Federation of Labor calls for:

(1) Legislation to permit county assessors to reassess the damaged property of northern California victims.

(2) Tolerance for late payments in setting the revised tax rates for flood victims.

(3) Federal legislation to achieve completion of multi-purpose dams (flood control, power, irrigation) under the comprehensive Central Valley plan as long advocated by organized labor.

(4) State legislation, in the absence of federal action, to complete the integrated development of water and power resources, provided the state first creates a water department.

(5) Absolute adherence to the 160-acre limitation principle in water distribution, 100 per cent compliance with the public power preference principle of the federal reclamation law, and the adoption of a comparable anti-monopoly provision as a prerequisite to state construction.

The Executive Council also condemned private power lobbies for opposing construction of dams which would have prevented most of the northern California damage.

The Federation's statement was widely publicized.

Water and Power

There has been considerable activity on the part of the Federation in the field of

water and power on both the national and state levels. The legislature's extraordinary session this spring devoted the major part of its time to California's water resources. An account of what the legislature accomplished will be found in part III of this report, as well as a description of certain water and power bills in Congress which the Federation has followed very closely during the past year.

California Water and Power Users Association

A year ago the Executive Council endorsed the California Water and Power Users Association, Inc., which had been established to advance and protect the interests of the general public in the development of our water and power resources. Its membership comprises the California Grange, the State AFL and CIO units, and some eighty other organizations concerned with cheap water and power distribution. The Executive Council's original endorsement was followed by that of our entire State Federation when our 1955 convention went on record two months later as supporting the association's activities. Soon after the close of the convention, your Secretary wrote to all unions and councils urging them to affiliate with the association. A leaflet entitled, "It's Your Heritage" and containing information on the association's organization and work, was enclosed with the letter.

The Federation has assisted in the work of the Association in several ways, on some occasions financially, on others by drafting statements and publicizing its position on various issues. On behalf of the state AFL and CIO organizations, Donald Vial of the Federation's research staff addressed the association's second annual conference, held in Oakland, October 28, 1955. Robert River, the association's consultant and assistant secretary-treasurer, appeared on behalf of the Federation on several occasions, notably at the hearing by the Subcommittee on Water Resources and Power on the Hoover Commission recommendations, held in Sacramento late last year, and at the water hearings conducted by an Assembly interim committee in Sacramento in January.

Colorado River Project

A formal United States Supreme Court trial began in San Francisco on June 14 to settle the fifty-year-old dispute between California and Arizona over rights to the waters of the Colorado River. The trial is expected to last for at least six months, so no report on this matter can be given at this time. The California

State Federation of Labor has traditionally supported California's claims, and we will follow the progress of this trial with great interest.

California Minimum Wage

In the middle of December your Secretary notified all our councils that the State Industrial Welfare Commission was preparing to rewrite the rules and regulations under which women and minors may be employed in California. Under consideration was the appointment of wage boards to review minimum wages, maximum hours, and working conditions. Your Secretary therefore asked all unions interested in having representatives serve on the various boards to communicate with him at once. These tri-partite boards act in an advisory capacity and make recommendations to the Industrial Welfare Commission prior to public hearings on the specific regulations. Wage boards were subsequently established in the following classifications: manufacturing and mercantile industries; personal service industry; canning, freezing, and preserving industry; professional, technical, clerical, and similar occupations; public housekeeping; laundry, dry cleaning, and dyeing industry; industries handling farm products after harvest; transportation industries; amusement and recreation industries; and motion picture industry.

The Industrial Welfare Commission was created in 1913, and the first wage order was promulgated in 1916 with a wage rate of 16 cents an hour for 22,000 women canner workers. Through the years until 1950, California's minimum wage orders for women have set a higher rate than the federal minimum wage. In 1950 the federal minimum was raised to 75 cents an hour, while the California rate remained at 65 cents, but in 1952 California amended its orders to bring the rate to the 75-cent level. The new federal minimum is now \$1.00 an hour.

Federation representatives attended all meetings called by the Commission to consider the rules and regulations that would govern the hearings and similar matters, and a brief setting forth our recommendations for a minimum wage of \$1.25 per hour was filed with the various wage boards. A digest of our arguments and justification for this recommendation follows:

1. The standard for determining the minimum wage level has been established by the California legislature and must be followed by the wage boards, as well as by the Commission.

2. Application of the minimum standard prescribed by law requires the measurement of its costs.

3. The Industrial Welfare Commission's budget for a single working woman, making allowance for proper adjustments, supports the recommendation of the California State Federation of Labor for a boost in the minimum wage to \$1.25 per hour.

(a) The Commission's budget, adjusted for increases in prices and taxes alone, supports a minimum wage of \$1.20 per hour.

(b) Other essential considerations justify the additional five cents per hour embodied in the Federation's recommendation for a \$1.25 minimum.

(1) Allowance must be made in adjusting the Commission's budget for a moving minimum wage standard contemplated by the legislature.

(2) The Commission's budget fails to consider family needs, despite the fact that the typical working woman is married and has dependents.

(3) Apart from the need for making allowances for dependents in the Commission's budget, it is questionable whether the budget adequately applies the legislative standard even for a single woman with no dependents.

4. Because of the substantially higher level of wages in California as compared with the nation as a whole, a minimum wage of \$1.25 in California would be completely in line with the new \$1.00 per hour U. S. minimum.

5. Contrary to the contentions of some employer representatives, an increase in the California minimum would be beneficial, rather than harmful, to industry, as well as beneficial to the worker and the community.

(a) The general effect of an increase in the California minimum on business would be to help stabilize industry, increase workers' efficiency and productivity, and encourage greater management efficiency as well.

(b) There is no evidence whatever to support employer contentions that a minimum wage increase would be followed by substantial unemployment.

(c) Finally, a higher minimum wage would be beneficial to the state as a whole.

Although provisions covering working

conditions were also under review, the Federation left it to the individual unions involved in the several classifications to state, either by formal brief or by representation on the wage boards, the case for the amendment or revision of these provisions. A brief urging extension of coverage of the Commission's orders to include at least agricultural workers and domestics in private homes was filed earlier by us with the Commission.

Eight-Hour Law

Hearings were held in June by the State Senate Interim Committee on Labor to consider the relaxation of the women's eight-hour law so as to permit women employed in professional, technical or clerical occupations to work in excess of the present eight-hour maximum. The proposal originated with the California Federation of Business and Professional Women's Clubs.

The Federation's chief counsel, Charles P. Scully, attended these hearings, which took place in Los Angeles, June 14 and 15; San Francisco, June 18; and Sacramento, June 20.

Truman Library Fund

An appeal to AFL unions in California for financial contributions to the Harry S. Truman Library project was issued by your Secretary in October. This campaign, as will be recalled, was endorsed by our last convention. Fund-raising headquarters were established in both northern and southern California, and former President Truman addressed Library Fund banquets in Los Angeles on November 28, and San Francisco on November 29. The Federation's research and publicity director, John F. Henning, was one of the speakers at the San Francisco banquet. A contribution of \$1,000 from the Federation was authorized by the Executive Council at its October meeting.

The library, now under construction in Independence, Missouri, will house all Presidential documents of the Truman Administration, and will later become a part of the national archives system administered by the federal government. The estimated cost of the building is approximately \$1,750,000.

Welfare and Pension Plans Questionnaire

A communication from Congressman Graham A. Barden, chairman of the House Committee on Education and Labor, dated

October 19, 1955, and sent to various labor organizations, was brought to your Secretary's attention. Detailed information on the operation of health and welfare funds and pension plans was solicited, as well as comments, especially on the type and extent of statutory regulation which should apply to these funds. A lengthy questionnaire was enclosed.

Your Secretary laid this matter before the Executive Council at its meeting in October, where it was thoroughly discussed. In a letter addressed to all AFL unions and councils, your Secretary set forth the following conclusions reached by the Executive Council: (1) the questionnaire did not fully comply with the "Guides for Administration of Health and Welfare Funds" of the American Federation of Labor in that it omitted a substantial amount of pertinent data; (2) completion of the questionnaire did not permit a full and complete explanation of the existing programs, and accordingly might result in a distorted view of some health and welfare plans; (3) it was therefore recommended that the unions should not complete the questionnaire, but instead, should request Congressman Barden to conduct full and public hearings in California in order that a full explanation and report of the operation of the respective programs would be available to him.

An interesting and enlightening study of all negotiated health and welfare plans in effect in northern California was issued at the beginning of the year by the State Department of Industrial Relations and the Department of Preventive Medicine of the Stanford University School of Medicine.

Key points in the study showed:

(1) The employer pays the entire cost of the premium for 90 per cent of the workers eligible for benefits and for the dependents of more than half the workers.

(2) Benefits available to dependents are less liberal than for the workers.

(3) Plans provide for hospital and surgical care for workers as well as physicians' visits in the home and office, outpatient laboratory and x-ray services, maternity care, and poliomyelitis service.

(4) For dependents, the chief benefits are hospital and surgical care. In the majority of cases, physicians' services outside the hospital are not provided as for the breadwinner.

(5) The amounts allowed in the various plans were analyzed as of May, 1954. At that time a rate somewhere between \$10

and \$12 per day for a maximum of 70 days was the most common hospital allowance for the worker. The maximum hospital stay for dependents was 31 days in most plans.

(6) More than two out of five of all workers covered by the plans surveyed were assured the full cost of a ward bed or better without any additional expense to themselves.

(7) In plans which indemnified the sick worker, a maximum surgical allowance of \$300 was most often provided for both worker and dependents.

(8) When the worker was reimbursed for a visit to the physician's office, \$3 or \$4 was the amount generally specified. For a home visit, where allowed, the worker usually received either \$5 or \$6 from this plan.

(9) For laboratory and x-ray services for patients not hospitalized, the employee's benefit was most frequently set at an upper limit of \$50 and for his dependents at \$25.

(10) Two-thirds of the workers were covered by plans underwritten by insurance companies which for most benefits reimbursed the patient up to a stated amount as specified in the plan.

(11) Some plans provide certain medical care benefits on a service basis. These specify the types of services the patient is entitled to instead of fixing a maximum money indemnity allowance. One-third of the workers were covered by such plans.

In addition to detailed data on medical care benefits, the report contains information on life insurance and other non-medical benefits provided by the plans. Also covered in the report are eligibility and termination provisions and employer-employee contributions to the costs of the plans.

Industrial Safety Conference

The Sixth Governor's Industrial Safety Conference was held in San Francisco February 2-3, 1956, and was attended by some 1,000 representatives of labor, management and safety groups. Your Secretary is pleased to report that the address delivered by him to the conference was very well received, and that it subsequently elicited widespread comment and applause.

Labor's vital interest in the problem of industrial safety and the value it has come to place upon these annual Governor's conferences are indicated by the number of California trade unionists who partici-

pated in the program of the two-day meeting:

Thomas L. Pitts, president, California State Federation of Labor; Carl E. Allen, Oil Workers International; Peter A. Andrade, director, Western Council of Cannery Workers; Anthony Anselmo, executive secretary, San Francisco Local Joint Board of Culinary Workers; Ray L. Bilskie, executive secretary, Safety and Workmen's Compensation, California Industrial Union Council; Nick G. Cordil, representative, Los Angeles County District Council of Carpenters; Joseph J. Diviny, secretary, Highway Drivers Council of California; H. Dudley Gibford, business representative, Operating Engineers No. 12, Los Angeles; Robert Giesick, business representative, Five County Central Labor Council; George H. Hassett, vice president, Cement, Lime and Gypsum Workers International; Ivan J. Hobson, Oil Workers No. 589; Vernon L. Pankey, president, California State Council of Cannery Workers; L. H. Pattison, business representative, Los Angeles District Council of Carpenters; Beaumont Silverton, secretary-treasurer, Mail Order, Department Store Drivers and Warehousemen No. 715; Charles L. Thomas, business manager, Electrical Workers No. 40.

Garmon Case

One of the most vitally important labor cases to come up in many years, the Garmon case has received the close attention of your Secretary throughout the year. It arose out of a building trades dispute in San Diego County, wherein the National Labor Relations Board refused to take federal jurisdiction, but the State Supreme Court, in a 4-3 decision, nonetheless cited federal law against certain organizational and picketing rights of labor unions, despite the fact that these rights were legal under California law.

At its January meeting, the Federation's Executive Council instructed Chief Counsel Charles P. Scully to take whatever action might be required to protect the interests of labor, and, if necessary, to carry the case to the nation's highest court. Accordingly, Counsel Scully, in cooperation with labor attorneys Walter Wencke and Matthew Tobriner, filed a petition in March with the United States Supreme Court for a review of the findings of the California Supreme Court in this case. The petition was granted in May and will be heard at the court's next term, which will commence in October. A more detailed account of this case will be found in Section V of this report.

State Personnel Board

Chief Counsel Scully and the Federation's economist, Don Vial, appeared before the State Personnel Board in Sacramento on June 1 to oppose a proposal by the board's staff changing the existing procedures applicable to the so-called prevailing rate state employees. In a meeting prior to the hearing with representatives of the California State Employees Association, it was determined that our positions in this matter were identical, and it was agreed that Counsel Scully should make the presentation. A brief prepared by the Federation's research department in cooperation with Counsel Scully was submitted to the board, a summary of its contents was made, and questions invited and answered.

The hearing lasted for more than four hours. A large number of labor representatives were present from the AFL unions involved as well as from the CSEA. It is noteworthy that while these groups were in agreement in their stand against the proposed change, certain state employees (the so-called monthly rated ones) actually supported it. The following day we were notified that the board had unanimously approved the staff's proposal.

Several possible moves to be taken next are presently under consideration.

NAACP

In March, we cooperated with the National Association for the Advancement of Colored People in its "Fight for Freedom Fund" campaign. A circular letter over the signature of C. L. Dellums, international vice president of the Brotherhood of Sleeping Car Porters and chairman of the West Coast NAACP advisory committee, was sent by your Secretary to all AFL local unions and councils in the state, urging them to respond generously to this appeal. Purpose of the fund is to help stem the tide of hate and brutality which has engulfed the South.

II

ORGANIZATION

AFL-CIO Merger

On December 5, 1955, in New York City, the world's largest labor organization became an American reality when the American Federation of Labor and the Congress of Industrial Organizations joined hands after a twenty-year split. Details of this historical event will be found in your Secretary's report to this convention as

delegate to the AFL's 74th and last convention, held December 1 and 2, 1955, as well as to the first constitutional convention of the AFL-CIO, held December 5-9, 1955.

The AFL-CIO unity agreement called for all state federations of labor and city central bodies to complete their mergers within the next two years. Negotiations to this end between the California State Federation of Labor and the California State Council of Industrial Organizations accordingly got under way this spring.

Members of the merger committees are as follows:

For the California State Federation of Labor: Max J. Osslo, Butchers; Robert J. O'Hare, Carpenters; Thomas A. Small, Bartenders and Culinary Workers; Jack Goldberger, Newspaper Drivers; Lowell Nelson, Plasterers; Harry Finks, Cannery Workers; Albin J. Gruhn, Laborers; Pat Somerset, Screen Actors Guild; Secretary C. J. Haggerty, Lathers; and President Thomas L. Pitts, Wholesale Delivery Drivers.

For the California State Council of Industrial Organizations: Jack Bruhl, Oil Workers; Al King, Communication Workers; Edward Shedlock, Utility Workers; Herbert Wilson, Rubber Workers; Sam Eubanks, Newspaper Guild; Jerry Conway, Steel Workers; Arnold Callan, Automobile Workers; Jerry Posner, Communications Workers; Secretary John Despol, Steel Workers; and President Manuel Dias, Automobile Workers.

These committees met together on April 13 for a full day at the Hotel Clift in San Francisco, and again on May 9 and 10 for two full days in the Hollywood Roosevelt Hotel. The committees thus spent a total of three full days in discussion of the numerous problems encountered in connection with the merger of the two state organizations. In view of their differing structures, operations and methods of functioning, financing, and the like, more problems than had been anticipated in the first instance were encountered in these lengthy discussions. Both organizations were satisfied, however, with the progress that had been achieved.

It was the initial objective of the committees to attempt to obtain an agreement for submission to their respective executive councils in the hope of obtaining a merger of the two organizations at or about the time of the convention of the California State Federation of Labor.

After three days of discussion and ne-

gotiation, however, no final decisions or agreements were reached on any of the points discussed, and both committees agreed that it would be impossible to accomplish the initial hope and effect a complete merger by the time of the Federation's August convention. A polling of the members of both committees indicated that no additional meetings could be held during the balance of the month of May or during June. The next meeting was therefore set for two full days, and three if necessary, beginning on July 17, at the Hotel Clift in San Francisco.

When your Secretary reported on these negotiations to the Federation's Executive Council at its May meeting, the council instructed him to draft a suitable resolution for presentation to this convention which would authorize the Executive Council to call a special convention subsequent to our convention to achieve the merger of the state AFL-CIO organizations, if, in the judgment of the Executive Council such became necessary.

The July meeting of the negotiating committees lasted for three full days and further progress was made. Upon ending their sessions, the committees agreed to resume their discussions on September 24 and 25, in San Francisco.

California Union Membership

According to the State Department of Industrial Relations' Division of Labor Statistics, California labor union membership as of July, 1955, reached an all-time high of 1,618,500. The figure as of today is undoubtedly appreciably higher.

In July, 1955, there were 2,713 AFL local unions, representing 1,314,700, or 81 percent, of the organized workers in California. CIO local unions numbered 320, with a total membership of 192,500, or 12 percent, of the union workers. The remaining 111,300 organized workers, or seven percent, were in 397 locals of unaffiliated or independent labor organizations.

The latest figures on the number of unions and councils affiliated with the California State Federation of Labor, as well as the paid per capita membership, will be found elsewhere in this report by your Secretary.

Organizational Assistance

Throughout the year the Federation has assisted the organizational efforts of its affiliated members. This assistance has been financial or organizational, as the unions have requested; on occasions, all

that was asked for was publicity, which we have gladly furnished by means of the Weekly News Letter, or sometimes by special mailings to our entire membership.

Insurance Agents

Negotiations between the Insurance Agents International Union, AFL-CIO, and the Prudential Insurance Company began soon after the first of the year. The prevailing contract between the parties expired on March 19, but after two months of negotiating, no agreement had been reached on working conditions, or grievance and arbitration proceedings. The U. S. Mediation and Conciliation Service entered the picture toward the end of March, but negotiations continued for three months longer before a new agreement was finally signed.

In April, in response to a request from Insurance Agents No. 219, Oakland, your Secretary urged all members of the Executive Council to give assistance in their respective districts by talking to their local unions and councils advising of the need to aid the union in its current campaign for an approved contract and overall organizational program.

Later, at the request of the Insurance Agents International for special publicity assistance, your Secretary communicated with our members in the San Diego, Fresno, San Rafael, Vallejo and Eureka areas, urging the trade unionists in these communities to give all publicity aid to the Insurance Agents. Meantime, your Secretary wrote to Carrol M. Shanks, president of Prudential, asking him to use his influence to secure the signing of a decent contract.

Although the new contract, which was signed June 29, 1955, is not an entirely satisfactory one, it does embody some definite gains, not only for those who went through this long and trying dispute, but also in terms of future organizational gains.

Five Counties Central Labor Council

Replacing the Central Labor Council covering Shasta County and vicinity, the new Five Counties Central Labor Council has been engaged in a vigorous organizing campaign throughout the past year. The five counties under the jurisdiction of this council are Shasta, Tehama, Trinity, Siskiyou and Modoc. Offices have been established in Redding and Red Bluff.

The organizing campaign, held back for a time by the heavy winter rains, has been under the direction of Vice President Robert Giesick, and has made excellent progress. This is all the more remarkable when it is realized that the California Association of Employers, one of the most viciously anti-labor organizations to function in this state for some time, is well-entrenched throughout this area.

In addition to financial assistance, the Federation has furnished publicity whenever requested.

Office Employees

Financial aid has been given to the Western Organizational Conference of Office Employees Unions throughout the year.

Teachers

The California Federation of Teachers has also received financial help from our Federation in its organizing campaigns.

Barbers

Legal, as well as financial aid has been extended to Barbers No. 33 in Fresno.

Building Trades

The Building and Construction Trades Council in Visalia is continuing to receive organizational assistance from us in its fight against open-shop contract work in that area. Assistance has also been extended to the building trades' organizing program in Modesto.

Antelope Valley

The four-year organizing campaign directed by the Los Angeles Building and Construction Trades Council in Antelope Valley has been overwhelmingly successful. The council's first step was the establishment of a branch office in Antelope Valley, which is approximately 75 miles from Los Angeles. Today, more than 95 percent of construction work there has been unionized. In addition, other unions have been well organized, including the printers, butchers, clerks, culinary workers, teamsters, building service employees, barbers, and machinists. Largely because of its agriculture, Antelope Valley was once strongly anti-union.

The Federation's contribution to this fine campaign has been organizational, through the loan of its organizer, C. J. Hyans.

Strikes and Boycotts

Sebastopol Strike

One of the most dramatic as well as successful strikes in recent times in California was the Sebastopol apple products strike of cannery workers conducted under the direction of Brother Peter Andrade of the Western Cannery Council. The complete victory obtained after months of hard struggle is one in which the labor movement of California can share, for seldom have we witnessed such a perfect example of cooperation and co-ordination of effort.

Space does not permit your Secretary to tell the story of this strike, but it is well and effectively told in the Sebastopol Story, recently issued by the Western Council of Cannery and Food Process Workers Unions, Western Conference of Teamsters. Instead, your Secretary will confine his account to the contribution made by the Federation to this historic strike.

Delegates to the Federation's 1955 convention in San Diego will recall hearing how Organizer Bill Grami of the Cannery Workers had been kidnaped and brutally beaten three days earlier by three unidentified men; about the background of the strike; and about the spokesmen for the employers—Winston Caldwell and his California Association of Employers. The convention unanimously adopted Resolution No. 175—"Condemn Certain Sebastopol Canneries," and pledged support to the striking cannery workers.

Immediately after the convention, a special issue of the Federation's "We Don't Patronize" List, containing the brand names and distributors of the products of the apple canners and processors in the Sebastopol area, was printed and mailed to all local unions and councils in California, together with a letter setting forth the developments to date in the strike, and urging our membership to cooperate fully in a consumer boycott of these products. Hundreds of thousands of copies of this list and of our letter were sent out later by the Western Cannery Council, and during the months that followed the list was continually revised and kept up to date. The Federation's "Weekly News Letter" carried the list at frequent intervals, together with news stories, and every issue contained slogans about the strike and boycott.

At its October meeting, the Executive Council voted to work as a committee

of the whole with representatives of the Teamster locals in their respective districts to the end of organizing support for the strike. The Federation also mailed copies of the "Don't Buy These Brands" list to all the state federations of labor in the nation and received a surprisingly vigorous response from many of them. Central labor councils throughout the state acted quickly and efficiently, co-ordinating their activities with members of the Retail Clerks locals. It is the opinion of your Secretary that the conduct of this consumer boycott, from start to finish, can well serve as a model for the American labor movement.

The crushing weight of the boycott soon began to be felt. At the first of the year, one of the major processors filed a 30-day notice of withdrawal from the employers' association and at the end of January signed an agreement with the union. A few days later all but one cannery had signed up, and the hold-out capitulated on April 10.

Miami Hotels Strike

In adopting Resolution No. 192—"Support Hotel Workers' Strike in Miami and Miami Beach, Florida," the Federation's 1955 convention pledged general and specific assistance, which was promptly carried out by your Secretary.

Copies of this resolution were mailed to all unions and councils as soon as possible after the close of the convention. With these went a letter urging all the organizations to wire the Honorable Seaborn P. Collins, national commander of The American Legion, requesting the transfer of the Legion's convention from the Miami-Miami Beach area to another site, and pointing out that such action would materially aid the hotel workers who were striking against intolerable working conditions in the swank hotels of the area. Sample telegrams were included in the letter. In addition, all AFL members who were members of the Legion were asked to write a personal letter in the same vein to the national commander, and central labor councils were called upon to raise the question with local American Legion posts.

The unions and councils responded very well to this appeal, but to no avail. The Legion's position was made very clear in the following letter from Mr. Collins, which was apparently sent to all who telegraphed or wrote him:

"With reference to your communication, concerning the strike now in progress at the hotels in Miami Beach, Flor-

ida, I think perhaps I can explain to you The American Legion's position in this matter.

"First, The American Legion has never taken a position in a labor-management dispute, inasmuch as our organization has members from both groups.

"Second, because of the large size of our conventions we pick our convention site two years in advance. For instance, the present Miami convention site was selected by the National Executive Committee two years ago. Next year the convention will be in Los Angeles, and the following year it will be held in Atlantic City. We negotiated many months ago for hotel space, office space, and convention hall space in Miami, and over twenty states have contracted with a firm in Miami for from one to four floats each, at \$1,500 apiece. Many of our state organizations have made contractual commitments for hotel space and have in some instances spent money preparing to send delegations to the Miami convention. Altogether the National and State organizations have somewhere in the neighborhood of \$85,000 invested in this convention.

"Third, I do not have the authority to change the location of the convention. This would have to be done by our National Executive Committee, and it would cost another \$12,000 to call this group together for a meeting at our headquarters in Indianapolis.

"Fourth, at this late date it is inconceivable that any city could handle our convention even if it could be moved.

"I hope the above information is sufficient to show you that it is impossible for The American Legion to take any steps at this time toward changing to a new convention city.

"Very sincerely yours,

/s/ SEABORN P. COLLINS,
National Commander."

At its October meeting the Executive Council voted to function as a committee to work with the Hotel, Restaurant Employees and Bartenders International Union; further, as the policy-making body of the Federation, to stand ready to give all cooperation and assistance to the international union, and, at the district level, to render all aid and assistance, to meet with all joint boards and committees when called in session, and to keep the Federation informed as to what assistance could be given locally and nationally.

Again, space does not permit your Secretary to give details of this strike, but merely to report on the victories it has achieved. When the strike began, on April 13, 1955, only one hotel was under contract. Six months later, two hotels had signed with the union; today, a total of ten agreements have been achieved. The once-solid, anti-union front has been breached, and there is no doubt that complete victory is in the near future.

This is another strike in which the whole labor movement has cooperated, for without financial assistance, the chances for success in this long struggle would have been greatly diminished.

It is noteworthy that financial help even came from outside the United States, from the hotel and restaurant workers of Cuba and of Mexico, in a fine demonstration of international labor solidarity.

Lumber Workers

Members of Lumber and Sawmill Workers, AFL-CIO, Feather River Local No. 2892, have been on strike for nearly fifteen months against the Feather River Pine Mill Company in Butte County, a subsidiary of the Georgia-Pacific Company. The main issue is "continuance of contract."

At Burney, in Shasta County, two hundred members of the International Wood Workers of America, AFL-CIO, have been on strike since March 2 against the Scott Lumber Company. This company is located in the area in which the new Five Counties Central Labor Council is fighting the notorious California Association of Employers. When the company began to advertise throughout the country for strikebreakers, the council's organizing director, Vice President Robert Giesick, requested that this be publicized by the Federation. We have given publicity to both these disputes.

"Daniel Boone" Boycott

Early this year, a nationwide boycott was launched against the American-produced motion picture "Daniel Boone" by the Hollywood AFL Film Council. The council charged the picture was filmed in Mexico solely to avoid paying American union wages to technicians. Representing 24,000 motion picture industry employees, the Council asked cooperation in the boycott from all AFL-CIO unions.

In May, as a result of the labor boycott of the film, the Film Council an-

nounced that the boycott was ended, and that the producer had signed new collective contracts with Hollywood unions and pledged repudiation of "runaway" film production in foreign countries. The producer further agreed that, in the event he should deem it necessary to make a picture outside the United States, he would first consult with Hollywood unions regarding taking American union production crews to the foreign location.

III

LEGISLATION

Federal Legislation

Many duties in connection with federal legislation were performed by your Secretary on behalf of the Federation during the past year. Some of these are set forth under the heading "1955 Convention Resolutions" in the first section of this report; the most outstanding of the others will be summarized briefly here.

Unfortunately, this report by your secretary must be completed prior to the adjournment of Congress, so final action on many of these matters will have to be omitted.

Social Security

The outstanding social security bill, from labor's standpoint, has been **HR 7225**, which would (1) provide benefits for totally and permanently disabled workers who have reached the age of 50, (2) reduce the retirement age for women to 62, (3) continue benefits for children who become disabled before they are 18, and (4) extend coverage of the law.

This bill was passed by the House in July, 1955, but hearings did not commence in the Senate until January of this year. At the end of March your Secretary wrote to the California Senators Knowland and Kuchel requesting their support of this measure. The bill left the committee stripped of the first three provisions set forth above. Accordingly, your Secretary wired Senators Knowland and Kuchel urging them to vote to restore these provisions when the bill reached the Senate floor.

On July 17, in a gratifying display of Democratic strength in the Senate, the key provisions were amended back into the bill, and during an overtime night session, **HR 7225** won final passage by

a vote of 90 to 0. At this writing, the bill is still in conference with the House to iron out certain minor differences in the two versions.

Water and Power

A fight against a determined drive to destroy the 160-acre limitation in the federal reclamation laws has characterized most of the Federation's activity on proposed legislation on the subject of water and power. A brief account of what has been done in these matters is sufficient to indicate the scope of the problem.

The so-called Small Projects bills, **HR 5881** and **S 2442**, to encourage and give federal assistance to the development of small, necessary projects by local agencies, have received our closest attention. **HR 5881**, authored by Congressman Clair Engle of California, was passed, with certain amendments, by both houses last summer and was deadlocked in conference until the end of May of this year.

The essential point of concern to us was that by throwing out the 160-acre provision and substituting for it a long-ago discredited form of "commutation," offering a money substitute in place of national family-farm policy, the historic, anti-monopoly provisions of the 53-year-old reclamation laws had been gravely undermined. Accordingly, we wrote early in January, stating our position with the greatest emphasis to all California Congressmen and both Senators, and to Representative Clair Engle and Senator James E. Murray, chairmen, respectively, of the House and Senate Committees on Interior and Insular Affairs. Senator Murray wrote us that he had brought our letter to the attention of the Senate members of the conference committee.

While **HR 5881** was still deadlocked in the committee, however, the battle had shifted to several other bills—**S 863**, **HR 8347**, **HR 8325**, **HR 8560**, and **HR 9505**—all of which represented the schemes of excess landholders in the West to establish the supremacy of state law over federal law regarding the distribution of federally subsidized irrigation waters so as to exempt landed monopolists from the 160-acre limitation. In letters and telegrams in March and April to W. C. Hushing, chairman of the AFL-CIO legislative committee, we urged early action to stop these bills in committee, and reiterated our stand on the Small Projects bills.

Meantime, the fight developed on still another front, **HR 8750**. This bill, containing the provisions of the Small Proj-

ects bills and, like them, carrying no public power preference and excess lands clauses, was being pushed in the hope that it would break the deadlock in the conference committee over the Small Projects bill, **HR 5881**. On April 6, we wired California Representatives Moss, Shelley, Sisk and Holifield, urging strong opposition to **HR 8750** unless it contained the public power and excess lands provisions. Nevertheless, this bill passed the House on April 24, and went to the Senate, where, at this time, it is still in committee.

The Small Projects bill, **HR 5881**, finally emerged from conference and the conference report was submitted to the House on May 23. We immediately sent telegrams to Hushing and to Andrew J. Biemiller, AFL-CIO legislative representative, asking for the mobilization of the strongest possible support behind Senators Wayne Morse and Paul H. Douglas to prevent this bill slipping past the Senate without the inclusion of the all-important public power and excess lands provisions.

The conference report kept intact the so-called "Engle formula" under which an individual landowner would be permitted to buy water for land in excess of 160 acres if he paid the interest on that portion of the loan which enabled him to get the extra water.

The report was agreed to by the House on June 13, but at this writing, no action has yet been taken upon it in the Senate.

The Federation has also strongly supported legislation in connection with the San Luis Project. Various bills were introduced on this subject, but progressed no further than hearings by subcommittees. On May 14, 1956, your Secretary communicated the Federation's position on this project to Senator Clinton P. Anderson and Congressman Wayne N. Aspinall, chairmen, respectively, of the subcommittees on irrigation and reclamation of the Senate and House Committees on Interior and Insular Affairs, and to the California Congressmen who are members of the House subcommittee—Clair Engle, B. F. Sisk, Craig Hosmer and James B. Utt. We urged immediate authorization of the San Luis Project for federal construction and operation by the Bureau of Reclamation as an integrated addition to the Central Valley Project, with added provision for possible future state expansion and joint federal-state operation, should California proceed with its state water plan. We also requested that our position be read into the committee record.

In reply, all assured us that our position

would become part of the record, and Congressman Sisk stated that as soon as hearings were resumed, he would read our telegram to the committee and discuss the importance of its views as expressing the opinion of a very large group of citizens in California.

At this writing, however, it seems fairly certain that the 84th Congress will end before any further action is taken on San Luis Project legislation.

The so-called Hell's Canyon dam bill, **S 1333**, was also of great interest to us. This Administration-opposed measure would have authorized the federal construction of a \$350 million dam in Hell's Canyon on the Idaho-Oregon border, thus preventing the construction of three small dams at the site by the Idaho Power Company, a private utility, which was authorized last year by the Federal Power Commission in one of the most notorious "give-aways" of the Eisenhower Administration.

Telegrams and letters urging support of the bill were sent to the California senators. The bill was defeated, however, on July 19, by a vote of 51-41, eight southern Democrats joining the Republicans in the vote.

Meantime, the Idaho Power Company has already started work on the low-level dams. The only possible remaining barrier to the private utility's project is court action. The United States Appeals Court for the District of Columbia is now weighing an appeal by public power backers to nullify the license granted by the Federal Power Commission to the Idaho Power Company.

Post Office Employees

In support of **S 3593**, the so-called management and labor relations bill for postal and other federal employees, your Secretary wired Senator Olin D. Johnston, chairman of the Senate Committee on Post Office and Civil Service and author of the bill, on May 14, 1956, strongly urging its approval and asking that the Federation's position be read into the committee record. Among other points, this bill provides for an impartial arbiter in the settlement of grievances, which has long been sought, especially by the post office employees. Our telegram was promptly acknowledged by Senator Johnston. To date, however, no action has been taken on this bill.

International Labor Organization

Two measures concerning the International Labor Organization have been fol-

lowed closely by organized labor: **SJR 97**, providing for an increase in the existing ceiling on the United States contribution to the ILO from \$1,750,000 to \$3,000,000, and **SJR 117**, calling on the United States, in cooperation with other nations, to assume leadership in a campaign to abolish the use of forced labor, and to support the adoption of a convention on forced labor at the 1956 conference of the ILO.

At the request of AFL-CIO International Representative George P. Delaney, and in line with the statement of the AFL-CIO Executive Council, issued February 2, 1956, condemning the campaign of falsehoods against the ILO and reaffirming our full and unqualified support of that organization, we wrote on February 21, 1956, to Senator Lister Hill, chairman of the Committee on Labor and Public Welfare, and to Senator Walter P. George, chairman of the Committee on Foreign Relations. We stated firmly that we differed with the reported position of the U. S. Government, and that we did not believe that representatives of the United States should refuse to endorse an ILO convention which vigorously condemned such inhuman practices as forced labor, for to do so would place the freedom-loving people of America in the embarrassing and untrue position of being the only member nation of the ILO refusing to condemn such slavery through the strongest weapon available to the ILO—the convention against forced labor.

A copy of this letter was appreciatively acknowledged by George Delaney. Senator George wrote that **SJR 117** was still under examination, while **SJR 97** had been approved by the Senate Foreign Relations Committee and awaiting action since July 27, 1955. He added that we would be informed of the action taken on these matters as soon as possible. Subsequently, we learned that **SJR 97** had passed the Senate on April 19, 1956, and that a first hearing had been held on **SJR 117** on April 25. At this writing, the outcome of these measures appears doubtful.

Federal Aid to Education

The Federation has been keenly interested in the Kelley school construction bill. Providing for a four-year, \$1.6 billion program of cash grants for school construction, as well as for federal aid in the financing of school bonds, it was approved by the House Committee on Education and Labor last summer, but further action was delayed until early in July of this year as it seemed certain that this measure would become a storm center of the

anti-segregation fight. That is exactly what occurred.

On July 5, an amendment by Representative Adam Clayton Powell to bar federal funds to any state that does not comply with the Supreme Court's ruling against school segregation, was adopted by a vote of 225-182. A few minutes later the House killed the bill, 224-194. Outright factional politics, in which conservative Republicans and southern Democrats shared, conspired to defeat the measure. Although President Eisenhower has since urged action in Congress to revive the bill, the chances of this occurring are extremely doubtful.

Another of our concerns in the field of federal aid for education has been in connection with schools in federally impacted areas. A communication from Teachers No. 827, Vallejo, pointed out that Public Law 874, under which special aid has been given to such schools, was due to expire this year unless legislation to continue it were enacted; also, that the Office of Education had failed to recommend any legislation and apparently wanted it to die; and finally, that a subcommittee of the House Committee on Education and Labor was working on the problem. Your Secretary promptly wired Chairman Cleveland M. Bailey of the Subcommittee on Aid to Schools in Federally Impacted Areas, urging that legislation containing the necessary special aid be formulated and introduced. There has been no further word on this matter.

Industrially Depressed Areas

On June 13 your Secretary wrote all central labor councils in the state on the very important subject of federal aid to depressed industrial areas. The House Committee on Banking and Currency had at that time recently completed hearings on several bills and were to meet shortly thereafter in executive session to determine its course of action. It appeared probable that a new bill would be prepared within the committee itself.

The AFL-CIO has strongly supported a comprehensive federal program to eradicate local industrial depression, and has striven for action by Congress at this session. Your Secretary urged our central bodies, therefore, to forward their views as quickly as possible to the California Representatives on the Banking and Currency Committee in an effort to obtain support for this program: Congressmen Gordon L. McDonough and Edgar W. Hiestand, representing the 15th

and 21st Congressional districts, respectively.

Our position may be summed up as follows:

Any federal program, to be adequate, must encompass loans for construction of industrial plants, loans and grants for the improvement of public facilities, technical assistance, vocational education for unemployed workers, and federally-paid subsistence grants during retraining, fast tax amortization write-off allowance for capital invested in depressed areas, and other aids. This comprehensive program, to be effective, should be coordinated and directed by an independent federal Area Redevelopment Administration.

At this writing, it appears that Congress will adjourn without acting upon this matter.

Commission on the Arts

Two bills, **S 3419** and **HR 7973**, were introduced this spring to create a federal advisory commission on the arts. In May, your Secretary wired Congressman Graham A. Barden, chairman of the House Committee on Education and Labor, and Senator Lister Hill, chairman of the Senate Committee on Labor and Public Welfare, advising them that the California State Federation of Labor fully supported these measures, and urging favorable consideration of the measures.

S 3419 passed the Senate on July 5 and went to the House; **HR 7973** is apparently still in subcommittee. It is doubtful if any further action will be taken on either of these bills.

Miscellaneous Matters

S 3176—the poultry inspection bill. Hearings were begun early in May.

S 3073—the District of Columbia transit bill. In support of the position on this matter of the California Coordinating Council of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees, we sent telegrams to both California Senators and later to the California Congressional delegations, urging that adequate labor provisions be contained in the bill. The bill passed both houses and is now in conference, having been amended in the House.

HR 6141 — freight rate increase. We have followed this matter closely, and communicated to the California Representatives and Senators our opposition to the proposed freight increase as a severe blow to California agriculture, canning and

other food processing, and new industries. We urged support of the California Public Utilities Commission's protest against the increase to the Interstate Commerce Commission. At this writing, it appears that the matter will die with the end of the 84th Congress.

State Legislation

1956 Budget and First Extraordinary Sessions

The 1956 Budget and First Extraordinary Sessions of the California legislature were convened in March and ran simultaneously for approximately one month. Relief for the December flood victims, action on water development, and the formation of a Department of Water Resources were the dominant issues during the double sessions. Although the Federation did not participate directly in the formulation of "water" legislation, its views were made known through the California Water and Power Association, of which the Federation is a statewide sponsoring member. When the closing gavel fell, the Federation was able to look back with satisfaction upon the passage of legislation generally acceptable to labor.

A brief summary of action taken by the legislature in regard to water legislation and other areas of interest to labor, follows:

Feather River Project

AB 1 (Caldecott)—1956-57 Budget. Contains a \$9,350,000 appropriation for the preparation of construction plans and acquisition of rights of way for the Oroville and San Luis Dam sites. No provision, however, is made for actual commencement of construction of the Feather River Project as a state project, which organized labor opposes.

Water Department

AB 4 (Weinberger), special session. Creates a Department of Water Resources with functions regarding water or dams (except the administration and determination of water rights) formerly vested in the Department and Director of Public Works, Division of Water Resources, State Engineer, Water Project Authority, State Water Resources Board, and Department of Finance. The new department is headed by a director appointed by the Governor.

Continues the State Water Resources Board in existence within the department, renaming it the State Water Board. Gives

the new board advisory powers and requires rules and regulations of the department, other than those relating to internal administration and management, to be approved by the board prior to becoming effective.

Continues the Reclamation Board in existence within the department, but the board retains its existing powers and duties.

Authorizes the department to have its own legal counsel to advise the director, represent the department before the state board and agencies, and, when authorized by the Attorney General, to represent the department and the state in litigation. In any event, authorizes such legal counsel, with approval of director and consent of court, to present to court the views of the department.

Finally, creates a State Water Rights Board, consisting of three members appointed by the Governor, and transfers to this board all powers and duties of the Department of Public Works and State Engineer relating to the administration and determination of water rights.

Flood Relief

AB 14 (Sedgwick), special session. Authorizes Department of Veterans Affairs to indemnify purchasers of property under the state veterans farm and home purchase program for storm and flood damage to such property.

AB 17 (Coolidge), special session. Provides for the repair and restoration of public property of local governmental agencies damaged or destroyed by storms or floods. Appropriates \$14.5 million from the General Fund for such work to be allocated by the State Public Works Board, and \$10.4 million from State Lands Act Fund for completion of projects where local agencies are unable to pay their share of the cost.

Prescribes procedure for applications by local agencies and investigation and hearing thereon. Specifies formula for determination of the shares of cost by the local agency.

Authorizes the board to provide for completion of projects where the local agency is financially unable to meet the matching requirement, and requires the local agency to repay the state such amounts within a 10-year period.

AB 31 (Belotti), special session. Provides for the adjustment of apportionment of state school funds where property valuation and attendance are reduced as a result of flood.

AB 55 (Coolidge), special session. Appropriates \$1 million out of Flood Control Fund of 1946 to the State Water Resources Board for acquisition of lands, easements, and rights of way for flood control projects authorized for state cooperation with federal government.

SB 45 (Grunsky), special session. Provides for state loans to redevelopment agencies for acquisition of property damaged or destroyed by storms or floods after October 1, 1955, located within an area over which the agency has jurisdiction and necessary to enable it to plan redevelopment projects therein. Provides for repayment of loans, and appropriates \$3 million out of the General Fund for this purpose.

SB 72 (Ed. C. Johnson), special session. Authorizes the Reclamation Board to undertake immediate construction or reconstruction of portion of a project at state expense, if the board determines it urgent to do so because of damages resulting from the 1955-56 floods.

Veterans

AB 2 (Nielsen), special session. Increases the maximum mortgage amount under the state veterans farm and home purchase program to \$15,000 for homes and \$40,000 for farms.

SB 6 (Dilworth), special session. Provides for submission to voters of \$500 million veterans bond issue at 1956 general election for home and farm purchase program.

Teachers

AB 75 (Miller), special session. Provides for the balance of assets of the discontinued Los Angeles school district retirement system to be held intact until the legislature expressly authorizes the expenditure of such funds.

Butchers

AB 15 (Lowrey), special session. Creates a California Beef Council which may be activated on vote of beef producers to aid and advise the Director of Agriculture in a program for stimulating the use of beef and beef products. Provides for a fee of 10 cents per head of cattle and calves to finance the programs, which fee is collected at the same time as hide and brand inspection fees.

AB 29 (McCollister), special session. Requires the marking of New York Dressed Fowl as that class of meat, and exempts such fowl from evisceration, cutting, or any internal examination for pur-

poses of any required inspection for wholesomeness.

Other

AB 52 (Shell), special session. Limits amounts of tideland revenues to be transferred to the State Beach Fund and State Park Fund under existing percentages to a total of \$7 million in any fiscal year. Deletes provision transferring to General Fund 30 percent of the balance of tideland revenues after refunds and administrative expenses, and provides that the balance of the fund after all other payments therefrom, goes to the General Fund, but amounts in excess of \$3 million in any fiscal year are required to be set aside in the Investment Fund in the State Treasury.

AB 77 (Allen), special session. Provides for the distribution of Long Beach tideland revenues between the state and the city.

SCA 4 (Grunsky) special session. Provides that the legislative budget session in even-numbered years shall commence a month earlier so that a recess may be called, not to exceed 30 days, for committee consideration of the budget.

Senate Interim Labor Committee

Your Secretary attended a hearing of the State Senate Interim Committee on Labor in Sacramento on November 9, 1955, the purpose of which was to entertain suggestions from interested persons as to subjects to be studied by the committee during the 1955-1956 legislative interim period.

The committee decided to discontinue studies of labor union practices, and instead, hold hearings on a resolution introduced by Senator Donald Grunsky (R), Watsonville, asking for a survey of the women's eight-hour law.

These hearings were held in June in Los Angeles, San Francisco and Sacramento. Federation observers were present at all the hearings.

IV

POLITICAL ACTIVITY

The report made by your Secretary to the California Labor League for Political Education's 1956 pre-primary election convention, held in San Francisco on April 6, set forth the activities of the CLLPE to date. This report is included in the printed proceedings of the pre-

primary convention. Subsequent events are set forth below.

Primary Election Campaign

The mailing of the CLLPE political endorsement pamphlets to all league officers began during the first week of May and continued until the eve of the election, which took place on June 5. The mailing of the pamphlets was in response to order forms issued two weeks earlier to the affiliated organizations.

Special endorsement pamphlets were distributed in Alameda, Los Angeles, San Diego and San Francisco counties. The pamphlets issued to affiliates in these four counties featured CLLPE-endorsed candidates for Congress and the state legislature in the county jurisdiction. General endorsement pamphlets listing all candidates for Congress, State Senate and State Assembly were mailed to affiliates in other areas of the state.

In all, some 775,000 copies of the pamphlets were sent out in this way, and distributed by the unions, councils and local leagues throughout the state. The results of the primary election revealed how effectively this job was accomplished.

Pursuant to the authority given the CLLPE Executive Council by convention action, thirteen additional primary election endorsements were made following the convention. These had been left open, and the endorsements were made by the Executive Council following consultation with the respective local political leagues.

Election Results

The results of the primary election were the most gratifying the CLLPE has yet experienced. Ninety-eight percent of CLLPE-endorsed candidates either won their own party nomination or carried both tickets and were thereby elected. The CLLPE success may be summed up as follows:

CLLPE-backed Richard Richards captured the Democratic nomination for U. S. Senate and will face incumbent Senator Thomas Kuchel in November.

Of 23 CLLPE-endorsed candidates for Congress, 20 won the nomination of their own party and three won election by taking both party nominations.

Of 15 CLLPE-endorsed candidates for the State Senate, six won nomination, eight were elected and one failed to win nomination.

Of 63-endorsed candidates for the State

Assembly, 45 won nomination, 17 were elected and one failed to win nomination.

Candidates Endorsed by CLLPE Nominated or Elected

United States Senate
Richard Richards (D)
United States Congress

District

1. Clement W. Miller (D)
2. Clair Engle (D) Elected
3. John E. Moss, Jr. (D)
4. James L. Quigley (D)
5. John F. Shelley (D) Elected
6. H. Roberts Quinney (D)
7. Laurance L. Cross (D)
8. George P. Miller (D)
11. John J. McFall (D)
12. B. F. Sisk (D)
13. William Kirk Stewart (D)
14. Harlan Hagen (D)
15. Emery Petty (D)
16. G. Robert (Bob) Fleming (D)
17. Cecil R. King (D)
19. Chet Holifield (D)
22. Irving Glasband (D)
23. Clyde Doyle (D)
25. John G. Sobieski (D)
26. James Roosevelt (D)
27. Harry R. Sheppard (D) Elected
28. Gordon T. Shepard (D)
30. George A. Cheney (D)

State Senate

District

1. Stanley Arnold (D) Elected
3. Carl L. Christensen, Jr. (D) Elected
5. Edwin J. Regan (D) Elected
7. Harold T. (Bizz) Johnson (D) Elected
11. Nathan F. Coombs (R)
15. Luther E. Gibson (D) Elected
17. George Miller, Jr. (D)
21. Harold G. Robinson (D)
23. William L. Mathson, Jr. (D)
25. Fred S. Farr (D) Elected
27. Robert I. Montgomery (D) Elected
29. Ursin (Perk) Perkins (D)
31. John J. Hollister (D)
33. James J. McBride (D) Elected

State Assembly

District

1. Tom E. Bair (D)
2. Pauline L. Davis (D) Elected
3. Lloyd W. Lowrey (D) Elected
5. Samuel R. Geddes (D) Elected
6. Paul J. Lunardi (D)
7. Richard H. McCollister (R)
8. Thomas J. MacBride (D) Elected
9. Roy J. Nielsen (R)
10. Donald D. Doyle (R)
11. S. C. Masterson (D) Elected

12. William Biddick, Jr. (D)
13. Carlos Bee (D) Elected
14. Robert W. Crown (D)
16. William M. Freeborn (D)
17. William Byron Rumford (D) Elected
18. James G. Whitney (D)
19. Charles W. Meyers (D)
20. Thomas A. Maloney (R)
21. Caspar W. Weinberger (R) Elected
23. John A. O'Connell (D) Elected
24. Edward M. Gaffney (D)
25. W. Howard Hartley (D)
27. Glenn E. Coolidge (R) Elected
29. William J. Harris, Jr. (D)
30. Ralph M. Brown (D) Elected
31. Gordon H. Winton, Jr. (D)
32. Wallace D. Henderson (D) Elected
33. Charles B. Garrigus (D)
34. Alan G. Pattee (R) Elected
35. Myron H. Frew (D)
36. Timothy I. O'Reilly (D)
37. Rex M. Cunningham (D) Elected
38. Dorothy M. Donahoe (D) Elected
40. Edward E. Elliott (D)
41. Allen Miller (D)
42. Jess Nathan (D)
43. Richard R. Rogan (D)
44. Richard J. (Dick) Nussell (D)
45. Thomas J. Doyle (D)
46. Allen K. Jonas (D)
51. William A. Munnell (D)
52. Frank G. Bonelli (D)
53. Marylyn Powers Sobieski (D)
54. Richard E. Erwin (D)
55. Vernon Kilpatrick (D)
58. Phill Silver (D)
59. Thomas M. Rees (D)
60. Mabel M. Mosler (D)
61. Lester A. McMillan (D)
62. Augustus F. Hawkins (D) Elected
65. Jesse M. Unruh (D)
66. Charles H. Wilson (D) Elected
67. Clayton A. Dills (D)
68. Vincent Thomas (D)
69. Carley V. Porter (D)
72. Eugene G. Nisbet (D)
73. Jack A. Beaver (R)
75. Richard T. Hanna (D)
77. Sheridan N. Hegland (D)
78. Frank Luckel (R)
79. Wanda Sankary (D)
80. Robert F. Driver (D)

Pre-General Election Convention

The call for the CLLPE pre-general election convention, to be held on September 14 at California Hall in San Francisco, will be issued on July 23. The principal business of this convention will be to reaffirm the CLLPE's primary endorsements, and to issue endorsements for the general election of November 6, 1956, in those instances where CLLPE-

endorsed candidates failed to qualify at the primary election, or where the position of the CLLPE has not been recorded to date.

CLLPE-PAC Negotiations

At its meeting in May, the Executive Council of the CLLPE authorized President Pitts to appoint a committee from the Executive Council of the California Labor League for Political Education comprised of seven vice presidents, the president and secretary-treasurer, for the purpose of dealing with a similar committee from the CIO's Political Action Committee (PAC) on the matter of political activity, and further, to add such additional members to the committee as in his judgment future conditions might warrant.

President Pitts named the following committee: Vice Presidents Max J. Osslo, Robert J. O'Hare, Pat Somerset, Thomas A. Small, Jack Goldberger, Lowell Nelson, Harry Finks, Albin Gruhn; President Pitts and your Secretary.

COPE Regional Conference

More than 200 AFL-CIO delegates from five western states were expected to attend the one-day western states political conference on July 26, held in San Francisco under the auspices of the National Committee on Political Education (COPE).

Invitations from national COPE headquarters were sent to all state federations of labor and state industrial union councils in Arizona, California, Colorado, Nevada and Utah, while your Secretary extended an invitation to all California AFL affiliates to send delegates to this conference.

It was planned that COPE co-directors James L. McDevitt and Jack Kroll would lead conference discussions on 1956 national political plans; William J. McSorley, Jr., assistant national director, would review the voluntary contribution drive now being conducted by national and international unions participating in the \$1.00 a member campaign, and Al Barkan, also an assistant COPE director, would speak on 1956 registration plans. Both the McSorley and Barkan surveys were to be followed by floor discussion.

Other items on the day-long agenda included a report of women's political activities, and an analysis of congressional districts by states, as well as political activity in the five western states.

The conference was one of six COPE area confabs held in July throughout the nation.

V

LEGAL SERVICES

Report of Attorney Charles P. Scully

Court Cases

Wemyss v. Stockton Labor Council, et al

This case involves the so-called Jurisdictional Strike statute and our contention that the state court is without jurisdiction because the matter is exclusively within the jurisdiction of the National Labor Relations Board.

While the question was pending before the Ninth Circuit Court of Appeals in San Francisco, Judge Woodward granted the preliminary injunction on the ground he desired to maintain the status quo pending a final determination by the Ninth Circuit Court of Appeals.

Thereafter, the Ninth Circuit Court of Appeals found that the union in question was a company union and on request to the Board, the Board did not see fit to set aside its determination and revoke jurisdiction over the company.

A stipulation, however, has been entered into agreeing that a permanent injunction may be entered and restraining all activity as far as the plaintiff is concerned. This stipulation was entered into only after the suggestion of, and with the consent of, the Teamsters and their counsel who were the principal parties involved.

Cal. Kitchens v. Brother of Carpenters, et al

This case involves a suit for an injunction and for damages of approximately one million dollars against the International, the Los Angeles District Council, and various local unions in California, on the ground the California unions are boycotting Bilt-Well Cabinets made in Iowa under contract with a local Carpenters Union but which do not bear the label.

After extensive arguments during the month of July, 1954, a preliminary injunction was granted by the Los Angeles Superior Court.

This determination was appealed to the District Court of Appeal and the District Court of Appeal issued a favorable decision, reversing the decision of the Super-

ior Court and vacating the injunction on the ground that the action of the Carpenters Union in Los Angeles in refusing to install the products in question because they did not have a union label, even though they were manufactured by members of a sister union in Iowa, was a legitimate labor objective and accordingly could not be enjoined.

Apparently, no further action has been taken by the attorney for the plaintiff to have the matter heard by a higher appellate court and accordingly the determination of the District Court is now final.

Black v. Cutter Laboratories

The State Supreme Court in this case, by a 4-3 decision, reversed an award of the arbitrator and held that the employer was not required to rehire the individual in question.

The alleged basis of the decision was the Communistic background of the individual in question, but the framework of the court's decision was such that it seriously affected, if in fact it did not destroy, the long established principle of finality of awards of arbitrators in the state of California.

On instructions of the Secretary, I filed, on behalf of the Federation, a brief amicus curiae supporting a petition for rehearing, but this petition was denied by the same vote of the court, namely, 4-3.

Although the United States Supreme Court granted certiorari, after argument the case was dismissed on the ground no federal question was involved.

Bowler v. IAC and State of California,

Subsequent Injuries Fund v. IAC

Both of these cases involved improper application of apportionment for alleged pre-existing disability. On behalf of the Federation, briefs amicus curiae were filed, contending that the Industrial Accident Commission had erred. The writs were granted and the matters were argued before the District Court of Appeal, but a most unfavorable decision was rendered, which, in effect, seriously impairs the granting of workmen's compensation benefits for permanent disability.

Harvey's v. Culinary Union, et al, Sacramento

This case involves an alleged jurisdictional dispute in which both the employer and the inside company union together brought action against the various Culinary Unions in Sacramento to obtain an injunction.

A temporary restraining order was granted and upon the hearing of the Order to Show Cause September 21, 1955 in Sacramento before Judge Oakley, argument and evidence was introduced in an attempt to show that the inside alleged union was in fact a company union.

The court, however, overruled our demurrer and issued a temporary restraining order.

I then prepared an answer and cross-complaint seeking damages on the ground the employer has fostered a company union and the matter is still pending. There is a possibility of settlement of this matter, but it is still at a preliminary stage.

Bradshaw v. Department of Employment

This case is concerned with the question as to whether or not the receipt of so-called severance or dismissal pay disqualifies an individual to receive unemployment insurance compensation benefits.

At the instruction of the Secretary, I filed a brief amicus curiae in the State Court and the matter was argued in December.

The Supreme Court, by a 4-3 decision, sustained the adverse ruling of the Department and a petition for rehearing of this adverse determination has already been denied.

As a minority of the court points out in their opinion, there may be a very serious effect upon so-called supplemental unemployment insurance benefits in this state as a result of the determination of a majority of the court in the Bradshaw case.

Richmond Hospital v. Culinary Union, Local 595, et al

This case is another jurisdictional dispute case involving an alleged company union and the so-called culinary and allied unions in the Richmond area.

After conferences with Attorney Condon, representing the Culinary Union, on December 27, 1955, I appeared in court on January 4 and 5, 1956, and presented evidence to attempt to establish that there was a company union involved. The court rejected the contention and a preliminary injunction has now been issued, restraining further picketing at the establishment.

Garmon v. San Diego Building Trades Council, et al

This case involves a decision by the California Supreme Court in which it

found the state court had the authority to enjoin conduct which might be illegal under the Taft-Hartley Act, even though the National Labor Relations Board had rejected jurisdiction.

Because of the fact the then current attorneys for the defendants in the case apparently did not desire to prosecute the case further, it was the determination of the Executive Council that the case should be taken over by the California State Federation of Labor and I should attempt to obtain a review of the matter by the United States Supreme Court.

Pursuant to that instruction, I cooperated with the offices of Walter Wencke and Mathew Tobriner, and after conferences on March 5, 6 and 7, 1956, in cooperation with them, prepared a Petition for Certiorari to the United States Supreme Court, which I am glad to announce has been granted.

By action of the court, the action has been set upon the summary calendar for hearing at the next term of the court, which will not commence until October, 1956.

It will be necessary for us now to prepare briefs before August, 1956, and ultimately to argue the case when it is set for hearing before the United States Supreme Court. Needless to say, I am most delighted to report to you the success in having the petition granted because of the most damaging nature of the decision by our State Supreme Court by a 4-3 vote.

Since the granting of the petition, additional conferences have been held with the other attorneys mentioned. The first was in my office in San Francisco on May 31, 1956, at which Messrs. Tobriner, Grodin, Hackler and Wencke reviewed with me the type of brief that should be prepared. The second was in Los Angeles on June 15, 1956 with Messrs. Hackler, Pitts and myself on the same general subject.

Preliminary drafts of briefs are now being prepared and the final draft will be submitted to the national headquarters of the AFL-CIO so their counsel can determine whether they believe it is desirable to file a brief amicus curiae in the matter.

People v. Osslo, et al

The above matter involves a criminal proceeding directed against Osslo and other union members, arising from a so-called jurisdictional dispute in San Diego between the Retail Clerks and the Butchers Union.

The charge in question is a felony charge of conspiracy and a felony charge to commit an aggravated assault.

I conferred in Los Angeles on March 10, 1956, May 11, 1956, and again June 14, 1956, with the counsel for the various defendants in an attempt to determine what proper strategy would be desirable in the coming trial, which is scheduled to commence in San Diego on July 10, 1956.

A Petition for Writ of Prohibition was filed in the District Court of Appeal after the Superior Court refused to grant a motion to dismiss the indictment, but this petition also was denied.

It appears that the trial will commence as scheduled on July 10, 1956 and the outcome should be known prior to the convening of our convention.

International Sound Technicians v. Los Angeles Superior Court

The question involved in this case is whether or not an individual has a right to sue a union for injunction and damages for an alleged refusal to admit him to membership.

The court held that although the Taft-Hartley Act precluded the state court from granting injunctive relief because the individual had adequate relief by way of unfair labor practice before the National Labor Relations Board, that the court nevertheless had the right under the concept of constitutional law to grant the individual damages for a refusal to admit him to membership in the union.

At the request of the Secretary, on June 4, 1956, I prepared a brief amicus curiae in support of a petition to the State Supreme Court attempting to reverse this determination by the District Court of Appeal, but the Petition for Hearing was denied.

I have been in conference with counsel for the union and it is my understanding he is contacting the Board to discuss with them the possibility of obtaining a federal injunction to prevent the state court from proceeding further with respect to this alleged common law constitutional cause of action.

Unemployment Insurance

Federal Conformity Hearing

As a result of a decision involving certain maritime unions, the United States Secretary of Labor raised a question as to whether or not the decision of the California Department of Employment did

not place the State of California out of conformity with the federal standards.

Accordingly, after appropriate advance notice, a hearing was conducted in San Francisco on August 1, 2 and 3, 1955, to test this issue.

In cooperation with Mr. Tyson, counsel for the national AFL and Mr. Lesser, counsel for the national CIO, I participated in such hearing.

A recommendation was made by the hearing officer to the Secretary of Labor, which, in essence, found that the State of California had not complied with the standards but that the failure to comply was not of sufficient substantial nature to warrant not certifying the state as being in conformity. The Secretary of Labor has affirmed this recommendation.

Conference With New Department Director

On October 18, 1955, in company with the Secretary, we conferred in Sacramento with the new Director of the Department of Employment, Mr. Harry Stewart, to review generally our position with respect to that Department.

Fabricated Metal and Enamelware Workers Union, Local No. 18524

This case involved the denial of unemployment insurance benefits to members of the above union employed at the American Radiator & Standard Sanitary Corporation, Richmond plant, as a result of a strike called by another union. I conferred with Business Representative Rodriguez on November 7, 1955 and attended hearings on November 9 and 10, as a result of which the unfavorable decision of the local office was reversed and benefits were held payable. No appeal was taken and that decision is now final.

Uniform Maximum Disqualification For Misstatement

As a result of a complaint of certain East Bay local unions, I conferred with the Department and its various representatives with respect to an alleged policy of applying uniform maximum disqualifications based upon certain erroneous releases by the Department. As a result of these conferences, the Department revised the releases and pointed out that a flexible penalty was provided and that circumstances would resolve what would be the penalty assessed in each particular case.

Supplemental Unemployment Insurance Benefits

On January 13, 1956, I conferred in the Secretary's office with representatives of the CIO, with respect to this matter.

Following this conference, we met with the Attorney General and his Deputy, Mr. Perluss, and presented our contention that these benefits were properly payable under the state law without the necessity of additional legislation.

The Attorney General rendered a favorable ruling, holding it is permissible for the State Department of Employment to pay unemployment insurance benefits in addition to the various so-called automobile programs.

Subsequent to this determination, the Director ruled that such conduct is permissible and accordingly, we have two corresponding rulings at both the Attorney General and the Director level.

However, with respect to certain other specific plans, rulings are still pending before the Attorney General as to whether or not they fall within the same general principle.

Alameda Advisory Council

On March 23, 1956, I met with members of the so-called Alameda Central Labor Council, namely, Messrs. Collier, Groulx and Crowell, who were forming an Unemployment Insurance Advisory Council, which was to be instructed by representatives of the Department in the hope of creating a more cooperative relationship between the unions in the area and the Department of Employment.

It was my suggestion that at the outset, they might desire to increase the scope of their committee in order that they could have a more substantial number of trained personnel who could then appear before the various local unions to explain what they had learned in their conferences. It is my understanding that this has been agreed to and that there will hereafter develop an extended program of education at the so-called local level in this area.

I expressed to the committee my willingness to cooperate in every way possible with the formulation and implementation of the program they had in mind.

Governor's Advisory Council, Department of Employment

Together with the Secretary and Vice President Finks, I have been appointed by the Governor to serve on the Gover-

nor's Advisory Council on the Department of Employment.

On March 8, 1956, an organizational meeting was held in Sacramento with the Director and other representatives of the committee. This was followed by an additional meeting in Sacramento on May 7, 1956.

The committee, in addition to the three members above mentioned, is composed of the employer representatives, namely, Mr. Kennedy, Mr. Kragen and Mr. Groezinger, together with a representative of the public, Mr. Sam Kagel.

As a result of the last meeting in Sacramento, it was agreed that meetings would be held every two months throughout the state by the council.

The schedule of meetings calls for a meeting in July at San Diego, a meeting in September at Los Angeles, a meeting in November at Fresno, a meeting in January at Sacramento, and a meeting in March in San Francisco.

It is hoped that as a result of the creation of this council, we will be in a position to review the administrative practices of the Department to the benefit of all of the people of the State of California.

On June 19, 1956, together with Mr. Kragen, I interviewed applicants for the position of Executive Secretary of the council, but none has been selected to date because other applicants have not as yet been interviewed. It is hoped, however, that the selection of the Executive Secretary will be made some time during the month of July, 1956.

Workmen's Compensation

State Chamber-State Federation Recommendations to the Industrial Accident Commission

You will recall that last year there were submitted to the Industrial Accident Commission joint recommendations of the State Federation of Labor and the State Chamber of Commerce with respect to certain recommended procedural changes in the handling of cases before the Industrial Accident Commission.

On August 11, 1955, I appeared, with representatives of the State Chamber, before the Industrial Accident Commission at a meeting in San Francisco in order to review and to implement the procedural changes jointly suggested by our groups.

On the whole, the suggestions were generally acted upon favorably and it is hoped

there will be an improvement as a result of such suggested changes.

In order to determine the extent to which the recommendations had been placed into effect, a meeting was held on April 26, 1956, at the offices of the State Chamber of Commerce, at which I was present, together with Messrs. Creede and Hislop and Mrs. McMahon, representing the employer groups.

As a result of that conference, a request was made to the Chairman of the Commission for the purpose of setting up a meeting at which we could evaluate with him the effect of our recommendations.

On June 11, 1956, Messrs. Creede and Hislop and Mrs. McMahon, representing the State Chamber of Commerce, and myself on behalf of the Federation, met at the San Francisco offices of the Industrial Accident Commission with Chairman Macdonald, Commissioner Lawrence and Attorney Thomas.

They pointed out to us that a complete survey of the rules and regulations of the Commission was being conducted by them and the staff and that it was hoped that most of our suggested changes could be up for public hearing and consideration not later than September, 1956.

As far as the position of the spokesmen of the Commission at that time was concerned, they appeared to be cordial and to agree substantially with the recommendations we had jointly presented to them.

Rehabilitation Committee Created By the Senate Interim Committee

There was created as a result of the so-called McBride Committee study, a citizens committee to consider the overall problem of rehabilitation.

These are various labor representatives on the committee, including the Secretary.

On May 14, 1956, I conferred with Secretary Haggerty and Department of Education representative Gullledge, with respect to the overall program that is being formulated in conducting this study.

At that time, I submitted to Mr. Gullledge my critical review of the project proposal, desiring particularly to have a more widespread labor representation with respect to such pilot study.

It is my understanding that the Secretary and Mr. Gullledge were agreeable to my comments and will follow through at the committee level.

Industrial Accident Commission—Attorneys' Fees

May 17, 1956, at the request of the Chairman of the Commission, I met with Chairman Macdonald and Commissioners Lawrence and Henning to discuss with them the question of attorneys' fees.

I stated the historic position of the Federation as agreeing to reasonable fees, but contending they should be paid by the insured or insurer and should not be deductible from the applicant's meager award.

Governor's Committee on Employment of the Handicapped

I attended the meeting of the committee in San Francisco on Tuesday, September 13, 1955, and presided at a luncheon on behalf of the local committee with respect to this matter. I have been unable to attend any of the remaining scheduled meetings because of conflicts in date, but I believe that President Pitts or other Federation representatives were present at the remainder.

However, I still must report I have definite reservations as to the degree that the work of this committee is in any way effective.

Governor's Conference on Education

I was designated by the Governor to act as a member of the Special Planning Committee dealing with the finances of the schools.

The purpose of the preliminary committee was to establish guides which could be used by the conference at its statewide meeting. Accordingly, I attended all-day meetings in San Francisco at the Bellevue Hotel on July 25 and 26, 1955, preparing for the guide dealing with finances as well as a final meeting in my office on July 29, 1955.

Subsequently, I attended the state conference in Sacramento from September 28 to October 1, 1955, inclusive, and acted as a chairman of one of the committees dealing with finances at that time.

Conventions

State Federation of Labor

I attended the convention of the State Federation in San Diego from August 12 to August 19, 1955, and assisted as requested.

National AFL-CIO Convention

I attended the national convention of the AFL-CIO in New York in December, 1955.

Revision of Federation Constitution

I have cooperated with the Secretary and the staff in revising the existing Federation constitution in accordance with the instruction of the Executive Council, and the first draft was submitted to the Board at its meeting in Hollywood on January 26-27, 1956.

The second draft was considered by the Board at its meeting in Hollywood May 10-11, 1956, and the final draft, which was reviewed by the Secretary and staff on May 28, 1956, will be before the convention for consideration by the delegates.

Federation Pension Program

As you know, an excellent Pension Conference was conducted by the Federation at Monterey during the month of April, 1956. I was present at the conference from April 16 to April 19, and assisted in the presentation, together with the other speakers on the program. From a review of all comments received to date, it appears that it was a most successful venture and it is hoped that the affiliates will obtain much benefit from the presentations made at that time.

In addition, I have conferred with the representatives of the Federation with respect to the specific pension program of the Federation in effect for its officers and staff.

On April 27, 1956, I conferred in the offices of the Federation with the Secretary, and with Auditor Olson, in regard to the overall existing program. In addition, a meeting was held in the offices of the Federation in San Francisco on May 15, 1956, with the committee of the Executive Council, consisting of Vice Presidents Small, Nelson and Lundeborg, together with Consultants Segal and Lynch, and Secretary Haggerty.

AFL-CIO Merger

At the request of Secretary Haggerty, I have participated in various meetings with respect to the proposed merger.

The first meeting held with representatives of the CIO was at the Clift Hotel in San Francisco on April 13, 1956. This was followed by a subsequent meeting in Hollywood on May 8 and 9. A further meet-

ing is scheduled to be held during the month of July in San Francisco.

Legislature and Legislative Committees

Budget Legislative Session

In accordance with custom, I reviewed all of the bills introduced at the past budget session of the legislature and submitted my comments with respect there-to to the Secretary.

Senate Labor Interim Committee

One of the primary purposes of the Senate Interim Committee on Labor is to consider the desirability of relaxing the so-called women's eight-hour law.

As a result, hearings were scheduled throughout the state and I attended at the request of the Secretary.

The first hearings were held in Los Angeles on June 14 and 15, 1956, followed by a hearing in San Francisco on June 18, and a final hearing in Sacramento on June 20.

I attended all of these hearings and presented the views of the Federation substantially in support of the continuation of the present protective laws and in opposition to any relaxation which would be detrimental.

It is to be noted, however, that during the course of the hearings certain representatives from the Amalgamated Street Car Workers Union, from the International Association of Machinists, and from the United Auto Workers Unions, appeared and presented arguments in support of relaxation of the present laws and suggesting either the abolition of all of the present restrictions or at least the extension of the permission to women to work at least nine hours per day and 54 hours per week.

Because the position stated by these individuals appeared to be so contrary to our historic position in the past, I advised the committee that I could not frankly state the existing policy of the Federation but was confident that it would be presented to and discussed by this convention. Accordingly, I am hopeful that a clear statement of position can be obtained from this convention in order that I can comply with my commitment to the committee that they would be advised of the convention action with respect to this most important matter.

Prevailing Wage Scales for State Employees

In accordance with the request of the Secretary, I attended a hearing in Sacramento before the State Personnel Board on June 1, 1956, to protest the proposed changes in the method of determination of the prevailing scale for so-called maintenance employees under the civil service employment of the state.

Prior to that appearance, I had conferred with Don Vial on May 24 and May 31, and in addition, on May 29, met in my office not only with Mr. Vial but also with Mr. O'Brien and certain other representatives of the CSEA to agree on a joint position in opposition to the staff proposal to be submitted to the Board on June 1.

The proposal in essence contended that the prevailing construction rate was not proper and that a monthly rate substantially lower than the per diem rate prevailing in the construction industry should be applied.

Although we were hopeful, based upon the presentation made by us, that we could sway the Board, the Board rejected our arguments and by a unanimous vote adopted the proposal of the staff.

A petition for rehearing has been filed in concurrence with the representatives of the CSEA, but no reply has been heard to date.

Needless to say, the action by the Personnel Board is of signal importance with respect to the overall question of maintenance of prevailing scales of wages.

Miscellaneous

Speeches

December 16, 1955, I appeared before the Northern California Public Health Association at a dinner meeting at Rickey's to express the views of the Federation with respect to the overall field of public health.

March 2, 1956, I appeared before the Rotary Club of Santa Cruz to explain the position of the State Federation of Labor with respect to industrial relations.

April 5, 1956, I spoke before the so-called Labor Relations Class at the University of San Francisco on the subject matter of secondary boycotts.

May 2 through May 4, 1956, at the request of the national office and with the consent of the Secretary, I participated in an AFL-CIO Conference at Phoenix,

Arizona, for the so-called western states, consisting of Nevada, Colorado, Utah, Arizona, New Mexico and California. At that time, I discussed the overall problems involving social insurance in those states, together with a discussion of the California disability insurance law. I believe the meeting was most helpful in exchanging views between our neighboring states and I believe that in our future conferences, it might be desirable to invite representatives from neighboring states since I firmly believe our education program has advanced to an extent well beyond those that are available in those states. If this is done, I believe much of benefit can be derived as far as our neighbors are concerned in an overall liberalization of these vital programs.

General

As usual, I have, upon request, both in writing and by telephone, submitted opinions to our affiliates on varied legal questions.

Particularly, I have prepared two written opinions on rather substantial legal questions, which were submitted to the Attorney General's office by the California State Federation of Labor.

The first dealt with the authority of the Industrial Welfare Commission to conduct hearings and establish conditions in agriculture and other industries. This resulted because of the contention by a deputy of the Attorney General at the time of a public meeting to the effect that the Commission did not have such authority. An opinion clearly establishing such authority in the Commission was transmitted to the Office of the Attorney General.

The second question was of equal importance in that it was an opinion submitted to the Attorney General to the effect that our so-called negotiated health and welfare programs are not so-called charitable trusts which would subject them to regulation by the Office of the Attorney General under the so-called Uniform Charitable Trust Administration Act.

Report of Attorney Clarence E. Todd

Martinez v. Journeymen Barbers Local 252 (Santa Clara County)

This is one of the cases involving the right to picket an employer who is working with the tools of the trade in order to

induce or coerce him into joining the union according to the law as laid down by our higher courts of California over a period of years. This also happens to be the first case in which we have encountered District 50 of the United Mine Workers of America, who in this, as in other cases, is attempting to "infiltrate" into unions of various crafts.

On February 27, 1956, we completed the trial of this case in San Jose against a rebellious shop owner, Martinez, also against the Associated Master Barbers of San Jose and also against District 50 of the United Mine Workers, all of whom were cross-defendants in our cross-complaint for injunction to prevent their molesting and seeking to wreck Barbers Union Local 252. This case was not the first one in which we have had the Master Barbers against us, but it is the first case in which District 50 of the United Mine Workers has actually come into the picture, and we have secured a full length photograph of their activities and how they operate.

You probably recall the trouble the Barbers had for several years with a shop owner named A. V. Riviello, who conducted a shop for years and worked himself with the tools of the trade in competition with journeymen barbers. When the Barbers picketed him, he secured an injunction against the picketing on the ground that the union was not offering him a full voting membership, but later when the constitution was amended to remove this uncertainty, we secured a ruling from the court that he must join the union if he worked with the tools of the trade. I mention this in connection with the Martinez case because Riviello wrote a long magazine article in which he described the activities of the Master Barbers in San Jose and tells how at first they played ball with the CIO, but after the merger of the CIO with the AFL they then called in a representative of District 50 of the United Mine Workers and an elaborate scheme was worked out by which those two organizations would cooperate to hamper the activities and crush as far as possible the Journeymen Barbers Union Local 252.

One of the first contacts of the Master Barbers and District 50 was a shop owner named Martinez, who had been a member of Local 252 but who was induced to join District 50 and to take his employees with him. We put Riviello on the stand, and also the official representative of District 50, and these two witnesses corroborated the magazine story in full detail.

The procedural story of the case is that

Martinez brought a suit under the jurisdictional strike law to restrain a picket line of Local 252 who were picketing him because he had broken his agreement with the union. We countered with a cross-complaint against Martinez, the Master Barbers and District 50 for conspiracy to wreck the union. This case has been bitterly fought out, and the controversy will not be ended by the final ruling of the court. We shall probably hear more of the activities of District 50 in the future, since they are conducting an active campaign to disrupt any AFL union where they can find the least dissatisfaction among any of the members.

In this particular instance, they secured the membership of seven barbers and with that as a basis they claim to have a right to bargain for barbers generally. When asked if District 50 will accept into membership workers of any craft, the reply was, "Yes, and if you want to sign an application for membership and pay your dues, you can be a member of District 50 and still remain a member of the Bar Association."

In case we have any future litigation involving the United Mine Workers, we have a very valuable record in this case, which we could use to some extent in other controversies.

The importance of this case to District 50 of the United Mine Workers is shown by the fact that the General Counsel for District 50, Mr. Yelverton Cowherd, of Washington, D. C., who told me he is a former member of the firm of Hugo Black, was present in court every day after the first day, and participated quite actively in consultations. He is a very agreeable fellow, but we should keep a close watch both on him and his client, the United Mine Workers, District 50.

During the trial there were several arguments on various aspects of the law, but the judge refused to allow me to discuss the constitutional right of peaceful picketing. However, when it came to the very important question of the form of the judgment to be entered, when the attorney for the plaintiff demanded an injunction against all picketing, the judge called upon me to clarify the law for him, which I did, and he then stated that he would issue no injunction against picketing except picketing to enforce a contract, which at one time existed between Martinez and the union. The judge said he did not believe that there had ever been such a contract, and if there had been a contract, he believed that it was now terminated.

We believe that the contract has expired, so that an injunction against picketing to enforce that contract does us no harm whatever, and the entry of the judgment in that form means a complete victory for the union. The judgment is now signed in the form in which we presented it to the court, and at any time that a dispute may arise between Martinez and the union, we have a right to picket and to take any further economic action which we desire to take.

District 50 of the United Mine Workers lost interest in the form of the injunction and I think we shall have no further trouble with them over this dispute. We tried to show that they were in a conspiracy with the Master Barbers but the court did not agree that we had made a sufficient showing.

This case is important in that a "cow-county" judge has upheld the constitutionality of the right of peaceful picketing in any lawful labor dispute.

Smith v. Lathers Union (Los Angeles County)

This is a suit by a lather who has been in and out of the union, or at least in and out of compliance with the union rules, for some period of time. We have relied upon the law of California, which rests upon decisions of the Supreme Court of the United States, to the effect that when a self-employed person in a field which is unionized desires to work with the tools of the trade he may be coerced by the union into becoming a union member and complying with the laws and rules of the union.

Several hearings were held on the demurrer and order to show cause, as a result of which Judge Praeger of the Superior Court gave Smith an injunction prohibiting us from picketing him for working with the tools of the trade so long as he had no employees. He claimed to be building a house for use as a home, and the judge took pity on him and prohibited picketing him so long as he was working on the house which he intended to use as a home.

The attorneys for Smith contended that after we have picketed him to compel him to join the union, he may then continue to act as a contractor, hiring as many men as he sees fit, and denying us the right to picket him for that activity. Since the union has rules prohibiting a member of the union to engage in business as a contractor, we contended all along and still contend that the law which gives us a

right to picket him to compel him to join the union requires him also to comply with the laws and rules of the union.

The case was assigned to Judge Bayard Rhone, who listened carefully to the evidence and the legal argument. When we first appeared in Judge Rhone's court he called the attorneys into his chambers and asked whether there was any chance of settling the case out of court. I told him there had been some talk about settlement, and stated that if the plaintiff had any different proposition from the one previously made, we might be interested in it.

The plaintiff's attorney stated then that their position was that this man had a right to union membership in a special classification, that is to say, that he must have the right to operate as a contractor and to employ lathers to work for him, in violation of the rules of the union. I stated that this would require us to have two separate forms of agreement, one for this particular member of the union, the other for all the rest of the members, and the attorney admitted that this was substantially their position.

There was very little dispute about the facts of the case, and if the judge understands the principle of law that where we have the right to compel a man to join the union, the court has also added the words, "and to comply with union laws and rules," we have won the case and the judge cannot possibly decide against us without overruling the Supreme Court of the United States, the Supreme Court of California, and our Appellate Courts on this point.

We have now several cases involving the same legal point which confronts us in this Smith case; namely, the right of a union to picket and otherwise coerce an employer to join the union where he is working with the tools of the trade in competition with journeymen. The first notable decision on this point was *Bautista v. Jones*, which involved the right of the Milk Wagon Drivers to picket and boycott certain milk dealers in Southern California because of non-union conditions, particularly the failure to employ union drivers. The Supreme Court eventually decided against the union on the ground that they should invite the non-union drivers to join the union, and if this request was refused, they could then picket and boycott the particular employers.

This was followed up in the *Barbers' case of Riviello v. Journeymen Barbers* where an employer barber was working with the tools of the trade although not at

that time a member of the union. The Appellate Court held that if the union demanded that he join the union on the same terms and conditions as any other union member, his refusal to join the union should furnish a legal ground for picketing.

Coming back to *Smith v. Lathers Union* we find the situation where Smith is a contracting lather who himself works with the tools of the trade. The union has demanded that he either cease working with the tools of the trade as a journeyman or join the union. The attorneys for Smith are contending that since he is engaged in business as a lather contractor, it is not necessary for him to join the union even though he works with the tools of the trade, and they have the impudence to make a written offer that he will join the union if the union will give him special status.

This position of the lawyers is complicated and just a little difficult to understand, but it is very clear that this man is violating the union rules and that the union has a right to picket him.

Haggerty v. County of Fresno

A thorough resume of this case from the very beginning is as follows:

During the farm workers' strike, which was carried on largely by means of picketing by the use of loud speakers on the highways where the voice of the picket could be heard by the farm workers, the Fresno County Board of Supervisors secured an emergency ordinance prohibiting the use of any loudspeaking device on the highway which would amplify the sound so that it could be heard by anyone on the highway or could be heard on private property. This broke the strike and caused the arrest of a number of pickets who were sent for trial to police courts in different parts of the county, to the great hardship of most of them, and to the great expense of the union.

As soon as possible I filed a suit on behalf of the State Federation of Labor against the County of Fresno and all the individuals instrumental in passing or in enforcing the ordinance for a judgment declaring the ordinance unconstitutional as an infringement of free speech and for an injunction against its enforcement.

The case came up for hearing before Judge Edward L. Kellas, one of the ablest judges on the Fresno County bench. After a thorough consideration of the ordinance and all the legal arguments, he declared

the ordinance unconstitutional and issued an injunction against its enforcement.

The County of Fresno took an appeal and the District Court of Appeals for the Fourth District upheld the decision of Judge Kellas and held the injunction unconstitutional. On account of the importance of the issue, the Supreme Court granted a hearing, and after consideration for many months, an opinion was handed down by Justice Edmonds, who a few years ago was a very liberal judge, but for a number of years recently, was a thorn in the side of labor up to his resignation from the bench in the end of 1955.

The opinion of Justice Edmonds reversed our judgment against the county. He very carefully avoided deciding whether the ordinance is constitutional or unconstitutional and declared that on a new trial in the superior court we might be able to show that the ordinance put unlawful restrictions on organized labor.

If he had declared the ordinance unconstitutional and had ordered our suit dismissed, we could then have taken the case immediately to the Supreme Court of the United States. But that court will refuse to review any judgment except a final judgment; therefore, it was necessary for me to go again to the Superior Court of Fresno County for a judgment which in the language of Justice Edmonds would declare that the ordinance unlawfully restricts the activities of organized labor. This is now being done.

The judge is puzzled by the confused language of Justice Edmonds as to whether the law is constitutional or not, and the judge is inclined to hold that the opinion of Justice Edmonds actually held the ordinance to be unconstitutional. However, it is very clear from the Edmonds opinion that the purpose of the author was to reverse the judgment in favor of the union against the County of Fresno and that the author of the opinion did not decide to commit himself on the question as to whether the ordinance is unconstitutional. As a matter of fact, the plain implication of the decision is that the ordinance is unconstitutional because the court holds that the union has a right to show by evidence that the ordinance is unfairly and improperly enforced against the union.

As far as we have gone with the superior court since the decision of the Supreme Court, the superior court has held that we have a good cause of action against the County of Fresno, but certain technical obstacles are being placed in the way of a complete showing to that effect.

With regard to the cause of action against the County of Fresno, we have a one hundred per cent record of rulings in our favor. Superior Judge Kellas approved our cause of action and issued an injunction against the county. The District Court of Appeals upheld Judge Kellas. The Edmonds' opinion of the Supreme Court was to the effect that we have a good cause of action against Fresno County, and the superior court has just rendered another opinion denying a motion to dismiss the suit and thus hold that we have a good cause of action against the county.

We also have a very good record on cases involving actions similar to this. I represented the State Federation of Labor in a case in which the superior court set aside another picketing ordinance of Tulare County; also in another case where the court set aside another picketing ordinance of Kings County; in another case involving an anti-picketing ordinance of San Joaquin County, the superior court held that the ordinance could not be construed as interfering with the right of peaceful picketing; also we set aside the Redding anti-labor-organizer ordinance in the Porterfield case, and the "hot cargo" law in the Blaney case.

The courts have decided four times that we have a good cause of action against the County of Fresno. Judge Kellas granted us an injunction against the county and the District Court of Appeal affirmed this decision of Judge Kellas. Then the Supreme Court, through Justice Edmonds, decided that we had a good cause of action against the county to show unfavorable application of the ordinance. And within the last two weeks Superior Judge M. DeWolf, who now has the case, denied a motion to dismiss.

In the light of these four definite decisions that we have a good cause of action against the county, it was with great surprise that we received yesterday a copy of a document signed by Judge DeWolf, in which he decides that we "shall take nothing by this action."

I am moving for a new trial in order, if possible, to straighten out the situation in the superior court, and shall file a notice of appeal if necessary to protect our rights.

Damato v. Barbers Local 837 (Los Angeles County—Long Beach)

This suit was brought by Damato, who has been running a non-union barber shop for a number of years, working with the

tools of the trade and having from three to five journeymen barbers in his employ. As with many non-union shops, he was paying substandard wages and charging a substandard price (\$1.00 for a haircut). Although he was working with the tools of the trade in competition with his employees and other journeymen barbers, he was not a member of the union, and pursuant to the law in California the union demanded that he "go along" by joining the union and conducting a union shop. He refused to do so, and a picket line was installed.

He came into court with a suit for an injunction and damages against the Barbers Local No. 837 and the Associated Master Barbers, claiming that the two organizations had combined in making a demand upon him that he raise his prices in violation against the laws forbidding restraint of trade. After arguments on demurrer and motions to strike, we filed an answer on behalf of the union and individual members and officials, and in due course brought the case on for trial.

I have had a good deal of experience in twenty-odd years of labor law litigation with anti-labor judges. Sometimes the judges are anti-union because they do not know the law, and sometimes because they know the law too well and are fundamentally opposed to labor unions. When a judge or any other lawyer is very familiar with the law, he is also familiar with the various technicalities of the law and is sometimes inclined to rely on the technicalities rather than the law.

When this case was assigned for trial, to a judge who is supposed to be very familiar with the law, he made several statements before he called for argument by the attorneys, in which he expressed the opinion that the answer was defective. The lawyer for the plaintiff made a motion for a judgment on the pleadings, claiming that the answer was defective and did not answer the material allegations of the complaint. The judge added arguments of his own to the arguments of the attorney for the plaintiff, and refused to allow our side to make an argument in support of our position. He interrupted us and announced that the plaintiff's motion should be granted, but then relented to the extent of saying that he would permit us to amend our answer, but penalized us for that privilege.

The issue involved in this case was the picket line, whether it was conducted peacefully and whether the picketing was for a lawful purpose. The plaintiff's complaint alleged that the picketing was con-

ducted with great violence and that it was for an unlawful purpose, namely, for restraint of trade. Witnesses on both sides would have testified on these points, and the judge would have made his decision. But as a matter of fact, the deposition of the plaintiff had been taken, and he denied under oath over and over again that there was any violence on the picket line. So that would have left the only issue as the purpose of the picketing. Witnesses on each side could have been called on this point, but it would mainly have been a question of law. The case could have been tried and disposed of in one or two days.

Since all the evidence to be offered by either side is contained in pleadings, affidavits and the deposition of the plaintiff, we have agreed to submit the case on this documentary evidence. In this way we have secured a much earlier date for the trial than we otherwise would have been able, and we shall be able to use the strong evidence we have, which consists of the deposition of the plaintiff himself in which he furnishes admission by the plaintiff of everything for which we contend in the case.

Seven-Up Bottling Company v. Grocery Drivers Local 848

(Los Angeles County)

This was the first case in California over the jurisdictional strike law. It is now in the Supreme Court for the third time and we hope that the judgment which was rendered against the grocery drivers will be reversed on appeal.

You will recall that at the first hearings of this case in the superior court we were successful in our contentions that the jurisdictional strike law was not valid and that the picketing and boycott by the grocery drivers were not unlawful acts. The Seven-Up Bottling Company took an appeal from this judgment and we were successful in having their appeal dismissed. However, when the case finally was referred to the Supreme Court of California, our contentions were disapproved and the court held that law to be constitutional.

Then we had a protracted trial in the superior court and at that trial we got the worst of it. We have taken an appeal from the adverse judgment and this appeal is still pending. We have every hope, however, of a favorable decision being handed down.

Pitts v. Superior Court and District Court of Appeal

In the Seven-Up case I was instructed to file with the Supreme Court a petition for a writ of prohibition. This was a rather difficult job for two reasons, first, that an appeal to the Supreme Court is now pending which raises the same legal issues which would be determined in a petition for a writ. The second very serious obstacle was that on account of a new ruling of the National Labor Relations Board, the board will no longer take jurisdiction of cases involving beverage concerns operating under a license from another state.

I did the very best I could with the petition for a writ of prohibition and minimized the first point as much as possible by pointing out that under the appeal we will be without any relief from the injunction which is now pending at least for a number of months, and quite possibly for a number of years. Therefore I argued that appeal was not an adequate remedy and that we are entitled to the protection of the writ.

I filed the petition in the Supreme Court against the Superior Court in Los Angeles County and also against the District Court of Appeal for the Los Angeles District. The Supreme Court held the petition for some little time, and I was hoping that they would give us a break, but finally the ruling came down consisting of a denial of the petition. I came back with a petition for rehearing, which was also denied.

Since President Pitts is a defendant in the Seven-Up case, I filed the petition in his name as petitioner representing all the members of Local 848.

Smith v. Beauticians Union 419-A

This is not a Federation case, but is important in that a rural or "cow county" judge has refused to issue an injunction against picketing for unionization. This case concerns a beauty school in Petaluma, Sonoma County, in which county we have had a good deal of trouble in years gone by to secure protection from the superior court for union activities.

Over the past many years there has been an attempt by clerks, barbers, those working in shops, and all types of unions who would work in a building under construction to get the owner of the building, if he is to be the operator of the store or shop, or a lessee if he should so operate, to sign up before there has been a com-

pletion of the necessary work by the construction trades craftsmen.

In this case, the lessee was contacted by the Beauticians Union representatives. After customary procedure, on his refusal to sign up with the union, the union placed a peaceful picket line on the beauty school which was about to open. When this occurred, the lessee did the very bright thing of asking for a truce to take the pickets off the line until there could be a discussion. After the lessee (Smith) had agreed to the general terms of a contract (subject to the approval of his wife and a person whom he represented as his partner but who had no interest in the beauty school), the pickets were taken off the job and the construction men went on the establishment and finished the work.

Then Smith refused to honor the tentative agreement, and the pickets were placed back on the school (it now being in a position to open as a beauty school). Then, when Smith found that there was no way to get the picket off, and when the revenues of the school were greatly diminishing, he brought an injunction suit but did not obtain a restraining order against the picketing. The matter was fought out on an order to show cause why a preliminary injunction should not issue, and Judge Charles McGoldrick denied the injunction.

The case was an interesting one, since half way through the hearing on the order to show cause the plaintiffs either discharged their attorneys or the attorneys voluntarily quit, and the plaintiffs carried on by themselves.

A motion for a new trial has been filed, but this is entirely improper and we will move to strike the document from the file.

VI

RESEARCH AND PUBLICITY

Pension Plan Conference

One hundred sixty-five delegates participated in the six-day pension plan conference held April 15-20 in Monterey under the joint auspices of the State Federation and the University of California, Berkeley and Los Angeles divisions.

The pension conference was the ninth in the annual week-long educational conferences conducted by the State Federation.

General testimony indicated the conference was perhaps the best educational program yet sponsored by the State Federation.

Major topics of pension education and discussion were:

- 1) Treatment of pension payments as wages and conditions of employment;
- 2) Individual employer versus industry-wide pension funds;
- 3) Actuarial factors affecting pension costs;
- 4) Administrative steps in establishing both pension funds and pension plans.

The conference faculty was comprised of Martin Segal, pension consultant, faculty members of the University of California at Berkeley and Los Angeles, and state and federal government officials.

Delegates to the conference were given copies of a 14-page pension booklet issued by the State Federation. The booklet provides a general survey of the pension field. Copies have since been mailed to all State Federation affiliates. Detailed summaries of the Monterey pension conference have been mailed to all delegates participating in the April program.

Labor Press Conference

Ninety editors and trade union officials responsible for labor publications attended the State Federation's sixth annual press conference, held November 19-20, 1955, in Fresno.

Andrew J. Biemiller, legislative representative of the national AFL, was the featured speaker of the two-day conference.

Other speakers included William A. Ring, Director of Public Relations for the Bakery and Confectionery Workers International Union, and Jack Howard, labor reporter for the San Francisco Chronicle.

Topics reviewed included: what public relations can do for labor; what the labor press should be like; labor and the daily press; labor, radio and television; the labor press and the community.

Scholarship Contest

Two girls and a boy this year won the California State Federation of Labor's sixth annual high school scholarship contest.

Winners of the three \$500 awards given each year by the state AFL were Rochelle Leiter, 17, North Hollywood High; Peggy Bosworth, 17, St. Mary's High, Stockton; and Eldon R. Clingan, 18, Merced Union High.

Award presentations will be made dur-

ing the State Federation of Labor's August convention in Long Beach.

The annual competition is open to all senior high school students in California and Hawaii. Three hundred and eighty-one students participated in the 1956 contest. Scholarship examinations were held May 18 in all schools where students had filed.

Examination books were screened by professional educators, and the top 40 presented to the committee of judges comprised of Dr. George Hildebrand, acting director, Institute of Industrial Relations, University of California at Los Angeles; Vaughn D. Seidel, superintendent of schools, Alameda County; and Dr. Frederick A. Breier, assistant professor of economics, University of San Francisco.

Neither the screening readers nor the judges' committee were aware of the students' identities.

Legislative Roster

The State Federation made the annual revision of its roster of legislative representatives of the State of California. Copies of the roster were mailed to all affiliates.

The roster listed California Representatives in Congress; members of the State Senate, party, occupation, home address; standing committees of the State Senate and their members; State Senate weekly committee schedule; members of the State Assembly, party, occupation, home address; State Assembly districts and counties; standing committees of the State Assembly and their members; State Assembly weekly committee schedule.

State Legislative Report

The State Federation this February issued a review of committee votes recorded during the 1955 general session of the state legislature.

Last fall, the Federation issued "THE SACRAMENTO STORY," its official review of the 1955 general session. The committee report supplemented "THE SACRAMENTO STORY" by listing roll calls on key committee votes.

The California legislative process does not provide for publication of committee votes. The listings were prepared by Federation reporters attending the sessions.

Press Directory

The State Federation, in September, 1955, issued its annual AFL press direc-

tory for California. The directory lists all AFL publications in the state, providing data on regularity of publication, name of editor, sponsoring organization, office address, number of pages of the publication and whether printed or mimeographed.

Political Education

In connection with the 1956 California primary elections, the State Federation issued 750,000 endorsement pamphlets, naming CLLPE-endorsed candidates for U. S. Senator, Congress and the State Legislature. Special pamphlets were prepared for San Francisco, Alameda County, Los Angeles County and San Diego County, which featured, in addition to the U. S. Senatorial endorsement, those county candidates seeking election to the State Legislature or Congress.

General Activities

The Research Department also directed publicity and public relations for the State Federation, maintained its active library service for benefit of affiliates, and prepared numerous briefs and studies for presentation to state and federal agencies of government.

VII

"WE DON'T PATRONIZE" LIST

Several changes occurred in the Federation's "We Don't Patronize" list during the year.

Additions and Deletions

The first publication of the list after the 1955 convention, in the Quarterly Bulletin for October, 1955, included the names of the five Sebastopol apple canning firms, and of some thirty-eight unfair brands produced by them, against which the Teamster-Cannery Workers were on strike. This action resulted from the adoption by the convention of Resolution No. 175—"Condemn Certain Sebastopol Canneries," which had been presented by the Western Council of Cannery and Food Process Workers Unions. The January, 1956, issue of the Quarterly Bulletin carried the names of only four canning firms, since a major one had signed with the union that month, and the list of brand-names was revised to date. In the May issue, all canning firms and brand-names were deleted at the request of the Western Cannery Council, since the cannery workers had won their strike and the firms and their products were no longer unfair.

The October, 1955, list showed the change in the name of the Pollock Mill of El Dorado to El Dorado County Forest Products.

At its May meeting, the Executive Council agreed to the request of the Oregon State Federation of Labor and the California State Council of Lumber and Sawmill Workers and placed two firms on the "We Don't Patronize" list: Fir-Tex Insulating Board Company, St. Helens, Oregon, and Western Insulating Products, Inc., St. Helens, Oregon.

Acting on information and request from the International Brotherhood of Electrical Workers' international representative in Los Angeles, radio stations KFI and KECA were removed from the unfair list, as they now have collective bargaining agreements with the IBEW or other AFL-CIO organizations.

As a result of information received from the Central Labor Council of Los Angeles, the Celotex Corporation of Los Angeles has also been removed, as the unions concerned have been involved in a jurisdictional dispute.

Check of List

The latter two firms were removed in July in response to a letter from your Secretary, who has undertaken a thorough check of the firms on our "We Don't Patronize" list in order to ascertain the current status of each dispute. If settlements of disputes have not been reached but active campaigns are no longer being conducted, the firm names will be removed. At this writing, the check has not yet been completed.

Current "We Don't Patronize" List

The official "We Don't Patronize" list of the California State Federation of Labor is as follows:

Bakeries—

Helms Bakery.

Van de Kamp's Holland Dutch Bakeries and all Lawry products.

Restaurants owned and operated by Van de Kamp's Holland Dutch Bakeries, see Restaurants, below.

Cosmetics, etc.—

Andrew Jergens Products.

Dairy Products—

Cache Valley Dairymen's Association, Smithfield, Utah, "Rocky Mountain Dairy Products."

Laundries—

Southern Service Company, Ltd., owning and operating the following:

Anaheim—

Anaheim Laundry
Orange County Linen Supply.

Colton—

Hub City.

Long Beach—

Ideal Laundry
Long Beach Laundry
Pacific Cleaners
Long Beach Linen Supply.

Los Angeles—

Blue Seal Laundry
Blue Seal Linen Supply
Blue Bird Laundry
Blue Bird Cleaners

Monrovia—

Monrovia Laundry
Monrovia Cleaners
Blue Seal Linen Supply

Ontario—

Ontario Laundry

Pomona—

Sanitary Laundry
Sanitary Cleaners

Riverside—

Riverside Laundry

San Bernardino—

San Bernardino Laundry
Valley Towel and Linen Supply

San Diego—

Electric Laundry
Munger's Laundry
Nu-Way Laundry
Peerless Laundry
Bay City Linen Supply
Benbough and Duggan

San Pedro—

Pacific Laundry

Santa Ana—

Santa Ana Laundry
Crescent Cleaners

Wilmington—

Marine Laundry

Lumber Products—

El Dorado County Forest Products,
El Dorado
Fir-Tex Insulating Board Company,
St. Helens, Oregon
Western Insulating Products, Inc., St.
Helens, Oregon

Magazine Distributors—

Allen-Adams News Company, San Rafael

Davinroy News Company, Stockton

Nichols News Company, Modesto

Spangler's News Agency, Sacramento,
—distributors of the following magazines:

Better Homes and Gardens (Meredith Publishing Co.)

Time (Time, Inc.)

Life (Time, Inc.)

McCall's (McCall Corporation)

Sports Illustrated (Time, Inc.)

Ladies Home Journal (Curtis Publishing Co.)

Saturday Evening Post (Curtis Publishing Co.)

Good Housekeeping (Hearst Corporation)

Cosmopolitan (Hearst Corporation)

Motion Picture (Fawcett Publications, Inc.)

True (Fawcett Publications)

True Confession (Fawcett Publications, Inc.)

Gold Metal Pocket Books (Fawcett Publications, Inc.)

Coronet (Esquire, Inc.)

Avon Pocket Books (Avon Publications, Inc.)

Manufacturing—

Glendale Sheet Metal and Manufacturing Company, Glendale

Newspapers—

Los Angeles Times

Los Angeles Mirror-Daily News

Paint—

DeVoe Reynolds Company (Bishop-Conklin), Los Angeles

E. I. DuPont de Nemours Company
(Duco-Dulux enamels, paints, varnishes, lacquers, and marine finishes)

Printers and Publishers

Curtis Company, Philadelphia (includes Saturday Evening Post, Ladies' Home Journal, Country Gentleman, and Holiday)

Restaurants—

Lawry's Prime Rib

Stears Restaurant

Richlor's Cafe

(These restaurants are owned and operated by Van de Kamp's Holland Dutch Bakeries)

Roofing Companies—

Lloyd A. Fry Roofing Company, San Leandro

VIII

STATE FEDERATION MEMBERSHIP STATISTICS

	Local Unions Affiliated	Councils Affiliated	Total Affiliations	Total Membership
October 1, 1909.....	151.....	11.....	162.....	25,000
October 1, 1910.....	244.....	12.....	256.....	45,000
October 1, 1911.....	362.....	12.....	374.....	56,000
October 1, 1912.....	429.....	15.....	444.....	62,000
October 1, 1913.....	502.....	15.....	517.....	67,000
October 1, 1914.....	512.....	18.....	530.....	69,000
October 1, 1915.....	498.....	18.....	516.....	66,500
October 1, 1916.....	481.....	21.....	502.....	68,000
October 1, 1917.....	498.....	21.....	519.....	71,500
October 1, 1918.....	486.....	21.....	507.....	78,000
October 1, 1919.....	515.....	24.....	539.....	94,900
October 1, 1920.....	549.....	27.....	576.....	104,200
October 1, 1921.....	568.....	27.....	595.....	100,100
October 1, 1922.....	664.....	27.....	691.....	91,000
September 1, 1923.....	626.....	26.....	651.....	87,500
September 1, 1924.....	633.....	25.....	658.....	92,000
September 1, 1925.....	607.....	25.....	652.....	95,400
September 1, 1926.....	662.....	27.....	689.....	96,600
September 1, 1927.....	648.....	28.....	676.....	95,200
September 1, 1928.....	647.....	30.....	677.....	96,100
September 1, 1929.....	623.....	32.....	655.....	99,000
September 1, 1930.....	627.....	32.....	659.....	100,200
September 1, 1931.....	648.....	34.....	682.....	99,400
September 1, 1932.....	628.....	32.....	660.....	91,200
September 1, 1933.....	564.....	28.....	592.....	82,100
September 1, 1934.....	580.....	32.....	612.....	91,900
September 1, 1935.....	619.....	29.....	648.....	102,000
September 1, 1936.....	622.....	32.....	654.....	135,179
September 1, 1937.....	740.....	35.....	775.....	235,911
September 1, 1938.....	854.....	39.....	893.....	291,763
September 1, 1939.....	915.....	39.....	954.....	267,401
September 1, 1940.....	987.....	42.....	1029.....	274,901
September 1, 1941.....	917.....	44.....	961.....	332,635
September 1, 1942.....	1050.....	53.....	1103.....	451,970
September 1, 1943.....	1003.....	72.....	1075.....	510,477
August 1, 1944.....	1040.....	78.....	1118.....	521,356
August 1, 1945.....	1131.....	106.....	1237.....	514,239
June 1, 1946.....	1113.....	108.....	1221.....	510,596
July 1, 1947.....	1149.....	116.....	1265.....	520,841
July 1, 1948.....	1201.....	127.....	1328.....	573,466
July 1, 1949.....	1236.....	131.....	1367.....	592,559
July 1, 1950.....	1295.....	137.....	1432.....	586,789
July 1, 1951.....	1374.....	144.....	1518.....	602,302
July 1, 1952.....	1392.....	147.....	1539.....	625,807
June 1, 1953.....	1354.....	155.....	1509.....	646,569
July 1, 1954.....	1376.....	156.....	1532.....	664,698
July 1, 1955.....	1344.....	157.....	1501.....	689,856
July 1, 1956.....	1334.....	162.....	1496.....	720,439

NEW LOCAL AND COUNCIL AFFILIATIONS

July 1, 1955 to July 1, 1956

Town	Name of Local	Local No.	Date	Receipt No. Members
Berkeley				
	Fire Fighters Association	1227	4/16/56	179060 152
Burbank				
	Machinists, Precision Lodge	1600	3/ 5 /56	177409 200

Chico				
District Pipes Trades Council	—	2/ 4 /56	176366	—
Clarksburg				
Beet Sugar Operators	20717	7/ 3 /56	181518	47
Colma				
Cemetery Workers & Greens Attendants.....	265	1/ 4 /56	175170	150
Concord				
Fire Fighters Association	1230	6/18/56	181213	43
Decoto				
Operating Engineers	509	6/22/56	181330	100
El Monte				
Carpenters & Joiners (Re-affiliated)	1507	9/15/55	171571	2414
Chemical Workers (Re-instated)	78	9/15/55	171642	159
Eureka				
Lathers	450	7/29/55	170057	50
Machinists	540	12/19/55	174844	260
Hollywood				
Machinists, Cinema Lodge	1185	2/14/56	176867	150
Publicists	818	7/27/55	170011	236
Scenic Artists	816	5/ 7 /56	179680	219
Huntington Park				
Painters (Re-affiliated)	95	1/18/56	175931	500
Inglewood				
Carpenters & Joiners (Re-affiliated)	2435	5/ 4 /56	179553	1614
Ione				
Glass Bottle Blowers	80	6/21/56	181302	34
Lafayette				
Fire Fighters Association	1231	6/18/56	181219	22
Lodi				
Fire Fighters Association	1225	6/18/56	181221	20
Long Beach				
Barbers Employers Guild	46	11/ 9 /55	173479	70
Machinists, Roosevelt Base	1785	7/ 2 /56	181500	287
Teachers	1263	7/ 5 /56	181607	43
Los Angeles				
Hosiery Workers	43	7/ 1 /56	181473	35
Machinists, Automotive Lodge	1186	1/27/56	176183	2000
Municipal Employees	152	4/24/56	179293	50
Upholsterers	15	10/13/55	172618	400
Watchmakers (Re-affiliated)	115	4/21/56	179250	100
Mojave				
Carpenters & Joiners	1239	8/15/55	170641	300
Monrovia				
Machinists, Monrovia Lodge	1893	3/17/56	178036	500
Oakland				
Machinists	284	12/22/55	174980	2395
Machinists	1566	3/ 3 /56	177378	1000
Ontario				
Machinists	Dist. 120	6/16/56	181147	21
Palm City				
Carpenters & Joiners	1490	5/ 7 /56	179693	91
Palmdale				
Painters	1793	12/ 5 /55	174229	50
Palm Springs				
Painters	1627	8/24/55	170955	70

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Petaluma				
Machinists	1596	5/21/56	180209	180
Pomona				
Fire Fighters Association	1156	6/18/56	181232	15
Redding				
Automotive Machinists	1397	6/15/56	181104	300
Musicians Protective Association	113	8/ 5 /55	170320	100
Plumbers & Steamfitters	662	6/14/56	181046	100
Redwood City				
General Warehousemen	655	6/ 9 /56	180828	500
Richmond				
Sheet Metal Workers	508	6/18/56	181195	45
Riverside				
Machinists, Arrowhead Lodge	1047	6/ 8 /56	180737	214
Roseville				
Switchmen	263	6/21/56	181313	227
San Bernardino				
District Council of Carpenters	—	6/18/56	181196	—
Electrical Workers	848	6/14/56	181054	240
Firemen & Oilers	1077	7/ 9 /56	181866	73
San Bruno				
Air Transport Employees	1781	2/11/56	176803	100
San Diego				
Fire Fighters Association, San Diego Area		10/15/55	172733	179
Insurance Agents	29	11/17/55	173838	18
San Francisco				
District Council of Iron Workers	—	6/ 5 /56	180533	—
Insurance Agents	52	9/21/55	171866	50
Machinists, Production Workers	1327	1/24/56	176116	5078
Repeatermen & Testboardmen	1011	6/27/56	181412	300
Sailmakers	11775	3/20/56	178115	16
San Jose				
Federal Fire Fighters, Moffet Field	—	12/19/55	174886	29
Teamsters Automotive Workers	576	6/27/56	181431	226
Teachers	957	7/ 3 /56	181551	50
San Mateo				
County Employees (Re-affiliated)	829	7/ 6 /56	169156	255
Auto Mechanics	1414	2/ 7 /56	176537	200
San Pedro				
Local Joint Executive Board of Culinary, Hotel Service Workers Waitresses & Bartenders	—	6/22/56	181345	—
San Rafael				
Machinists, Marin County Lodge	238	2/ 4 /56	176420	503
Santa Barbara				
District Council of Painters	52	10/26/55	173047	—
Santa Cruz				
Electrical Workers	609	6/11/56	180866	50
Santa Monica				
Retail Clerks (Re-affiliated)	1442	7/19/55	169849	1050
Seaside				
Fire Fighters Association	1218	2/ 7 /56	176491	16
Signal Hill				
Fire Fighters Association		2/ 7 /56	176492	11
Stockton				
Fire Fighters Association	1229	6/18/56	181246	124

Torrance					
Fire Fighters Association	1138	12/19/55	174885	35	
Vallejo					
Fire Fighters Association	1186	6/18/56	181248	56	
Visalia					
General Teamsters, Warehousemen & Cannery Workers	94	5/3/56	179497	841	
Lathers	449	9/13/55	171377	19	

**WITHDRAWALS, MERGERS, DISBANDED, REVOKED, ETC.
July 1, 1955 to July 1, 1956**

Alturas

Lumber & Saw Mill Workers No. 2813, suspended, non-payment.

Bakersfield

Allied Printing Trades Council, 8/27/55, withdrew.

Chauffeurs, Teamsters No. 87, suspended, non-payment.

Chemical Workers No. 98, 12/12/55, merged with Local 97, Fresno.

Roofers No. 66, suspended, non-payment.

Banning

Carpenters & Joiners No. 2134, suspended, non-payment.

Chico

Fire Fighters No. 1108, disbanded.

Painters No. 1084, suspended, non-payment.

Eureka

Textile Workers No. 126, disbanded.

Fort Bragg

Lumber & Saw Mill Workers No. 2610, 2/9/56, withdrew, financial difficulty.

Fresno

Bartenders No. 566, merged with Culinary No. 62.

Chemical Workers No. 100, merged with Local 97, 12/12/55.

Chemical Workers No. 160, suspended, non-payment.

Chemical Workers No. 469, merged with Local 97.

Chemical Workers No. 478, merged with Local 97.

Gilroy

Painters No. 1167, suspended, non-payment.

Greenville

Carpenters & Joiners No. 1970, suspended, non-payment.

Los Angeles

Board of Education Employees No. 99, suspended, non-payment.

Brick & Clay Workers No. 615, out of existence.

Cigar Makers No. 225, 2/4/56, disbanded.

Firemen & Oilers No. 152, 2/29/56, withdrew, reorganizing.

Marysville

Barbers No. 720, suspended, non-payment.

Oakland

Drydock & Marine Waysmen No. 3116, suspended, non-payment.

Government Employees No. 1533, suspended, non-payment.

Oleum

Asbestos Workers No. 108, suspended, non-payment.

Ontario

Fire Fighters, 6/1/55, withdrew.

Petaluma

Painters No. 293, 4/18/56, withdrew.

Poultry & Egg Workers No. 364B, merged with Butchers No. 365.

Richmond

Calif. School District Employees No. 1328, suspended, non-payment.

Roseville

Teachers No. 836, suspended, non-payment.

San Diego

Government Employees No. 1054, 9/21/56, withdrew.

Government Employees No. 1474, 6/30/55, inactive, withdrew.

San Francisco

Auto & Car Painters No. 1073, suspended, non-payment.

Calif. State Cleaners & Dyers Council, 5/1/56, withdrew.

Carpenters & Joiners No. 22, 9/23/55, withdrew.

Cigar Makers No. 228, 3/10/55, withdrew, no members left.

Federal Fire Fighters, S.F. Bay Area, 7/1/56, out of existence.

Government Employees No. 1152, suspended, non-payment.

Office Employees No. 36, 11/16/56, merged with Local 3.

San Luis Obispo

Railway Carmen No. 792, suspended, non-payment.

Santa Cruz

Musicians No. 346, suspended, non-payment.

Stockton

Sheep Shearers No. 301-A, suspended, non-payment.

Visalia

Sign, Scene & Pictorial Painters No. 1591, suspended, non-payment.

Watsonville

Painters No. 750, suspended, non-payment.

Westwood

Lumber & Saw Mill Workers No. 2836, 4/2/56, disbanded, financial difficulty.

Woodlake

Carpenters & Joiners No. 2803, 9/5/55, out of existence.

Yreka

Lumber & Saw Mill Workers No. 2774, suspended, non-payment.

SUMMARY OF MEMBERSHIP 1955-1956

Labor Unions in good standing, 7/1/55	1344	
Labor Councils in good standing, 7/1/55	157	
TOTAL.....		1501
 Labor Unions affiliated during year	55	
Labor Councils affiliated during year	7	
TOTAL.....		62
WITHDRAWALS DURING YEAR		
Mergers, local unions	6	
Withdrawals, suspensions etc, locals	59	
Councils withdrawn	2	
TOTAL.....		67
		1496
TOTAL AFFILIATIONS		
Labor Unions as of 7/1/56	1334	
Labor Councils as of 7/1/56	162	
TOTAL.....		1496

IX

REPORT OF THE AUDITORS

San Francisco, California
July 11, 1956

California State Federation of Labor
995 Market Street
San Francisco, California

Gentlemen:

We have examined the Statement of Cash and Investments of California State Federation of Labor as at June 30, 1956, and the related Statement of Cash Receipts and Disbursements for the period July 1, 1955 to June 30, 1956. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

Cash receipts, as recorded and evidenced by duplicate receipts on file, were found to have been deposited regularly in the Federation's commercial bank account with Bank of America N.T. & S.A. Disbursements from this account were evidenced by paid checks on file, which we compared to the register of checks drawn as to payees and amounts, and scrutinized as to signatures and endorsements. Disbursements were found to be either supported by voucher, or approved for payment by Mr. C. J. Haggerty, Secretary-Treasurer. The segregation of disbursements contained in this report has been compiled from information furnished by employees of the Federation.

The commercial account with Bank of America N.T. & S.A. was reconciled with the bank's statements on file for the period July 1, 1955 to June 30, 1956, and balances on deposit in commercial and savings accounts as at June 30, 1956, were confirmed by correspondence with the depositaries.

The office cash fund was counted and found to be in order.

During the period under review, a \$50,000.00 transfer was made from the commercial account of the Organizing Fund to the savings account of that Fund.

Bonds owned at June 30, 1956, as shown on Exhibit A, attached, and as detailed below, were inspected by us:

	Maturity Date	Maturity Value	Cost
United States War Savings Bonds—Series F	1956	\$90,000.00	\$66,600.00

During the fiscal year under review, bonds costing \$75,480.00 with a maturity value of \$102,000.00 were redeemed, and the interest thereon in the amount of \$26,520.00 was credited to the Organizing Fund in accordance with certain provisions outlined under the Federation's Pension Plan.

Under certain provisions of the Federation's pension plan, monthly transfers totaling \$1,500.00 are to be made to the salaried employees division of the pension fund in equal amounts of \$500.00 each from the General Fund, Legal Defense Fund, and Organizing Fund. During the course of our examination, we determined that the above referred to provisions of the pension plan had been adhered to with respect to the Federation's accounting records with the exception that the aforementioned monthly transfers of \$1,500.00 were made for a twelve month period, resulting in an aggregate transfer of \$18,000.00 as of January 1, 1956 to the salaried employees division of the pension fund.

Surety bonds in effect at June 30, 1956, consisted of the following:

C. J. Haggerty, Secretary-Treasurer	\$10,000.00
Charles A. Hines, Bookkeeper-Cashier.....	5,000.00

Net changes in fund balances for the period July 1, 1955 to June 30, 1956 are summarized as follows:

	Cash Resources July 1, 1955	Increase	Decrease	Cash Resources June 30, 1956
OPERATING FUNDS:				
General	\$ 71,572.92	\$	\$ 1,520.35	\$ 70,052.57
Legal Defense	120,391.08		28,792.07	91,599.01
Organizing	84,446.54	35,960.99		120,407.53
	<u>\$276,410.54</u>	<u>\$35,960.99</u>	<u>\$30,312.42</u>	<u>\$282,059.11</u>
PENSION FUND:				
Secretary-Treasurer division	\$ 55,550.00	\$ 1,116.55		\$ 56,666.55
Salaried Employees division	18,180.00	18,545.41		36,725.41
	<u>\$ 73,730.00</u>	<u>\$19,661.96</u>		<u>\$ 93,391.96</u>
	<u>\$350,140.54</u>	<u>\$55,622.95</u>	<u>\$30,312.42</u>	<u>\$375,451.07</u>

During the period under review, a Flood Relief Fund was established for the purpose of receiving donations to be transmitted to the Red Cross and other service agencies. We made an examination of transactions clearing this Fund during the period under review and we confirmed the bank account balance in the amount of \$6,408.40 at June 30, 1956 by direct correspondence with the depository. It is our understanding that this Fund will be closed out during the next calendar quarter and that a final audit report will be prepared and presented at that time.

The accounts of the Federation are maintained on a cash basis. Therefore, no effect has been given in these statements to income accrued but uncollected at June 30, 1956, or to expenses incurred but unpaid at that date. The Federation has consistently followed the accounting practice of charging purchases of furniture, office equipment, and automobiles directly to expense. During the period under review such purchases totaled approximately \$6,000.00.

In our opinion, subject to the preceding comment that the Federation has consistently followed the accounting practice of charging purchases of furniture, office equipment, and automobiles directly to expense, the accompanying financial statements present fairly on the cash basis of accounting the financial position of the California State Federation of Labor at June 30, 1956, and the results of its cash transactions for the period July 1, 1955 to June 30, 1956, in conformity with generally accepted accounting principles applied on a basis consistent with that of preceding periods.

We attach the following:

Exhibit A—Statement of Cash and Investments—June 30, 1956.

Exhibit B—Statement of Cash Receipts and Disbursements—Period July 1, 1955 to June 30, 1956.

Schedule 1—Detail of Per Capita Receipts and Affiliation Fees—Period July 1, 1955 to June 30, 1956.

Schedule 2—Detail of Per Capita Receipts and Affiliation Fees by Districts—Period July 1, 1955 to June 30, 1956.

Schedule 3—Detail of Disbursements—Period July 1, 1955 to June 30, 1956.

Very truly yours,

Skinner & Hammond
Certified Public Accountants

**FINANCIAL STATEMENT
FOR THE FISCAL YEAR ENDING JUNE 30, 1956
Exhibit A—Statement of Cash and Investments**

	Total	Operating Funds			Pension Fund		
		General Fund	Legal Defense Fund	Organizing Fund	Secretary-Treasurer Division	Salaried Employees Division	
Cash on Hand and on Deposit:							
Office Fund.....	\$ 300.00	\$ 300.00	\$	\$	\$	\$	\$
Bank of America N.T. & S.A., Humboldt Branch:							
Commercial account	124,509.84	40,103.30	18,999.01	65,407.53			
Savings account	63,248.73)						
Crocker-Anglo National Bank:							
Savings account	11,463.92)						
Savings account	7,775.49)	28,803.58	6,000.00	55,000.00			
The Hibernia Bank:							
Savings account	7,315.44)						
Savings account	56,666.55				56,666.55	36,725.41	
Savings account	36,725.41				56,666.55		
		\$69,206.88	\$24,999.01	\$120,407.53	\$56,666.55	\$36,725.41	
Bonds Owned:	\$308,005.38						
United States War Savings Bonds—Series F—at cost.....	66,600.00		66,600.00				
Deposits With Airlines	850.00	850.00					
Total Cash and Investments	\$375,455.38	\$70,056.88	\$91,599.01	\$120,407.53	\$56,666.55	\$36,725.41	
Less: Reserve for insurance	4.31	4.31					
Total Cash and Investments Less Reserve for Insurance	\$375,451.07	\$70,052.57	\$91,599.01	\$120,407.53	\$56,666.55	\$36,725.41	

**Summary of Change in Cash and Investments
During Period July 1, 1955 to June 30, 1956**

Cash and Investments at July 1, 1955	\$350,140.54
Add: Excess of Cash Receipts over Cash Disbursements for the period July 1, 1955 to June 30, 1956—as shown in detail on Exhibit B	25,310.53
Cash and Investments at June 30, 1956	\$375,451.07

Exhibit B—Statement of Cash Receipts and Disbursements—By Funds
Period July 1, 1955 to June 30, 1956

	Total	Operating Funds			Pension Fund	
		General Fund	Legal Defense Fund	Organizing Fund	Secretary-Treasurer Pension	Salaries Employees Pension
Receipts:						
Per capita receipts and affiliation fees:						
Per capita tax—general	\$188,648.66	\$188,648.66	\$	\$		
Per capita tax—legal defense	37,334.76		37,334.76			
Per capita tax—organizing	74,669.49			74,669.49		
Affiliation fees	51.00	51.00				
Total Per Capita Receipts and Affiliation Fees—Schedule 1	\$300,703.91	\$188,699.66	\$ 37,334.76	\$ 74,669.49		
Other receipts:						
Funds transferred to Pension Fund—see contra	\$ 18,000.00	\$	\$	\$	\$	\$18,000.00
Interest received on redemption of U. S. Government Bonds—Series F	26,520.00					
Interest received on savings accounts	2,936.37	1,274.41			1,116.55	545.41
Cartoon service refund	108.00	108.00		\$ 26,520.00		
Quarterly Institute registration fees	2,469.25	2,469.25				
Expenses refunded by L.L.P.E.	692.00	692.00				
Thomas A. Small—expense refund	283.80			283.80		
Miscellaneous	1,180.03	1,180.03				
Total Other Receipts	\$ 52,189.45	\$ 5,723.69		\$ 26,803.80	\$1,116.55	\$18,545.41
Total Receipts	\$352,893.36	\$194,423.35	\$ 37,334.76	\$101,473.29	\$1,116.55	\$18,545.41
Disbursements:						
53rd Annual Convention—San Diego, California	\$ 27,792.02	\$ 27,792.02	\$	\$		
54th Annual Convention—Long Beach, California	955.99	955.99				
American Fed. of Labor Conference—Cleveland, Ohio	279.62	279.62				
American Fed. of Labor Conference—Chicago, Illinois	572.00	572.00				
British Trades Union Congress—Southport, England	883.39	883.39				

OFFICERS REPORTS TO

Exhibit B—Statement of Cash Receipts and Disbursements—By Funds (Continued)

	Operating Funds			Pension Fund	
	General Fund	Legal Defense Fund	Organizing Fund	Secretary-Treasurer Pension	Salaried Employees Pension
Total					
Educational Conference—Washington, D. C.	1,283.80				
American Fed. of Labor Convention—New York, N. Y.	2,664.18				
Farm Labor Committee—U. S. Department of Labor—Washington, D. C.	1,000.00				
American Fed. of Labor Conference—Washington, D. C.	2,639.53				
Int'l Labor Organization Conference—Geneva, Switzerland	1,500.00				
Executive Council Meetings	13,350.67				
Legal services	60,126.83	60,126.83			
Organizing expenses	59,512.30		59,512.30		
Publicity expenses	30,603.76				
Statistical expenses	24,839.67				
Legislative expenses	7,488.99				
Quarterly Institute expense	2,179.39				
Scholarship Program expenses	2,391.76				
Office salaries	42,041.26				
Printing, stationery, and office supplies	9,477.83				
Office rent—general	2,304.00				
Postage and mailing—general	3,562.85				
Telephone and telegraph—general	2,367.01				
Taxes	1,577.85				
General expenses	8,188.13				
Funds transferred to Pension Fund—see contra:					
Salaried Employees Pension	18,000.00	6,000.00	6,000.00		
Total Disbursements—Schedule 3	\$327,582.83	\$ 66,126.83	\$ 65,512.30		
Excess of Cash Receipts Over Cash Disbursements for the Period July 1, 1955 to June 30, 1956—Exhibit A	\$ 25,310.53	\$ (28,792.07)	\$ 35,960.99	\$1,116.55	\$18,545.41

**Schedule 1—Detail of Per Capita Receipts and Affiliation Fees
Period July 1, 1955 to June 30, 1956**

AGNEW		BAKERSFIELD	
California State Employees		Allied Printing Trades	
No. 247	\$ 24.92	Council	\$ 6.00
		Bakers No. 146	43.52
ALAMEDA		Barbers No. 317	70.64
Carpenters No. 194	74.52	Building and Construction	
Federal Naval Fire Fighters		Trades Council	12.00
of the Bay Area	20.00	Butchers No. 193	26.00
Fire Fighters Association		Carpenters and Joiners	
No. 689	28.88	No. 743	552.00
		Central Labor Council	12.00
	\$ 123.40	Chemical Workers No. 98.....	19.96
		Cooks and Waiters No. 550.....	403.20
ALHAMBRA		Electrical Workers No. 428.....	168.00
Electrical Workers No. 47.....	\$ 240.00	Hod Carriers and Common	
		Laborers No. 220	176.00
ALVARADO		Lathers No. 300	33.12
Sugar Refinery Workers		Painters No. 314	144.00
No. 20630	\$ 69.56	Plasterers and Cement Finish-	
		ers No. 191	131.68
ANAHEIM		Plumbers and Steamfitters	
Carpenters and Joiners		No. 460.....	164.88
No. 2203	\$ 1,038.88	Street, Electric Railway, and	
		Motor Coach Operators	
ANTIOCH		No. 1291	22.00
Cannery Workers No. 678.....	\$ 241.28	Theatrical Stage Employees	
Carpenters and Joiners		No. 215	12.00
No. 2038	108.00	Typographical No. 439	46.80
Paper Makers No. 330.....	24.00		\$ 2,043.80
Paper Makers No. 606.....	39.88		
Pulp, Sulphite and Paper Mill		BARSTOW	
Workers No. 249	48.00	Theatrical Stage and Motion	
Pulp, Sulphite and Paper Mill		Picture Operators No. 730.....	\$ 24.00
Workers No. 713	48.00		
	\$ 509.16	BELL	
		American Federation of Grain	
ARCATA		Millers No. 79	\$ 101.76
Lumber and Sawmill Workers			
No. 2808	\$ 409.52	BENICIA	
		Machinists No. 1687	\$ 120.00
AUBURN			
DeWitt State Hospital Em-		BERKELEY	
ployees No. 630	\$ 35.61	East Bay Municipal Employees	
Lumber and Sawmill Workers		No. 390	\$ 63.04
No. 2687	246.56	Fire Fighters Association	
Tri-Counties Building and Con-		No. 1227	13.56
struction Trades Council	12.00	Insurance Agents No. 219.....	24.00
	\$ 294.17	Meat Cutters and Butchers	
		No. 526	45.12
AVALON		Painters No. 40	72.00
Painters No. 1226	\$ 24.00	Teachers No. 1078	28.00
			\$ 250.72
AZUSA		BETTERAVIA	
Chemical Workers No. 112.....	\$ 24.00	Sugar Refinery Workers	
		No. 20884	\$ 92.64

OFFICERS REPORTS TO

BISHOP		COLTON	
Painters and Decorators No. 1688	\$ 24.00	United Cement, Lime and Gyp- sum Workers No. 89.....	\$ 164.64
BORON		COMPTON	
Chemical Workers No. 85.....	\$ 195.30	Carpenters and Joiners No. 1437	\$ 701.88
BRAWLEY		State Employees No. 361.....	24.00
Beet Sugar Refinery Workers No. 24257	\$ 86.08		\$ 725.88
BURBANK		CONCORD	
Culinary Workers and Bar- tenders No. 694	\$ 192.00	Machinists No. 1173	\$ 241.40
Fire Fighters Association No. 778	20.00	Fire Fighters Association No. 1230.....	2.12
Machinists No. 1600	33.00		\$ 243.52
Plasterers No. 739	323.52	CORONA	
	\$ 568.52	Carpenters No. 2048	\$ 37.08
CAZADERO		Glass Bottle Blowers No. 254....	24.00
Lumber and Sawmill Work- ers No. 2558	\$ 22.80	Sales Drivers, Food Processors and Warehousemen No. 952..	192.00
CHESTER			\$ 253.08
Lumber and Sawmill Workers No. 3074.....	\$ 135.32	CORONADO	
CHICO		Masters, Mates and Pilots No. 12	\$ 24.00
Building and Construction Trades Council	\$ 12.00	CROCKETT	
Carpenters and Joiners No. 2043	108.76	Sugar Refinery Workers No. 20037	\$ 481.24
Carpenters and Joiners No. 2838	81.20	CUPERTINO	
Fire Fighters Association No. 1108	6.00	United Cement, Lime and Gyp- sum Workers No. 100	\$ 62.24
Lathers No. 156	28.00	DAVENPORT	
Machinists and Mechanics No. 1853.....	92.44	United Cement, Lime and Gyp- sum No. 46	\$ 57.60
Millmen No. 1495	194.12	DIAMOND SPRINGS	
Musicians No. 508	44.40	United Cement, Lime and Gyp- sum Workers No. 158	\$ 24.00
Pipe Trades District Council.....	12.00	EL CAJON	
Plasterers and Cement Masons No. 836	24.00	Carpenters and Joiners No. 2398	\$ 200.78
Typographical No. 667	24.00	EL CENTRO	
Retail Clerks No. 17.....	34.00	Barbers No. 733.....	\$ 26.00
	\$ 760.92	Bartenders and Culinary Workers No. 338	84.00
CHULA VISTA		Building and Construction Trades Council	30.00
Theatrical Stage Employees No. 761	\$ 26.00	Central Labor Council	17.00
COLMA		Construction and General Laborers No. 1119	129.08
Cemetery Workers and Greens Attendants No. 265	\$ 37.00		

STATE FEDERATION OF LABOR

111

Painters No. 313	20.00
Theatrical Stage Employees No. 656	24.00
Truck Drivers and Ware- housemen No. 898.....	144.00
	<hr/>
	\$ 474.08

EL CERRITO

Operative Potters No. 165.....	\$ 70.52
Teachers No. 866	84.00
	<hr/>
	\$ 154.52

EL MONTE

Carpenters and Joiners No. 1507	\$ 875.22
Chemical Workers No. 78.....	63.28
Glass Bottle Blowers No. 39.....	54.00
Hod Carriers and General Laborers No. 1082.....	521.00
Painters No. 254.....	372.72
	<hr/>
	\$ 1,886.22

DECOTO

Operating Engravers No. 509....	\$ 5.00
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EUREKA

Bakers No. 195	\$ 24.00
Barbers No. 431.....	35.48
Bartenders No. 318	97.20
Building and Construction Trades Council	6.00
Carpenters and Joiners No. 1040	228.28
Central Labor Council	12.00
Cooks and Waiters No. 220.....	204.00
Electrical Workers No. 482.....	24.00
Fire Fighters Association No. 652	20.00
Hospital and Institutional Workers No. 327	24.00
Laborers No. 181	124.00
Lathers No. 450	27.00
Laundry Workers No. 156.....	24.36
Lumber and Sawmill Workers No. 2592	163.16
Lumber and Sawmill Workers No. 2868	26.00
Machinists No. 540	78.20
Motion Picture Operators No. 430	36.00
Municipal Employees No. 54....	28.00
Musicians No. 333	84.00
Painters No. 1034	74.36
Plasterers and Cement Fin- ishers No. 481	19.04
Plumbers No. 471	48.88
Redwood District Council of Lumber and Sawmill Workers	12.00
Retail Clerks No. 541	124.68
Teachers No. 1203	20.00

Teamsters, Warehousemen and Auto Truck Drivers No. 684..	472.80
Typographical No. 207	24.00
	<hr/>
	\$ 2,061.44

FORT BRAGG

Carpenters and Joiners No. 1376.....	\$ 20.00
Lumber and Sawmill Workers No. 2610	16.00
	<hr/>
	\$ 36.00

FORTUNA

Carpenters and Joiners No. 960	\$ 70.44
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FRESH POND

Lumber and Sawmill Workers No. 2561	\$ 126.48
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FRESNO

Bakers No. 43	\$ 192.00
Barbers and Beauticians No. 333	71.48
Bartenders No. 566	17.60
Building and Construction Trades Council	12.00
Building Service Employees No. 110.....	68.12
Butchers No. 126	240.00
Carpenters No. 701	645.85
Central Labor Council	12.00
Chemical Workers No. 97	190.08
Chemical Workers (merged- Fresno No. 97) No. 100.....	57.20
City School Employees No. 1206	43.48
Cooks No. 230	148.84
Creamery Employees and Drivers No. 517	364.00
Culinary Workers No. 62.....	424.00
District Council of Carpenters..	12.00
Federal Fire Fighters Associa- tion	10.00
Fire Fighters Association No. 753	80.08
Fresno County Fire Fighters Association No. 180	20.00
General Teamsters No. 431.....	1,712.64
Hod Carriers and Common Laborers No. 294	288.00
Iron Workers No. 155	96.00
Iron Workers No. 624	24.00
Joint Executive Board of Culi- nary Wkrs., Bartenders, etc...	12.00
Lathers No. 83	25.32
Laundry Workers No. 86	273.32
Millmen No. 1496	117.12
Motion Picture Operators No. 599	24.00
Motor Coach Operators No. 1027	32.00
Office Employees No. 69	24.00

Packing House Employees and Warehousemen No. 616	660.72
Plasterers and Cement Finishers No. 188	115.08
Plumbers and Steamfitters No. 246	191.40
Post Office Clerks No. 339	72.00
Printing Pressmen No. 159	24.00
Retail Food, Drug and Liquor Clerks No. 1288	528.00
Sheet Metal Workers No. 252	77.52
Sign Painters No. 966	24.00
Theatrical Stage Employees No. 158	24.00
Tile Layers No. 23	35.36
Typographical No. 144	52.80
Winery and Distillery Workers No. 45	120.00
Electrical Workers No. 100	72.00
	<hr/>
	\$ 7,234.01

FULLERTON

Barbers No. 766	\$ 24.00
Flat Glass Workers No. 20928	36.52
	<hr/>
	\$ 60.52

GLENDALE

Barbers No. 606	\$ 36.00
Brick and Clay Workers No. 774	332.84
Brick and Clay Workers No. 820	147.92
Carpenters and Joiners No. 563	582.72
Cement Finishers No. 893	201.52
Culinary Workers and Bartenders No. 324	229.12
Fire Fighters Association No. 776	20.00
Plumbers and Pipe Fitters No. 761	569.28
Post Office Clerks No. 841	51.12
Printing Pressmen No. 107	24.00
Typographical No. 871	28.40
	<hr/>
	\$ 2,222.92

GRASS VALLEY

Bartenders and Culinary Workers No. 368	\$ 368.52
Carpenters and Joiners No. 1903	50.04
	<hr/>
	\$ 418.56

GREENVILLE

Lumber and Sawmill Workers No. 2647	\$ 112.32
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GRIDLEY

Carpenters and Joiners No. 2148	\$ 24.00
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HANFORD

Carpenters and Joiners No. 1043	\$ 52.00
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HAYWARD

Cannery Workers No. 768	\$ 871.24
Carpenters and Joiners No. 1622	520.00
Culinary Workers and Bartenders No. 823	770.68
Glass Bottle Blowers No. 53	75.84
Painters and Decorators No. 1178	257.68
	<hr/>
	\$ 2,495.44

HOLLYWOOD

Actors Equity Association	\$ 48.00
Affiliated Property Craftsmen No. 44	960.00
American Federation Radio Artists	144.00
American Guild of Musical Artists	24.00
Broadcast, TV and Recording Engineers No. 45	192.00
Building Service Employees No. 278	210.28
Carpenters and Joiners No. 1052	808.88
Film Technicians No. 683	480.00
Hollywood AFL Film Council	12.00
Hollywood Painters No. 5	240.00
Machinists No. 1185	31.00
Make-up Artists No. 706	132.00
Motion Picture Costumers No. 705	48.00
Motion Picture Crafts Service No. 727	72.00
Motion Picture Film Editors No. 776	388.80
Motion Picture Photographers No. 659	144.00
Motion Picture Screen Cartoonists No. 839	144.00
Motion Picture Set Painters No. 729	96.00
Motion Picture Sound Technicians No. 695	144.00
Motion Picture Studio Art Craftsmen No. 790	24.00
Motion Picture Studio Cine-technicians No. 789	240.00
Motion Picture Studio Electrical Technicians No. 728	240.00
Motion Picture Studio 1st Aid Employees No. 767	30.28
Motion Picture Studio Projectionists No. 165	152.92
Office Employees No. 174	576.00
Plasterers and Cement Finishers No. 755	72.00
Post Office Clerks No. 1256	45.04

Publicists No. 818	89.44
Scenic Artists No. 816	18.52
Screen Actors Guild	2,400.00
Screen Extras Guild, Inc.	1,536.00
Set Designers and Model Makers No. 854	37.00
Story Analysts No. 854	29.08
Studio Carpenters No. 946	295.16
Studio Electricians No. 40	144.00
Studio Grips No. 80	144.00
Studio Transportation Drivers No. 399	480.00
Studio Utility Employees No. 724	240.00
	<hr/>
	\$ 11,112.40

HONOLULU

Building and Construction Trades Council	\$ 18.00
Central Labor Council	12.00
Hotel Restaurant Employees and Bartenders No. 5	49.92
	<hr/>
	\$ 79.92

HUNTINGTON PARK

Butchers No. 563	\$ 1,020.00
Glass Bottle Blowers No. 100	41.04
Glass Bottle Blowers No. 114	60.00
Glass Bottle Blowers No. 125	125.08
Glass Bottle Blowers, Ameri- can Flint No. 141	30.00
Glass Bottle Blowers No. 145	57.76
Glass Bottle Blowers No. 146	132.00
Painters No. 95	128.40
United Automobile Workers No. 990	80.00
	<hr/>
	\$ 1,674.28

INGLEWOOD

Carpenters and Joiners No. 2435	\$ 130.84
Painters and Decorators No. 1346	387.44
	<hr/>
	\$ 518.28

IONE

Glass Bottle Blowers No. 80	\$ 3.00
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KINGSBURG

Cannery Workers No. 746	\$ 91.92
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KLAMATH

Lumber and Sawmill Workers No. 2505	\$ 152.60
Plywood Workers No. 2792	51.32
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	\$ 203.92

LAFAYETTE

Fire Fighters Association No. 1231	\$ 2.00
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LA JOLLA

Carpenters and Joiners No. 1358	\$ 116.00
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LAKEWOOD

Fire Fighters Association	\$ 20.00
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LANCASTER

Carpenters and Joiners No. 2185	\$ 242.12
Lathers No. 539	32.00
	<hr/>
	\$ 274.12

LODI

Carpenters and Joiners No. 1418	\$ 105.86
Fire Fighters Association No. 1225	2.00
	<hr/>
	\$ 107.86

LOMPOC

Chemical Workers No. 146	\$ 138.49
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LONG BEACH

Asbestos Workers No. 20	\$ 24.00
Automotive Employees and Laundry Drivers No. 88	48.00
Bakers No. 31	234.36
Barbers No. 622	45.16
Barbers Employers Guild No. 46	22.60
Bartenders No. 686	262.60
Boilermakers No. 1285	132.50
Bricklayers No. 13	120.00
Building and Construction Trades Council	12.00
Carpenters and Joiners No. 710	882.00
Cement Finishers No. 791	162.80
Central Labor Council	12.00
Chauffeurs and Sales Drivers No. 572	336.00
Chemical Workers No. 1	187.52
Culinary Alliance No. 681	1,960.00
Dry Dock and Ordnance Paint- ers No. 1501	27.00
Fire Fighters Association No. 372	84.00
General Truck Drivers No. 692	120.00
Hod Carriers and Common Laborers No. 507	600.00
Lathers No. 172	117.00
Motion Picture Projectionists No. 521	33.12
Municipal Employees No. 112	33.60
Musicians Association No. 353	48.00

Painters No. 256	529.32	Cabinet Makers and Millmen	
Plasterers and Cement Finish-		No. 721	1,050.80
ishers No. 343	203.72	California State Association of	
Plumbers and Steamfitters		Electrical Workers	12.00
No. 494	292.84	California State Council Build-	
Post Office Clerks No. 543.....	48.00	ing Service Employees	24.00
Printing Pressmen No. 285.....	29.64	Cap Makers No. 22.....	30.00
Retail Clerks No. 324	2,184.00	Carpenters and Joiners	
Rig Builders No. 1458.....	88.08	No. 25	792.69
Roofers No. 72	48.64	Carpenters and Joiners	
State Council Culinary Work-		No. 929	566.36
ers, Bartenders, etc.....	12.00	Carpenters and Joiners	
Stereotypers No. 161	24.00	No. 1497	1,017.32
Typographical No. 650.....	88.04	Carpenters and Joiners	
United Cement, Lime and Gyp-		No. 1976	233.60
sum Workers, No. 59	66.56	Cement Masons No. 627	516.80
United Garment Workers		Central Labor Council	12.00
No. 56	24.00	Chemical Workers No. 11.....	240.00
	<hr/>	Chemical Workers No. 350	28.32
	\$ 9,143.10	Chemical Workers No. 452	130.00
	<hr/>	Cleaning and Dye House	
LOS ALTOS		Workers No. 11	48.00
Fire Fighters Association		Clock Makers No. 55.....	220.00
No. 1167	\$ 20.00	Clock Makers No. 58	220.00
	<hr/>	Commercial Telegraphers	
LOS ANGELES		No. 48	120.00
Advertising and Public Rela-		Cooks No. 468	960.00
tions Employees No. 518.....\$	15.60	Council of Federated Munic-	
American Flint Glass Work-		ipal Crafts	12.00
ers No. 139	81.80	Brick and Clay Workers	
American Guild of Variety		No. 615	10.24
Artists	96.00	Cigar Makers No. 225.....	16.00
Asbestos Workers No. 5.....	96.00	Dairy Employees, Plant and	
Automotive, Marine Production		Clerical No. 93.....	796.36
Finishers, Equipment Paint-		Dental Technicians No. 100.....	28.80
ers No. 1798	240.00	Department, Variety, Specialty	
Bakers No. 37	1,284.00	Store Employees No. 777	180.00
Bakers No. 453	99.00	Dining Car Employees No. 582..	176.64
Bakers and Confectionery		District Council Brick and Clay	
Workers No. 400	240.00	Workers No. 11	15.00
Bakery Drivers No. 276	495.38	District Council Carpenters	12.00
Barbers No. 295	240.00	District Council Chemical	
Bartenders No. 284	1,155.84	Workers	24.00
Beauticians No. 295-A	24.00	District Council Painters No. 36	11.00
Beer Drivers and Helpers		District Council Plasterers and	
No. 203	144.00	Cement Masons	12.00
Bill Posters and Billers No. 32..	31.20	Electrical Workers No. 11.....	720.00
Boilermakers No. 92.....	480.00	Electrical Workers No. B-18.....	288.00
Boilermakers, Drop Forgers,		Electrical Workers No. 1710.....	240.00
and Helpers No. 1212	48.00	Electrotypers No. 137	35.72
Board of Education Employees		Elevator Constructors No. 18....	80.64
No. 99	40.00	Elevator Operators and Start-	
Bookbinders No. 63.....	60.00	ers No. 217	88.00
Bricklayers No. 2.....	192.00	Film Exchange Employees	
Brick and Clay Workers		No. 61-B	62.64
No. 661	59.88	Fire Fighters Association of	
Building Material and Dump		Los Angeles City No. 748.....	208.72
Truck Drivers No. 420.....	848.00	Firemen and Oilers No. 152.....	8.30
Building Service Employees		Food, Drug and Beverage	
No. 76	83.04	Warehousemen No. 595	960.00
Building Service Employees		Food Processors and Packers	
No. 193	24.00	No. 547	48.00
Bus Drivers No. 1222	96.00		

Freight Handlers and Clerks No. 357	240.00	Line Drivers No. 224	240.00
Fruit and Produce Drivers No. 630	240.00	Linoleum, Carpet and Soft Tile Workers No. 1247.....	458.76
Glass Bottle Blowers No. 129....	24.64	Local Freight Drivers No. 208..	240.00
Glass Bottle Blowers No. 208....	22.00	Los Angeles Allied Printing Trades Council	12.00
Glass Workers No. 636	538.80	Los Angeles Building and Construction Trades Council..	12.00
Government Employees No. 1167	24.00	Los Angeles City Employees No. 119	30.00
Gunite Workers No. 345	67.20	Los Angeles City Park and Recreation Department Em- ployees No. 517	90.00
Hardwood Floor Workers No. 2144	536.76	Los Angeles City Water and Power Employees No. 233.....	22.00
Health Workers No. 1036	54.00	Los Angeles County Employees No. 187	37.20
Hay Haulers, Dairy Employees No. 737	26.16	Los Angeles County Guards No. 790	44.72
Hod Carriers and Common Laborers No. 300	1,800.00	Los Angeles County Mechanical Supervisory Employees No. 180	24.00
Hotel Service Employees No. 765	216.00	Los Angeles County Probation Officers No. 685	72.00
House, Building and General Movers No. 923	98.40	Los Angeles Superior Court Clerks No. 575	27.00
Ice Drivers, Cold Storage Warehousemen No. 942	72.00	Los Angeles Editorial Associa- tion No. 1	111.04
Insurance Agents No. 86	186.92	Los Angeles Fire Department Employees No. 1420	71.04
Iron Workers (Shopmen) No. 509	30.00	Los Angeles Metal Trades Council	12.00
Jewelry Workers No. 23	84.00	Lumber and Sawmill Workers No. 2288	2,050.92
Joint Council Laundry Work- ers No. 2	12.00	Machinists No. 311	480.00
Joint Council of Teamsters No. 42	12.00	Machinists No. 1186	401.00
Joint Executive Board of Bak- ery and Confectionery Work- ers	12.00	Mailers No. 9	170.84
Joint Executive Board Culinary Workers	12.00	Meat and Provision Drivers No. 626	249.60
Joint Executive Conference Electrical Workers of South- ern California	12.00	Meat Cutters No. 421	1,100.00
Ladies Garment Workers No. 84	110.00	Metal Polishers No. 67	36.00
Ladies Garment Workers No. 96	96.00	Millwrights No. 1607	242.24
Ladies Garment Workers No. 97	110.00	Miscellaneous Employees No. 440	1,223.76
Ladies Garment Workers No. 445	48.00	Miscellaneous Foremen and Park Works Superintendents No. 413	42.12
Ladies Garment Workers No. 451	48.00	Molders and Foundry Workers No. 374	65.28
Ladies Garment Workers No. 482	108.00	Motion Picture Projectionists No. 150	307.48
Ladies Garment Workers No. 496	108.00	Municipal Truck Drivers No. 403	109.56
Ladies Garment Workers No. 497	24.00	Musicians No. 47	1,920.00
Ladies Garment Workers No. 512	44.00	National Postal Transport As- sociation	24.00
Lathers No. 42	88.80	New Furniture and Appliance Drivers No. 196	610.00
Lathers No. 42A	528.12	Newspaper Pressmen No. 18....	182.40
Laundry and Dry Cleaning Workers No. 52	240.00	Office Employees No. 30.....	120.00
Laundry and Linen Supply Drivers No. 928	240.00	Office Employees No. 305.....	39.04
		Operating Engineers No. 12.....	4,488.00

Pacific South West District			
Council of Government Em-			
ployees	12.00	Sprinkler Fitters No. 709	139.60
Package and General Utilities		Stage Employees No. 33.....	108.00
Drivers No. 396	240.00	Stationery Operating Engineers	
Painters No. 116	480.00	No. 501	408.00
Painters No. 434	164.52	Steel, Paper House, Chemical	
Painters No. 1348	120.00	Drivers No. 578	96.00
Paint Makers No. 1232	151.20	Stereotypers No. 58	96.00
Paper Handlers No. 3.....	38.40	Stove Mounters No. 125.....	210.08
Paper Makers No. 208	79.00	Street Electric Railway and	
Paper Makers No. 356	67.20	Motor Coach Employees	
Pattern Makers Association	38.40	No. 1277	480.00
Photo Engravers No. 32	192.00	Structural Iron Workers	
Plasterers No. 2	288.00	No. 433	144.00
Plumbers No. 78	1,105.44	Switchmen No. 43	24.00
Post Office Clerks No. 64.....	192.00	Teachers No. 1021	36.52
Printing Pressmen No. 78.....	264.00	Teamsters - Automotive Work-	
Printing Specialists and Paper		ers No. 495	144.00
Converters No. 388.....	480.00	Theatrical Press Agents and	
Printing Specialties and Paper		Managers No. 18032	24.00
Products No. 522	128.32	Theatrical Wardrobe Attend-	
Provision House Workers		ants No. 768	18.00
No. 274	360.00	Tile Layers No. 18.....	38.40
Public Service Carpenters		Typographical No. 174	720.00
No. 2231	27.80	United Association Steamfit-	
Pulp, Sulphite and Paper Mill		ters No. 250	480.00
Workers No. 266	66.00	United Garment Workers No. 94	24.00
Pulp, Sulphite and Paper Mill		United Garment Workers	
Workers No. 307	300.00	No. 125	240.00
Pulp, Sulphite and Paper Mill		United Textile Workers No. 92..	12.00
Workers No. 550	64.08	Upholsterers No. 15	145.00
Pulp, Sulphite and Paper Mill		Van, Storage and Furniture	
Workers No. 680	120.00	Drivers No. 389	348.00
Railway Carmen No. 601	118.80	Waiters No. 17	1,128.00
Railway News Service No. 357..	28.00	Waitresses No. 639	1,920.00
Re-Inforced Iron Workers		Watchmakers No. 115	12.00
No. 416	72.00	Western Warehousemen and	
Retail Clerks No. 770	4,800.00	Produce Council	12.00
Retail Milk Drivers and Sales-		Wholesale Dairy and Ice Cream	
men No. 441	854.80	Drivers No. 306	240.00
Roofers No. 36	473.52	Wholesale Delivery Drivers	
Service and Maintenance Em-		No. 848	1,338.52
ployees No. 399	600.00	Window Cleaners No. 349	60.00
Sheet Metal Workers No. 108....	1,933.28	Women's Union Label League	
Shinglers No. 1125	277.16	No. 36	12.00
Sign and Pictorial Painters			<hr/>
No. 831	60.00		\$ 61,075.53
Southern California Conference			<hr/>
Allied Printing Trades Coun-			
cil	12.00	LOS GATOS	
Southern California Council of		Carpenters & Joiners No. 2006 \$	120.84
Public Employees of S. C.		Fire Fighters Association	
and M. E.	12.00	No. 1165.....	22.84
Southern California District			<hr/>
Council of Laborers	12.00		\$ 143.68
Southern California District			<hr/>
Council of Lathers	12.00	LOS NIETOS	
Southern California Pipe		Brick and Clay Workers	
Trades District Committee....	12.00	No. 824	\$ 129.32
Southern California Typograph-			<hr/>
ical Conference	12.00	LOYALTON	
Sportswear and Cotton Gar-		Lumber and Sawmill Workers	
ment Workers No. 266	240.00	No. 2695	\$ 140.92

MADERA

Carpenters and Joiners	
No. 2189	\$ 24.00
Construction and General Laborers No. 920	14.00
	<hr/>
	\$ 38.00

MANTECA

Beet Sugar Operators	
No. 20733	\$ 57.04

MARE ISLAND

Federal Fire Fighters of Mare Island	\$ 2.24
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MARTELL

Carpenters and Joiners	
No. 1522	\$ 24.00

MARTINEZ

Allied Hospital Employees	
No. 251	\$ 99.08
Building and Construction	
Trades Council	24.00
Carpenters and Joiners	
No. 2046	144.00
Central Labor Council	12.00
Construction and General Laborers No. 324	480.00
Painters No. 741	72.00
Plumbers and Pipe Fitters	
No. 159	180.00
Private Hospital Employees	
No. 277	22.00
Teamsters No. 315	1,049.20
	<hr/>
	\$ 2,082.28

MARYSVILLE

Bartenders and Culinary Alliance No. 715	\$ 64.00
Building and Construction	
Trades Council	12.00
Carpenters and Joiners	
No. 1570	151.40
Central Labor Council	12.00
General Teamsters No. 137	600.00
Hod Carriers and General	
Laborers No. 121	102.56
Meat Cutters and Butchers	
No. 505	56.32
State Employees No. 216	24.00
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	\$ 1,022.28

MAYWOOD

Glass Bottle Blowers No. 148	\$ 96.00
Glass Bottle Blowers No. 190	24.00
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	\$ 120.00

MERCED

Carpenters and Joiners	
No. 1202	\$ 96.40
Central Labor Council	12.00
Construction and General	
Laborers No. 995	167.96
Plasterers and Cement Masons	
No. 672	24.00
Typographical No. 865	26.00
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	\$ 326.36

MILL VALLEY

Carpenters and Joiners	
No. 1710	\$ 115.56

MODESTO

Barbers No. 787	\$ 24.00
Building and Construction	
Trades Council	12.00
California State Hospital	
Employees No. 636	38.04
Cannery Workers No. 748	208.00
Carpenters and Joiners	
No. 1235	179.56
Central Labor Council	12.00
Chemical Workers No. 190	81.04
Culinary Workers and Bartenders No. 542	460.04
Electrical Workers No. 684	110.40
Hod Carriers and General	
Laborers No. 1130	139.20
Musicians No. 652	85.28
Office Employees No. 208	24.00
Painters No. 317	64.00
Plasterers No. 429	24.40
Plumbers No. 437	96.00
Post Office Clerks No. 635	24.24
Sign and Pictorial Artists	
No. 1629	24.00
Stage Employees No. 564	38.00
Teamsters No. 386	816.00
Typographical No. 689	24.00
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	\$ 2,484.20

MOJAVE

Carpenters and Joiners	
No. 1239	\$ 115.16

MONROVIA

Electrical Workers No. 1008	\$ 227.68
Machinists No. 1893	81.00
	<hr/>
	\$ 308.68

MONTEBELLO

Fire Fighters Association	
No. 1193	\$ 20.00

MONTEREY

Barbers No. 896	\$ 28.80
Building and Construction	

Trades Council	12.00
Carpenters and Joiners No. 1323	299.09
Central Labor Council	12.00
Fish Cannery Workers of the Pacific	206.40
Hod Carriers and Common La- borers No. 690	148.00
Hotel and Restaurant Em- ployees and Bartenders No. 483	324.24
Painters and Decorators No. 272	28.00
Plasterers and Cement Fin- ishers No. 337	24.00
Plumbers No. 62	41.60
Seine and Line Fishermen.....	90.00
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	\$ 1,214.13

MONTEREY PARK

Fire Fighters Association No. 1168	\$ 20.00
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MOUNTAIN VIEW

Carpenters and Joiners No. 1280	\$ 459.72
Hardwood Floor Layers No. 3107	60.20
	<hr/>
	\$ 519.92

MYERS FLAT

Lumber and Sawmill Workers No. 2952.....	\$ 16.00
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NAPA

Bartenders and Culinary Workers No. 753	\$ 156.32
Building and Construction Trades Council	18.00
California State Hospital Em- ployees No. 174	24.00
Carpenters and Joiners No. 2114	185.07
Central Labor Council	12.00
Hod Carriers and General Laborers No. 371	222.00
Machinists No. 1419	120.00
Packing House Employees No. 668	42.20
Painters No. 262	46.80
Plasterers and Cement Fin- ishers No. 766	24.00
United Garment Workers No. 197	177.68
	<hr/>
	\$ 1,028.07

NEWARK

Brick and Clay Workers No. 552.....	\$ 22.00
Chemical Workers No. 62.....	84.44

Stove Mounters No. 61.....	213.36
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	\$ 319.80

NORTH FORK

Lumber and Sawmill Workers No. 2782	\$ 92.32
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NORWALK

Brick and Clay Workers No. 487	\$ 28.76
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OAKLAND

Alameda County School Employees No. 257	\$ 94.08
Allied Printing Trades Council	12.00
Auto and Ship Painters No. 1176	109.44
Automotive Machinists No. 1546	2,400.00
Bakers No. 119	288.00
Bakery Wagon Drivers No. 432..	355.52
Barbers No. 134	213.60
Bartenders No. 52	624.58
Boilermakers No. 39	250.00
Bricklayers No. 8	96.00
Building and Construction Trades Council	12.00
Building Service Employees No. 18	422.80
Butchers No. 120	1,080.00
California Conference of Typo- graphical Unions	12.00
California State Council of Cannery Workers	12.00
Candy Workers No. 119-C.....	120.00
Cannery Workers No. 750.....	1,989.08
Carpenters and Joiners No. 36	985.47
Carpenters and Joiners No. 1473	282.84
Cement Masons No. 594	168.00
Cemetery Workers and Greens Attendants No. 322	24.00
Central Labor Council	12.00
Chauffeurs No. 923	236.32
Cleaning and Dye House Workers No. 23	300.00
Clerks and Lumber Handlers No. 939	36.00
Commercial Telegraphers No. 208	48.00
Construction and General Laborers No. 304	960.00
Cooks No. 228	880.00
Culinary Alliance No. 31	1,742.04
Department and Specialty Store Employees No. 1265.....	306.80
Dining Car Cook and Waiters No. 456	144.00
District Council of Chemical Workers No. 2.....	24.00

STATE FEDERATION OF LABOR

119

District Council of Painters No. 16	12.00	Teamsters - Automotive Em- ployees No. 78	144.00
Electrical Workers No. B595....	600.00	Technical Engineers, Archi- tects and Draftsmen No. 39.....	42.84
Electrical Workers No. 1245.....	480.00	Theatrical Employees No. B-82...	48.00
Federal Fire Fighters (Ala- meda Medical Depot)	20.00	Theatrical Janitors No. 121.....	30.84
Fire Fighters Association No. 55	226.48	Theatrical Stage Employees No. 107	20.00
Floor Layers and Carpenters No. 1861	48.00	Typographical No. 36	241.16
Gardeners, Florists and Nurserymen No. 1206	40.80	University of California Em- ployees No. 371	95.16
General Warehousemen No. 853	420.00	Welders and Burners No. 681....	144.00
Glass Bottle Blowers No. 2.....	48.00		\$ 27,849.24
Glass Bottle Blowers No. 137....	38.96		
Glass Bottle Blowers No. 141....	240.00	OLIVE VIEW	
Glass Bottle Blowers No. 155....	182.00	Los Angeles County Depart- ment of Charities No. 347.....	\$ 88.00
Hod Carriers No. 166	120.00		
Iron Workers No. 378	96.00	ONTARIO	
Iron Workers (Shopmen) No. 491	96.00	City Employees No. 472.....	\$ 25.70
Lathers No. 88	90.00	Machinists No. 120	3.00
Laundry Drivers No. 209	162.21		
Laundry Workers No. 2	360.00		\$ 28.70
Machinists No. 284	472.72		
Machinists No. 1566	161.00	ORO GRANDE	
Milk Wagon Drivers No. 302....	288.00	Cement Workers No. 192	\$ 137.96
Motion Picture Projectionists No. 169	41.06		
Newspaper and Periodical Drivers No. 96	101.28	OROVILLE	
Newspaper Printing Pressmen No. 39	41.64	Barbers No. 643	\$ 24.00
Newspaper Writers and Re- porters No. 22279	18.80	Bartenders and Culinary Work- ers No. 654	160.37
Ninth District Council of Bakers	18.00	Butchers No. 460	26.00
Nurserymen, Gardeners and Florists No. 300	32.00	Cannery, Dried Fruit and Nut Workers No. 849	331.84
Office Employees No. 29	665.84	Carpenters and Joiners No. 1240	93.48
Painters No. 127	389.52	Central Labor Council	12.00
Paint Makers No. 1101	288.48		\$ 647.69
Plasterers No. 112	48.00		
Post Office Clerks No. 78.....	156.00	OXNARD	
Printing Pressmen No. 125	96.00	Barbers No. 959	\$ 24.00
Printing Specialty and Paper Products No. 382	616.00	Sugar Workers No. 20875	142.44
Pulp, Sulphite and Paper Mill Workers No. 255	90.36		\$ 166.44
Railway Carmen No. 735	58.28		
Retail Delivery Drivers No. 588..	240.00	PALM CITY	
Retail Food Clerks No. 870.....	576.00	Carpenters and Joiners No. 1490	\$ 8.28
Roofers No. 81	120.00		
Sheet Metal Workers No. 216....	240.00	PALMDALE	
Sheet Metal Workers No. 355....	96.00	Painters No. 1793	\$ 15.00
Shipyard and Marine Shop Laborers No. 886	336.00		
Sleeping Car Porters	120.00	PALM SPRINGS	
Steamfitters and Helpers No. 342	240.00	Carpenters and Joiners No. 1046	\$ 133.16
Street Carmen No. 192	623.16	Fire Fighters Association No. 1154	20.00
Teachers No. 771	47.44	Lathers No. 454	18.00
Teamsters No. 70	3,340.64		

OFFICERS REPORTS TO

Painters No. 1627	16.92	Chemical Workers No. 23	198.88
		Glass Bottle Blowers No. 160....	81.96
	\$ 188.08	Paper Makers No. 329	104.72
		Plasterers and Cement Fin- ishers No. 825	24.00
			\$ 730.68
PALO ALTO		PLACERVILLE	
Barbers No. 914	\$ 48.40	Carpenters and Joiners	
Bindery Workers No. 21.....	24.00	No. 1992	\$ 47.56
Carpenters and Joiners		Hotel and Restaurant Workers	
No. 668	466.80	No. 793	60.84
Painters No. 388	138.72		\$ 108.40
Typographical No. 521	32.00		
	\$ 709.92		
PASADENA		POMONA	
Barbers No. 603	\$ 36.00	Barbers No. 702	\$ 27.00
Carpenters and Joiners		Central Labor Council	12.00
No. 769	614.88	Chemical Workers No. 58	77.64
Cement Masons No. 923	107.24	Fire Fighters Association	
Central Labor Council	12.00	No. 1156	2.00
Fire Fighters Association		Glass Bottle Blowers No. 111....	73.20
No. 809	53.40	Glass Bottle Blowers No. 232....	24.00
Hod Carriers No. 439	192.00	Hod Carriers No. 806	436.24
Hotel - Restaurant Employees and Bartenders No. 531	669.00	Painters and Decorators	
Lathers No. 81	168.20	No. 979	392.52
Meat Cutters No. 439.....	616.32	Plumbers and Steamfitters	
Operative Potters No. 222.....	48.00	No. 398	307.00
Painters and Decorators		Printing Pressmen No. 320	24.00
No. 92	270.36	Retail Clerks No. 1428	240.00
Pasadena School District Em- ployees No. 606	62.92	Typographical No. 994	48.00
Plasterers and Cement Fin- ishers No. 194	188.08		\$ 1,663.60
Plumbers No. 280	153.64		
Printing Pressmen No. 155	24.00	PORT CHICAGO	
Typographical No. 583	61.60	Chemical Workers No. 25.....	\$ 46.04
	\$ 3,277.64	PORTERVILLE	
PATTON		Carpenters and Joiners	
California State Hospital Em- ployees No. 128	\$ 24.00	No. 2126.....	\$ 7.40
PETALUMA		RED BLUFF	
Barbers No. 419	\$ 24.00	Lumber and Sawmill Workers	
Bartenders & Culinary Work- ers No. 271	130.52	No. 2850	\$ 168.92
Beauticians No. 419-A	24.00	REDDING	
Central Labor Council	12.00	Auto and Machinists No. 1397..\$	13.00
Machinists No. 1596	15.40	Barbers No. 6	25.64
Painters No. 293	20.00	Building and Construction	
Poultry and Egg Workers		Trades Council	14.00
No. 364-B	48.00	Carpenters and Joiners	
Typographical No. 600	24.00	No. 1599	267.24
	\$ 297.92	Central Labor Council (Five Counties)	12.00
PITTSBURG		Culinary Workers No. 470.....	240.00
Barbers No. 917	\$ 38.32	Hod Carriers and Common	
Bartenders and Culinary Work- ers No. 822	282.80	Laborers No. 961	60.00
		Lumber and Sawmill Workers	
		No. 2608	662.84
		Meat Cutters and Butchers	
		No. 352	83.44

Motion Picture Projectionists	
No. 739	24.00
Musicians No. 113	73.44
Painters and Decorators	
No. 315	25.82
Plasterers and Cement Masons	
No. 805	27.40
Plumbers and Steamfitters	
No. 662	5.00
Retail Clerks No. 1364	204.00
	<hr/>
	\$ 1,737.82

REDONDO BEACH

Brick and Clay Workers	
No. 923	\$ 32.51
Carpenters and Joiners	
No. 1478	405.60
	<hr/>
	\$ 438.11

REDWOOD CITY

Cement Mill Workers No. 760....	\$ 51.20
General Warehouse and Food	
Processors No. 655	21.00
Teachers No. 1163	15.20
	<hr/>
	\$ 87.40

RENO, NEVADA

Lumber and Sawmill Workers	
No. 2903	\$ 24.00

RESEDA

Carpenters and Joiners	
No. 844	\$ 680.00

RICHMOND

Barbers No. 508	\$ 34.16
Bartenders and Culinary Work-	
ers No. 595	799.84
Boilermakers No. 513	168.00
Carpenters and Joiners	
No. 642	533.00
Electrical Workers No. 302.....	341.60
Fabricated Metal and Enamel-	
ware Workers No. 18524	82.60
Fire Fighters Association	
No. 188	53.01
Firemen and Oilers No. 972.....	24.00
Leadburners No. 512	22.00
Motion Picture Projectionists	
No. 560	24.00
Office Employees No. 243	76.80
Operative Potters No. 89.....	40.00
Painters No. 560	218.88
Public Employees of Contra	
Costa County No. 302	31.08
Retail Clerks No. 1179	983.16
Sheet Metal Workers No. 508....	3.00

Typographical No. 738	24.00
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	\$ 3,459.13

RIVERSIDE

Barbers No. 171	\$ 43.20
Building and Construction	
Trades Council	12.00
Carpenters and Joiners	
No. 235	422.76
Central Labor Council	12.00
City Employees No. 395	24.00
District Council of Painters	
No. 48	12.00
District Council of United	
Cement and Lime Workers	
No. 3	13.00
Electrical Workers No. 440.....	72.00
Hod Carriers and General	
Laborers No. 1184	452.20
Retail Clerks No. 1167	480.00
United Cement, Lime and Gyp-	
sum Workers No. 48	185.32
	<hr/>
	\$ 1,728.48

ROSEVILLE

Central Labor Council (Tri-	
Counties)	\$ 12.00
Railway Carmen No. 231	327.76
Teachers No. 836	3.84
Switchmen No. 263	10.08
	<hr/>
	\$ 353.68

SACRAMENTO

Allied Printing Trades Council \$	12.00
Bakers No. 85	315.08
Barbers No. 112	87.60
Bartenders No. 600	288.00
Bookbinders No. 35	75.00
Building and Construction	
Trades Council	12.00
Building Service Employees	
No. 22	144.00
Building Service Employees	
No. 411	37.00
Butchers No. 498	758.68
California Council of State	
Employees No. 56	12.00
California Department of Indus-	
trial Relations Employees	
No. 1031	24.00
California State Federation of	
Teachers	12.00
Cannery Workers No. 857	2,056.96
Carpenters and Joiners	
No. 586	1,004.00
Carpet, Linoleum and Tile	
Workers No. 1237	56.92
Cement Finishers No. 582	149.80

OFFICERS REPORTS TO

Central Labor Council	18.00	Hod Carriers and Common La-	
Chauffeurs and Teamsters		borers No. 272	96.40
No. 150	2,048.72	Hotel and Restaurant Em-	
Construction and General		ployees No. 355	145.60
Laborers No. 185	240.00	Machinists No. 1824	84.00
Cooks No. 683	293.84	Painters No. 1104	47.20
County Employees No. 146	48.00	Plasterers and Cement Fin-	
District Council of Carpenters....	12.00	ishers No. 763	23.72
Electrical Workers No. B-340....	120.00	Plumbers and Steamfitters	
Fire Fighters Association		No. 503	68.00
No. 522	71.56	Retail Clerks No. 839	42.32
Grant Union High and Tech-		Teachers No. 1020	22.00
nical District Employees			
No. 930	19.28		\$ 1,233.88
Hod Carriers No. 262	83.00		
Iron Workers No. 118	96.00		
Jewelry Workers No. 112	22.00		
Lathers No. 109	32.56		
Laundry and Cleaning Drivers			
No. 234	32.20		
Laundry and Dry Cleaners			
No. 75	192.00		
Lumber and Sawmill Workers			
No. 3170	144.00		
Millmen No. 1618	97.08		
Miscellaneous Employees			
No. 393	377.04		
Motion Picture Machine Oper-			
ators No. 252	24.00		
Musicians No. 12	61.28		
Northern California Joint Con-			
ference Electrical Workers....	12.00		
Painters No. 487	180.00		
Plumbers and Steamfitters			
No. 447	144.00		
Printing Pressmen No. 60	48.00		
Retail Clerks No. 588	440.00		
Roofers No. 47	46.00		
Sacramento County Board of			
Education Employees No. 258	88.60		
Sheet Metal Workers No. 162	174.52		
Stage Employees No. 50	12.00		
Stereotypers No. 86	24.00		
Street Carmen No. 256	63.60		
Teachers No. 31	24.00		
Teachers No. 727	24.00		
Teamsters, Automotive Chauff-			
eurs No. 165	144.00		
Theatre Employees No. B-66.....	44.00		
Typographical No. 46	120.00		
Waiters and Waitresses No. 561	414.24		
Wholesale Plumbing House			
Employees No. 447-Aux.....	37.40		
	\$ 11,117.96		\$ 3,677.69

SALINAS

Barbers No. 827	\$ 24.00
Carpenters and Joiners	
No. 925	188.64
Central Labor Council	12.00
General Teamsters and Ware-	
housemen No. 890	480.00

SAN BRUNO

Air Transport Employees	
No. 1781	\$ 25.00

SAN DIEGO

Allied Printing Trades Council..\$	12.00
Bakers No. 315	240.00

STATE FEDERATION OF LABOR

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Barbers No. 256	104.00	Roofers No. 45	62.40
Bindery Workers No. 40	24.00	Roofers No. 553	27.64
Brick and Clay Workers No.955	22.00	Salesdrivers, Helpers and	
Bridgemen No. 229	84.00	Dairy Employees No. 683.....	480.00
Building and Construction		Sheet Metal Workers No. 206....	96.00
Trades Council	12.00	Shipwrights, Boatbuilders and	
Building Material and Dump		Caulkers No. 1300	113.64
Truck Drivers No. 36	480.00	Stereotypers No. 82	24.00
Building Service Employees		Street, Electric Railway and	
No. 102	192.00	Motor Coach Employees	
Butchers and Meat Cutters		No. 1309.....	242.84
No. 229.....	886.00	Teamsters and Chauffeurs	
Carpenters and Joiners		No. 542	240.00
No. 1296	707.36	Theatrical Stage Employees	
Carpenters and Joiners		No. 122	24.00
No. 1571	451.92	Tile Layers, Marble Masons	
Carpet, Linoleum and Resilient		No. 17	52.00
Tile Workers No. 1711.....	63.00	Tri-State Council (California-	
Central Labor Council	12.00	Arizona-Nevada)	12.00
Chauffeurs and Taxicab		Typographical No. 221	144.00
Drivers No. 481	184.00	Waiters and Bartenders No. 500	477.68
Commercial Telegraphers			
No. 150	39.36		\$ 11,881.80
County and Municipal Em-			
ployees No. 127	341.24	SAN FERNANDO	
Culinary Alliance and Hotel		Government Employees	
Service Workers No. 402.....	1,206.36	No. 1043	\$ 48.00
District Council of Carpenters....	12.00		
Electrical Workers No. 465.....	264.00	SAN FRANCISCO	
Electrical Workers No. 569.....	564.40	American Guild of Variety	
Federal Fire Fighters—San		Artists	\$ 24.00
Diego Area	70.00	Apartment and Hotel Em-	
Fire Fighters Association		ployees No. 14	240.00
No. 145	147.92	Asbestos Workers No. 16.....	108.00
Fish Cannery Workers of		Asbestos Workers No. 29	24.00
Pacific	1,040.00	Auto Drivers and Demon-	
Floorlayers No. 2074	61.24	strators No. 960	337.40
Government Employees		Automotive Machinists	
No. 1054.....	10.32	No. 1305.....	1,707.28
Government Employees (Navy		Automotive Warehousemen	
Civilian) No. 1085	36.96	No. 241	120.00
Government Employees (Naval		Bakers No. 24	720.00
Supply) No. 1399	24.00	Bakery Wagon Drivers No. 484	541.72
Government Employees (Naval		Barbers No. 148	432.00
Air Station) No. 1476.....	14.00	Bar Pilots No. 89	24.00
Hod Carriers and Construc-		Bartenders No. 41.....	1,357.00
tion Laborers No. 89.....	816.00	Bay Cities Metal Trades Coun-	
Insurance Agents No. 29	15.00	cil	12.00
Iron Workers No. 627	75.80	Bay Counties District Council	
Laundry and Dry Cleaners		of Carpenters	12.00
No. 259	33.56	Bill Posters and Billers No. 44	26.00
Mailers No. 75	24.00	Boilermakers No. 6	240.00
Millmen No. 2020	285.44	Boilermakers, Blacksmiths and	
Motion Picture Projectionists		Drop Forgers, and Helpers	
No. 297	39.36	No. 1168	240.00
Musicians Association No. 325..	168.00	Bookbinders and Binderywo-	
Office Employees No. 139	46.40	men No. 31-125	216.00
Operating Employees No. 526....	96.00	Bottlers No. 896	720.00
Painters No. 333	348.00	Brewery Drivers No. 888	240.00
Plasterers and Cement Fin-		Brewers, Malsters and Yeast	
ishers No. 346.....	355.96	Makers No. 893	336.00
Printing Pressmen No. 140	36.00	Brewery Shipping and Receiv-	
Retail Clerks No. 1222.....	240.00	ing Clerks No. 884	60.00

Building and Construction		District Council of Painters	12.00
Trades Council	12.00	District Council of Plasterers	
Building Material and Con-		and Cement Finishers of	
struction Teamsters No. 216	208.00	Northern California	12.00
Building Service Employees		Dressmakers No. 101	144.00
No. 87	576.00	Electrical Workers No. 6	480.00
Building Service Employees		Elevator Constructors No. 8....	72.00
No. 167	24.00	Elevator Operators and Start-	
Butchers No. 115	1,440.00	ers No. 117	144.00
Butchers No. 508	697.56	Emergency Hospital Em-	
California Allied Printing		ployees No. 803	28.16
Trades Council	12.00	Federal Fire Fighters (San	
California Conference of Book-		Francisco Bay Area)	10.00
binders	12.00	Film Exchange Employees	
California Pipe Trades Coun-		No. B-17	48.00
cil	12.00	Film Exchange Employees	
California State Council of		No. F-17	48.00
Carpenters	12.00	Garage Employees No. 665.....	480.00
California State Council of Lum-		Garment Cutters No. 45	34.68
ber and Sawmill Workers...	12.00	General Warehousemen	
California State Council of Re-		No. 860	1,071.12
tail Clerks No. 2	12.00	Glaziers and Glass Workers	
California State Laborers and		No. 718	156.00
Utility Workers No. 1226....	24.00	Government Employees	
California State Theatrical		No. 634	79.88
Federation	12.00	Government Employees	
Candy and Glace Fruit Work-		No. 922	37.24
ers No. 158	336.00	Government Employees (Let-	
Carpenters No. 22	200.00	terman Hospital) No. 1466....	34.48
Carpenters and Joiners		Granite Cutters	34.00
No. 483	492.24	Hospital and Institutional	
Carpenters and Joiners		Workers No. 250	264.00
No. 2164	342.56	Hotel Service Workers No. 283	1,263.28
Cement Finishers No. 580	135.76	Ice Wagon Drivers No. 440....	48.00
Central California District		Inland Boatmen's Union of	
Council Lumber and Saw-		Pacific	144.00
mill Workers	12.00	Insurance Agents No. 52	21.00
Central Labor Council	12.00	Iron Workers No. 377	96.00
Chauffeurs No. 265	1,042.52	Jewelry Workers No. 36	66.00
Chemical Workers No. 466.....	24.00	Joint Executive Council of	
City and County Employees		Teamsters No. 7	12.00
No. 400	96.00	Ladies Garment Cutters	
City and County Employees		No. 213	40.80
No. 747	96.00	Laundry Wagon Drivers	
Civil Service Building Main-		No. 256	240.00
tenance Employees No. 66A	340.08	Laundry Workers No. 26	1,248.00
Cleaning and Dye House		Leather and Novelty Workers	
Workers No. 7	240.00	No. 31	48.00
Cloakmakers No. 8	144.00	Local Joint Executive Board of	
Commercial Telegraphers		Culinary, Bartenders and Ho-	
No. 34	240.00	tel Service Workers	6.00
Commission Market Drivers		Lumber Clerks and Lumber-	
No. 280	144.00	men No. 2559	204.00
Construction and General		Macaroni Workers No. 493	84.00
Laborers No. 261	480.00	Machinists No. 1327	668.42
Cooks No. 44	1,441.50	Mailers (San Francisco)	
Coopers No. 65	38.40	No. 18	96.00
Coppersmiths No. 438.....	39.00	Marine Cooks and Stewards....	240.00
David Scannell Club Fire		Marine Engineers	24.00
Fighters No. 798.....	825.88	Master Furniture Guild	
Dental Technicians of North-		No. 1285	192.00
ern California No. 99.....	36.00	Masters, Mates and Pilots	
District Council of Iron		No. 40	78.24
Workers	13.00		

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Masters, Mates and Pilots No. 90	576.00	Retail Shoe and Textile Sales- men No. 410	192.00
Milk Wagon Drivers No. 226....	643.20	Roofers No. 40	88.80
Miscellaneous and Wood- workers No. 2565	115.20	Sailmakers No. 11775	9.00
Miscellaneous Employees No. 110	1,328.88	Sailors Union of the Pacific....	2,559.96
Molders and Foundry Work- ers No. 164	156.00	Sanitary Truck Drivers No. 350	299.32
Motion Picture Projectionists No. 162	84.24	Sausage Makers No. 203	374.96
Musicians Association No. 6.....	480.00	Scrap Iron, Metal and Waste Workers No. 965	96.00
Musicians Protective Associa- tion No. 669	96.00	Seafarers, Guards and Watch- men	48.00
National Postal Transport As- sociation	104.00	Sheet Metal Workers No. 104....	240.00
Newspaper and Periodical Driv- ers No. 921	292.36	Sign and Pictorial Painters No. 510	105.60
Northern California Council of Government Employees	12.00	State Building and Construc- tion Trades Council	12.00
Northern California District Council of Laborers	12.00	Steel Die and Copper Plate En- gravers No. 424	24.00
Office Employees No. 3	160.00	Stereotypers No. 29	91.20
Office Employees No. 36	29.52	Street Electric Railway and Mo- tor Coach Employees No. 1380	120.00
Operating Engineers No. 3.....	1,800.00	Teachers No. 61	269.52
Operating Engineers No. 39.....	720.00	Teachers No. 1119	22.00
Operating Engineers (Califor- nia State Branch)	36.00	Teamsters No. 85	2,400.00
Optical Technicians No. 18791	21.00	Technical Engineers No. 11.....	107.40
Ornamental Plasterers No. 460..	22.00	Theatrical Employees B-18	216.00
Pacific Coast Marine Firemen, Oilers, etc.	1,200.00	Theatrical Janitors No. 9	48.00
Paint, Varnish and Lacquer Makers No. 1071	192.00	Theatrical Stage Employees No. 16	45.84
Painters No. 19	432.00	Theatrical Wardrobe Atten- dants No. 784	24.00
Painters and Decorators No. 1158	523.40	Treasure Island Fire Fighters	20.00
Pattern Makers Association	72.00	Typographical No. 21	480.00
Pharmacists No. 838	192.00	Union Label Section	12.00
Photo Engravers No. 8.....	144.00	United Garment Workers No. 131	240.00
Pile Drivers No. 34	240.00	Upholsterers No. 28	36.00
Plasterers No. 66	119.20	Waiters No. 30	1,736.52
Plumbing and Pipe Fitters No. 38	1,100.00	Waitresses No. 48	2,234.16
Post Office Clerks No. 2.....	480.00	Warehousemen No. 12	240.00
Printing Pressmen No. 24.....	335.00	Watchmakers No. 101	96.00
Printing Specialty and Paper Converters No. 362	480.00	Web Pressmen No. 4	96.00
Professional Embalmers No. 90-49	52.96	Western Conference of Spe- cialty Unions	12.00
Public Employees Conference	8.00	Western Federation of Butch- ers "State Branch"	12.00
Radio and Television Techni- cians No. 202	96.00	Wholesale Liquor Drivers No. 109	183.52
Railway Patrolmen No. 19	48.00	Window Cleaners No. 44	96.00
Repeatermen and Toll Test- boardmen No. 1011	37.00	Wood, Wire and Metal Lathers No. 65	57.36
Retail Cigar and Liquor Clerks No. 1089	132.00		
Retail Delivery Drivers No. 278	338.29		
Retail Department Store Em- ployees No. 1100	792.00		
Retail Fruit and Vegetable Clerks No. 1017	144.00		
Retail Grocery Clerks No. 648	912.00		
			\$ 53,286.61
		SAN JOSE	
		Allied Printing Trades Council	12.00
		Auto Mechanics No. 1101	462.56
		Barbers No. 252	81.60
		Bartenders No. 577	221.40
		Bookbinders No. 3	28.76
		Brick and Clay Workers No. 580	43.70
		Building and Construction Trades Council	12.00

Building Service Employees

No. 77	59.00
Butchers No. 506	755.90
California State Association of Barbers and Beauticians	12.00
Cannery Workers No. 679	3,006.20
Carpenters and Joiners No. 316	984.40
Cement Laborers No. 270	1,185.28
Cement Masons No. 25	132.60
Central Labor Council	12.00
Chemical Workers No. 294	96.00
City Employees No. 1058	127.20
District Council of Carpenters District Council of Painters	12.00
No. 33	12.00
Electrical Workers No. 332	84.00
Federal Fire Fighters—Moffett Field	14.00
Fire Fighters Association No. 873	42.76
Freight, Construction and General Drivers No. 287	576.00
Hod Carriers No. 234	92.08
Hotel, Restaurant and Hotel Service Workers No. 180	1,082.00
Insurance Agents No. 194	22.00
Lathers No. 144	54.00
Laundry Workers No. 33	144.00
Lumber and Planing Mill Workers No. 3102	104.12
Millmen No. 262	170.72
Motion Picture Projectionists No. 431	24.00
Musicians No. 153	24.00
Painters No. 507	374.60
Plasterers No. 224	62.40
Plumbers No. 393	120.00
Police Department Employees No. 170	62.48
Printing Pressmen No. 146	48.00
Public Employees of Santa Clara County No. 1409	48.00
Retail Clerks No. 428	288.00
Roofers No. 95	62.88
Sales Delivery Drivers and Warehousemen No. 296	371.60
Sheet Metal Workers No. 309	152.24
Stereotypers and Electro- typers No. 120	24.00
Street Carmen No. 265	24.00
Teamsters Automotive Work- ers No. 576	10.04
Theatrical Stage Employees No. 134	24.00
Typographical No. 231	66.00
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	\$ 11,428.52

SAN JUAN BAUTISTA

United Cement, Lime and Gyp- sum Workers No. 148	\$ 68.32
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SAN LUIS OBISPO

Barbers No. 767	\$ 24.00
Central Labor Council	6.00
Construction and General La- borers No. 1464	48.00
Painters No. 1336	25.84
Plumbers and Steamfitters No. 403	44.04
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	\$ 147.88

SAN MATEO

Bartenders and Culinary Workers No. 340	\$ 984.00
Building and Construction Trades Council	12.00
Butchers No. 516	285.68
Carpenters No. 162	556.74
Cement Finishers No. 583	72.00
Central Labor Council	12.00
Construction and General La- borers No. 389	534.76
County Employees No. 829	163.72
Electrical Workers No. 617	48.00
Lathers No. 278	36.80
Laundry Workers No. 143	72.00
Machinists No. 1414	49.00
Paint, Varnish, Lacquer Makers No. 1053	150.36
Painters and Decorators No. 913	96.00
Plasterers No. 381	60.44
Plumbers No. 467	30.00
Printing Pressmen No. 315	31.20
Retail Clerks No. 775	240.00
Sheet Metal Workers No. 272	24.00
Shinglers No. 3111	39.00
Theatrical Stage Employees No. 409	12.00
Typographical No. 624	77.56
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	\$ 3,587.26

SAN PABLO

International Fire Fighters No. 1136	\$ 24.00
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SAN PEDRO

Auto Machinists No. 1484	\$ 186.52
Barbers No. 881	44.00
Bartenders No. 591	192.00
Butchers No. 551	480.00
Carpenters No. 1140	479.08
Central Labor Council	12.00
Chemical Workers No. 53	29.88
Culinary Alliance No. 754	447.00
Lathers No. 366	39.28
Local Joint Executive Board of Culinary, Bartenders and Hotel Service Workers	13.00
Lumber and Sawmill Workers No. 1407	240.00

STATE FEDERATION OF LABOR

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Masters, Mates and Pilots	
No. 18	31.64
Painters No. 949	42.00
Pile Drivers No. 2375.....	336.00
Plasterers and Cement Finish-	
ers No. 838	127.60
Retail Clerks No. 905	910.20
Seine and Line Fishermen	144.00
Shipyard Laborers No. 802	330.80
Typographical No. 862	27.76
Waitresses No. 512	371.32
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	\$ 4,484.08

SAN QUENTIN

San Quentin Prison Employees	
No. 416	\$ 24.00

SAN RAFAEL

Barbers No. 582	\$ 35.68
Bartenders and Culinary Work-	
ers No. 126	408.84
Building and Construction	
Trades Council	12.00
California State Council of	
Lathers	18.00
Central Labor Council	12.00
General Truck Drivers No. 624	770.40
Golden Gate District Council of	
Lathers	12.00
Hod Carriers and General La-	
borers No. 291	288.00
Lathers No. 268	34.00
Machinists No. 238	81.56
Plasterers and Cement Finish-	
ers No. 355	35.40
Retail Clerks No. 1119	251.04
Teachers No. 1077.....	28.00
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	\$ 1,986.92

SANTA ANA

Barbers No. 549	\$ 26.28
Beet Sugar Workers No. 20748	106.68
Building and Construction	
Trades Council	12.00
Carpenters and Joiners No. 1815	960.80
Central Labor Council	12.00
Chemical Workers No. 66	112.28
District Council of Carpenters	
(Orange County)	10.00
Electrical Workers No. 441	120.00
Fire Fighters Association	
No. 509	20.00
Hod Carriers and General La-	
borers No. 652	819.28
Lathers No. 440	138.00
Painters and Decorators	
No. 686	669.72
Plasterers and Cement Finish-	
ers No. 489	228.00
Plumbers and Steamfitters	
No. 582	144.00

Roofers No. 36-C	56.10
Theatrical Stage Employees	
No. 504	24.00
Typographical No. 579	28.80
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	\$ 3,487.94

SANTA BARBARA

Barbers No. 832	\$ 27.52
Building and Construction	
Trades Council	12.00
California State Conference of	
Painters	12.00
Carpenters and Joiners No. 1062	272.70
Carpet and Linoleum Workers	
No. 1689	28.00
Chauffeurs and Teamsters No.	
186	180.00
Construction and General La-	
borers No. 591	237.60
Culinary Alliance No. 498	755.22
District Council of Painters	
No. 52	13.00
Electrical Workers No. 413	36.00
Hod Carriers and General La-	
borers No. 195	21.20
Lathers No. 379	24.00
Meat Cutters No. 556	192.00
Musicians Protective Associa-	
tion No. 308	98.64
Painters No. 715	88.88
Plasterers and Cement Finish-	
ers No. 341	36.00
Plumbers and Steamfitters	
No. 114	41.60
Post Office Clerks No. 264	6.00
Retail Clerks No. 899	192.00
Sheet Metal Workers No. 273....	54.40
State, County, Municipal Em-	
ployees No. 358	31.00
Theatrical Stage Employees	
No. 442	24.00
	<hr/>
	\$ 2,383.76

SANTA CLARA

California State Council of	
Roofers	\$ 24.00
Fire Fighters Association No.	
1171	20.00
Glass Bottle Blowers No. 262....	95.68
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	\$ 139.68

SANTA CRUZ

Barbers No. 891	\$ 26.00
Carpenters and Joiners No. 829	28.80
Central Labor Council	12.00
Construction and General La-	
borers No. 283	76.80
Electrical Workers No. 609	7.00
Leather Workers No. L-122.....	31.52

OFFICERS REPORTS TO

Painters and Decorators No. 1026	22.76
Plasterers and Cement Finishers No. 379	24.00
	<hr/>
	\$ 228.88

SANTA MARIA

Barbers No. 941	\$ 24.00
Carpenters and Joiners No. 2477	60.00
Central Labor Council	12.00
Chemical Workers No. 224	29.18
Culinary Workers and Bartenders No. 703	295.68
Food Packers, Processors and Warehousemen No. 865	48.00
Painters No. 1147	26.44
Truck Drivers and Helpers No. 381	425.28
	<hr/>
	\$ 920.58

SANTA MONICA

Barbers No. 573	\$ 50.96
Carpenters and Joiners No. 1400	350.52
Central Labor Council	11.00
Culinary Workers No. 814	1,200.00
Fire Fighters Association No. 1109	30.68
Meat Cutters No. 587	192.00
Painters No. 821	197.24
Plumbers No. 545	151.16
Printing Pressmen No. 429	12.00
Retail Clerks No. 1442	1,000.00
Typographical No. 875	26.24
	<hr/>
	\$ 3,221.80

SANTA ROSA

Barbers No. 159	\$ 28.00
Bartenders and Culinary Workers No. 770	418.80
Building and Construction Trades Council	12.00
Butchers No. 364	198.12
Central Labor Council	12.00
Electrical Workers No. 551	96.00
Fire Fighters Association No. 1050	20.00
General Truck Drivers No. 980	676.79
Hod Carriers and Laborers No. 139	144.00
Lathers No. 243	26.00
Motion Picture Machine Operators No. 420	24.00
Musicians No. 292	166.00
Painters No. 364	55.92
Plasterers and Cement Finishers No. 363	38.96
Printing Pressmen No. 354	12.00
Retail Clerks No. 1532	144.00

Typographical No. 577	24.00
	<hr/>
	\$ 2,096.59

SEAL BEACH

Chemical Workers No. 225	\$ 50.92
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SEASIDE

Fire Fighters Association No. 1218	\$ 10.00
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SELMA

Carpenters and Joiners No. 1004	\$ 59.70
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SIGNAL HILL

Fire Fighters Association	\$ 10.00
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SONOMA

California State Employees No. 14-1	\$ 48.00
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SONORA

Carpenters and Joiners No. 2196	\$ 78.80
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SOUTHGATE

Pulp, Sulphite and Paper Mill Workers No. 253	\$ 48.00
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SPRECKELS

Sugar Refinery Workers No. 20616	\$ 205.24
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STOCKTON

Automotive Machinists No. 428	\$ 288.00
Bakers No. 120	123.60
Barbers No. 312	24.00
Bartenders No. 47	193.28
Brick and Clay Workers No. 874	39.64
Building and Construction Trades Council	12.00
Building Service Employees No. 24	48.00
Butchers No. 127	413.92
California State Employees No. 382	24.00
Cannery Warehousemen No. 601	330.00
Carpenters and Joiners No. 266	240.00
Carpenters and Joiners No. 2891	133.26
Cement Finishers No. 814	24.00
Central Labor Council	12.00
Chauffeurs and Teamsters No. 439	1,344.00
City Employees No. 102	72.48
County Employees No. 183	26.00

STATE FEDERATION OF LABOR

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Culinary Alliance No. 572	604.64
District Council of Carpenters (San Joaquin County)	12.00
Electrical Workers No. 591.....	48.00
Fire Fighters Association No. 1229	4.96
Hod Carriers and Common La- borers No. 73	240.00
Laundry Workers No. 177	96.00
Motion Picture Projectionists No. 428	24.00
Motor Coach Operators No. 276	26.96
Musicians No. 189	80.00
Office Employees No. 26	24.00
Operative Potters No. 171	47.60
Painters No. 1115	152.28
Paper Makers No. 320	212.12
Plasterers No. 222.....	24.00
Plumbers and Steamfitters No. 492	87.72
Post Office Clerks No. 320	40.40
Retail Clerks No. 197	130.00
Sheep Shearers No. 301-A	12.00
Sheet Metal Workers No. 283....	66.32
Theatrical Stage Employees No. 90	18.00
Typographical No. 56	37.20
	<hr/>
	\$ 5,336.38

SUNNYVALE

Theatrical Stage and Motion Picture Operators No. 796....\$	24.00
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SUSANVILLE

Barbers and Beauticians No. 311	\$ 24.00
Lumber and Sawmill Workers No. 2790	24.00
Tri-Counties Central Labor Council	12.00
	<hr/>
	\$ 60.00

TAFT

Barbers No. 869	\$ 24.00
Carpenters and Joiners No. 1774	20.00
Painters and Decorators No. 702	24.00
	<hr/>
	\$ 68.00

TERMINAL ISLAND

Cannery Workers of the Paci- fic	\$ 1,800.00
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TORRANCE

Boilermakers No. 718	\$ 30.00
Chemical Workers No. 138	53.16
Fire Fighters Association No. 1138	14.00

Machinists No. 1619	27.64
Operative Potters No. 218	138.28
	<hr/>
	\$ 263.08

TRACY

Carpenters and Joiners No. 1698	\$ 38.32
Sugar Workers No. 20058	91.96
	<hr/>
	\$ 130.28

TRINIDAD

Loggers No. 3006	\$ 226.72
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TULARE

Carpenters and Joiners No. 1578	\$ 46.32
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TURLOCK

Carpenters and Joiners No. 1306	\$ 32.84
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UKIAH

California State Employees No. 519	\$ 27.52
Central Labor Council	12.00
Lumber and Sawmill Workers No. 2975	96.96
North Coast Counties District Council of Carpenters	12.00
Pulp, Sulphite and Paper Mill Workers No. 723	242.04
	<hr/>
	\$ 390.52

VALLEJO

American Federation of Grain Millers No. 71	\$ 94.08
Asbestos Workers No. 70	22.00
Barbers No. 335	75.40
Boilermakers No. 148	100.80
Building and Construction Trades Council	12.00
Butchers and Meat Cutters No. 532	312.00
Carpenters and Joiners No. 180	400.00
Central Labor Council	12.00
Culinary Workers and Barten- ders No. 560	366.44
Electrical Workers No. B-180	96.00
Fire Fighters Association No. 1186	24.76
Hod Carriers and General La- borers No. 326	287.04
Lathers No. 302	24.00
Laundry Workers No. 113	55.36
Mare Island Navy Yards Metal Trades Council	12.00
Musicians No. 367	76.80
Office Employees No. 86	23.76
Operating Engineers No. 731....	77.56

Painters No. 376	106.68
Plasterers and Cement Finish- ers No. 631	27.00
Plumbers No. 343	38.40
Retail Clerks No. 373	480.00
Roofers No. 35	24.52
Sheet Metal Workers No. 75....	84.00
Sheet Metal Workers No. 221	28.80
Shipwrights, Joiners and Boat- builders No. 1068	39.40
Teachers No. 827	24.00
Teamsters and Chauffeurs No. 490	366.04
Technical Engineers (Mare Island Naval) No. 8	62.12
Theatrical Stage Employees No. 241	24.00
Typographical No. 389	38.40
	<hr/>
	\$ 3,415.36

VAN NUYS

Barbers No. 837	\$ 96.96
Carpenters and Joiners No. 1913	1,155.72
Painters No. 1595	312.00
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	\$ 1,564.68

VALLEY SPRINGS

Carpenters and Joiners No. 2847	\$ 35.64
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VENICE

Bricklayers and Stone Masons No. 26	\$ 46.96
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VENTURA

Building and Construction Trades Council	\$ 12.00
Carpenters and Joiners No. 2463	250.88
Central Labor Council	12.00
Electrical Workers No. 952	120.00
Hod Carriers and General La- borers No. 585	404.24
Lathers No. 460	24.00
Operating Engineers No. 732....	26.00
Painters and Decorators No. 955	94.12
Plasterers and Cement Finish- ers No. 741	44.50
Plumbers and Steamfitters No. 484	86.40
	<hr/>
	\$ 1,074.14

VERNON

Glass Bottle Blowers No. 224....	\$ 72.00
Paper Makers No. 336	24.00
Pulp, Sulphite and Paper Mill	

Workers No. 254	48.00
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	\$ 144.00

VICTORVILLE

United Cement, Lime and Gyp- sum Workers No. 49	\$ 210.76
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VISALIA

Barbers No. 856	\$ 24.00
Building and Construction Trades Council	12.00
Carpenters and Joiners No. 1484	126.77
Central Labor Council	12.00
Hod Carriers and General La- borers No. 1060	116.00
Lathers No. 449	21.00
Plasterers and Cement Masons No. 895	24.72
Stage Employees and Motion Picture Operators No. 605....	24.00
Teamsters No. 94	68.68
Typographical No. 519	24.00
	<hr/>
	\$ 453.17

VISTA

Carpenters No. 2078	\$ 312.26
Lathers No. 527	24.00
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	\$ 336.26

WALNUT

Operative Potters No. 223	\$ 35.68
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WARM SPRINGS

Brick and Clay Workers No. 663	\$ 18.00
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WATSONVILLE

Barbers No. 749	\$ 24.00
Brick and Clay Workers No. 998	58.12
Carpenters and Joiners No. 771	73.52
Central Labor Council	12.00
Culinary Workers and Barten- ders No. 345	187.00
Electrical Workers No. 526.....	24.00
General Teamsters and Pack- ers No. 912	480.00
Lathers No. 122	24.00
Machinists No. 1939	28.00
Railway Carmen No. 765	36.64
Theatrical Stage Employees No. 611	23.16
Typographical No. 543	24.00
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	\$ 994.44

STATE FEDERATION OF LABOR

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WEED

Lumber and Sawmill Workers No. 2907	\$ 389.88
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WEIMAR

Weimar Sanatorium Employees No. 745	\$ 104.04
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WESTEND

Chemical Workers No. 398.....	\$ 123.16
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WESTWOOD

Northern California District Council Lumber and Saw- mill Workers	\$ 12.00
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WHITTIER

Los Angeles County Fire Pro- tection District Fire Fighters No. 1014	\$ 276.16
Typographical No. 899	24.00
	<hr/>
	\$ 300.16

WILMINGTON

Amusement Guild (Seafarers) No. 2	\$ 24.00
Chemical Workers No. 40	131.52
Pulp, Sulphite and Paper Mill Workers No. 341	63.12
Ship Carpenters No. 1335	144.00
	<hr/>
	\$ 362.64

WOODLAND

Beet Sugar Operators No. 20610	\$ 141.52
United Sugar Workers Council	12.00
	<hr/>
	\$ 153.52

Total Per Capita Receipts and Affiliation Fees—Period July 1, 1955 to June 30, 1956—	
Exhibit B	\$300,703.91

**Schedule 2—Detail of Per Capita Receipts and Affiliation Fees by Districts
Period July 1, 1955 to June 30, 1956**

District No. 1:

Brawley	\$ 86.08
Chula Vista.....	26.00
Coronado	24.00
El Cajon	200.78
El Centro	474.08
La Jolla	116.00
Palm City	8.26
San Diego	11,881.80
Vista	336.26
	<hr/>
	\$ 13,153.28

District No. 2:

Anaheim	\$ 1,038.88
Compton	725.88
Fullerton	60.52
Long Beach	9,143.10
Santa Ana	3,487.94
Seal Beach	50.92
Signal Hill	10.00
	<hr/>
	\$ 14,517.24

District No. 3:

Alhambra	\$ 240.00
Avalon	24.00
Azusa	24.00
Banning	
Barstow	24.00
Bell	101.76
Burbank	568.52

Colton	164.64
Corona	253.08
El Monte	1,886.22
Glendale	2,222.92
Hollywood	11,112.40
Huntington Park	1,674.28
Lakewood	20.00
Lancaster	274.12
Los Angeles	61,075.53
Los Nietos	129.32
Maywood	120.00
Monrovia	308.68
Montebello	20.00
Monterey Park	20.00
Norwalk	28.76
Olive View	88.00
Ontario	28.70
Ora Grande	137.96
Palmdale	15.00
Palm Springs	188.02
Pasadena	3,277.64
Patton	24.00
Pomona	1,663.60
Redlands	
Reseda	680.00
Riverside	1,728.48
San Bernardino	3,677.69
San Fernando	48.00
Southgate	48.00
Van Nuys	1,564.68
Vernon	144.00
Victorville	210.76
Walnut	35.68

OFFICERS REPORTS TO

Westend	123.16
Whittier	300.16
	<hr/>
	\$ 94,275.82

District No. 4:

Inglewood	\$ 518.28
Redondo Beach	438.11
San Pedro	4,484.08
Santa Monica	3,221.80
Terminal Island	1,800.00
Venice	46.96
Wilmington	362.64
	<hr/>
	\$ 10,871.87

District No. 5:

Betteravia	\$ 92.64
Lompoc	138.49
Oxnard	166.44
San Luis Obispo	147.88
Santa Barbara	2,383.76
Santa Maria	920.58
Ventura	1,074.14
	<hr/>
	\$ 4,923.93

District No. 6:

Bakersfield	\$ 2,043.80
Bishop	24.00
Boron	195.30
Fresno	7,234.01
Hanford	52.00
Kingsburg	91.92
Madera	38.00
Merced	326.36
Mojave	115.16
North Fork	92.32
Porterville	7.40
Selma	59.70
Taft	68.00
Torrance	263.08
Tulare	46.32
Visalia	453.17
	<hr/>
	\$ 11,110.54

District No. 7:

Ione	\$ 3.00
Lodi	107.86
Manteca	57.04
Martell	24.00
Modesto	2,484.20
Sonora	78.80
Stockton	5,336.38
Tracy	130.28
Turlock	32.84
Valley Springs	35.64
	<hr/>
	\$ 8,290.04

District No. 8:

Agnew	\$ 24.92
Colma	37.00

Cupertino	62.24
Davenport	57.60
Los Altos	20.00
Los Gatos	143.68
Monterey	1,214.13
Mountain View	519.92
Palo Alto	709.92
Redwood City	87.40
Salinas	1,233.88
San Bruno	25.00
San Jose	11,428.52
San Juan Bautista	68.32
San Mateo	3,587.26
Santa Clara	139.68
Santa Cruz	228.88
Seaside	10.00
Spreckels	205.24
Sunnyvale	24.00
Watsonville	994.44
	<hr/>
	\$ 20,822.03

District No. 9:

Honolulu	\$ 79.92
San Francisco	53,286.61
	<hr/>
	\$ 53,366.53

District No. 10:

Alameda	\$ 123.40
Alvarado	69.56
Berkeley	250.72
Decoto	5.00
Hayward	2,495.44
Newark	319.80
Oakland	27,849.24
Warm Springs	18.00
	<hr/>
	\$ 31,131.16

District No. 11:

Antioch	\$ 509.16
Concord	243.52
Crockett	481.24
El Cerrito	154.52
Lafayette	2.00
Martinez	2,082.28
Oleum	
Pittsburg	730.68
Port Chicago	46.04
Richmond	3,459.13
	<hr/>
	\$ 7,708.57

District No. 12:

Benicia	\$ 120.00
Cazadero	22.80
Mare Island	2.24
Mill Valley	115.56
Napa	1,028.07
Petaluma	297.92
San Pablo	24.00
San Quentin	24.00
San Rafael	1,986.92

STATE FEDERATION OF LABOR

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Santa Rosa 2,096.59
Sonoma 48.00
Vallejo 3,415.36

\$ 9,181.46

Fortuna 70.44
Klamath 203.92
Myers Flat 16.00
Red Bluff 168.92
Trinidad 226.72
Ukiah 390.52

\$ 3,583.48

District No. 13:

Auburn\$ 294.17
Chico 760.92
Diamond Springs 24.00
Fresh Pond 126.48
Grass Valley 418.56
Gridley 24.00
Marysville 1,022.28
Oroville 647.69
Placerville 108.40
Roseville 353.68
Sacramento 11,117.96
Weimar 104.04
Woodland 153.52

\$ 15,155.70

District No. 15:

Alturas\$
Chester 135.32
Greenville 112.32
Loyalton 140.92
Redding 1,737.82
Reno, Nevada 24.00
Susanville 60.00
Weed 389.88
Westwood 12.00
Yreka

\$ 2,612.26

District No. 14:

Arcata\$ 409.52
Eureka 2,061.44
Fort Bragg 36.00

TOTAL PER CAPITA RE-
CEIPTS AND AFFILIA-
TION FEES—PERIOD OF
JULY 1, 1955, TO JUNE 30,
1956—EXHIBIT B.....\$300,703.91

Schedule 3—Detail of Disbursements Period July 1, 1955 to June 30, 1956

53rd ANNUAL CONVENTION—SAN DIEGO, CALIFORNIA:

Salaries, allowances, and expenses:

Conklin, E. D.\$ 2,639.77
Green, Lottie J. 41.37
Haggerty, C. J. 1,250.00
Henning, John F. 350.00
Hines, Charles A. 350.00
Hyans, Curtis J. 180.78
Lilly, Diana 258.69
London, Joan 552.36
Meins, Rita R. 241.19
Norkett, Mary Ellen 80.00
Otto, Walter R. 350.00
Petrone, Geraldine 229.33
Pitts, Thomas L. 500.00
Storrs, Evelyn 300.64
Vial, Donald 195.93

\$ 7,520.06

Other expenses:

The Garrett Press\$ 1,737.81
Arts & Crafts Press 7,580.32
Wobbers 73.89
Poltere Desk Co. 678.00
Irvine & Jackens, Inc.—badges, etc. 2,782.60
Communications Co. 290.00
U. S. Grant Hotel 1,692.85
Harry Finks—miscellaneous expense 17.50
Southern Pacific Co. 248.81
Pacific Telephone & Telegraph Co. 128.23

Tanner Motor Livery	99.00	
Joseph Touhey	522.00	
Petty cash—Sergeants-at-Arms	1,435.00	
Petty cash—Credentials Committee	665.00	
Petty cash—Resolutions Committee	910.00	
Petty cash—Legislation Committee	770.00	
Petty cash—Sundry expenses	640.95	
		<hr/>
	20,271.96	
Total		\$ 27,792.02
54th ANNUAL CONVENTION— LONG BEACH, CALIFORNIA:		
The Garrett Press		955.99
AMERICAN FEDERATION OF LABOR CONFERENCE—CLEVELAND, OHIO:		
United Air Lines, Inc.		279.62
AMERICAN FEDERATION OF LABOR CONFERENCE—CHICAGO, ILLINOIS:		
United Air Lines, Inc.		572.00
BRITISH TRADES UNION CONGRESS, SOUTHPORT, ENGLAND:		
United Air Lines, Inc.		883.39
EDUCATIONAL CONFERENCE— WASHINGTON, D. C.:		
Expenses and allowances of officers:		
Osslo, Max J.	\$ 500.00	
Small, Thos. A.	783.80	
		<hr/>
Total		1,283.80
AMERICAN FEDERATION OF LABOR CONVENTION, NEW YORK, N. Y.:		
Expenses and allowances of officers:		
Haggerty, C. J.—Secretary-Treasurer	\$ 1,000.00	
Pitts, Thos. L.—President	1,000.00	
		<hr/>
	\$ 2,000.00	
Other expense:		
United Air Lines, Inc.	664.18	
		<hr/>
Total		2,664.18
FARM LABOR COMMITTEE—UNITED STATES DEPARTMENT OF LABOR— WASHINGTON, D. C.:		
Pitts, Thos. L.—allowance and expenses.....		1,000.00
AMERICAN FEDERATION OF LABOR CONFERENCE—WASHINGTON, D. C.:		
Haggerty, C. J.—allowance and expenses....	\$ 1,100.00	
United Air Lines, Inc.	779.08	
Western Air Lines	760.45	
		<hr/>
Total		2,639.53
INTERNATIONAL LABOR ORGANIZATION CONFERENCE—GENEVA, SWITZERLAND:		
C. J. Haggerty—expense allowance		1,500.00

EXECUTIVE COUNCIL MEETINGS:**Allowances and expenses of officers:**

Arnold, Jack	\$ 436.41
Ash, Robert S.	630.00
Bronson, Ralph B.	35.00
Carroll, Wm. C.	237.09
Dean, Wm. A.	446.00
Doran, Elmer	316.89
Dougherty, Arthur F.	479.49
Finks, Harry F.	666.00
Gardner, John T.	301.09
Geisick, Robert	725.00
Goldberger, Jack	507.18
Green, C. A.	466.20
Gruhn, Albin J.	480.31
Haggerty, C. J.—Secretary-Treasurer	305.00
Henning, John F.	250.00
Hyans, Curtis J.	80.00
Jones, Paul L.	555.00
Lehmann, C. T.	271.09
Lundeberg, Harry	556.34
Lundschen, Harvey	301.09
Nelson, Lowell	635.40
O'Hare, Robert J.	373.59
Osslo, Max J.	601.88
Otto, Walter R.	300.00
Petrone, Geraldine	300.00
Pitts, Thos. L.—President	285.00
Reed, Howard	570.40
Reeves, Paul L.	474.00
Small, Thos. A.	544.58
Somerset, Pat	341.09
Swanson, Victor	281.00

12,952.12

Other expenses:

Hotel Sir Francis Drake	\$ 60.90
Hollywood Roosevelt Hotel	375.84
Southern Pacific Company	134.97
Petty cash	26.84

598.55

Total

\$ 13,350.67

LEGAL SERVICES:**Fees, salaries, and expenses:**

Scully, Charles P.	\$ 22,156.32
Todd, Clarence E.	9,477.22
Vial, Donald	6,533.91

\$ 38,167.45

Other expenses:

David Hewes Building—rent	\$ 1,884.00
Legal Reserve Fund—San Diego	3,000.00
Pacific Telephone & Telegraph Co.	1,793.56
Western Union	220.22
Sebastopol Cannery Strike Fund	15,000.00
Hotel Senator	61.60

21,959.38

Total

60,126.83

ORGANIZING EXPENSES:**Salaries, allowances, and expenses:**

Bianchi, Maud	\$ 20.00
Finks, Harry F.	187.80
Goldberger, Jack	50.00
Gruhn, Alvin J.	150.93
Haggerty, C. J.—Secretary-Treasurer	8,175.00
Henning, John F.	7,939.20
Hyans, Curtis J.	8,789.59
Nelson, Lowell	409.00
O'Hare, Robert J.	201.00
Osslo, Max J.	1,316.76
Otto, Walter R.	5,595.00
Pitts, Thos. L.—President	4,489.40
Small, Thos. A.	599.32
Somerset, Pat	201.09
Vial, Donald	157.50
Wilkerson, Naomi	220.00

\$ 38,501.59**Other expenses:**

David Hewes Building—rent	\$ 1,950.00
Western Organizational Conference of Office Employees	1,800.00
Addressing Machine Co.	51.54
Flood Garage	274.38
Lichtenberger Ferguson Co.	92.86
United Air Lines	799.80
Pacific Telephone & Telegraph Co.	205.92
Union Oil Co.	218.31
Standard Oil Co.	12.72
Western Air Lines	1,351.62
Western Union	98.49
Ernesto Galarza	100.00
Wholesale Delivery Drivers and Salesmen's Union #848	48.73
Butchers Union #229	12.00
Sacramento Labor Council	118.92
Santa Fe Railway Co.	3.09
Harry Finks—State Fair expenditures	670.00
Hotel Senator	136.69
Southern Pacific Co.	187.25
Jack Fletcher	177.37
California State Fair Exposition	45.00
American Federation of the Physically Handicapped	50.00
The Garrett Press	2,239.56
Five Counties Central Labor Union	1,200.00
Union Label Section—Orphans' Christmas Party	100.00
Fresno Labor Council	15.00
Riverside Ordinance Committee	500.00
Robert B. River	51.34
Cadillac Motor Car Division— 1956 Cadillac purchased, auto repairs, and other	3,625.84
Hotel Fairmont	161.44
Hotel Whitcomb	7.50
The K. D. Press	6.19
California Federation of Teachers	500.00
California Water and Power Users Association	500.00
Fresno Barbers Union—Local No. 333.....	600.00

Huntington Sheraton Hotel	9.00
Casa Munras Hotel	12.65
Petty cash—Christmas gifts	155.00
Petty cash—postage	2,786.50
Petty cash—miscellaneous	136.00

21,010.71

Total

\$ 59,512.30

PUBLICITY EXPENSES:**Salaries and expenses:**

Bianchi, Maud	\$ 1,420.16
Ellison, Maud	253.00
King, Bert C.	1,473.38
Meiner, Florence G.	30.00
Moore, Josephine	1,364.00
Schramm, Edwin T.—prior period check cancelled	(25.00)
Weber, Nan A.	1,226.00
Wilkerson, Naomi	25.00

Other expenses:

David Hewes Building—rent	\$ 1,956.00
The James H. Barry Co.	484.38
Blake, Moffitt and Towne	3,355.85
Davidson Sales Agency	117.91
John F. Fixa, Postmaster	9,554.40
The Garrett Press	7,889.12
Golden Gate Press	882.37
Carlisle and Co.	1.80
Milo Harding and Co.	386.45
R. V. Webber	80.00
Galland Linen Service	14.73
Ward Harris Duplicating Co.	78.90
Petty cash—miscellaneous	35.31

24,837.22

Total

30,603.76

STATISTICAL EXPENSES:**Salaries and expenses:**

Chimenti, Ruby B.	\$ 148.00
Greene, Lottis	103.43
Grigsby, Evelyn	1,667.41
Hanson, Rosaline	237.00
Henning, John F.	86.34
Kennedy, Diana	4,208.03
London, Joan	5,049.24
Meins, Rita R.	855.71
Michael, Carol A.	1,954.05
Scharrenberg, Paul	2,854.95
Vial, Donald	20.00

\$ 17,184.16
Books, pamphlets, and subscriptions:

Congressional Quarterly	\$ 120.00
Funk and Wagnalls	7.50
National Planning Association	10.00
Superintendent of Documents, Washington, D.C.	150.00
Bancroft-Whitney	63.65

The Bureau of National Affairs, Inc.	544.50
Economic Statistics Bureau	12.00
National Housing Conference	30.00
University of California Press	43.98
The Monitor	4.00
Sacramento Newsletter	25.00
West Publishing Co.	77.77
Commerce Clearing House	470.00
National Information Bureau	25.00
American Federation of Labor	29.25
Special Libraries Association	30.00
Standard-Poors Corporation	448.00
International Labor Press	15.00
Wall Street Journal	20.00
American Federation of Labor	32.50
Herling's Labor Letter	20.00
Who's Who Historical Society	36.40
Other	335.96

2,550.51

Other expenses:

David Hewes Building—rent	\$ 1,956.00
The Garrett Press	230.29
William Noonan—cartoons	525.34
Frederick A. Praeger, Inc.	22.74
Tibbs Typewriters	8.50
San Francisco Chronicle	12.00
San Francisco Examiner	12.00
F. A. Breier	100.00
Widows, and Orphans Aid Ball	5.00
Addressing Machine Co.	79.28
Galland Linen Service	19.10
Bell Typewriter	171.43
California Safety Council, Inc.	30.00
Harvard Business Review	20.00
International Business Machines	32.95
Marchant Calculators	15.00
Wobbers	101.49
Commonwealth Club	36.00
Press and Union League Club	24.60
Milo Harding Co.	55.97
Pacific Carbon & Ribbon	74.83
Warren Zimmer	40.00
California State Automobile Association	21.00
Benedetti Floral Co.	11.50
Remington Rand, Inc.	3.98
Western Paper Box Co.	93.25
Professional Fire Fighters #748	2.00
Lewis Print, Inc.	1,395.00
Petty cash—miscellaneous	5.75

5,105.00

Total

\$ 24,839.67

LEGISLATIVE EXPENSES:**Salaries and expenses:**

Finks, Harry F.	\$ 1,386.75
Haggerty, C. J.—Secretary-Treasurer	490.00
Pitts, Thos. L.—President	525.00
Vial, Donald	19.50

\$ 2,421.25

Other expenses:

STATE FEDERATION OF LABOR

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Frank's 806 Club	\$ 19.91
Pacific Telephone & Telegraph Co.	17.19
The Garrett Press	4,731.95
Senator Hotel	228.69
Petty cash—miscellaneous	70.00

5,067.74

Total 7,488.99

QUARTERLY INSTITUTE EXPENSES:

The Regents of the University of California	\$ 1,816.86
Casa Munras Hotel	177.63
John F. Henning—expenses	184.90

Total 2,179.39

SCHOLARSHIP PROGRAM EXPENSES:

Hotel Whitcomb	\$ 52.70
The Garrett Press	413.90
Paul Wadsworth	90.00
Lester O'Shea	70.00
John F. Henning	20.00
Eleanor Rosch	180.00
United Air Lines, Inc.	16.28
U. S. Grant Hotel	36.00
Stanford University—for Lester O'Shea	500.00
University of California—for Paul Wadsworth	500.00
Reed College—for Eleanor Rosch	500.00
California Association of Secondary School Administrators	12.88

Total 2,391.76

OFFICE SALARIES:

Dunn, Margaret	\$ 4,152.75
Haggerty, C. J.—Secretary-Treasurer	24,125.06
Hines, Charles A.	5,105.00
Kennedy, Evelyn	4,118.73
Petrone, Geraldine	4,539.72

Total 42,041.26

**PRINTING, STATIONERY, AND
OFFICE SUPPLIES:**

The Garrett Press	\$ 3,003.81
Wobbers	179.12
James H. Barry Co.	838.36
Addressing Machine Co.	112.98
Arts & Crafts Press	5,189.21
Schwabacher-Frey	12.73
Golden Gate Press	121.90
Charles R. Hadley Co.	15.32
Hibernia Bank	4.40

Total 9,477.83

OFFICE RENT—GENERAL:

David Hewes Building 2,304.00

POSTAGE AND MAILING—GENERAL:

Pitney Bowes, Inc. \$ 283.02

OFFICERS REPORTS TO

Petty cash—postage	3,279.83	
Total		3,562.85
TELEPHONE AND TELEGRAPH—		
GENERAL:		
Pacific Telephone and Telegraph Co.	\$ 1,999.51	
Western Union	362.90	
RCA Communications	4.60	
Total		2,367.01
TAXES:		
Director of Internal Revenue—		
Social Security Taxes	\$ 459.48	
Federal Reserve Bank—Social		
Security Taxes	862.81	
Department of Employment	255.56	
Total		1,577.85
GENERAL EXPENSES:		
Official Employees Insurance Fund	\$ 1,638.00	
George Arabian—flowers	31.06	
Maloney and Maritzen—insurance	376.14	
Milo Hardin Co.	1,137.15	
Alhambra Water	20.70	
Benedetti Floral Co.	427.45	
Finks' Testimonial Dinner Committee	50.00	
Galland Linen Service	76.40	
Russell L. Wolden—taxes	93.56	
Royal Typewriter Co.	6.50	
Bell Typewriter Co.	103.94	
Mo Dorman Co.	6.73	
American Federation of Labor	10.00	
Memo Products	11.39	
State Compensation Insurance Fund	115.79	
Ethel Furniture	75.00	
Skinner & Hammond—audit	2,015.00	
Islam Shrine Circus	12.50	
Jack Fletcher	50.00	
Kielty & Dayton	19.22	
James F. Allen—bonds	112.50	
Widows and Orphans Aid Association	5.00	
Broadway Florists	13.26	
Burns, The Florist	20.80	
Harry S. Truman Library Fund	1,000.00	
International Labor Press of America	45.00	
S. F. Tuberculosis Association	10.00	
Automobile Club of Southern California	97.76	
Petty cash—Christmas gifts	400.00	
Petty cash—miscellaneous	207.28	
		8,188.13
FUNDS TRANSFERRED TO		
PENSION FUND:		
Salaried Employees' Pension:		
The Hibernia Bank—savings account		18,000.00
TOTAL DISBURSEMENTS—Exhibit B.....		\$327,582.83

Faternally submitted,
C. J. HAGGERTY
Secretary-Treasurer

CALIFORNIA STATE FEDERATION OF LABOR**1901 — 1956****Presidents**

1901	Cecil D. Rogers, Typographical No. 36, Oakland
1902, 1903	John Davidson, Ship Joiners No. 9, Vallejo.
1904, 1905	Harry A. Knox, Street Carmen No. 205, San Francisco.
1906	G. S. Brower, Carpenters No. 483, San Francisco.
1906	Thomas F. Gallagher, Team Drivers No. 70, Oakland.
1907-1908	George A. Tracy, Typographical No. 21, San Francisco.
1908-1909	Alexander M. Thompson, Team Drivers No. 70, Oakland.
1909-1912	Daniel D. Sullivan, Printing Pressmen No. 60, Sacramento.
1912-1916	Daniel P. Haggerty, Machinists No. 68, San Francisco.
1916-1921	Daniel C. Murphy, Web Pressmen No. 4, San Francisco.
1921-1924	Seth R. Brown, Typographical No. 174, Los Angeles.
1924-1926	Roe H. Baker, Barbers No. 148, San Francisco.
1926-1928	John F. Dalton, Typographical No. 174, Los Angeles.
1928-1930	William P. Stanton, Electrical Workers No. 151, San Francisco.
1930-1934	A. W. Hoch, Machinists No. 311, Los Angeles.
1934-1936	Edward D. Vandeleur, Street Railway Employees, Div. 518, San Francisco.
1936-1937	James E. Hopkins, Teamsters No. 85, San Francisco.
1937-1943	C. J. Haggerty, Lathers No. 42, Los Angeles.
1943-1946	Anthony L. Noriega, Motion Picture Projectionists No. 162, San Francisco.
1946-1947	Charles W. Real, Teamsters No. 70, Oakland.
1947-1950	John F. Shelley, Bakery Wagon Drivers No. 484, San Francisco.
1950-1956	Thomas L. Pitts, Wholesale Delivery Drivers No. 848, Los Angeles.

Secretaries

1901, 1902	Guy Lathrop, Carpenters No. 483, San Francisco.
1903	George K. Smith, Barbers No. 134, Oakland.
1904	George B. Benham, Printing Pressmen No. 24, San Francisco.
1905	Frank J. Bonnington, Typographical No. 21, San Francisco.
1906, 1907	James H. Bowling, Street Carmen No. 205, San Francisco.
1908-1909	George W. Bell, Gas Workers No. 9840, San Francisco.
1909-1936	Paul Scharrenberg, Sailors' Union of the Pacific, San Francisco.
1936-1943	Edward D. Vandeleur, Street Railway Employees, Div. 518, San Francisco.
1943-1956	C. J. Haggerty, Lathers No. 42, Los Angeles.

Convention Cities

1st—1901, San Francisco	28th—1927, San Bernardino
2nd—1902, Vallejo	29th—1928, Sacramento
3rd—1903, Los Angeles	30th—1929, Long Beach
4th—1904, Fresno	31st—1930, Marysville
5th—1905, Sacramento	32nd—1931, Santa Barbara
6th—1906, Oakland	33rd—1932, Modesto
7th—1907, Stockton	34th—1933, Monterey
8th—1908, Vallejo	35th—1934, Pasadena
9th—1908, San Jose	36th—1935, San Diego
10th—1909, San Rafael	37th—1936, Sacramento
11th—1910, Los Angeles	38th—1937, Long Beach
12th—1911, Bakersfield	39th—1938, Santa Barbara
13th—1912, San Diego	40th—1939, Oakland
14th—1913, Fresno	41st—1940, Santa Monica
15th—1914, Stockton	42nd—1941, San Francisco
16th—1915, Santa Rosa	43rd—1942, Long Beach
17th—1916, Eureka	44th—1946, San Francisco
18th—1917, Sacramento	45th—1947, Sacramento
19th—1918, San Diego	46th—1948, Long Beach
20th—1919, Bakersfield	47th—1949, Los Angeles
21st—1920, Fresno	48th—1950, Santa Barbara
22nd—1921, San Jose	49th—1951, San Diego
23rd—1922, Long Beach	50th—1952, Santa Barbara
24th—1923, Stockton	51st—1953, San Francisco
25th—1924, Santa Barbara	52nd—1954, Santa Barbara
26th—1925, San Diego	53rd—1955, San Diego
27th—1926, Oakland	54th—1956, Long Beach

PROCEEDINGS

of the Fifty-Fourth Convention

FIRST DAY

Monday, August 13, 1956

MORNING SESSION

OPENING CEREMONIES

The 54th convention of the California State Federation of Labor was called to order at 10:15 a.m. in the Municipal Auditorium, Long Beach, California, by Jack T. Arnold, Co-Chairman.

Prior to the call to order, the delegates were entertained with an excellent program of patriotic, military and popular airs rendered by the Long Beach Municipal Band under the conductorship of Eugene LaBarre.

Following the call to order, the colors were presented by the United States Naval Reserve Color Guard from the Los Alamitos Air Base.

Led by James Thiel, the convention joined in singing the "Star Spangled Banner," and then recited the Pledge of Allegiance to the Flag, led by Co-Chairman M. R. Callahan and James Thiel.

INVOCATION

The Right Reverend Monsignor Bernard J. Dolan, pastor of St. Anthony's Church, delivered the following invocation:

"Eternal God, our Creator and Father, we ask that Thou bless these deliberations that good may flow from them and that in the perplexing problems of these days they may be directed by Thy wisdom. We pray that Thou so guide the members of this splendid organization of labor that in all things they may counsel the welfare of our citizens and promote the spirit and practice of eternal charity between employer and employee.

"God of Justice, grant that justice and equity may find expression in all their efforts that, defining and defending their own rights, they may courteously abstain from violating the rights of others.

"May the ideals of this Federation continue to exert the good influence it has in the past as it endeavors to bring to all men that mutual cooperation, kindly un-

derstanding and ethical conduct which are so sorely needed in human relations today.

"Bless in their minds and deepen in their hearts a sense of responsibility that through their deliberations they may contribute something constructive and enduring and give the full measure of useful and devoted service to the cause that lies closest to their hearts; a vigorous rebirth of charity; that peace and prosperity may reign among all classes; that the lust of power and the greed of gain may disappear from human hearts and human society; and that the natural dignity and sacredness of labor may be forever preserved.

"Amen."

WELCOME TO DELEGATES AND VISITORS

Michael R. Callahan, President of the Long Beach Central Labor Council and Co-Chairman for the convention, welcomed the delegates and visitors, followed by Carlton Webb, Secretary of the Long Beach Building Trades Council.

Co-Chairman Callahan then introduced the following guests to the convention:

George M. Vermillion, Mayor of Long Beach; William H. Dovey, Chief of Police; Frank S. Sandeman, Chief of Fire Department; Herbert C. Legg, Supervisor; Eugene W. Biscailuz, Sheriff of Los Angeles County; Adolph Alexander, Chief Assistant to the District Attorney of Los Angeles County.

All of these officials welcomed the delegates to Long Beach and were presented with convention guest badges.

PRESIDENT THOMAS L. PITTS

Kathryn Arnold, Secretary of the Local Joint Executive Board of Culinary Workers and Bartenders, then presented the gavel to President Thomas L. Pitts for the formal opening of the convention.

President Pitts addressed the convention, as follows:

"Mr. Chairman, the Right Reverend

Monsignor Bernard J. Dolan, officials representing city and county governments, my colleagues on the Executive Council, our honored guests on this platform, and delegates and visitors to this convention.

"It is a very happy thing for me to receive this gavel from Kathryn Arnold this morning. Several years ago, I was 'somewhat' adopted by Kathryn Arnold and her splendid husband, Jack Arnold, who is a vice president of this Federation, and it was completely in order, I think, that I should in turn adopt them.

"In addition, it is a very happy occasion to return and have this occur in the city of Long Beach, because the first convention of this Federation that I ever attended was held here in the city of Long Beach in the year 1937. I have not missed one in those 19 years.

"This, delegates, will probably be the largest convention that the California State Federation of Labor has ever convened. It is good to see that we have made this kind of progress in the California labor movement that brings such a great number of delegates to our convention. It speaks for itself. It expresses clearly that the cause which is represented by the delegates in this convention is just and good because it continues to prosper and to grow.

"I know many of you have been engaged in various conferences scattered throughout the city during the last few days. You have been working hard and diligently upon those problems that pertain to your own particular profession, vocation, craft or trade. I know that some of you come to this convention on Monday morning feeling that you have already accomplished a lot. I know that you realize fully that there is still much ahead of you.

"You probably have noticed by the program in this convention that we have eliminated what has been almost a custom within the last few years of taking an afternoon off. This is going to be a full working convention with much to do. There is a great mass of resolutions, a great many problems set forth in the Statements of Policy, which all of you have received, problems of propositions that will be before the voters in this state in the election in November; and in addition thereto, a proposed revision of our constitution, which you found in your kits as you checked in. All of this means that there will be few moments of freedom for the delegates in this convention; that there will be little time to enjoy the great whitecaps on the Pacific Ocean that we

are sitting so close to, or to fish or boat-ride, or do other things of that nature. We are here obligated as delegates from the organizations we are so highly privileged to represent, obligated to carry out the work of a convention which formulates the policy and the programming for the American Federation of Labor organizations in this great state of California for the coming year.

"I am sure that each and every one of you is totally and fully conscious of your obligations, and I assure you that I, too, am equally conscious of my obligation as a representative of this Federation and as your chairman in this convention. The symbol of authority that was handed to me by Kathryn Arnold will, I pray, be used wisely, judiciously and at all times in the interest of the people that we are privileged to come here and represent in this convention.

"We have with us this morning, delegates, and for the first time in a long time, representatives of our counterpart in this state, the CIO Council. I will have an opportunity sometime during the convention to introduce them to you and let you become acquainted with them. We are pleased that they are here. We greet them. We wish them well. We invite them to remain throughout the entire sessions and understand the way in which our convention functions and our movement operates.

"So with those few remarks I extend to you on my own behalf and on behalf of Secretary Haggerty and members of the Executive Council a very warm greeting to this, the fifty-fourth convention of the California State Federation of Labor.

"I now declare, delegates, this convention open for such business as may legally come before it."

HONORABLE GOODWIN KNIGHT

Governor of California

Governor Goodwin Knight of California was escorted to the platform by the following committee: Joseph Cambiano, Lowell Nelson, Thomas A. Small, Ralph Bronson, Joseph Diviny and Samuel Otto.

President Pitts introduced Governor Knight, who then addressed the convention, as follows:

"President Tommy Pitts, Secretary Neil Haggerty, Supervisor Herbert Legg, Assemblyman Maloney from the North, and so many other distinguished Californians, my fellow Americans.

"The economy of the nation and of our

state stood at its highest point in history during the second quarter of this year.

"The total production of goods and services during that period advanced to an annual rate of \$408½ billions.

"That figure represents the tremendous increase of \$21 billions in only twelve months' time. And now I should like to tell you why there are sound reasons to believe that the new record will hold the spotlight for only a brief period of time.

"Being in the lovely city of Long Beach for this annual event, it would be appropriate, of course, to extend the greetings of the state of California not only to the members and delegates of the AFL-CIO, but to the citizens of this community, and we could therefore discuss this morning at great length many of the things of vital interest to California involving schools, highways, mental hospitals, institutions, taxes, our economy and so forth, but rather, I think we should get right down to business and discuss the important questions which will concern this Federation in the coming months. Therefore, I should like to talk to you for a moment about the population growth, the industrial expansion, the greater productivity and an almost irresistible pressure for technological advances across the whole broad field of our economy which will undoubtedly carry the product of the nation's 66,000,000 workers, and our vast industrial plant, to successive new records.

"I should like to go on record here this morning to state that California has contributed its full share to the nation's prosperity. With less than eight per cent of the nation's population last year, we accounted for almost ten per cent of the total personal income. We built 16 per cent of the nation's new homes in 1955 and bought almost 10 per cent of the new cars sold in the first quarter of this year. California's retail trade in the first three months of the current year established a new record rate, exceeding the corresponding period of 1955 by approximately 10 per cent, compared with a 6½ per cent gain recorded for the nation as a whole.

California Workers Forge Ahead

"These, and other achievements, reflect both our expansion as an industrial state and the growth in volume of income received by California residents. Last year, the more than 5,000,000 civilian workers of this state received wage and salary payments totaling more than \$19½ billion dollars, or \$3,724 per worker, against an average for the nation of \$3,155. Our civilian payrolls expanded further in the first

quarter this year to an annual rate of \$20 billion dollars, and more recent amounts indicate that another new record will be established, for employment in June marked an all-time high, and average weekly earnings have been advancing steadily from month to month.

"During the past year, workers in California have obtained substantial wage increases, increased security against the financial hazards of old age and sickness, and more leisure time to enjoy the fruits of these gains. Many more workers now can plan for a three-week vacation with their families and seven or eight holidays a year than could have done so only a year ago.

"In the last fifteen months leaders of organized labor, through their negotiations with employers, established pension programs for almost a quarter of a million additional California workers, or at a rate of more than 16,000 workers every month. Today more than half a million California workers are covered by union contracts which include pensions among the benefits provided by the employer.

"Eighty-five of every 100 California workers who are employed under a union contract have, as a condition of that employment, a contractual right to health and welfare benefits. For the great majority, which is 84 per cent, the employer pays the full cost of the premium. More than half have protection not only for themselves but for their families as well.

"Reflecting wage increases, weekly earnings of California factory workers increased five per cent in the past year. Since the consumers' price index for California went up two per cent during the year, wage earners registered a three per cent gain in comparison.

"Employees in California's factories take home paychecks which range significantly higher than the national average. The average weekly earnings of factory workers in California now exceeds the national average by 14 per cent. The average weekly wage in California has risen to more than \$90 a week, for the first time in our history.

"Last year California labor unions received 50,000 new members into their ranks.

"Labor and management in California set a postwar record for peaceful relations during the first half of 1956. Less than 25,000 California workers were involved in work stoppages, the smallest number for this period in more than 10 years. The total number of workers in-

volved in stoppages so far this year in California is still the lowest of any recent year.

"The rise in employment in California has been sensational. The number of persons employed in the state continues to break all records. In the last 12 months we created nearly 250,000 new jobs. This year total employment in California will exceed 5½ million jobs for the first time in the history of the state. At the same time unemployment has reached a new low point since the war year 1945. The last figures, for June of this year, showed less than 150,000 workers unemployed—an improvement of more than 17,000 when compared with the previous year.

"In the last five years, non-agricultural employment has increased by more than 800,000. This is more than the combined increases in the states of New York, Pennsylvania, and Illinois during the same period.

Workmen's Compensation

"You will recall that, at the 1955 session of the California legislature, I recommended the passage of legislation to increase the death benefits in workmen's compensation cases. The legislature acceded to my request and raised the base death benefit from \$7,000 to \$10,000. In the case of widows, where one or more children are involved, the death benefits were increased from \$8,750 to \$12,000.

"This new payment schedule, representing an increase of 44 per cent over the old range of payments, has been in operation less than a year, but already its benefits have brought more than \$1,600,000 in extra benefits to widows and surviving children of workers who are killed on the job. This is a type of assistance that survivors need desperately when disaster strikes home in the form of a fatal accident to the family breadwinner.

"My budget for the forthcoming fiscal year will include recommendations which have been made by a joint committee of the California State Federation of Labor and the State Chamber of Commerce. These recommendations, if adopted along with concurrent legislation, will enable the State Industrial Accident Commission to reduce the time interval between the filing of death benefit claims and payments on approved claims. The Commission also is improving its administrative structure in an effort to expedite the handling of claims.

Employment and Unemployment

"During the past year, the job security

program administered by our State Department of Employment found jobs for more than 1,200,000 workers—the largest number since the year 1946. The year's job placement figure include almost 20,000 physically handicapped workers, of whom more than fifty per cent are disabled veterans of our wars.

"Even so, facts and figures about high employment represent little encouragement to a man or woman out of work because of seasonal unemployment, other normal quirks in our industrial system, or for any other reason beyond the control of the average wage earner. The unemployed person faces a genuine and grave problem until he again becomes employed.

"I speak to you now this morning not as an officer but from the sidelines; I speak to you not as one who is unfamiliar with the condition which I mention, but I should like to emphasize as one who has eagerly looked for a job many times in my own life experience and I should like you to know that I fully understand all of the tragic implications of unemployment. Men and women out of work not only feel the pinch of poverty; they also experience an even more dreadful thing. What is this dreadful thing? I shall tell you what it is. It is the feeling, the conviction, that they are not wanted. They become obsessed with the belief that they are no longer needed in this world. That is not true, of course, but it frequently becomes a desperate and a sad feature in almost every instance when men and women look for other work.

"Our unemployment insurance program, designed to be a bulwark during such periods of stress, last year provided more than \$95,000,000 in benefits to men and women out of work who met the eligibility provisions of the Unemployment Insurance Code.

"The state also paid out almost \$50,000,000 in disability insurance and hospital benefits. Last year's payments represented healthy increases over amounts paid out in previous years.

Boards and Commissions

"Sometimes I am subjected to unfair criticism because of the actions of some people who are appointed to membership on the various boards and commissions that operate within the structure of our state government. There are more than 200 of these boards and commissions, and they have almost 1,500 members. Some of them are appointed by the Governor.

Some of them are paid for their work. Other members work for nothing—often times at considerable personal sacrifice.

"In some instances, I can hire and fire these appointees whenever I might decide to do so. In other instances, memberships are for stated terms, and a vacancy can be created only by death, resignation or the removal of a member for cause.

"Securing the acceptance of qualified, responsible and representative citizens to serve on these agencies is one of the Governor's most important and exacting official duties.

"These appointees are high-type people who are keenly interested in serving the best interests of the state.

"The very thought of interfering with their official actions, merely because their opinions may conflict with my own views, is repugnant to me.

"A Governor would be foolhardy, indeed, if he invited a responsible citizen to serve on one of these agencies and, at the same time, attempted to extract a promise from the new commissioner that he would be subservient at all times to the Governor's wishes.

"I know that I would not accept an appointment with any such restrictions on my actions. Neither would any of you.

"I certainly would not expect any member of organized labor to accept an appointment from the Governor—and then say to him, 'You must play ball—or else.' Each of you is capable of thinking your way through on an issue and reaching a sound decision, and I certainly would respect your action, even though I might not agree with it.

Appointments from Labor

"I have appointed a large number of men and women from organized labor to many of our state agencies. All of them are performing excellent service for our people. Each and every one of them will tell you that all I have ever asked of them is that they do a good job for the state of California—nothing more, nothing less. And that goes for any appointee, regardless of the part of the state from which he comes, or the type of work he does in his everyday life.

"Special privilege groups and some individuals who seek to force the Governor to exert pressure on state boards and commissions will fail in their efforts, and I know that you will want them to fail in any such selfish aims and purposes.

"In connection with state boards, I

would like to tell you how satisfactorily the Governor's Advisory Council on the Department of Employment is working. This committee was established by the 1955 session of the legislature, and I appointed the members last January. The first public meeting of the committee was held in San Diego on July 10 and 11, and another meeting will be held in Los Angeles on September 20 and 21. Its membership consists of Charles P. Scully, Harry Finks, and Neil Haggerty, representing labor; Vincent Kennedy, Leland B. Groezinger, and Adrian A. Kragen, representing management, and Sam Kagel, representing the public.

"Another appointee which I made from the ranks of organized labor likewise is performing splendidly in a most responsible position. I am speaking of James D. Tante, business representative, Studio Electrical Technicians Local 728, whom I named to membership on the State Adult Authority. And I also recently appointed Philip J. Deredi of Elevator Operators and Starters Union Local 117, to the women's counterpart at Corona. This is significant, ladies and gentlemen, because this is the first time in the history of our state that a member of organized labor has served on this authority. I have had nothing but the highest types of reports on the work that Jim is doing in this state service, and I want to compliment him on his endeavors. May I say that I feel that Philip Deredi will do likewise in the coming months and years of his new service.

"In my years in office, I have had nothing but the finest type of cooperation from members of organized labor who are working on state boards and commissions. I am looking forward with pleasure to continued associations with labor representatives in the years to come.

"And, although I enjoy the friendship and good will of thousands of working men and women in our state, no single one of them has ever, in any manner, demanded, asked or expected any special treatment, influence or favors, from my own office or from any of our state's official boards and commissions.

"Thus far, this annual report of mine has been devoted to events of the past year.

"But what of the immediate future? What are some plans that are being readied for action between now and the next time this convention holds its annual meeting?

"What can our state government do to cooperate?

"Here are a few of the items that are under consideration:

Traffic Safety

"The constant increase in the number of drivers of motor vehicles employed for commercial purposes, and their effect on the rate of traffic accidents that beset California, is one that deserves the closest attention of all citizens.

"I want to compliment the Teamsters Union on its efforts to secure a driver's examination appropriate to the types of vehicles driven and uniform enforcement of hours of driving for all persons who operate commercial motor vehicles. Better methods of inspection, more highway patrolmen, more Interstate Commerce Commission and Public Utilities Commission inspectors, more sharply defined authority, and other constructive features of this proposed improvement program will aid materially in the effort to render our highways safer for all motorists.

"Here is a movement in which all persons who are seriously concerned about traffic safety can join hands to achieve an objective that is not only a worthwhile one—but which is also one long past due of fulfillment.

"I have been very much impressed with the results of the 'Drivers Safety Center' that the Teamsters Union has been operating in Southern California for several years. This center, where truck drivers have an opportunity to demonstrate their degree of fitness, is a shining example of labor and management cooperation, and it has paid big dividends over the years in a reduced accident rate. Programs of its nature have demonstrated that truck drivers have been involved in fewer highway accidents in proportion to the number of vehicles involved, than among drivers of passenger cars.

"The various phases of this traffic safety program being sponsored by the Teamsters Union is proving to be a genuine success. The Brotherhood's Green Cross campaign is helping materially in reducing accidents. The various means being employed by the Teamsters to drive home the importance of traffic safety among school children, in family circles, and among the driving public, represent a highly meritorious public relations program sparked by a genuine civic spirit.

"I have been working closely with Frank Brewster, John Sweeney, Joe Diviny, and others of the Brotherhood, on this and other projects designed to promote the public welfare, and we anticipate that the

benefits from our joint efforts will increase with the progress of time.

Industrial Safety

"On many occasions I have expressed to you my sincere concern for the welfare of the wage earners of our great state. Truly, this most important human resource should have our attention at all times. Recently, I have been shocked by the number of serious industrial accidents—particularly in the construction industry. I have discussed this unhappy situation with the Director of the Department of Industrial Relations, Ernie Webb, and as a result of these discussions, I have instructed Director Webb to prepare for the consideration of the legislature, a realistic budget for the Division of Industrial Safety, which will substantially increase the number of safety engineers assigned to the construction section.

"I fully realize that the number of safety engineers plays only a small part in the elimination of industrial injuries. To curtail these unfortunate accidents, which result in so much suffering and so much hardship, is the combined responsibility of the employer, the employee, and government.

"Top management and their staff should always be conscious of the safety of their employees. The employees should be ever watchful and always on guard to the many hazards involved in their everyday work.

"Labor-management safety committees have proven beyond question that such committees are one of the most potent forces of work protection. My administration, through its Department of Industrial Relations, will always be eager and willing to furnish professional guidance in the forming of such committees, and render other assistance, so that labor and management will be better informed in all of the modern-day techniques to assure that 'work places' in California will be safe work places.

"This is a subject to which I am continuing to give consideration.

"One of the most important studies being made by the California legislature is being conducted by the Assembly Committee on Education. The chairman of this committee is Assemblyman Donald D. Doyle, of the Tenth Assembly District in Contra Costa County.

"As you may know, Don Doyle is a long time member of Local No. 3 of the Operating Engineers, and he works closely with leaders of organized labor in the interests of more schools and better edu-

cation for all of our children. His work is important to labor because labor has the biggest stake of all in Assemblyman Doyle's program to improve, to increase and to enhance our educational system.

Women and Minors

"The budget for the Department of Industrial Relations submitted to the 1956 session of the legislature included an amount necessary to undertake reconsideration of the minimum wage in California, as well as working conditions for women and minors.

"Procedures are now under way which will within the next year bring about reconsideration of each of the 11 existing Industrial Welfare Commission Orders relating to wages, hours and working conditions for women and minors.

"The Industrial Welfare Commission is appointing Wage Boards for each of 11 industry and occupational groups covered by the orders. Each board is composed of an equal number of representatives of the employers and employees in the occupations and industries affected. These eleven boards will consider and make recommendations to the Industrial Welfare Commission on the minimum wage, hours of work, and the standard conditions of labor necessary to the health and the welfare of women and minors.

"The report from each board will be considered by the Commission and public hearings will be held where any interested person may present statements. Then the Commission, on its own motion, will adopt amended orders.

"The problem of providing suitable work for our teen-agers during their holidays, vacations and off hours is one that grows in seriousness. I have been studying the employment practices and existing child labor laws.

"I favor and I will work for a program to encourage employment of youth as long as hard won gains to prevent abuses of child labor are not sacrificed, and provided that the adult breadwinner's position in the labor market shall not be jeopardized in any way.

"It is believed that some form of organized procedure, guided by advice from those most familiar with the problem, would help materially in working out satisfactory solutions.

"As a result, I propose the formation of a Governor's Advisory Committee on Teen-Age Employment, which will work closely with the State Department of Em-

ployment, the State Department of Education, and the California Youth Authority on this particular facet of employment problems. Members of this proposed advisory group will consist of the representatives of organized labor, management and the general public.

New Opportunities— New Responsibilities

"Both adults and teen-agers would have confidence in an unofficial group of this nature, consisting of understanding and experienced men and women, and there is every likelihood that the advisory committee could serve as a successful instrument in our efforts to promote responsibility among our young people.

"May I say in closing, I want to emphasize that here in California our tremendous growth has brought all of us many new opportunities and many new responsibilities. We have found the men to match our mountains in a hundred categories of labor, business, industry, government and in the social sciences.

"One of the most satisfying and successful of our collective efforts has been in the field of labor and management relations. We have succeeded in creating a moderate climate of understanding and appreciation for the rightful aspirations of each. What is the result? It is this: that these segments of our society, along with the public welfare, enjoy a constantly increasing degree of general prosperity and established mutual respect that is the envy of other parts of the world.

"Let us look at the contrast, if you will, for just a moment. In Europe for many decades businessmen and industrialists have produced under a system of cartels, high prices, limited production and low wages.

"Here in America we believe in the opposite policy of enormous production, with lower unit costs and decent wages based on the fundamental truth that real wealth and sound profits are maintained because the wage-earners are among the best customers of business. In our country businessmen have achieved great success and every citizen has shared in it with higher standards of living, education and comforts under this more enlightened policy.

"The age-old struggle of every man to improve his personal lot has by no means been resolved. Beyond that, extremists of both the right and the left still cling to the old ideas of 'me first' and 'the public be damned.' Where we should have mod-

eration and mutual regard, we too often find blind selfishness and inflammatory criticism.

"It is understandable that all parties seek advantages in the continuing development of our industrial might. The worker seeks better wages, greater protection against the risks of ill-health and unemployment, more incentives to improve his standard of living. Management endeavors to protect its investment by maintaining fair profits—without which our entire economic system would collapse.

"In the heat of the competition, tempers will flare, excesses will be committed. We all are human, all subject to the frailties of the flesh and the spirit. We must search our souls and somehow find the wisdom, the strength and the moderation to meet these problems with reason, with understanding, and above all, with fairness.

"All leaders of organized labor, you are all reasonable men. You know that one of the rewards of success is responsibility—the responsibility to use one's best talents for the greatest benefit to the community. You have accepted that responsibility.

"The great majority of men in industry, whether they be in the plant or in the office, are also reasonable, moderate men. They want to live and let live.

"No reasonable, intelligent labor leader feels that it is to the advantage of labor to destroy management, and no reasonable businessman thinks that the best interests of management can be served by hurting the worker.

Role of Government

"In the struggle, we must not seek to pervert the power of government to serve extreme demands from any source.

"I have said this before, gentlemen, and I shall continue to say it as long as I am in public service:

"I will never use the force of government as a punitive instrument for the benefit of one group at the expense of another.

"I will never permit the power of the state to be used in retaliation by one segment of our population against another, or to perpetrate an injustice. This we cannot have in California.

"I am grateful for the opportunity to have met with so many of my friends in organized labor representing, as you do, literally hundreds of thousands of patient, confident, good Americans in California. Your responsibilities in this great convention are very great indeed. Your serious

and earnest application to your duties is the best evidence that their confidence has not been misplaced in you.

"There are many other things that I should like to say to you this morning, but there will be, in accordance with my 'contract' with the voters of this state which was completed in November, 1954, two and a half more years in which I will have an opportunity to discuss those things from time to time.

"When I left the hotel this morning Virginia Knight, my wife, said to me: 'I feel so good, even though I cannot go with you, because I know you are going to be with your friends.' That is so true. And because of that I now wish to add these few words on a personal matter which I feel is not inappropriate for me to mention to you.

"During these months past many responsible leaders and members of organized labor throughout the nation have been kind enough to suggest that the Republican Party, which meets in our state in convention for the first time in their history in San Francisco next week, should nominate me as their candidate for vice president. To these fine leaders of organized labor and to all other splendid Americans who have voluntarily come forward with similar suggestions, believe me I shall forever be grateful.

"As I have stated many times before, I have never sought the vice presidential nomination, nor have I authorized anyone to organize a campaign toward that end. However, anyone in public life in the United States today would be less than honest, he would be less than sincere, if he did not say that he would be honored and complimented by such a suggestion.

"I have always repeatedly stated that I would support the President of the United States at San Francisco next week. Therefore, whatever the days and weeks ahead hold for me personally, I want you to know that I shall always treasure the expressions of confidence which you have seen fit to record for me in this regard.

"In a large sense I cannot accept these kind remarks as strictly personal. I would rather feel that in my service to the people of my state I symbolize the fact that true Americanism is sincerely and deeply concerned with the well-being and the progress of the wage earners and the workers of this Republic. In pursuing policies of justice and fairness for all the people, including labor, I feel I am merely carrying out the principles which brought Abraham Lincoln to the presidency in our

country nearly a century ago. And these policies were based upon the needs and the rights of free labor among free people in a free land."

President Pitts expressed the thanks of the convention and its guests to Governor Knight for his excellent address.

REPORT OF COMMITTEE ON CREDENTIALS

On motion by Chairman James Blackburn of the Committee on Credentials, delegates whose names were printed in the preliminary roll of delegates and the supplementary list read by him were seated.

Note: The completed roll call of the convention, following the additions and changes reported by the committee on successive days, may be found beginning on page 430.

APPOINTMENT OF COMMITTEES

Secretary Haggerty announced the following committees, which had been appointed by President Pitts:

Committee on Credentials

James Blackburn, Chairman, Painters' District Council No. 48, Riverside.

W. J. Hull, Painters No. 256, Long Beach.

Kitty Howard, Culinary Alliance No. 754, San Pedro.

C. J. Hyans, Screen Extras Guild, Hollywood.

Phyllis Mitchell, Office Employees No. 3, San Francisco.

Ralph Conzelman, Central Labor Council, Santa Ana.

Andy Ahern, Garment Cutters No. 45, San Francisco.

William Cabral, Teamsters No. 70, Oakland.

George Bronner, Central Labor Council, Ventura.

Lloyd Leiby, Southern California District Council of Laborers, Los Angeles.

Committee on Resolutions

Thomas A. Small, Chairman, Bartenders No. 340, San Mateo.

Albin Gruhn, Central Labor Council, Eureka.

Robert P. Sanders, Post Office Clerks No. 339, Fresno.

Henry Spiller, Building Material and Dump Truck Drivers No. 420, Los Angeles.

Earl Thomas, District Council of Carpenters, Los Angeles.

Albert Marty, Teamsters and Chauffeurs No. 150, Sacramento.

Walter Cowan, Joint Executive Board of Culinary Workers, Los Angeles.

Mary Olson, Waitresses No. 512, San Pedro.

William E. Pollard, Dining Car Employees No. 582, Los Angeles.

C. O. Taylor, Central Labor Council, San Diego.

Joe Christian, Building Trades Council, Los Angeles.

Phil Deredi, Elevator Operators and Starters No. 117, San Francisco.

John Hogg, Building and Construction Trades Council, San Francisco.

Charles Foehn, Electrical Workers No. 6, San Francisco.

Committee on Legislation

W. J. Bassett, Chairman, Central Labor Council, Los Angeles.

C. W. Chapman, Joint Council of Teamsters No. 42, Los Angeles.

Jack Kopke, Paint Makers No. 1101, Oakland.

Hazel O'Brien, Waitresses No. 48, San Francisco.

Robert Callahan, David Scannel Club, Fire Fighters No. 798, San Francisco.

E. H. Vernon, Automotive Machinists No. 1546, Oakland.

Everett Matzen, Butchers No. 364, Santa Rosa.

Harry Metz, Operating Engineers No. 3, San Francisco.

Ralph A. McMullen, Building Trades Council, Los Angeles.

Mike Elorduy, Cannery Workers and Warehousemen No. 857, Sacramento.

Harry Finks, Central Labor Council, Sacramento.

Committee on Constitution

C. T. McDonough, Chairman, Cooks No. 44, San Francisco.

Ted Merrill, General Truck Drivers & Chauffeurs No. 692, Long Beach.

John Quimby, Central Labor Council, San Diego.

Lowell Nelson, Building & Construction Trades Council, Vallejo.

George W. Johns, Retail Cigar & Liquor Clerks No. 1089, San Francisco.

John Quinn, Bartenders No. 52, Oakland.

Tony Cancilla, Chauffeurs No. 265, San Francisco.

Ralph Clare, Studio Transportation Drivers No. 399, Hollywood.

Charles "Pop" Kennedy, Musicians No. 6, San Francisco.

John D. Nelson, Bakers No. 37, Los Angeles.

L. A. Parker, Council of Federated Municipal Crafts, Los Angeles.

Sam Otto, Sportswear & Cotton Garment Workers No. 266, Los Angeles.

Committee on Union Label Investigation

James Symes, Chairman, Union Label Section, San Francisco.

John Ulene, Sportswear & Cotton Garment Workers No. 266, Los Angeles.

Al Wynn, Molders & Foundry Workers No. 164, San Francisco.

Anthony Agrillo, Barbers No. 252, San Jose.

Fred Schoonmaker, Carpenters No. 2114, Napa.

William Leshe, Carpenters No. 180, Vallejo.

Henry C. Wadsworth, Studio Utility Employees No. 724, Hollywood.

Edgar Hammer, Painters No. 1158, San Francisco.

Committee on Officers' Reports

Edd X. Russell, Chairman, Actors Equity, Hollywood.

James F. Alexander, Retail Clerks No. 588, Sacramento.

Charles Flanders, Lathers No. 42, Los Angeles.

Ted C. Wills, Creamery Employees & Drivers No. 517, Fresno.

Fannie Borax, Ladies Garment Workers No. 96, Los Angeles.

M. J. Collins, Electrical Workers No. B-569, San Diego.

Rexford Elder, Motion Picture Operators No. 162, San Francisco.

Jack Laumann, Central Labor Council, Santa Rosa.

Committee on Labels and Boycotts

Jack Goldberger, Chairman, Newspaper

and Periodical Drivers No. 921, San Francisco.

Kathryn Arnold, Culinary Alliance No. 681, Long Beach.

Archie Goodman, Bakers No. 400, Los Angeles.

Ed Dowell, Motion Picture Projectionists No. 297, San Diego.

Herbert J. Shoup, Construction Laborers No. 324, Martinez.

E. P. Taylor, Electrical Workers No. B-18, Los Angeles.

Charles Brown, Allied Printing Trades Council, Los Angeles.

Burnell Phillips, Central Labor Council, Riverside.

Committee on Rules and Order of Business

Joseph Spitzer, Chairman, Provision House Workers No. 274, Los Angeles.

Walt Ragan, Central Labor Council, Santa Monica.

Arthur Dougherty, Bartenders No. 41, San Francisco.

Alvin L. Holt, Barbers No. 295, Los Angeles.

Sonya du Gardyn, Central Labor Council, Monterey.

Committee on Grievances

Earl Wilson, Chairman, Central Labor Council, San Bernardino.

Pat Somerset, Screen Actors Guild, Hollywood.

George Deck, Retail Clerks No. 1532, Santa Rosa.

Henry Hansen, Central Labor Council, Stockton.

C. L. Dellums, Sleeping Car Porters, Oakland.

Hugh Caudel, Contra Costa County Central Labor Council, Martinez.

Edward A. Doyle, Bartenders & Culinary Workers No. 654, Oroville.

Paul E. O'Bryant, Motion Picture Studio Cinetechnicians No. 789, Hollywood.

RECESS

The convention was thereupon recessed by President Pitts at 12:01 p.m., to reconvene at 2:00 p.m.

Statements of Policy and Resolutions

The deadline for accepting resolutions was 12:00 noon on the first day of the convention, in accordance with Article V, Section 6 of the Constitution of the California State Federation of Labor.

The proposed revision of the Federation's Constitution and statements of policy submitted by the Executive Council of the Federation, and all resolutions received prior to the deadline will be found beginning on pages 279, 294 and 343 respectively.

MONDAY AFTERNOON SESSION

The convention was called to order at 2:05 p.m. by President Pitts.

Communications

Secretary Haggerty read the following communications addressed to the convention:

May I extend to officers and delegates my sincere good wishes for most fruitful convention and success in your efforts in coming year. Secretary-Treasurer Schnitzler will be with you to bring personal message on behalf of AFL-CIO.

GEORGE MEANY, President, AFL-CIO

Congratulations to you, President Pitts, and the officers and members of the California State Federation of Labor on the occasion of your 54th annual convention. The unions which make up the California State Federation of Labor have always served their members faithfully, and by doing so, have contributed greatly to the economic welfare of all California wage earners. I sincerely hope that your Federation will continue to grow and expand in the years to come.

Indicative of the fine work being accomplished through collective bargaining in California, is the tremendous increase in the number of California workers covered by union pension plans. During the past one and one-half years, the number of California workers covered by such plans has more than doubled. Today, 43 percent of all workers in California under union contracts have agreements calling for pensions after retirement. The unions of California can be proud of this record.

My best wishes for a very successful convention.

JAMES P. MITCHELL, Secretary of Labor, Washington, D. C.

The Industrial Union Department hails the California Federation and offers its best wishes for a successful

convention. We are certain that your deliberations will prove fruitful for the citizens of your great state and for our united labor movement. Please extend our warm fraternal greetings to the delegates.

WALTER P. REUTHER, President
JAMES B. CAREY, Secy.-Treas.

ALBERT WHITEHOUSE, Director
Industrial Union Department, AFL-CIO

Please convey my respects to the representatives of the California State Federation of Labor assembled in convention in Long Beach. I would be with you but for the fact that I am a Stevenson delegate to the Democratic National Convention. Good luck to you in your deliberations.

CONGRESSMAN GEORGE P. MILLER.

Fraternal greetings and best wishes for a harmonious and successful convention.

E. M. HOGAN, Secy.-Treas.,
United Garment Workers
of America.

REPORT OF COMMITTEE ON RULES AND ORDER OF BUSINESS

Joseph Spitzer, Chairman of the Committee on Rules and Order of Business, reported for the committee, recommending the adoption of the following:

Rules and Order of Business 1956 Convention

1. The sessions of the convention shall be from 9:30 a.m. to 12 m. and from 2 p.m. to 5 p.m. No night sessions shall be held unless ordered by a two-thirds vote of all delegates present.

2. Delegates when arising to speak shall respectfully address the Chair and announce their full name and the name and number of the organization which they represent.

3. In the event of two or more delegates arising to speak at the same time,

the Chair shall decide which delegate is entitled to the floor.

4. No delegate shall interrupt any other delegate who is speaking, except for the purpose of raising a point of order.

5. Any delegate who is called to order while speaking shall, at the request of the Chair, be seated while the point of order is decided, after which, if in order, the delegate shall be permitted to proceed.

6. No delegate shall speak more than once on the same subject until all who desire to speak shall have had an opportunity to do so; nor more than twice on the same subject without permission by vote of the convention; nor longer than five minutes at a time without permission by vote of the convention.

7. No question shall be subject to debate until it has been seconded and stated by the Chair, and any motion shall be reduced to writing at the request of the Secretary.

8. When a question is before the house, the only motions in order shall be indefinitely, (e) to postpone to a stated time, (f) to divide or amend. These motions shall take precedence in the order named.

9. A motion to lay on the table shall be put without debate.

10. A motion to reconsider shall not be entertained unless made by a delegate who voted with the prevailing side; and such motion shall require a two-thirds vote to carry.

11. Each delegate shall report to the Sergeant-at-Arms at the beginning of the session and shall sign the card presented to him; except, if unavoidably absent, he shall have the privilege of reporting to the Secretary.

12. No resolution shall be received by the Secretary unless it bears the name and number of the organization represented by said delegate; and no resolution that has not been submitted by 5:00 p.m., August 8, shall be received, except those resolutions proposed by statewide conferences of organizations affiliated with the California State Federation of Labor held not less than three days prior to the convening of the convention, which resolutions may be filed until 12:00 noon of the first day of said convention. All resolutions which are introduced later must have the unanimous consent of the delegates present. The committees shall report on all resolutions submitted.

13. No motion or resolution shall be

finally acted upon until an opportunity to speak has been given the delegate making or introducing the same.

14. It shall require twenty-five delegates to demand a roll call upon any votes where a roll call is not specified.

15. During the nomination of officers and convention city for the coming year, seconds of the nomination of each candidate shall be limited to two. Nominations shall be in the following order: President; Secretary - Treasurer; Vice - Presidents of Districts 1-15, inclusive; 1957 Convention City.

16. Any delegate wishing to retire during sessions shall receive permission from the Chair.

17. All questions not herein provided for shall be decided in accordance with Roberts' Rules of Order.

On motion by Chairman Spitzer, the convention adopted the Rules and Order of Business for the 1956 convention.

ERNEST B. WEBB

**Director of Industrial Relations
State of California**

President Pitts then introduced Ernest B. Webb, Director of Industrial Relations for the State of California, who addressed the convention as follows:

"President Tommy, Secretary Neil, officers of the Federation, my brother and sister trade unionists.

"I was quite impressed this morning with the opening remarks of the presiding officer of this Federation, in that I believe he has delegated to you delegates a most extensive work load. In deference to the work load that you have at this convention, I am not going to read my prepared remarks, but I am going to file them for the record and yield what time might have been allocated to me to the all-important work of your committees. However, before leaving this rostrum I think it incumbent upon me to make certain acknowledgements with respect to the important activities of the Department of Industrial Relations.

"This morning our great Governor talked somewhat of the activities of the Department, and I am here to testify to the fact that during my eighteen months in office I have had the undivided attention of the Governor on all matters of import pertaining to the Department and the work force of this great state. Certainly some of the activities and the program that we are engaged in at the pres-

ent time would have been impossible if we had not had his understanding and his sincere interest in our everyday work.

"I would also like to acknowledge the fine cooperation and assistance that we have had from the officers of the Federation and the officers and some of the members of the affiliated unions of this Federation. And last, but not least, I would like to acknowledge the fine assistance that I had by my division chiefs and my staff in carrying on this all-important function of the state government.

"In closing, I wish this convention and its delegates every success in the deliberations that will take place here in the next few days."

**Prepared Address of Ernest B. Webb,
Director of Industrial Relations**

This is the second time I have addressed a convention of this Federation as Director of the Department of Industrial Relations. In the eighteen months since I assumed this responsibility I have had an opportunity to view the progress and the problems of the working people of the state from almost every angle.

The Department of Industrial Relations, you know, has as one of its responsibilities, laid down in the laws of the state, "to foster, promote, and develop the welfare of the wage earners of California, to improve their working conditions, and to advance their opportunities for profitable employment."

As I meet with the various divisions of the Department, each concerned with some aspect of the welfare of the wage earners, our concern is with planning ahead, looking forward to the needs of next year and the years on ahead.

So today I would like to share with you some of the expectations, some of the new problems, some of the great changes which have been brought to my attention and which we in the Department of Industrial Relations and you, as working people and union members, will be met with in the next ten years.

More Californians

The experts tell us that in the next ten years, California's population will grow by four million. By 1966 they estimate there will be over 17 million people in California. This will amount to an increase of 400,000 persons each year.

It is hard for us to realize what this annual growth means. It means that each year we will be adding a population about

the size of San Bernardino County or the Long Beach area.

Some time between 1960 and 1970 we are told California's population will pull ahead of that of the state of New York, and we will be the number one state in the nation.

This growth is in addition to the unprecedented population increase during the past ten years. It is with considerable pride that we view adjustments made during the past ten years of rapid growth. Can we do as well during the next ten? How will the growth in the coming decade differ from that of the past one? Will the problems be the same or different?

Much of our population increase since World War II came from what is called in-migration. That is, from other states. We have been fortunate in that workers, young, trained, and often highly skilled, made up such a large part of our population increase. They quickly entered the working force of our state and began contributing to our total production.

In the decade ahead, I am told, a larger and larger portion of our population increase will come from a higher birth rate and from the lengthening of the life span. There will be a much larger proportion of youngsters and oldsters in the state in 1966 than at the present time.

Of course, the population of working age will increase, too. The experts predict a 26 percent increase in the age group of 18 to 64 in the next ten years. But the number under 18 and over 65 is expected to increase 37 percent.

The greater increase, then, will come in the school and retirement ages. In other words, there will be a greater increase in the number of non-producers than in producers. Knowing this, at least one thing is certain—those in the productive years will have to provide the goods and services for an ever-increasing proportion of young persons and senior citizens. To do this and even maintain our present standard of living for all citizens, the producers will have to achieve a greater output per worker.

This brings us to what is probably uppermost in all our minds—how will this tremendous growth affect jobs?

Employment

The increase in population in the next ten years will mean that by 1966 we will have to provide jobs for seven million workers. Today our employed labor force is around 5½ million. (This includes the

self-employed as well as wage and salary workers.)

Thus we will need a million and a half more jobs in 1966 than we have today. We must develop 150,000 new jobs every year in California for the next 10 years.

Where can they come from? Our Division of Labor Statistics and Research has studied the trends in various industries and, based upon these studies, has made some projections into the year 1966.

First of all, we can count on a substantial increase in the number of trade and service workers. They will be needed to serve the increased population, to check their groceries, to sell them shoes, to repair their cars, to cut their hair.

There will be thousands of new stores of all kinds in California. We can foresee as many as 1,600,000 persons employed in wholesale and retail trade establishments in 1966. This will represent an increase of more than 400,000 from the present level. In other words, for every two workers employed in a retail or wholesale business today, one will be added by 1966.

Ten years from now there will be thousands of new jobs in that large category of industries we call "service," where we expect the number employed to exceed a million. We will need more barbers, beauty operators, hotel workers, automobile repair mechanics, movie, radio, and television entertainers. At present, service industries employ about 820,000 persons.

A larger population will require more public utilities. We can expect 125,000 new jobs in transportation, communications, and utilities. This means that we will have a half million persons in this industry compared with about 375,000 today.

A growing population will also require an expansion of government service. The number of Californians employed by the federal and state government and by local government jurisdictions can increase to 825,000 in 1966 from around 700,000 at the present time.

With the needs for more homes, more factories, more stores, more schools, more roads, more offices, and many other establishments, it is clear that jobs in the construction industry will continue to increase. The growth can be as much as 40 percent in the next ten years. We can see as many as half a million workers employed in construction in 1966 compared with around 265,000 today.

But more people will not automatically

make more jobs. Their need for services will not automatically bring about a large number of new jobs at good pay and with good working conditions. To realize the goals of new jobs in trade, service, utilities, and construction, we must produce new goods and materials. We must produce food in the fields, extract minerals from the earth, and manufacture goods in the factories.

California is favored by good fortune in agricultural and mineral resources and, due to the recent rapid mechanization in these two industries, the wealth from these resources can continue to enter the markets with little, if any, foreseeable need for more workers.

We must look to our manufacturing industries to make the largest increase in our total wealth during the next ten years—to create wealth in the form of new and more products. The state will definitely become more highly industrialized in the next ten years. We can look toward existing industries expanding and new ones being established. The march of invention will go on, and California factories will turn out products we do not even dream of today. We can have—and we will need to have—as many as 1,650,000 workers employed in manufacturing in 1966 compared with less than 1,200,000 today.

To summarize the trend I have sketched very briefly, here is how 1966 could look with 7 million jobs compared with less than 5½ million today:

Industry	June 1956	1966
Total	5,420,000	7,000,000
Agriculture, forestry, fishing and mining..	579,000	600,000
Construction	365,000	500,000
Manufacturing	1,184,000	1,650,000
Transportation, communication, and utilities	373,000	500,000
Trade	1,162,000	1,600,000
Finance	239,000	300,000
Service	819,000	1,025,000
Government	699,000	825,000

In all of this discussion, I have been speaking in terms of new jobs—additional jobs. We will need 150,000 additional jobs each year to support the expected population increase and maintain the present standard of living for all our citizens. I am sure that all of you realize the next ten years may also affect many present jobs. The great population increase is largely a California phenomenon. No other state is expecting such a large growth. But throughout the country jobs

will be affected by new inventions, new processes, and by that development we hear so much about today called "automation."

Automation

Automation is no more than a continuation of the trend to make machines do the work of men. It has been going on in this country for a long time. We have seen it in agriculture where machines have freed men from doing many monotonous, burdensome tasks. We see it in the oil fields where the unattended machine day and night pumps oil from the earth.

The invention of electronic devices now has accelerated this trend in the factory and in the office.

I would like to touch very briefly on some of the possible developments arising out of increased automation and its effect on the working man.

It can give us greatly improved working conditions and safer places of work.

Automation will make possible higher real wages and increased purchasing power. It can increase the supply of goods a single worker can produce, and increased production can make a higher standard of living.

Increasing the output per worker can also bring about a shorter workday and a shorter work week.

There will be significant changes in the work content of jobs. This will result generally in a technical up-grading of the labor force. There will be a higher proportion of technicians and a smaller proportion of unskilled workers performing dull routine operations.

The proportion of maintenance jobs is likely to increase, and the skills in these jobs will be of a higher order.

What effect will automation have on employment? Automation will bring increased need for developing means to cushion the shock to displaced workers. I am confident that labor and management will work out such means.

A displaced worker faces loss of income while looking for a new job, and a loss of the equities he has built up in his old job, such as seniority, vacations, and pensions. Much attention will be given to ways of aiding him such as severance pay, unemployment insurance, and supplementary unemployment benefits.

Some workers can expect to shift into other industries, and new workers enter-

ing the work force might well be guided toward those industries where job possibilities are expanding. Increased employment in the service industries, for example, will help to take up the slack in industries which reduce employment. The more easily these transfers can take place, the less hardship for the worker and the economy.

Decreased daily and weekly hours of work will also help to take up some of the slack.

Automation will bring other problems which can be lessened by foresighted planning.

The training and retraining of workers will become increasingly more important. Apprenticeship training and training on the job will be needed more than ever before.

Automation will bring problems of seniority and job classification as well as other problems in the administration of union contracts.

Alert and responsible unions and companies can use the time ahead to advantage in preparing to meet some of these problems of transition.

In my look into 1966 I have touched upon a few of the developments I can see which will concern labor in California during the next ten years. And what concerns labor concerns the Department of Industrial Relations.

The Department of Industrial Relations

As for our Department, more than a million additional workers and thousands more places of employment mean that we face a heavy increase in our workload in the years just ahead.

The work of every division of the Department will be heavier if we are to meet our responsibilities.

The Division of Labor Law Enforcement will have more wage claims to settle, more places to inspect, more complaints to handle, and more hearings to hold.

The number of women in the labor force is expected to increase at an even faster rate than the number of men, and our Division of Industrial Welfare will be required to render ever increasing services to insure the welfare of women workers.

The ever-growing demand for skilled workers will place upon the Division of Apprenticeship Standards an increasing responsibility to see that young workers

are properly trained to meet the needs of industry.

New machines, new processes, and new industries will mean new safety orders will need to be written and present ones revised. To cite only one example, the industrial use of atomic energy will be added to the many existing concerns of the Division of Industrial Safety.

In the past, an expanding work force has meant more accidents. But this does not have to be. Our Division of Industrial Safety, working with management and labor, must redouble all efforts to reduce the terrible toll of injury and death in our places of employment.

If we do not reduce the injury rate, the number of disabling work injuries in 1866 will be a third more than during the present year. In other words, for every three work injuries this year, there could be four by 1966. This would indeed be tragic.

More business establishments and greater employment means a larger volume of insurance for the State Compensation Insurance Fund and more services to render the expanded list of policyholders.

The work of the Industrial Accident Commission will grow as the labor force expands. There will be more claims, more cases, more hearings, and more decisions.

More employee housing, auto courts and trailer parks will place an increasing burden on our Division of Housing.

As labor and management work out the problems they face in the next ten years, the State Conciliation Service must be staffed and prepared to assist them, when called, if California's excellent record of industrial peace is to be maintained.

More requests will be made on our Division of Labor Statistics and Research to provide the factual data which will give those confronted with these problems an accurate and current record of the condition of our economy and the status of labor-management relationships.

Thus, it is clear that the tremendous growth in population and employment in our state in the years ahead will bring increased responsibilities to the Department of Industrial Relations and a very substantial rise in our workload.

We in the Department of Industrial Relations are trying to plan for the increased services we will be called upon to provide.

The Labor Movement

You in the labor movement will be directly affected as workers, and as union members you will have a responsibility for shaping the course of developments in the next 10 years. Many of the decisions will be yours to make.

Here in your annual convention you will be making policy and taking actions which will set your course. Through your Federation you have a strong voice in the determinations which are going to be made in this state in the next 10 years.

The Department of Industrial Relations stands ready and willing to make its contribution to California's progress as it moves steadily forward in the next ten years to take its place as the first state in the nation.

BRYAN P. DEAVERS

President, State Building and Construction Trades Council of California

President Pitts next introduced Bryan P. Deavers, President, State Building and Construction Trades Council of California, who spoke as follows:

"President Pitts, Secretary Haggerty, distinguished guests and brother and sister delegates to this convention. Since we of the building trades are proud of our heritage in the labor movement, I will direct my remarks principally to the building trades people.

"Many of the speakers appearing here can speak at length on their past performances and their accomplishments. Most of them are speakers of no mean ability. The gentleman, my good friend who just preceded me, knows how to do it smoothly with entire lack of nervousness. Well, they are working for the state.

"Then there is another man, my good friend Ed Parks. When you hear him tomorrow, he will be without any nervousness and his remarks will be wonderful and will be well received. But I recall a time when Ed Parks was just as nervous and just as upset as I am. On this particular occasion, Ed was a vice president of the Building Trades Council along with me, and I suppose we might have been doing something that our wives might have objected to. We decided to go over to the wharf for dinner, and that we would go by taxi. So we got a taxi. And what a taxi! Over the hills we went; he went to the right, he went to the left; I went to the floor, Ed went to the floor; we landed one on top of the other. The

driver turned to us and said, 'Don't get worried, fellows. I am not going to put anybody in the hospital. I have spent too many hours there myself.'

"When we revived Ed Parks was better able to talk than I was; I couldn't speak. So Ed said, 'I suppose, sir, you were injured in the war?'

"'Hell no! I'm a mental case.'

"I appear here as a brand-new president of the State Building and Construction Trades Council of California, and I will be able only to express my honest and sincere wishes to make our council a strong service organization, able to take its fair share of the load both on the economic and legislative fronts.

"Our State Federation of Labor, led by the one and only Neil Haggerty, has worked diligently and effectively for good legislation and opposed vigorously those bills that would be detrimental to labor here in California. We know that, without asking, our State Federation will continue to serve us on these matters. However, it seems to me that an organization with the potential of our State Building Trades could well be preparing to do some things for itself. It seems safe to say without fear of contradiction that we could and should do far more to assist our State Federation in legislative matters on the state level than we have in recent years. Only in working and cooperating with each other can we accomplish our mutual aims and make certain that no cross-purposes develop.

Annual Washington Conferences

"On the national scene we should and must prepare to assume our responsibility to obtain favorable legislation for our people. President Richard Gray of the Building Trades Department has for the past two years called an annual Conference of Building Tradesmen in Washington for the purpose of personally acquainting our Congressman and Senators with problems of legislation which affect us.

"The Mayflower Hotel was the scene of the first conference in March of 1955 and the largest meeting room there was found too small to seat the delegates. The results of this conference were so successful in that we established our first personal contact with the legislators, discussed our problems, asked many questions and got as many answers and even some commitments, that plans were immediately made for a repeat conference for 1956. Such a conference was held last

March—this time in the much larger auditorium of the Sheraton Park, on the results of which President Gray had this to say in a letter I received from him last month, and I quote:

"'After the last conference a check was made of the questionnaires filed by the delegates after their interviews with Congressmen and Senators which showed that to all our legislative proposals, we had 69 per cent favorable answers except to one—repeal of Section 10(b) of the Taft-Hartley Act. This was the controversial issue.

"'In relation to the reports contained in the questionnaires submitted to this office, this session of Congress gave us one particular legislative action in which we were interested, the Davis-Bacon provision in the highway bill. The questionnaire answers as reported showed 69 per cent in our favor and the actual vote was 71 percent in our favor. On the Senate side we were able to have 16 Republican Senators join with Democrats in voting for the bill. The final vote was 42 to 37, which means a majority of five and checked with the report of the questionnaires.'

"So much can be done, as we know, with clear purpose and united action.

"At the moment our two big needs are: (1) amendments to the National Labor Relations Act, which is more generally known as the Taft-Hartley Act, and (2) amendments to the Davis-Bacon Act, the act which directs the Secretary of Labor to pre-determine prevailing wages on federal construction projects. I will do my best to explain briefly what these amendments are.

Taft-Hartley Amendments

"On the Taft-Hartley Act, the number one point is to obtain what is commonly referred to as the Pre-Hire Contract. That is the way we in the building trades have always done business. We sign our contracts before the job starts. It is the only common sense way to do it. However, under the Taft-Hartley Act, they tell us that we have to have an election on the job when a representative number of employees are on the job. Now that is impossible; everyone knows it; the NLRB can't hold elections. And all we are asking for on that particular point is the correction of an impossible situation. That is not new; it was in the President's message in 1954. In fact, in 1951, under the joint sponsorship of Senator

Taft and Senator Humphrey, it passed the Senate without a single solitary objection.

"The second main point under Taft-Hartley is the reversal of what we call the Denver Building Trades case. Delegates, this is one of the most important points. It may seem like a simple amendment and it is, but until and unless it is put through the Congress, our attempts at organizing a non-union job will be greatly hampered, if not made impossible. Thus, we need a reversal of the Denver Case, so we can strike if need be to overcome the present situation where the law requires us to work side by side with non-union men. I do not like to call it slave labor, but that is exactly what it is. Now, that is not asking too much. In the President's message in 1954 he recognized the fact. Senator Taft and Senator Humphrey in 1951 also recognized it, and it was in our Bill 1973 which unanimously passed the Senate.

"The third point which we wish to include in the Taft-Hartley amendments is a very simple amendment which we call the elimination of Section 14(b) of the Act. That is a highly important and significant point, because if we get the other two without the elimination of 14(b), it will mean nothing to us in 17 states of the union which now have the compulsory open shop law, or right-to-work laws, or whatever you want to call them. You know, if I were talking to you a couple of months ago I would have had to say 18 states; now I can say 17 states—Louisiana finally saw the light. They are nothing more than compulsory open shops. We cannot work on that type of job.

"The fourth point that we have included is the complete elimination of the mandatory injunction provision. There seems to be little doubt on that. The Senate's report on the President's suggested amendments last year recommended it. We used their language. Those are the four simple amendments, briefly summarized, that we are asking for on Taft-Hartley.

"We do not contend that these amendments are going to solve all the problems facing us. What they will do will be merely to permit us to start organizing. There are just the four points:

"The Pre-Hire Contract, reversal of the Denver Building Trades Case, which merely is limited to a construction project at the site. (In other words, we want the law changed so that we are not required under the law to work side by side

with non-union men. We are asking for the right to strike under those conditions and walk off the job if we choose.) The third point is the removal of Section 14(b). And the fourth point is the removal of the mandatory injunction. The discretionary injunction provision in the Act will not be affected. In other words, it will be open to both employers and unions.

Davis-Bacon Amendments

"On the Davis-Bacon Act, amendments are needed that will extend coverage of the Act to all federally-assisted construction programs or wherever federal money is involved. The bill now provides that the Secretary of Labor pre-determine the prevailing wages. The Act as amended should provide for fringe benefits along with hourly wages. We feel that the Act should contain a provision giving the Secretary of Labor full enforcement authority, not that he would have the right to blacklist a contracting firm without going to the U.S. Comptroller General. In late years building trades unions have negotiated more and more fringe benefits such as health and welfare, travel time, vacation pay, subsistence and some paid vacations. With our union contractors having to include those items in their cost sheets, while the Secretary of Labor pre-determines only the hourly rate, then the non-union firms have the cards stacked in their favor and can underbid the employers who are trying to be fair.

"On direct, federally - constructed projects of the Army, Navy and Air Force there is a simple limitation of time and one half over eight hours in a day included in the Act. The Act should permit the Secretary of Labor to pre-determine the prevailing hours of work, making all hours over 8 in any one day or over 40 in a work week overtime hours with overtime rates of pay.

"These are our two major aims. Now, how can we help to accomplish them? I have received letter after letter from the Building Trades Council asking what I could do about getting legislation to amend the Davis-Bacon Act. But now we get perhaps plenty of action on the bills. The next problem is what we can do towards helping get the bills across after the bills are drafted. We of the building trades can do our part to obtain amendments to these Acts by attending the forthcoming legislative conference called by President Gray for March, 1957 in Washington and taking an active part therein. And as with all legislation af-

fecting labor, the rest of us can participate by supporting such action by letter, wire or telephone to our legislators when these amendments come to a vote in the Congress and Senate.

"Please understand that these statements are only a brief outline of the intents and purposes of our legislative conference, the main function of which is to maintain the high standards we have won and rightfully should enjoy.

"I will look forward to seeing and working with many of you at the next Washington conference.

"It has indeed been an honor and a pleasure to appear before this convention, and in my new capacity, I would like to pledge the full cooperation of my office to attain the program outlined here for the benefit of labor in California."

TRADE UNION GUESTS

President Pitts presented to the convention Herbert Wilson of the United Rubber Workers, vice president of the State Council of Industrial Organizations in California and a member of the State AFL-CIO merger committee, and Irvin DeShettler, AFL-CIO Assistant Director of Organization for California and Nevada.

GEORGE ROBERTS

Area Director, Committee on Political Education, AFL-CIO

President Pitts presented George Roberts, Area Director of the AFL-CIO Committee on Political Education, who spoke as follows:

"Brother President, Brother Haggerty, and officers of the State Federation, distinguished guests, brother and sister delegates. I appreciate these few moments, and I would like at this time to extend to you fraternal greetings and best wishes from Co-Director Brothers Jack Kroll and James McDevitt of the National Office of the Committee on Political Education. It was just a few days ago that Brother McDevitt and Brother Kroll attended and participated in an area conference in Portland, Oregon, taking in the five northwestern states, and also in San Francisco, in another conference which took in the five southwestern states.

"As Brother Tom told you, I am the Area Director for the five western states. Brother Al Green, my counterpart, whom most of you know, and I have worked together in the ten western states in the field of political education.

"The subject matter which I shall be talking about is broad and must be said. I certainly am not going to take too long, but I would appreciate the opportunity of stressing just three things that I think are most important to all of us.

Progress of Merger

"I know now that we are completely merged on the economic level. The staffs of both Labor's League for Political Education and Political Action Committee have been merged, with co-directorships for Brother McDevitt and Brother Kroll. We are making headway. It has been my privilege to attend many conventions in the past eight months in which I have seen state organizations merged completely. I will be leaving here on Friday morning to go to Utah, where there will be a merger convention of the State Federation of Labor and the State Council of Industrial Organizations. The State Federation will hold its meeting next week, the State Council has already held its meeting, and then the merger convention will be held for Utah.

"Speaking of merger, I told Neil that I was going to tell the story that Vice President Barkley told in Chicago when he stepped down as nominee for the presidency of the United States. He spoke to the convention that evening and told this story. I think it is very apropos to the activities of the AFL-CIO in their discussion on merger. There are mixed emotions about it and a lot of discussion. I know your two committees, both the State Industrial Union Council and the State Federation, are working in good faith. It is a slow process. But you represent the largest gathering of organized men and women of any state in the United States. Therefore, it is a large task and I think they are correct in taking the time to see that every phase of it is covered, so when the merger finally takes place there will be less discussion on the floor among us.

"Referring to 'mixed emotions' brings me to the story that Vice President Barkley told about the farmer who would hitch up his mule team to his wagon and go into town every Saturday. He would do his shopping and during the course of the day would imbibe a bit. Actually, he had a lot of friends in town. So he would have a drink here and there, and invariably would go home drunker than a skunk. In fact, he would lie down in the wagon bed, turn the mules loose, and the mules would go home.

"The farmer had two sons. When they heard the wagon come into the barnyard,

they would unhitch the team and put the mules away and carry the old man into the house and put him to bed.

"This particular Saturday he came home pretty drunk, and the boys were tired and they decided to let the old man sleep in the wagon all night. So they unhitched the mule team and put them in the barn, leaving the old man in the wagon.

"In the morning the old man woke up. He looked at the sun, which was shining brightly in his face, stretched himself, stood up, walked to the end of the wagon, looked out over the tailgate, looked up at the wagon tongue. Here was an empty wagon tongue and the mules were gone. 'Well,' he said, 'I have either found myself a damn fine wagon or lost myself a damn fine pair of mules.'

"I think that we have found a wonderful vehicle in this merged organization. I think that we can be more effective, certainly on the political front as well as the economic front, by pooling our financial and physical resources, the know-how and brains of our labor movement. I am confident that we can do much better in the field of politics. I think that the past several months have proven that.

"There is no time in the history of California (and I have been here for twenty years) when there has been closer understanding and unity among the people running for office than we have at this particular time. And that brings me to my subject and the few things that I want to speak to you about.

Registration Is Vital

"Registration is No. 1. What we think about the candidates, what we think about how they operate, does not mean a thing if we are not registered to vote. And I would like to give you some figures which will shock you. I hope that they will shock you enough so when you go back to your respective communities you will concentrate heavily on registration. Every union should have a committee on political education chairman, a captain, so to speak, to work with the committee and concentrate on the registration of our members. Let me give you just a few figures that scared our National League.

"We took ten precincts in Dallas, Texas; ten precincts over in the higher salaried executive branch of the city, where the homes are more scarce, and found out from those ten precincts how many people were eligible to vote. Then we moved

over to the working man's area, your and my kind of people, and checked ten precincts over there to find how many were eligible. Let me give you some figures that will shock you.

"On the executive side of town, big business people, executives, high-salaried people, there were 18,400 people eligible to vote. Get this picture! Out of 18,400 eligible to vote, 17,400 qualified, registered, and paid their poll tax of \$1.75 apiece. 17,400 were qualified! Let's see how many went to the polls on election day when the polls were opened. There were 15,965 of those qualified voters who went to the polls on election day.

"Then we go to our side of town. We found 43,000 people eligible to vote. Then we checked to see how many were qualified out of 43,000. Get this picture! 11,101 were qualified to vote. Then when election day rolled around, how many of our people marched to the polls? 8,500 voted on election day. A terrible comparison!

"Now, this could apply just as well to Los Angeles, San Francisco, Fresno or any other city in the United States. The fact is that our members are not registered. Many locals take a raising of the hands to see how many are registered. That doesn't mean a thing. When you check your membership against the registrar of voters' list, you will find out. And you will discover that anywhere from 70, 80 and sometimes 90 per cent of our membership is not registered. They are people whom you and I represent right here in this room. And so we have a job to do.

"To give you another little example that was told to us at one of the area conferences by one of our assistant directors:

"Over in Pittsburgh, Pennsylvania, the good mayor of Pittsburgh addressed a big convention in Pittsburgh. There was a particular piece of legislation in Congress at the time that was very important to labor. So he urged everybody to send telegrams, letters and postal cards to their Congressmen, urging their action on this particular piece of legislation. One of our friendly Congressmen received 20,000 postal cards, letters and telegrams. 20,000 of them! He took the trouble to get a crew together to get the names of those that he received letters from; took these names down to the registrar of voters' office and checked them to see how many took the trouble to register. And this will shock you. Out of these

20,000 people who wrote to their Congressman, 17,000 were not registered to vote. 17,000 not registered to vote!

"These things are shocking enough so that we should recognize that we have just scratched the surface politically. Is it any wonder that we are taking a beating on a lot of labor fronts on legislation? It is up to you and me, not just to a committee, not to the area directors or state officers. This is your and my job. I am happy to say that I have attended many central council meetings in this area and I find them doing a beautiful job of organizing in the matter of registration. We are going to take you people who are business agents and officers of your locals and ask you to do an even better job in the community.

Election Issues

"On the matter of issues, many of our people read where Eisenhower is doing a beautiful job for prosperity. Prosperity is everywhere, and he is not doing a thing to hurt the working people.

"Well, let's see if he isn't. You postal employees in here know pretty well. Many of your members voted for Ike, thinking that he was going to do a job for you. He did. He did a job 'on' you, not 'for' you.

"The members of Congress, you know, raised their salaries several thousand dollars a year. They even raised their expense account by \$2500 a year. When it came to talking about working men and women, that is another picture. And so the postal employees got around eight cents an hour. It went to the President's desk. It was 'too much money.' He vetoed it and sent it back. They knocked off a penny and a half or so and sent it back. He didn't have nerve enough to veto that. So he signed it. But it was 'too much money' for him.

"When it came to the minimum wage, he didn't take the lead like President Roosevelt and President Truman in saying, 'We must give more to these people in the underpaid brackets.' President Eisenhower said that 90 cents was enough.

"The American Federation of Labor and the Congress of Industrial Organizations went to bat for \$1.25 an hour, and they had an awful time to get even what they did get out of it.

"You know why? Because Eisenhower said himself that 90 cents is what he asked for. And when we called upon Republican and Democratic Congressmen,

many Congressmen told me (I am sure they told others and I know they told me this because I listened to them): 'Mr. Roberts, I have pledged to go along with the President's program; I have pledged to go along with the Administration.' And here was our leader telling them what to do—to go to 90 cents an hour.

"By golly, through our lobbyists, paid by your dollar, we were instrumental in finally getting a dollar an hour over the protest of the President and the Administration.

"On social security, the William Randolph Hearst papers here in town said something about Ike signing a social security bill benefitting millions of men and women. You would think that he had worked his heart out for them. He did like hell! He was opposed to liberalization of the social security program!

"I am sure that many of you as well as I know many people in this state making less than the minimum wage. A lot of them are not covered by it, you know. You take the older folks, our older folks who have contributed their lot to make our country great, and now in the twilight of their years, the Administration tried to stymie the women folks in getting social security at 62. It is estimated that the wives are three years younger than their husbands throughout the country. So many times the husband reaches 65 and they have to wait until the wife is 65 before she can get her social security too. Well, it is lowered now, but certainly it was over the protest of the Administration.

"On taxes, when they divvy it out, they give it to those who have so much that they don't know what to do with it. They have a 'trickle-down' theory. Like someone said, feed the horses plenty and the birds will get taken care of!

"Then a few other people got together and thought, 'Certainly we ought to throw something to the worker and his family.' So they decided upon a measly sum of \$20 apiece. For a man, his wife and two kids it would be \$80 a year.

"Eisenhower, out of his own mouth, said this: 'If you pass this bill, it is the height of irresponsibility.'

"Apparently, to give to those who already have so much they don't know what to do with it is the height of good business, but to give it to the workers it is the height of irresponsibility.

Workers Should Know the Facts

"These things our fellow workers don't know: I was flying from Salt Lake City to Los Angeles. An elderly lady was coming on the same plane and I was seat companion with her. She was 70 years old and her fingers were thin because of arthritis. She was going out to visit a sister in Seattle. She asked me how much it would cost her to go on to Seattle, I looked at the chart to figure the cost. Here was a lady figuring how much it would cost to visit her sister and still have enough to get back home and still be able to eke out a living.

"We got to talking about politics, and she said, 'I think Mr. Eisenhower is doing a nice job. Don't you?'"

"And you know, that was the wrong thing to say to me. So I said: 'Lady, let's see if he is.' Then I told her how much he thought of her and the old folks when the Administration bucked this broadening of the social security program. She said: 'Did he do that?' I said, 'He sure did.'

"I went on to say that 'the postal employees, the guys who deliver your mail rain or shine, and other people eking out a living, trying to pay the grocery bill, got a measly increase in pay. It went to the President's desk and he vetoed it and sent it back. Is that good?'"

"She said, 'I didn't know that.'

"I said, 'When taxes came around and there was a pile of money to divvy up among the citizens of the United States, he didn't give you any. He gave it to those who already have so much they don't know what to do with it.'

"She said: 'I didn't know that.'

"I said: 'Let's talk about the minimum wage.'

"She didn't know that. But she had said that she thought Ike was doing a good job. I am quite sure, though, that when she gets back to her home in Omaha, Ike doesn't get her vote.

"Then I might point out to you that we may be in trouble if we don't get some registered voters. It isn't what you think of 'Tricky Dick.' He may go in. You know that 'Tricky Dick' is going to be the vice presidential candidate, and a vote for Eisenhower will be a vote for 'Tricky Dick' for President. And every time I think of him I commit a sin.

"By golly, we had better do something about it and get off the dime! Of course, it is just not going to take our votes

either. We also have to talk about money. Don't everybody run for the door. We are not going to pass the hat, but I *am* going to talk about money. If I didn't, I would get fired by Co-Directors Kroll and McDevitt!

"Seriously now, it does take money. There were \$150 million spent in 1952 to elect candidates around the United States for office. \$150 million! It cost \$185,000 to elect the mayor of Chicago. Six families in the United States made a contribution of \$365,000 in 1952 to politicians. Six families! Hell, no six internationals gave that much to our organization. But to hear old Goldwater run off the mouth, you would think that we were browbeating everybody!

Wanted: A Voluntary Dollar

"We are asking for a voluntary dollar, and if we just give our fellow worker an opportunity to give, I'll bet you fellows in this room that they will contribute gladly. And I will also bet you fellows in this room that you haven't asked everybody in your union, 'Will you give a dollar?' Also, be prepared to tell them why. I think that we at least owe it to the labor movement and to ourselves as responsible leaders to give our fellow workers the opportunity to give a dollar if they want to. And you will be amazed at how much you will get if you will give them the opportunity.

"I might point out that in a certain area (I won't name it, but the delegates are here), a person running for Congress not far from here spent, just for the nomination (it is a matter of record), \$43,000. \$43,000 just to be nominated here in California for one district! His opponent spent around \$7500, or less than \$10,000.

"But it takes money to offset this propaganda. In fact, the opposition forces have one of the greatest circuses and spectacles you ever saw in your life prepared. They are going to hit every city with elephants, beautiful girls, TV programs, street shows. They are really going to pour it on. We are going to have a peach of a time getting the story across to our fellow workers. It is going to depend upon you and me in all of our local unions to do it, to get this money.

"So I do hope and trust that you will take this dollar drive seriously. You have the books. If you don't, your International Secretary-Treasurer has them for the asking, and you can get them.

"I might tell this story and then conclude, President Tom.

"When I said, 'Don't get scared,' it reminded me of the preacher talking to his congregation. The church was run-down and in a rickety condition. He had taken over this church and he wanted to build it up. They had advertised and the people came out. He said, 'I am going to preach my first sermon, and when I get through I am going to have the ushers pass among you and we are going to take up a collection. All the money we receive today we are going to use to beautify the church, buy a new rug, put some new windows in and get some new seats.'

"So he made a beautiful talk or sermon, and when he got through the ushers started up the aisle. One usher came to an old miser, who picked his purse out of his pocket, took out a dime and dropped it into the basket. Just as he started away, all the plaster on the ceiling above him fell on him and knocked him down. The old miser reached out, brought the plate back to him again, opened up his purse, took a \$10 bill out of it, shook it, and dropped it into the basket.

"The preacher, seeing all this, looked to the sky and said, 'Oh, God, hit him again!'

"So, brothers and sisters and officers of this great State Federation of Labor, I do hope and trust that, before the year is over, I will be meeting with more of you. I have had the pleasure of meeting with many of you to this date. And let's do something before the building falls in on us!"

REPORT OF COMMITTEE ON CONSTITUTION

Chairman C. T. McDonough of the Committee on Constitution, reported for the committee as follows:

"Your committee is prepared at this time to report on the proposed revision of the Federation Constitution as submitted to the convention by the Executive Council of the California State Federation of Labor in the form of a resolution, but printed separately for convenience of the delegates. (See page — of this proceedings.)

"The proposed revision before you is the final version of a number of revision drafts which the Executive Council has been working on for the past several months in consultation with the attorney and staff of the Federation.

"The proposed document merely attempts to revise and bring up to date a constitution which has been amended over the years on a piecemeal basis as the occasion has warranted. The result has been a constitution with scattered provisions that are in many instances confusing as well as outdated, and not infrequently containing sections out of context.

"A copy of the proposed revision was given to each delegate at the time of registration so that he or she would have adequate time and opportunity to study and analyze the numerous changes, as explained in the back portion of the printed document.

"It should be noted that, for the convenience of the delegates, the explanation of the printed document takes up each section of the revision in numerical order and relates such section to the section or sections on which it is based in the present constitution, with a description of each and every substantive change. The presence of numerous technical and clarifying changes of a non-substantive nature are also indicated where they may appear.

"Your committee is appreciative of the detail with which the proposed revision has been presented to this convention as it has greatly facilitated not only the work of your committee in considering the revision and reporting it to the floor, but has also made it possible for the delegates to intelligently review the changes section by section.

"Your committee has labored many long hours and has thoroughly explored and reviewed every aspect of the proposed revision. We have followed the procedure of reporting to you article by article, commencing with the Preamble.

Preamble

"The Preamble is entirely new and replaces the present Preamble, which has been transferred in a minimum form to Section 2 of Article I of the proposed revision.

"Your committee recommends adoption of the new Preamble."

On motion by the chairman, the committee's recommendation was adopted.

Article I

"Your committee recommends the amendment of Subsection (e) of Section 2 of the 'Objects and Principles' to delete the word 'unequal' in the second line of the subsection, so that it reads as follows:

(a) To study economic and social

conditions giving rise to the distribution of wealth, and to pursue policies aimed at effecting a more equal distribution and promoting full employment generally.

"Your committee believes that the word 'unequal' is unnecessary in context, as the latter portion of the objective clearly states the need for a more equal distribution of wealth.

"As so amended, your committee recommends adoption of Article I."

The committee's recommendation was adopted.

Article II

"Your committee recommends adoption of Article II as proposed."

The committee's recommendation was adopted.

Article III

"Your committee recommends an amendment to Section 4 to delete that portion of the section commencing with the word 'provided' on the 8th line following the semicolon, and to insert the following:

... providing, however, that any incumbent officer who is a member in good standing of a local union affiliated with the State Federation of Labor, regardless of whether or not he is a delegate, and even though he is not personally present for reasons beyond his control, shall be entitled to run for his incumbent office and participate in the convention without voting rights.

"Your committee has voted that under the proposed language of Section 4, as submitted in the revision document, an incumbent officer would be permitted to run for his incumbent office, even though he is not a member of any affiliated union of the Federation.

"While your committee believes that an incumbent should have the right to run for re-election without being a delegate, he should nevertheless be a member of a union affiliated with the Federation.

"It was further noted by your committee that Section 4 makes no provision for emergencies, such as when an officer desiring to succeed himself is unable to attend the convention for reasons beyond his control.

"Your committee believes that the amended language takes care of both of these contingencies.

"Your committee also recommends the

deletion of the language in Section 5 and the substitution of the following:

Section 5. The terms of officers of the Federation commencing with the 1956 convention shall be a period of one year; providing, however, that the terms of all officers commencing with the 1957 convention shall be for a period of two years.

All terms shall commence immediately upon the final adjournment of the convention at which the officers are elected.

"The new wording was submitted to your committee by the Executive Council in the belief that the proposed language in Section 5 of the revision document can be misconstrued with regard to the term of office of the Secretary-Treasurer. The amendment accordingly clarifies the section without making any substantive changes.

"Your committee further recommends that Section 16 of the proposed revision relating to officers who, in the name of the Federation, make political endorsements contrary to those of the Federation be amended to insert after the word 'time' and before the word 'for,' in the sixth line from the bottom of the section, the phrase 'or use any other media of communication,' so that the central labor bodies notified of a retraction by the Secretary of the Federation may use any media of communication available to them for publicizing the retraction.

"As so amended, your committee recommends the adoption of Article III."

The committee's recommendation was adopted.

Chairman McDonough added:

"It should be noted before leaving this article that Section 2 of Article III provides for the designation of offices in vice presidential districts where there is more than one office; for example, in District 10, with two vice presidents, the offices in the district are numbered 10(a) and 10(b). Upon the adoption of this revised constitution as a whole, a separate motion will be submitted to provide that in such vice presidential districts embracing more than one vice president the number assigned to each office shall be allocated on the basis of incumbent seniority, with the highest letter being assigned to the vice president seeking re-election with the longest seniority as an incumbent."

Article IV

"Your committee recommends the adoption of Article IV as proposed."

The committee's recommendation was adopted.

Article V

"Your committee recommends the adoption of Article V as proposed."

The committee's recommendation was adopted.

Article VI

"Your committee recommends the adoption of Article VI as proposed."

The committee's recommendation was adopted.

Article VII

"Your committee recommends the adoption of Article VII as proposed."

The committee's recommendation was adopted.

Article VIII

"Your committee recommends the adoption of Article VIII as proposed."

The committee's recommendation was adopted.

Article IX

"Your committee recommends the adoption of Article IX as proposed."

The committee's recommendation was adopted.

Article X

"Your committee recommends the adoption of Article X as proposed."

The committee's recommendation was adopted.

Article XI

"Your committee recommends the adoption of Article XI as proposed."

The committee's recommendation was adopted.

Article XII

"Your committee recommends the adoption of Article XII as proposed."

The committee's recommendation was adopted.

Article XIII

"Your committee recommends the adoption of Article XIII as proposed."

The committee's recommendation was adopted.

Article XIV

"Your committee recommends the adoption of Article XIV as proposed."

The committee's recommendation was adopted.

Chairman McDonough then stated:

"I now move that the revision as a whole, as amended, be adopted by this convention, with this added proviso:

In applying the provisions of Section 2, Article III, for the purpose of this convention only, to incumbent vice presidents in those districts embracing more than one vice president, i.e., Districts 3, 9 and 10, the number assigned to each office shall be allocated on the basis of incumbent seniority, with the highest letter being assigned the vice president seeking re-election with the longest seniority as an incumbent."

The convention adopted Chairman McDonough's motion, thus adopting the revised constitution.

LLOYD MASHBURN

General President
Lathers International Union

President Pitts introduced Lloyd Mashburn, General President of the Lathers International Union, who spoke informally to the delegates, as follows:

"President Pitts, Secretary Haggerty, delegates and visitors. I didn't know I was going to have this pleasant opportunity.

"The last time I appeared before this delegation was in San Francisco. I was still Under Secretary of Labor at that time. I had made the trip from Washington, D. C., to California, not only for the purpose of again meeting many of those of you that I had worked with for a number of years, but also I hoped to bring you the very favorable message that we had completed the 19 amendments on the Taft-Hartley Act that we had that were signed by the Chairman of the House, the Chairman of the Senate, and even by Senator Taft.

"When we left in the afternoon before the convention I had a speech written up which I thought would bring the delegates to this convention to their feet. I got a call at 4:00 o'clock in the morning from the late Martin Durkin, who was Secretary of Labor at that time, advising me that Senator Taft had passed away, that one of our very important friends from California had been successful in dumping the 19 amendments, and that I was not to talk about them because he

did not know whether he had them or did not. So I got up and stumbled and stammered all over the place and felt ashamed, and got a nice ovation from you kind people, but had to walk out without knowing where I was for about two days thereafter.

"You, of course, know what happened to those 19 amendments. They were kicked over. None of them have ever come back before the national legislature again. We were not optimistic enough to think that those 19 amendments would go through. But with the support of the Administration that we had at that time, we did feel that 13 of these would go through, and some of them were the most important. But they did not, and you know that story.

"This time I have no message for you except to say that I am no longer involved in politics, nor do I hold a government job. I am back with the people that I started with, and it is quite a pleasure to be able to work with them again. I don't find any trickery in labor. They may fight like the very devil with you, but if you are right and you prove that you are right, they support you.

"So I bring to this convention, to the officers and delegates, the greetings of my International Union, its officers and members, one of which of course, is the Secretary of this great Federation of Labor.

"I have had the opportunity in the past three years to attend a number of conventions of state federations of labor. None of those conventions compares to the businesslike manner in which this convention is run. Nor do they accomplish the things that this convention accomplishes, either from the standpoint of wages, hours and conditions or from the standpoint of legislation.

"I may be a little prejudiced, of course, you know, because I was a part of this State Federation and a delegate for a good many years. I even had the dubious honor at one time, and this guy Charlie Scully always points it out to me, of having been Chairman of the Committee on Resolutions, which was a rather controversial job sometimes. He always bragged that, had it not been for his counsel and advice, some of these good resolutions which have been passed in the last number of years would not have been passed.

"When I think of attorneys I sometimes think of our own General President, who was our General President for 51 years, President McSorley, and I remember the

statement he made: that he was allergic to attorneys; that we didn't need attorneys in labor; that we got along better without attorneys.

"But I am kidding Charley Scully. I think he does an outstanding job, as do the other officers of our State Federation of Labor.

"I know you have a lot of business. I know you will do a good job in transacting that business. It has been an honor and a privilege to again meet with you and speak to you."

JACK WEINBERGER

General Secretary-Treasurer, Hotel and Restaurant Employees and Bartenders International Union

President Pitts introduced Jack Weinberger, General Secretary-Treasurer of the Hotel and Restaurant Employees and Bartenders International Union, who greeted old friends and spoke informally, as follows:

"Officers, delegates and fellow trade unionists. When we return to the locale of our early training and experience, our emotions are usually upset and nostalgia sets in. It is most difficult for us old-timers not to try and speak about the past. I made a couple of notes in order to avoid that trap.

"It is a rare privilege and, indeed, a far from ordinary occasion to say a few words to this magnificent convention. I want to take this opportunity, before it escapes me, to thank the officers and delegates to this convention for the fine assistance that they have rendered to our International Union, to our Miami Local Union No. 255 and the 3,000 strikers of that same city. You have taken action by Resolution No. 192 at the 1955 convention. What is more, you have followed through. Too many of our resolutions are adopted for the record and nothing is done about them. You have done a magnificent job. You have lifted the morale of the strikers for approximately one month with what you have done at your last convention. And I want to thank you in behalf of the strikers, in behalf of our International Union, officially, personally and every other way.

"As a trade unionist, I also want to congratulate the California State Federation of Labor for their success in having the state legislature and the Governor approve and sign Section 227 of the California State Labor Code. Probably most of you do not even know what this section is. As a Californian and as a member of a

local union in California, Waiters Union Local No. 30 in San Francisco, I will take the privilege and read it to this convention. Maybe they will remember it.

227. Effect of Employers' Failure to Make Agreed Payments to Health and Welfare Fund.

Whenever an employer has agreed with any employee to make payments to a health and welfare fund or other such plan for the benefit of the employees, or has entered into a collective bargaining agreement providing for such payments, it shall be unlawful for such an employer wilfully or with intent to defraud to fail to make the payments required by the terms of any such agreement. A violation of any provision of this Section is a misdemeanor.

"Now, this was a tremendous achievement, in my opinion. I have checked, and I believe California is the first and only state that has this type of legislation.

"I haven't the time and I don't want to impose upon your good nature and patience to explain to you what it really means in practical words from day to day to compel the employers to make that contribution to the health and welfare funds. In these disturbed times, in 1956 and perhaps in 1955 or in 1957, it is not exactly wise to immediately slam a picket line around someone's establishment when the boss refuses to come through on time for his commitments for the health and welfare funds. So this amendment to the Code is very beneficial, and our local unions in San Francisco have informed me that it has proved of tremendous benefit to them.

"Again I want to congratulate the officers of the State Federation of Labor for having led the nation in this instance, as in many other instances, with beneficial legislation. Congratulations to you, Brother Haggerty and Brother Pitts.

"I would like to inform those who don't know it as yet that, although I have been away from California, practically speaking, for thirty years, I have informed all the politicians, including the Governor, that they had better behave themselves because my wife and myself still vote in San Francisco by absentee ballot.

"Pardon me for this personal note. Good, bad or indifferent as I might be, I am a product of the labor movement of the state of California. I am very proud of it and happy about it. And, incidentally, you might say that I am a byproduct of the California State Federation of Labor.

"I got my education and training here, and whatever little I know I am trying to apply elsewhere.

"I know that your convention will be a spirited one. I know it will be a great success. I know that you will carry on in the future as you have in the past on behalf of the entire membership of all segments of organized labor whom we all serve."

ITALIAN TRADE UNION GUESTS

Secretary Haggerty then introduced special guests to the convention:

"My privilege and pleasure now is to present to you a distinguished group of trade unionists sent to us through the Department of Labor from the great country of Italy. As you know, from time to time we have the pleasure of welcoming many of our brothers and sisters from foreign countries across the sea. We are always happy to have them visit us, to show them what we can of our way of operations, our conduct, and sometimes we do indulge in a little bit of bragging about some of our results.

"Visiting here today with us, probably for the next day or two, is a group of Italian trade union leaders. You can see them on the stage. They have little hearing sets in their ears, and their interpreter is talking to them as our speakers address this convention.

"I would like to have you meet these gentlemen who are here as our guests, and I know that you will extend to each one of them a hearty and warm welcome."

Secretary Haggerty then presented: Marco Andreotti, a City Councillor from the Catholic Party in Trento, Secretary of the Provincial Trade Union, CISL, in Trento, and a member of the Transport Workers Union in that city; Vincenzo Carbone of Sulmona, member of the National Committee of FEDERCHIMICI (Chemists Federation), adherent of CISL, and Provincial Secretary of this Federation in Pescara, and employed as technical assistant by MONTECATINI (Mines and Technical Industry); Alberto Cheli, Provincial Secretary of SAUFI, Executive member of Provincial Trade Union, Lucca, member of the Railway Employees Union, and employed as Goods Depot Head Clerk (1st class) by State Railways, Lucca; Ugo Corra, President of ACLI (Italian Workers Christian Association), Mezzolombardo, member of the Provincial Executive Board of the CISL, member of the Commercial Workers Union (Retail Clerks, Distribution, White Collar

Workers, etc.), and employed as a salesman by a clothing manufacturer; Nicola Todisco of Campobasso, member of the National Committee and Provincial Secretary of the Molise Trade Union, member of the Elementary School Autonomous Trade Union, member of the National Trial and Appeals Committee, and employed by the Ministry of Education as Didactic Director, State Elementary Schools.

The convention greeted these guests with hearty applause.

REPORT OF COMMITTEE ON RESOLUTIONS

Thomas A. Small, chairman of the Committee on Resolutions, reported for the committee, as follows:

Policy Statement I International Affairs

Section (a): Organized labor warns that, despite the actions of the Twentieth Congress of the Communist Party, Soviet imperialism still threatens the peace of the world.

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (b): The United States must be prepared to intensify its own offensive in the cause of freedom, peace and social justice.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement II Full Employment and the Economy

Section (a): The existence of serious and growing maladjustments in the economy requires immediate and positive action by both private groups and government if another full-blown recession is to be averted.

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (b): Sharing the benefits of rising productivity remains the key economic issue in the maintenance of an expanding and fully employed economy.

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (c): The introduction of automation intensifies the problem of keeping purchasing power apace with productivity, and presents new problems of social dislocation and change which require forethought, planning and guidance in the introduction of automated processes.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement III Taxation

Section (a): Federal action to restore to full operation the progressive character of the federal tax structure through the elimination of loopholes, erosion, and leakages in the tax structure favoring the wealthy and through the enactment of immediate relief for low and middle-income taxpayers, remains an immediate goal of organized labor.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 162—"Increase Income Tax Exemptions in Lower Income Brackets."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement III, Section (b): The Federation, while opposing all efforts to obtain increased state revenues through the imposition of additional consumer taxes, will continue to press for revision of the state's regressive tax structure in accordance with the principle of ability to pay.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement IV Taft-Hartley Act and Labor Legislation

Section (a): Organized labor, in this general and presidential election year, renews its pledge to press for the elimination of the evils of the Taft-Hartley Act and the enactment of a sound and fair national labor relations law based on the principles of the Wagner Act.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 157—"Taft-Hartley Act."

The committee report:

"The subject matter of this resolution is concerned with the complete change or outright repeal of the Taft-Hartley law.

"It is to be noted that, consistent with the policy statement, the Federation is on record in favor of the elimination of all unfair and improper provisions of the Taft-Hartley law, but there still remain certain beneficial provisions in the National Labor Relations Act which should be retained. Accordingly, since the subject matter of this resolution is more adequately covered by **Statement of Policy IV, Section (a)**, we recommend that **Resolution No. 157** be filed."

The committee's recommendation was adopted.

Resolution No. 170—"Company Unions."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement IV, Section (b): President Eisenhower, in seeking re-election, must account to the working man and woman for his unfulfilled and hollow pledges of four years ago to correct the manifest abuses of the Taft-Hartley Act. Such pledges have proved in the intervening years not only to be the "empty theatrical gestures" which the President promised they would not be, but also the "mask and dagger" for efforts of his "big

business" Administration to impose additional restrictions on the basic rights of organized labor, which, having failed in Congress, have been partly accomplished by "administrative fiat" through an Eisenhower-packed National Labor Relations Board.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 82—"Right to Work Laws," and **Resolution No. 168—"Combat So-called 'Right to Work' Bills."**

The committee report:

"The subject matter of these resolutions is similar, namely, 'right to work' legislation.

"The committee recommends concurrence in **Resolution No. 168**, and further recommends that **Resolution No. 82** be filed."

The committee's recommendation was adopted.

Resolution No. 172—"Appointments to the National Labor Relations Board."

The committee recommended concurrence.

The committee's recommendation was adopted.

ADJOURNMENT

On motion by President Pitts, the convention voted to suspend Section 1 of the Rules of the 1956 Convention, pertaining to the hour of adjournment, and to adjourn forthwith.

Whereupon, at 4:10 p.m., an adjournment was taken until 9:30 a.m., Tuesday, August 14, 1956.

SECOND DAY

Tuesday, August 14, 1956

MORNING SESSION

The convention was called to order at 9:50 a.m. by President Pitts.

INVOCATION

Rabbi Wolli Kaelter of Temple Israel delivered the following invocation:

"Almighty God, Thou rulest the world in righteousness, pervadest the human soul with love. We are grateful for Thy many gifts unto us. This day we would offer thanks to Thee for those impulses

and insights which prompt Thy children to associate one with the other in the pursuit of freedom and justice and in earnest search of peace.

"Humbly we invoke Thy blessing and pray that Thou mayest give to each and all assembled here a glimpse of Thy highest destiny, a fuller understanding of the significant service which the work of this Federation renders unto the people of our state.

"Bless with faith and courage, with vision and perseverance those chosen to bear the responsibility of leadership.

"May the deliberations and decisions of this convention spell out achievement, the attaining of great goals in the light of the torch of American liberty by the pure flame of social justice and for the furtherance of man's dignity everywhere. Establish Thou the work of these hands. Yea, the work of these hands establish Thou it.

"Amen."

EDWARD P. PARK

California Labor Commissioner

President Pitts introduced Edward P. Park, California Labor Commissioner, who addressed the convention, as follows:

"Again I want to say that it is a real privilege and an honor to be here, not only as a speaker appearing before you but as a delegate also. I have been a delegate for many years and, of course, I am very proud to be back again as one of you.

"It is rather difficult to follow my two bosses, first Goodwin Knight, who made such a fine talk here yesterday, and then, of course, the Director of the Department, Ernie Webb, who is doing such a wonderful job up there in helping us bring that department and its divisions, particularly mine, up to where it can provide the services that you people have a right to expect. I want to say here and now that I am very proud to be a member of Ernie Webb's team up there.

Labor Law Violations

"I want to give you an over-all picture of our activities during the past year. We received and investigated over 32,000 complaints of labor law violations. What kinds of complaints need our attention? Well, some 25,000 of them were claims for unpaid wages, on which we collected roughly \$1,800,000. The other complaints covered a very wide field—violation of child labor laws, failure to carry workmen's compensation insurance, illegal advertising for help while strikes were in progress, misrepresentation in advertising jobs or hiring workers, failure to observe the day of rest law, illegal use of union insignia, unhealthy conditions at places of employment—to mention a few. A considerable number had to do with failure to pay wage rates established by collective bargaining, failure to make re-

quired health and welfare contributions, and violation of the prevailing wage law on public works. In connection with these complaints, the Division instituted 679 prosecutions and brought 479 civil actions.

"Rather than expanding on our activities generally, I would like to focus attention on the three types of cases I last named, because they more particularly relate to your own interests as representatives of organized labor, and because in those fields there have been some significant developments about which I would like to tell you. The fact that many years ago the legislature saw fit to make compliance with wage provisions of collective bargaining agreements a matter of public policy, and not merely a matter for enforcement through civil action, has been a source of added strength to union contracts in this state. You are all well acquainted with Labor Code Section 222, which provides penalties for failure to pay wage rates established by collective bargaining agreement. And you know that this not only protects the workers for whose benefit the agreement is made, but also protects the employer who scrupulously observes his contract against unfair competition from others who might seek to avoid their commitments.

Failure to Pay Union Scale

"Last year we had 350 complaints based on this section. This figure is far from representative of the number of workers affected, because cases of failure to pay union scale often involve issues of classification, overtime pay, or special provisions in the contract, which apply to a whole group of workers, so that action on a single complaint may be far-reaching in its effect. For example, in a recent case our investigation of a complaint resulted in payment to 100 employees of \$15,000 in back overtime. Then, too, we have cases where action on a complaint against one employer has resulted in back payments being made by all the other employers party to the same contract.

"More and more frequently we find that contracts brought to us in connection with these complaints contain some provision for a grievance procedure and ultimate arbitration. This in itself is a healthy thing, because certainly arbitration is preferable to economic action or to prolonged litigation as a method of settling individual grievances and bona fide disputes arising under the contract. And certainly there are many instances where arbitration is the appropriate

remedy. But I doubt that anyone would seriously contend that such provisions were intended to grant immunity from penalties provided by law for outright and wilful violation of the contract. Yet many times, when wage complaints based on union agreements are filed with us, our jurisdiction is questioned by the defendant on the basis that the arbitration provision supersedes the law.

"With this we do not agree, because it is a basic principle of law, repeatedly enunciated by the courts, that public policy can not be set aside by private agreement. On this point I should like to refer to a recent case about which you probably know, where an agreement negotiated by the international union contained a provision for time off for voting without pay. In California this provision was held to be void, because it was contrary to the then effective California law which gave the workers the right to be paid for the time taken off for this purpose. And the court said that regardless of any contractual agreement, the law prevailed.

"However, courts are not always consistent, and there is now pending a case which could have serious consequences on the effectiveness of Labor Code Section 222. In this case, after a complaint charging violation of Section 222 was filed with and investigated by our office, the complaining union requested arbitration under the arbitration clause in the agreement. The employer refused, and the union brought suit for an order from the court to compel him to arbitrate. The court denied the order, holding that the union had elected to seek action under Section 222, and was therefore barred from using the remedy of arbitration. The case is now on appeal, and although the Division is not a party to it we have filed a brief as a 'friend of the court,' because we consider this to be a very damaging decision which, if allowed to stand, might well have the effect of nullifying Section 222 so far as certain types of union agreements are concerned.

Failure to Make Health And Welfare Contributions

"Turning now to the very new Labor Code Section 227 which enables our Division to take action on complaints where employers have failed to make required contributions to health and welfare funds, our experience in the eleven months since this legislation became effective has amply demonstrated the extent to which it was needed. We have received more than 700 complaints in this

short time, and while I couldn't make an estimate of the number of individual workers whose benefits were in jeopardy through these delinquencies, I know it must have been substantial. Fortunately, we have had very good success in getting delinquent employers to bring their contributions up to date, and I know of only one case so far in which it was necessary to bring a prosecution to trial. Fund administrators have reported to us also that the mere existence of the law has been an aid to them in collecting, as they find that simply quoting the law to employers who are delinquent is often all that is needed to bring the payments in.

"Not all of you know that our procedure on this type of complaint is different from that which we follow on wage complaints. Here the complaint is filed by the fund administrator or person authorized by the fund as being responsible for collections. And we require that the person filing the complaint shall have verified the fact that the employer named is actually a party to the agreement involved, and that he furnish certain other data to establish the fact that there are contributions due which have not been paid, and that the employer has the ability to pay. It is essential that this be done, because it was not the intent of the law that the burden of investigating questionable cases and establishing their status be shifted to a state agency.

"And here I want to comment also that very recently we have been asked to go on what we consider fishing expeditions by some administrators of funds where they do not even know the names of the people who were supposed to be employed, and yet they want us to go in and examine the books to discover if there has been a violation. And I want to admonish them all that this is not our job, this is something that we do not have the staff or the time to do, and so we are going to continue to insist that when these complaints are brought to us the necessary data be furnished to us so that we can successfully process them.

"Then, too, we do not have authority to collect health and welfare contributions in behalf of a fund, nor to bring suit for them, as we can for wages, so that our jurisdiction is limited to cases where there is clear evidence of violation of law and which are suitable for criminal prosecution should any kind of court action be indicated. I think it important for you to know this, so that you will not expect more than is possible under the law, and will understand why we can

do nothing other than dismiss a complaint if the information we ask for is not supplied to us.

"Health and welfare cases have had considerable attention because this is an entirely new field in which we have had no precedents to guide us. We have done a great deal of exploration as to methods to be used and policies to be followed. A number of questions have arisen, such as whether it is proper to invoke the law when contributions themselves have been brought up to date but liquidated damages remain unpaid, but we have encountered no serious problems and I do not anticipate that we will, because the law itself is simple and direct, and does not pose intricate questions of interpretation.

Failure to Pay Prevailing Wage

"Quite the reverse is true of a whole body of law in which labor has a vital interest—the law relating to employment on public works—and which assumes particular importance in times such as these when the volume of public construction is expanding at an ever increasing pace.

"About three years ago we were successful in strengthening the prevailing wage provision in the law, through enactment of legislation which fixed standards to be used in determining the prevailing wage, and provided for review by the Director of Industrial Relations upon petition of any interested party. This law has been so beneficial in assisting public officials in the proper fixing of wage rates that in three years there have been only three cases in which petitions for review have been filed.

"But we have had an increasing number of complaints that wage rates specified in contracts were not being paid. As a matter of fact, in the last year alone we received more complaints than in the preceding ten-year period. These led us to make spot checks of our own, and we found some surprising and disturbing things.

"First of all, our experience shows that if we could have an intensive program of inspecting public works contracts and payroll records on public jobs, we would find many instances in which contracts have not been drawn up in accordance with the law, and also many instances in which specified wage rates are not being paid. This is particularly true where overtime is concerned. Last year there were thirteen cases in which \$10,000 in civil penalties were found due for fail-

ure to pay the rates specified in the contract.

"Of even more serious concern is the frequency with which we found either that contracts themselves did not specify wage rates to be paid, or, that they were so loosely drawn as to make it impossible to take any action.

"We discovered that some of the smaller cities and towns and school districts are woefully unfamiliar with the public works law, and are unaware of some of the provisions which public works contracts are required to contain. I might say that this is understandable, for the law is not only a complex one but is scarcely a model of clarity. But since a contractor can be held only to the terms of his contract, you can see how important it is that they be properly prepared. So I feel that there is much need for education of public officials along these lines.

Defects in Prevailing Wage Law

"Our investigations also brought to light a number of major defects in the law itself, which apparently remained undiscovered until now. I want to run over these briefly because they call for prompt legislative attention and certainly will be on our program next year.

"First, we ran into a case in which a contract for demolition and removal of buildings from a freeway site had been let. In this instance no public monies were to be paid to the contractor. On the contrary, he was to pay the state for the buildings which he was removing and which would become his property. He did not pay the wage specified in his contract, but since under the law the penalties can only be recovered by withholding them from payments to the contractor, no penalties could be secured. With the great freeway construction program under way, there will be many jobs of this kind, and an amendment of the law so as to cover them should have immediate attention.

"Then in another case where there had been violation of the public works eight-hour law, we found that even though the law provides for penalties of ten dollars for each violation, there is no way of enforcing the penalties provided by law unless the same provision has been included in the contract for the job.

"Right now we are working on a case which has almost every kind of complication that could be imagined, in which county contracts for repair of flood dam-

age, being paid for out of federal funds made available for assistance in disaster areas, are involved. Here the contracts specified rates to be paid for equipment and operators, without designating the operators' wage rates. When it came to our attention that less than the prevailing wage was being paid, we took this up with the Board of Supervisors, who were willing to renegotiate the contract and seek further funds to provide for making up the shortage. But now the controller, acting as disbursing agent for the federal government, challenges the right to renegotiate, and at the same time suggests that the entire contract may be void, since it did not meet the requirements of the law, and that recovery of all money paid out so far on the contract may be sought. So you see why we feel serious consideration should be given to providing some means in the law whereby when the awarding body fails to act properly, the worker can be protected.

"Now pending in the courts, on appeal, is a case wherein a contractor has sued for recovery of some \$40,000 in penalties found due by our division last year and withheld last year by the State Department of Public Works. In this case the constitutionality of the penalty provision of the law is under attack. The attack is based on alleged uncertainty of the law as to certain time elements specified in the law. We have joined with the Department of Public Works in defending the suit, and I believe the decision of the lower court, which dismissed the action, will be upheld. But, although we do not believe the law is so uncertain as to be unconstitutional, we do believe it is more uncertain than it should be, and ought to be amended.

"Then there are questions of definition. What actually does constitute public works within the meaning of these laws and is the coverage as broad as it should be? Should maintenance work be included? Does the law cover work performed directly by a public agency using its own employees? And what about work in connection with a contract, which is performed away from the job site by someone other than the contractor? When is it part of the public works job, and when is it the fabrication of material to be purchased by the contractor? This question is under consideration by the Attorney General right now in connection with the construction of pre-stressed concrete girders.

"I could enumerate a dozen more questions along these lines, but I think what

I have given you suffices to show why I say that there is urgent need for legislative action to clarify these statutes and make them more workable.

"In conclusion, I want to thank your fine officers of the State Federation of Labor for all the assistance and help and guidance they have given me and their willingness to stand shoulder to shoulder with me in every problem that I have. I cannot express my appreciation fully to Neil Haggerty, Tommy Pitts and Charlie Scully, because they have been certainly a friend in need many times."

COMMUNICATIONS

Secretary Haggerty read the following communications addressed to the convention:

The American Federation of Labor and Congress of Industrial Organizations extends hearty greetings to you and your fellow officers and delegates for a harmonious and successful convention. The fine cooperation which we have always received from the California State Federation of Labor has immensely contributed to the success of this department's national union label campaigns and is indeed appreciated. Please feel free to call upon us at any time we can be of assistance in furnishing you with union label information. Again, best wishes for an outstanding convention. Fraternally yours,

JOHN J. MARA, President,
Union Label and Service
Trades Dept., AFL-CIO

Congratulations on your 1956 State AFL convention, may the deliberations of this fine group be both successful and beneficial to all the people represented at this important convention.

F. E. BOYCE, Labor Relations
Director of the Southern California Chapter of the Associated
General Contractors of America.

It is a pleasure to extend my warmest personal regards and also greetings from the officers and members of the Retail Clerks International Association to the delegates of your organization now assembled in convention. May your deliberations be successful and insure a continuation of the progressive leadership demonstrated by your organization in the past.

JAMES S. SUFFRIDGE, President,
Retail Clerks International Assn.

THOMAS A. MALONEY**Assemblyman, 20th District**

President Pitts then presented Thomas A. Maloney, Assemblyman from the 20th District, who spoke as follows:

"Mr. Chairman, officers and members and delegates to the California State Federation of Labor, and distinguished guests. It is a privilege for me to come here before you again, because I have been coming for the last 30 years to your conventions. I don't think that I have missed one. But it is nice for me to come here, because I am one who is on the inside doing the work, and in a position to pay a tribute to these splendid gentlemen at your head desk here who have carried on your trials and tribulations in Sacramento for the many years that they have been there working for the labor movement. Words fail me to pay my respect and to get words into my system for your energetic President Tommy Pitts, for this great Secretary of yours, genial, well-beloved and liked Neil Haggerty, and for the legal genius of the United States—and I say that in the most respectful way—Charley Scully, and also for Harry Finks, who is up from early in the morning until late at night watching every bill that may go through. And I cannot leave out Walter Otto, Don Vial and Jack Henning, for those are people who come around and contact the legislators on bills that have been introduced.

"It is nice to pay a tribute to your officers and say that they have come back once again with a record of achievement for the men and women who work for a living. Not only have they come back with achievements, but you, the delegates, may pay tribute to these fine gentlemen who represent you at Sacramento in saying that they defeated each and every piece of legislation in Sacramento that was detrimental to the laboring people of the state of California. That alone is a tribute that is well-deserved, because there are many, many bills introduced that are detrimental to you.

"I think it is nice for a person on the inside—and I have been a member of the legislature for 32 years—to say to you that in 1925 when I first became a member of the California legislature that the population of this great state was three and a half million people. Today you have thirteen and a half million people in California.

"When I first went to Sacramento, the budget for one year was \$80 million. I

give you the startling figure today to bring back to your locals in California—the budget today for the state of California, compared to \$80 million for one year, is \$1,529,000,000 for one year.

"Just think of the tremendous growth of this state, the influx of people into your state who do pay their taxes, but until such time as they become situated, you just can't count on their dollar.

"When I first went to the legislature in 1925 there were 2,250 bills introduced. At the 1956 session of the legislature there were 6,250 bills introduced. And that is where the message should go to you ladies and gentlemen who are delegates to this convention.

"Each and every one of those 6,250 bills must be read and scrutinized by Mr. Haggerty and Mr. Scully and Mr. Pitts to make sure that each and every bill has in it language that may be favorable to you, and that as to language that is detrimental, they may go before a committee in Sacramento and try to fight and make sure that you are not hurt. 6200 bills that must be scrutinized!

"And in scrutinizing a bill, the officers of this Federation must not only read them, but they must go through every code that is in effect in California and compare the bill introduced and the contemplated changes with the codes that are in effect.

"May I say to you folks, it is a tremendous job in Sacramento. The Culinary Workers through Al Dougherty and Mushy Callahan are always in Sacramento because bills are affecting them there. The Teamsters' organization's representatives come time and time again. Joe Diviny, Jack Goldberger and their group co-operate with the Federation officers and are continually watching their organizations' bills. But I can say to you ladies and gentlemen as I stand here, just as honestly as I ever spoke in my life, that these bills that are introduced in Sacramento are watched as carefully as any bills that are ever introduced in any state in the country by the splendid group of people that represent you in Sacramento.

"As I mention Jack Goldberger's name, it puts in mind a short story that happened this morning. It is something that happened to me.

"As I came from my hotel down here this morning, I was walking with Jack Goldberger and we passed St. Anthony's Church. My name is Maloney, and naturally I tipped my hat. I turned around and I

saw Jack Goldberger tipping his hat, too, and I said, 'Jack, don't you know that this is a Catholic church?' He said, 'Hell, Tommy, I thought it was the Bank of America!' So, as I say to you folks here this morning, we have brought back the Bank of America to you as delegates to this convention. You can report back to your locals in your respective districts that with the men who represent you in Sacramento seated around this table, you have nothing to worry about. These gentlemen are honest, they are well learned, they know legislation and the interests of the men and women who toil in California are in their hearts. As long as they represent you in Sacramento, as long as I and others are there to do the right and just and fair thing for you, I do not think that you have anything to worry about.

"I might say that in the next session you may have 7,000 bills introduced because the state is continually growing, and as the bills are introduced, that means more work for your people at the desk. So cooperate with them, give them all the help that you can, and you can rest assured that we in Sacramento who are loyal to your cause, who understand the cause, who have worked with you for many years, will continue to do so.

"God bless each and every one of you, and may you have a most successful convention!"

JAMES CROSS

**General President
Bakery and Confectionery Workers
International Union**

President Pitts introduced James Cross, General President of the Bakery and Confectionery Workers International Union, who spoke as follows to the delegates:

"President Pitts, my good friend Neil Haggerty, and delegates. I want to, do something that I suppose is a little different this morning. Probably none of you have been hearing any political talks. So maybe I ought to talk a little about politics.

"I have had a couple of conversations in the last twenty-four hours while out in California about some of the stuff that is going on in Chicago right now. I had the opportunity of talking to my good friend, Dick Dailey, in Chicago, who is one of the leading lights of the Democratic convention; and when in New York last week, in a conference with the promising candidate Harriman, there was a discussion with about forty labor leaders,

Governor Harriman and Mr. DeSapio, both being present, on the question of who will be the nominee at both conventions and what does labor want out of it.

"From what I can see, and from what our membership feels, I don't think it makes any difference who the candidates are. We have got to look deeper; we have got to look at the platforms of both parties. Both at the Democratic and the Republican conventions, they write some nice words about labor, and then they get back to the halls of Congress and we find one excuse after another for not doing anything for us.

"It is a subject that I had the good fortune of discussing with the New Jersey State Federation of Labor just a month ago with the Governor present. Here is the governor of a Republican state, a Democratic governor who has twelve senators in his state legislature. Eleven are Republicans. They have the unit system in the State of New Jersey. So that if the party in power has a caucus and decides not to bring a bill to the floor, the opposing or minority party can not even get a chance to discuss it.

"In the halls of Congress we have something a little different federally. We get the right to discuss it in a committee, but it is tied up with so-called Democratic Southerners who never allow labor bills to get to the floor of the Senate or the House.

"I think this: Governor Knight was here the other day, and in a very splendid way and in his good friendship towards labor in the State of California, let it be known to this convention and to the country that if the nomination for vice president were within his power or if it were proffered to him, it is an honor which he could not reject.

"My personal opinion is that if Governor Knight were handed the nomination for vice president on the Republican ticket, replacing Dick Nixon, the Democrats would have a very difficult time to win the support of labor. Knight is a good friend of yours. We also have a good friend in Illinois, a Republican governor.

Labor Must Do Some Political Thinking

"I think that we should remember that, regardless of what the newspapers say, regardless of what television and columnists say, we are a non-partisan group as of this day. We support those who support us. However, it seems to

me that we should start thinking that this two-party system of ours is not sacred. There is nothing in the world that means that if the Democratic Party and the Republican Party will not start treating labor fairly and carrying out their campaign promises, that we in labor are prevented from looking elsewhere if necessary in order to do the things that we have to get done.

"There is talk in the Democratic circles in Chicago right now that if they win the majority of Congress they won't even vote this time to establish the committees, because it is the only way they can get around the seniority rule of putting in the reactionary Southern Democrats as chairmen of these important committees. And I think that that is a bad reflection on our system of running our affairs when we have to refuse to get ourselves organized in order to get around a thing that the party itself ought to straighten up.

"You here in California, I think, have a key position in the election. It seems that wherever we go in the United States, whomever we look at, if we don't see Neil and Tom, we always see candidates for federal office coming out of California. You have Knowland and Nixon and now you have Knight, and Warren has been mentioned. California gives to this country of ours some very, very capable, leading lights in the political field. That is also true in the labor field. However, you hold a key position.

"I have been learning more about California in the last four years than I ever knew anyone could learn. Our international union for years and years felt that once you got west of the Rocky Mountains, there was nothing there, so why bother going out? But in the last four years our growth in this state as far as our membership is concerned has been phenomenal and we are very proud to have our delegates affiliated with this great organization.

"I think we ought to look seriously at where we are going. Our International Union had the privilege in 1948 of being the first organization to officially endorse the candidacy of Harry Truman. We introduced the resolution to the Illinois State Federation of Labor and it was adopted.

"Now, this State Federation of Labor and the American Federation of Labor and CIO — and when I say this I hope it is not misunderstood — have always talked about Samuel Gompers and Sam-

uel Gompers' non-partisan position of staying out of politics and working to reward your friends and punish your enemies. I think myself that if Gompers were alive today he would not say, 'Let's stay out of politics.' I think, being the great leader of labor that he was, that he would say, 'Let's get into it more than we have ever been into it before in order to get the things that rightfully belong to us.'

"You know, we didn't want and didn't ask to be pushed into this political field. It was forced on us. It was forced on us nationally, it was forced on us statewide, because the powers that be that control both the parties thought that we were getting a little too strong and they ought to do something about it.

"I say that we should get into it. I say that a delegation like this, a Federation with a reputation that this California State Federation has—I see from your reports you have well over a million three hundred thousand dues-paying members affiliated — the largest state organization in this country, is in a key position, both with national politics and with labor. I think we have got to examine very closely what is happening to our thinking, the way that we are being hammered relentlessly with the Madison Avenue build-up that usually is reserved for the sale of cigarettes and distillery products, using the same tactics to build up in our minds that the present Administration is the greatest thing that ever happened to this country, and to build up that they can do no wrong — and they are beginning to make some of our people believe it. And then when one of your California sons made a mistake, a dishonest mistake, and put his little poodle dog on television and appealed to the ladies and the young girls to vote for him, that it was all an innocent mistake, some of us fell for it. We have got to examine what is happening. There can be no compromise with any political party when that party does not do the things it promises to do — either one of the major political parties.

Taft-Hartley Repeal

"The Democratic Party has had in its platform the complete repeal of the Taft-Hartley law for as many years as the Taft-Hartley has been a bill, and not one single thing has been done to limit the viciousness of that bill either by the Democrats or the Republicans. I am becoming fully convinced that the Republican Administration that put it in want it

kept, and don't intend to revise it. The administration of the law is what is giving us the vicious anti-labor rulings that we are getting. But I am also convinced that when we appear before the Democratic Platform Committee and they assure us once again that they will put into their party plank the repeal of the Taft-Hartley law, that those who are interested only in getting back into office have no more intention of taking that Taft-Hartley law off the books than the other major party. They keep it in there as a bargaining point with us. They tell us by word of mouth that they are in favor of repealing it and yet they never do it.

"Now, that is not caused by our friends in either the Democratic or Republican Party. It is caused by the makeup of the two major parties. And unless — unless — we in organized labor are put into a position of being able to sit down and counsel and help guide the destinies of both the major parties when it comes to the problems that affect the working men and women of this country, then it is going to be necessary for us to look for other avenues and other political affiliations in order to see that the job that is necessary to be done be done for organized labor.

"I am sure that as our thinking develops and as both powers in both parties learn that we mean it when we say to them, 'You must do these things. You must be able to establish better housing,' they will sit up and take notice.

"Look at the shameful thing that happened to our children by the refusal of the Democratic Party to vote for the school appropriation because it carried the question of integration with it and killed that bill. The Democratic Party killed it — not as a party, but the southern Democrats defeated that bill because of the question of integration and segregation. It is a shame that things like that go on, and we must do something about it.

"I am not going to take any more of your time on matters that I know you are as well aware of as I am. I do want to wish you well.

Merger of Internationals

"Our organization is now getting ready for a convention in San Francisco. I think this might be an appropriate place, too, to tell you something which I haven't publicly said to anyone and haven't even got the approval of my General Executive Board on: For the past week I have been

meeting with two large international unions, one who just came in from the CIO with 135,000 members and one old-time international union of the AFL with approximately 50,000 members, and we have almost completed the final plans for merger of our three groups, making us an organization of well over 300,000 when we complete it. I am not at liberty yet to give you the names, but it is a good place to announce the fact that we are very, very close to it. I am sure that you will be as happy as I am, because our organization has always been proud of its affiliation with this California State Federation of Labor, as I am sure your officers are with our affiliation.

"We pledge to you, Tommy and Neil, and to you delegates, that if you call upon our membership and our international union in whatever things are approved by the policy-making body of this organization, if you call upon us to help, I am sure that we will do everything in our power to lend whatever assistance we can."

REPORT OF COMMITTEE ON CONSTITUTION

Chairman C. T. McDonough of the Committee on Constitution reported for the committee, as follows:

Resolution No. 17—"Create Additional Federation Districts."

The committee report:

"The sponsors of this resolution, at the call of your committee, appeared on the resolution and requested that **Resolution No. 17** be withdrawn.

"Your committee recommends acceptance of the sponsors' request."

The committee's recommendation was adopted.

Chairman McDonough then stated:

"This completes the report of our Committee on Constitution.

"Your Chairman wishes to express his sincere thanks for the hard work performed by the members of his committee in the handling of a major revision of the Federation's Constitution.

"Your Chairman also desires to extend, on behalf of himself and the members of his committee, sincere thanks to the staff of the Federation and the delegates for their cooperation.

"C. T. McDonough, Chairman
 "Ted Merrill
 "John Quimby
 "Lowell Nelson

"George W. Johns
 "John Quinn
 "Tony Cancilla
 "Ralph Clare
 "Charles Kennedy
 "John D. Nelson
 "L. A. Parker
 "Samuel Otto."

On motion by Chairman McDonough, the convention adopted the Committee on Constitution's report as a whole, and President Pitts discharged the committee with thanks.

RICHARD A. McGEE

**Director, Department of Corrections
 State of California**

President Pitts next presented Richard A. McGee, Director of the State Department of Corrections, who addressed the convention, as follows:

"Mr. Chairman, officers, guests, delegates to the State Federation of Labor convention. A year ago when I had the privilege of appearing before this group I had about thirty pages of typewritten material. I was called on unexpectedly and I had it lying on the floor in an envelope, and in the progress of getting it up to this point I got the sheets mixed up and I am not sure yet what I said. So this time I have it all on one sheet of paper and I am going to try to talk in a more informal fashion. If I lose this sheet of paper, it really doesn't make any difference anyway.

"You may wonder why an administrator of a state Department of Corrections, whose primary responsibility is for the administration of prisoners, should have business with the American Federation of Labor or with any other labor organization. I am a little bit like the bragging Texan who went into the airlines ticket office and said: 'Give me a ticket, Mister.'

"The fellow said: 'O.K. Where do you want to go?'

"He said: 'What difference does it make? I have got business everywhere.'

"Those of us who deal with crime and the results of crime and the causes of crime in any society have business anywhere. We particularly have business, we think, with the labor movement because the thousands of people who pass through our care must be reabsorbed into the fabric of our economy, and if they are not, we have only one alternative. The alternative is that we develop a criminal class in our society that lives by predatory

means. This no one wants. They either work with the tools of industry or with the tools of crime. It seems to me that there is no responsible choice except the former.

"You may be interested in some of the factual material about this. I think most of us think that when somebody goes to prison he goes and stays there for a long, long time; he is sent away, in other words. As a matter of fact, this is true in some cases. But here are a few facts, and I shall not burden you with many of them, that may be of significance.

Facts and Figures

"In the calendar year of 1955 there were 60,000 persons arrested for felony offenses in the state of California. That means that each of these persons, had he been convicted, might have been sentenced to prison. 60,000 of them in one year!

"Out of those 60,000, 15,000 were finally convicted. So that we might have received from the courts 15,000 persons into the state institutions in the period of twelve months.

"This did not happen, of course, because we find other ways of dealing with some of the milder types of offenders. About half of these people are placed on probation and are dealt with in the community on a condition of good behavior. About a fourth of them serve shorter terms in county and city jails. The other one-fourth (it is actually twenty-six and some fraction per cent) are sent to prison. So that last year, 1955, we actually received new commitments into our prisons of California numbering 4,141 men and women.

"In addition to these, we received about 1,047, a little better than a thousand more, who were returned by the Adult Authority and the Women's Board for failing to live up to the conditions of their parole. Out of these, however, only 505 were returned for committing new offenses. So in the process of releasing approximately 5,000 people in a year, we receive back only about 500 who have actually committed new crimes and been resentenced. The other 500 who are returned are returned not because they committed new crimes, but because the board has felt that it is in the interest of society to return them for another period of discipline and training.

"As we get these people in, what happens to them? Two per cent of them die in prison. So two out of every hundred that we get go out to the cemetery. Eighteen per cent of them are discharged at

the completion of their term and we have no further control over them because they have completed the maximum term assigned to them by the Adult Authority or the Women's Board. Eighty per cent of them are released under parole supervision.

"Many people have the impression that release on parole is an act of leniency. This is not necessarily so. The real purpose of parole is to release people under supervision so that the parole officers can give them assistance and support as well as surveillance to make certain that they do not revert to criminal habits.

"As an average proposition, these people serve about two and a half years in prison. Half of those that go out serve more; half serve less.

"On parole again, they are under parole supervision for about two and a half years; almost never less than a year, sometimes for life. Under the law certain of our offenders may not be discharged from parole. They are under supervision as long as they live. But this adds up to two and a half years in and two and a half years out. That is the average picture.

"The question is, then, what can we do with a man or a woman who has committed one offense or perhaps many offenses, or has a long record of offenses of juvenile delinquency and adult crime? What can we do with them in five years?

The "Rehabilitation Triangle"

"Here I may not go into great detail because of the limitation of time, but during the five years I would like to paint for you the picture that there are three phases to the responsibility of society with respect to these people. I call it the 'rehabilitation triangle.' It is a triangle that stands on its point. It has two sides to hold it up and another side across the top.

"These three sides are the state, on the one side, constituted government. On the other side is the free community, which I think is represented by you and others, management, labor and common citizens. And across the top is the man or the woman himself or herself.

"Without any one of these three sides the triangle collapses. The state program is the part that officials such as myself and some of my associates, like Jim Tante, who was mentioned by the Governor yesterday, and Phil Deredi of the Women's Board, and Fred Dixon, who is superintendent over at Chino, play in this program and they are the people who carry the responsibility, with support from

the legislature and the people for the program that is carried on for these people. It means custody; it means education; it means vocational instruction; it means preparation for release; it means the development of a good, sound personnel that knows how to do this job; it means the development of a total climate in these institutions which is constructive in its nature.

"On the other side, of course, is the community. When we prepare these people for release and they are finally released, sometimes with our fingers crossed, they go back into the community. If the community rejects these people or refuses to take them into their groups, into their churches, into their unions, into their employment, into their communities, where are they to go? They can only revert back to their old associates; they can revert back to Skid Row; they can revert back to crime. So the community must support from the community side.

"On the other side, and most important of all, of course, is the man himself. We have no delusions that either the community or the state of themselves can bring about a job of rehabilitation. The man himself must face his own problems. He needs to make a frank self-appraisal, recognize that he has the responsibility for his getting into the difficulties he has been in. He must make an admission that he needs help, that he is not a cocky guy who can rule the world. He is just another one of us who needs assistance. He must recognize that. We try to get him to do so. He must be willing to improve his situation and he must be willing to work and cooperate with the rest of us in order to bring this about.

Labor Cooperation and Assistance

"When you have this three-sided triangle, we can rehabilitate a great many people. And I want to take this opportunity to express the gratitude of the state and my department personally for the cooperation that we have had from a great many people in this room and in the ranks of labor and management in California. This goes as well for some of the people who have come out of the ranks of labor and who are now in government.

"We have on the platform here today Ernie Webb, whom you all know. He needs no introduction to this group. His assistance with our vocational programs and with our placement programs through the agencies of his department has been invaluable.

"We have Joe Cambiano, who serves as a member of one of our commissions and helps us to regulate this difficult and sensitive area of prison industries that has been the subject of so much controversy over the years. Formerly we had Bud Satre. This is his home town and I mention him for that reason in particular. He was one of the early members of this commission, and he helped us to get over some of the rough spots.

"We have from the CIO Louis Knecht, who is also a member of this commission. And we have former members of the state administration like Archie Mooney and Paul Scharrenberg and people of that stamp who have been understanding and who have become acquainted with our difficulties.

"One of the most sensitive areas that we have had over the years in dealing with labor has been in the field of the building trades. We have not been quarreling with them; we have not wanted to quarrel with anybody. We have too tough a job to do to be engaging in any side issues or side quarrels.

"Recently we have asked this group to get better acquainted with what we are doing, to get better acquainted with our problems, not when we have a problem to solve, but when we have no problem to solve. As an example, recently we invited the section of the building trades councils of southern California to hold their meeting at Chino, not because we had any beef with them or they with us but, rather, because we believe it is good for them and good for us to get better acquainted with our program.

"We had at that meeting also two state personalities, Bryan Deavers and Joe Cambiano, and we had a friendly understanding and discussion about some of the problems that faced both of us.

Trade Advisory Councils

"Another thing for which I am extremely grateful, and I would be remiss on this occasion if I did not express my gratitude, is the help that we have had through what we call our Trade Advisory Committees or Councils. We have close to fifty of such councils in the state, and there are over 500 people participating in this program from both management and labor. Many of you in this room are members of these councils, who advise us on our vocational programs, who give us counsel with respect to placement of our men after they are released, and all of the things that are related to that. This is

not only valuable as a practical matter, but it is valuable as a morale factor, because these men in the institutions, whether they deserve it or not, feel that if the men on the outside are really interested enough to come in there and be concerned about matters of this kind, maybe he is not an outcast after all; that maybe there are people to give him a helping hand if he is willing to do his part.

"I know of no single thing that has raised the morale level in our institutions any more than your participation in those programs.

"In closing, I would like again to invite this Federation and your constituted representatives to always be free to visit our institutions.

"I hear a chuckle about that. I mean in an official capacity.

"I should like you to make inquiries concerning our program, to sit with us if you like in any of our deliberations concerning the budgets. Because here is one of our difficulties. Once the budget has been settled by the legislature, there is nothing that an administrative officer can do about it any more except to carry it out the way it is. So if there are problems about what we are doing, what we should do and what we should not do, the time to raise those problems is before the budget gets frozen into that big book that Tom Maloney talked about that is costing the people of California a billion and a half dollars a year.

"Tom Maloney told me a story a while ago that I think might amuse you.

"In 1945 we asked him to come up to Folsom to talk to 1800 oldtime convicts in that institution on Decoration Day. He made a fine speech and he was very well received. When he went out he said: 'You know, that was the finest audience I ever had.'

"I said: 'How do you figure that out?'

"He said: 'Not a single one of them left the room!'

Following Director McGee's speech, President Pitts introduced Fred Dixon, warden of Chino, who rose and acknowledged the applause.

JAMES TANTE

Member, State Adult Authority

President Pitts then presented James Tante of Studio Electricians No. 728, who is a member of the State Adult Authority.

Brother Tante spoke informally, as follows:

"Mr. Chairman, distinguished guests, officers and delegates, brother and sister trade unionists. It was very gratifying to hear Governor Knight say yesterday that he is pleased with the manner in which all of us who have been appointed from organized labor to state positions are performing our duties. A year and four months ago the Governor appointed me to the California Adult Authority. I was then and I am now pleased with the honor not only because I was selected for this position, but primarily because the Governor considered it important that someone from organized labor contribute directly to the deliberations of the Adult Authority. That was the first time that any governor had appointed anyone from labor to this position, and I have attempted to perform the duties of this office to the utmost of my ability, not only because to do so is in the best interests of all the people of California, but also to justify the confidence that the Governor has placed in me as a member of organized labor.

"Brother Phil Deredi has recently been appointed as a member of the board of trustees of the institution for women at Corona. I think that this is another step in the right direction, and I am sure that Phil will do an excellent job in this capacity.

"There are many of you present today who are participating in the programs of the Department of Corrections and the Adult Authority in order to assist in making useful citizens of some of the men who have been hazards to society. The other members of the Adult Authority join me in expressing our appreciation to you and to the officers and members of the California State Federation of Labor for your excellent interest and participation in this important endeavor, and we wish you a very successful convention."

PHILIP J. DEREDI

Member, Board of Trustees
Institution for Women at Corona

President Pitts introduced Philip J. Deredi, member of the Board of Trustees for the Institution for Women at Corona, who spoke informally to the delegates, as follows:

"Mr. President, officers of the Federation, distinguished guests and fellow delegates. First, I should like to thank our great Governor, Goodwin Knight, for appointing me to the board of trustees, California Institution for Women; also for his very kind remarks of yesterday. I am deeply appreciative.

"My thanks also to the Director of the Department, Mr. McGee; his special assistant, Mr. Wesley Ash; and Brother James Tante, for their help to me in this, my initial period as a member of this board.

"I assure Mr. McGee, the Director of the Department, and Mr. Ash and Mr. Tante that their assistance to me has been most helpful.

"I particularly wish to thank my very good friends, Brothers Jack Goldberger and Harry Finks, who advocated my appointment to this board. To them I say thank you very much.

"Being new in this field, you can appreciate that there is very little that I can tell you about this work except, frankly, that I find it most interesting. My endeavor to do a job that will reflect with credit on the labor movement in California and justify the confidence of Governor Knight will be my main objective.

"I wish to thank all of you who have been so kind to me since receiving this appointment and I assure you that I will do my utmost to justify that confidence."

RECESS

The convention was thereupon recessed at 12:00 noon to reconvene at 2:00 p.m.

TUESDAY AFTERNOON SESSION

The convention was called to order at 2:05 p.m. by President Pitts.

DANIEL V. FLANAGAN

Director of Organization, AFL-CIO
California and Nevada

President Pitts introduced Daniel V. Flanagan, Director of Organization, AFL-

CIO, for California and Nevada, who addressed the convention, as follows:

"President Tommy, Secretary Neil, officers and delegates to this convention, and honored guests. First of all, I want to express my appreciation to Tommy and Neil for their annual invitation to me to attend their great State Federation of Labor convention. It is always a

source of great pleasure to me to be on hand for this annual event.

"As you know, our National Secretary-Treasurer, William Schnitzler, from Washington, D. C., will be in here Thursday afternoon to deliver a major address on the national scene. Therefore, I shall spend my few minutes up here talking about a few things that may be of some local interest to us people here in California.

AFL-CIO Organizing Staff

"On the matter of the merger, I think that it is very gratifying to know that as a first step of the merger out here from the national office we brought together the organizing staff of the AFL and of the CIO, and since the first of the year up to now we have gotten together as one team and we are getting along just fine. And I feel that that is the general feeling of the entire membership, not only in California, but throughout the United States; that we are all happy to be in the one house of labor and all working to the one end, which is to try not only to maintain the great progress that we have made over the years, but to improve upon it as we go along.

"Speaking for our own staff, the Department of Organization in Washington, D. C. places a great deal of importance and has a great deal of interest in our state of California. For example, before the merger, on December 5th of last year, our organizing staff of the AFL numbered five and that of the CIO numbered three, a total of eight. Already under the merger here in this region, which is California and Nevada, we have twelve organizers and we have hopes of getting several more. The reason for that, of course, is the intention of the national office of the AFL-CIO to give a full amount of assistance and cooperation to our leadership here in California in furthering the progress of our movement.

"Now, our basic work, as far as the Department of Organization is concerned, is that of organizing new members into the House of Labor. While we have done a good job here in California — which, by the way, on a percentage basis, is much higher than the rest of the country — we still have a great deal of room for further improvement.

Size of Job To Be Done

"Speaking on a national basis, we now have about 15 million members in the

AFL-CIO. There are those who say, 'Well, that's a lot of people; we ought to be satisfied with that.' Well, 'that's a lot of people' is correct enough, but if we say that we should be satisfied with that, then we are in error. Because the national office, through its research, has indicated that there are at least 45 million working people, men and women, who are eligible and qualified to be members of our affiliated unions. So when we say we have 15 million now in our House of Labor, when there are 45 million workers who are eligible, then we have our job only one-third done.

"As I said a moment ago, here in California, the percentage is better. We have about a 40 or 45 per cent organized record here in California, which I think is the best to be found any place in the United States. But that still gives us 55 or 60 per cent of the working people who need organization.

"And that's our basic work. The 12 organizers that we have here in California are interested in working with you people in developing organizing programs and bringing new members into your respective organizations.

"Also it means, under the heading of organizing, that in those cases where the companies, through the Taft-Hartley law, have instituted certification proceedings for the purpose of eliminating a union from that plant, we will be very happy to help you in those problems, too.

"Last, but not least, under organizing, in those cases where unions outside of the AFL-CIO attempt to raid any of our affiliated unions, we will be very happy to assist you in every possible way.

"As I say, that is our basic work. The 12 members of our Organizing Department here in California are here for that purpose basically, and we extend an invitation to all of you to use our services whenever you desire it.

"Now, other duties that we have are accepting speaking engagements. If some of you local union people are looking around for speakers before local unions or before community groups in your areas, we will be glad to help you on that, too.

Santa Clara and San Mateo Counties

"As further evidence of the progress of the merger here in California we will take the counties of Santa Clara and San Mateo. In both those counties the CIO had no central labor bodies. So under our new rules of the AFL-CIO, those local unions were eligible to affiliate immedi-

ately with the existing central labor bodies of the former AFL. By a series of meetings that were arranged by our office in San Francisco, we were able to bring in to the San Mateo County Central Labor body the two largest CIO unions in that area; namely, the Steelworkers and the Transport Workers, both in their central labor body and in their local scope, and in Santa Clara County we have four or five of the former CIO unions now affiliated with the central labor body.

"As far as I know, in those five areas where we have both an AFL and CIO central body, their merger negotiations have been moving along very well. I am speaking about, going from the south up, San Diego, Los Angeles, San Francisco, Alameda County and Contra Costa County. Those are the five areas where we have former CIO central bodies and they are now meeting with the committees of the former AFL central bodies and working out a merger agreement.

International Mergers

"On the international level, there have been a number of fine, progressive moves. For example, as most of you know, the Butcher Workmen of the former AFL and the Packinghouse Workers of the former CIO have already, by convention action, agreed to merge into one, and all that remains now is some formalities by committee work to bring them into one single international union.

"Then we have the Upholsterers Union. The former AFL union has worked out a working arrangement with the Furniture Workers of the CIO, which we hope will eventually lead to the merger of those two organizations.

"The three unions in the glass industry, two of the AFL and one of the CIO, also have achieved a working arrangement on contract negotiations and such, and the next step there, we hope, will be that those three unions become one.

"So you can see that under the basic philosophy of our former American Federation of Labor, of trying to bring about by voluntary means—not by compulsion, but by voluntary means—the betterment of our labor movement, this merger is moving along fine. The whole basic philosophy of the merger was one of voluntary action, not compulsion; and I say again that through voluntarism and through the fact that the men and women of organized labor in California and elsewhere are sincerely desirous of improv-

ing the strength of the labor movement, we can go forward.

"There is nothing impossible if men and women of good will decide to sit down at the bargaining table and work out their problems. The great example of that was the merger program itself between the AFL and the CIO. I won't go into the detail of that because our National Secretary-Treasurer will probably touch on that in his address, but I merely say in passing that that was an outstanding example where two national organizations, at each other's throats for over twenty years, decided for the good of both of them that they should come together. And come together they did. I think that from December 5th of last year up to now, we made a tremendous amount of progress. And we have only scratched the surface. I think that from here on out we are going to carry on and do a bigger and better job for the working people of America, and by doing it we are helping out all of America because the working people and America are both the same.

"I would like to say in closing that we have an organizing staff of twelve, located in strategic places in the state, and that we are here as your servants to assist you people in carrying on the progress of our great California movement."

ROBERT BURKART

Representative, UAW Region 6,
Los Angeles

President Pitts next presented Robert Burkart, representative of the United Automobile Workers for Western Region 6, Los Angeles, who gave the following address:

"Officers, guests, and brothers and sisters. This is not my first opportunity to speak to an American Federation of Labor state convention. It is the first time, of course, that I have ever spoken before this particular one in California. Last November, I believe it was, I was in Newport, Kentucky, and spoke to the Kentucky State Federation of Labor. I do not know exactly how much my words had to do with it, but I can tell you that in the state of Kentucky the Kohler Company is selling very little plumbing ware.

"I would also like to say, in thanking you people for the job that you have done in the state of California, that our boycott against the Kohler Company has been very effective throughout the United States, and the most progress that we

have shown outside the state of Wisconsin itself is here in the state of California.

"I think that this due in great measure to the cooperation of the American Federation of Labor in this strike. The trade union movement (and I have always felt this very deeply) is but a variation on a much greater theme. That theme, which has permeated the history of mankind, has been called by many names, but I believe one of the best ones is the Brotherhood of Man. That is what we are part of, and that is the reason that I can go into Kentucky or into Florida or into New York State or here in California and tell you about the struggle of 2500 workers a couple of thousand miles from here on the shores of Lake Michigan, sixty miles north of Milwaukee; to tell you the story of the struggle that they are putting up. Because that struggle is part of the same struggle that you wage every day as you go about your work in your respective trade unions.

The Kohler Strike

"The Kohler strike is not an ordinary strike. I firmly believe that it will go down in labor history as one of the great American strikes. Our organization up there is an excellent local union. You can find perhaps its match in other parts of the country, but I am confident that you won't find a better one than that one. On the other hand, I don't think that you will find any place here in the United States a more vicious reactionary company than the Kohler Company of Sheboygan, Wisconsin.

"Many of you fellows, I can tell by the color of your hair, are older than I am, more experienced in the union movement than I am, and it seems to me that many of you will remember the company towns in the coal mine fields many years ago, or remember the company towns in the deep South. You don't often hear of these things up north, but in the outskirts of Sheboygan, Wisconsin there is such a town. It is called 'Kohler Village.' It is owned lock, stock and barrel by the Kohler Company, and in the propaganda which the Kohler Company puts out they would like to tell you this is a modern American village. It is nothing of the sort. It is not an American institution. Nothing as paternalistic as Kohler Village could possibly be an American institution. In the first place, out of 2500 workers who went out on strike at the Kohler Company on April 5, 1954, only 118 lived in Kohler Village, this model village about which the Kohler Company

brags so much. Most of these people lived in the city of Sheboygan, the city of Sheboygan Falls, and in the surrounding rural area.

History of Kohler Company

"Let me tell you a little bit about the history of Kohler Company. A man by the name of Kohler came here to the United States in the first part of the 19th century. He came from Austria. While many good things have come out of Austria, this man brought with him the Austrian feudal tradition which some of you might remember as the type of thing that was promoted by the Hapsburgs in Austria many years ago. When he came over here he started a company, a foundry to begin with, and then it expanded. He did well here in the American atmosphere. However, as the years went by he began to take very repressive measures against the people who worked for him. In the 1890's the AFL Molders Union was successful in organizing the plant, asked for recognition, failed to get it, and in the 1890's the company broke a strike of the American Federation of Labor. Years went by and in 1934, when workers were on the move all over this country, moving into organizations, another American Federation of Labor union organized the Kohler Company, this time the Federal Labor Union.

"The history of that strike is probably well known to many of you. It was broken by the Kohler organization in a welter of gunfire in which two members of the union were killed, shot down in front of the plant. The strike was broken, the workers were demoralized, the union never did get recognition in the plant, and finally the company set up a company union. This was in 1934.

"This company union, called the Kohler Workers Association, remained in power in the Village of Kohler in that plant until 1952. Now, here's what happened:

"In 1951 the United Auto Workers Union, called on by some of the people from the plant, went in and launched an organizing campaign. We lost that election in 1951, not by any large margin, but we raised some issues so that the company union had to go back in to the company and say, 'Look, we have got to produce.' The company told the officers of this company union, which they had had for 18 years, 'Look, you fellows, remember what you are. You are only a company union, and you are not going to get these things that you are asking for.'

Company Union Comes to UAW

"In 1952 we went back again and tried to organize the plant, but this time the officers of the company union came to us and said that they had had enough of the Kohler Company, that they didn't want to go through with another election campaign, and they agreed to affiliate with us. The company, quite cocky and confident, agreed to an affiliation vote conducted on their premises, but when we won this vote overwhelmingly, they refused to accord us recognition. It was then necessary to go into an NLRB election, which we also won. It took eight months of negotiations to get our first contract, and we were forced to settle for one of the weakest contracts in the history of our organization. We did this because we were not anxious for a fight; we were trying to find a way to live with this company.

"Now, we had a great deal of trouble in that local union trying to administer this contract because of its weakness. It contained very few seniority provisions. It had no provision for upgrading. It had no such thing as a maternity leave, although there were 400 women working in the plant. I could cite a dozen instances in which the company would grant favors to non-union workers but would not do a thing for the union members.

"The union began to weaken under this sort of pressure. In 1953, in September, I was doing organizing work in Philadelphia, Pennsylvania, when my union sent me into Sheboygan to try to do something about this situation there. I remember the first time I met with the company. They have a man named Lyman C. Conger, who takes care of industrial relations, because Herbert V. Kohler will not dirty his hands with anything like that. In all the time that we have been recognized, Herbert V. Kohler has never sat at the bargaining table. I talked about the relationship that a company should have with the union. My talk seemed to me somewhat naive. I likened collective bargaining somewhat to a marriage. I said that we had to get along, we had a contract with each other, and while there might be some things about each other that we did not like, we had to find a way to get along with each other. He stopped me and he said, 'Well, you may liken this to a marriage, but if it is a marriage, it sure as hell was a shotgun marriage.' In other words, he characterized the National Labor Relations Board election as something that was forced upon the company.

Grievances Not Settled

"This was indicative of the whole relationship we had with them. You couldn't settle on anything. You couldn't settle a grievance. You people have grievances all the time, and here is one that we took up with the company:

"It gets very cold up around Sheboygan, Wisconsin. I imagine some of you Californians came here originally from Wisconsin or some of the northern states and you know how cold it can get up there. Part of the company is a foundry, where the workers' work is hot work, stuffy work. In the wintertime the company opens up huge doors on the side of the plant to let trucks in and out. We turned in a grievance on that. It's a regular grievance. We wanted something to break the wind from coming into the plant. We got a note back from the company: 'Unfortunately, it is necessary that doors open on the outside of the plant.'

"This kind of thing went on continuously on every grievance that we presented.

"One of the problems in the plant was that of silicosis. The incidence of silicosis at the Kohler plant is probably the highest of any organization in the state of Wisconsin. They have a sanitarium up there for T.B. and silicosis patients, which the villagers laughingly call the 'Kohler Country Club,' because so many workers from the Kohler Company go there.

"The company takes x-rays regularly of the chest condition of the employees in the plant. The union asks that duplicates of these be given to the workers. This the company refuses to do.

1954 Negotiations

"Incident after incident of this sort occurred, but still we did not precipitate this struggle. In December of 1953, the company notified us that they were terminating the contract with the union. We approached the company and said that there were things about the contract we did not like and that we would like to amend the contract. So we entered then into what you might call contract negotiations. We had one decent thing in the 1953 contract, which was arbitration. This was the thing, of course, that the company wanted to get rid of in 1954. We had taken three cases to arbitration. We had won two out of the three and the company didn't like arbitration any more.

"By contrast, our demands upon the company were traditional trade union demands: seniority, job security, pensions, insurance, arbitration, and things that you people are probably thoroughly accustomed to. These proposals were characterized by the company as outrageous, and they said that we had thrown everything in but the kitchen sink.

"In a spirit of moderation we said that there was some possibility that the company was reciting the facts there and we were agreeable to compromise on these issues. But as we compromised, beginning with the first day of negotiations in February of 1954, the company would step aggressively forward every time that we would back up an inch. It finally boiled down to the point where we had to call for the Conciliation Service to come in and help. The company characterized this as calling for outside help and refused to negotiate with us further until the Conciliation Service arrived on the scene.

"The contract was due to expire on the 1st of March, 1954, and when that period approached we asked the company for an extension of the contract. They refused an extension of the contract. We worked for five weeks then without a contract. In this interim period here is what the Kohler Company was doing:

"They were erecting huge floodlights over each gate on the corners of the plant to flood the areas of the gate itself with light. They were putting up guard shanties on every corner of the building, with telephone wires leading to a central switchboard. They were stocking up the plant with potatoes, canned food, other staple foods. They were bringing in army cots. The village auxiliary police, which was comprised of non-union members of the Kohler Company, were being trained in riot duty, machinegun fire, and the use of tear gas.

"The oldtimers from the organization, from our organization, came to me and said, 'Bob, they are preparing to do the same thing to us that they did in 1934. They are going to massacre us. They are going to shoot us down in front of the plant.'

"We turned the white spot of publicity on what the Kohler Company was doing up there, and before we were through the sheriff of Sheboygan County went in and confiscated an arsenal from inside the plant. There was no question of what the company was going to do.

Strike Begins

"Finally, the negotiations broke down entirely. A strike vote was taken among these people, and, mind you, this company had 18 years of company unionism behind it. They voted 88 per cent to strike. The strike began on April 5th, 1954, and the strike is still continuing to this day.

"My union, I am proud to say, has spent ten million dollars in strike assistance in this Kohler situation. We are proud to say this because we believe that the struggle is a just one and there is no possibility of settling it according to the Kohler Company.

"I told you a moment ago what the issues were in the strike. However, those issues, at least at present, are not on the table. We went to the Kohler Company after a few months of the strike had gone by and we told them that we were ready to withdraw our demands; that as far as we were concerned, if the company was going to take the attitude it was taking, that we would go back into the shop again.

"Mr. Kohler, through his agent, Mr. Conger, said, 'No,' that as far as they were concerned they liked the force of strikebreakers that they had in the plant, and they did not intend to return our people to work.

"This is only a thumbnail sketch that I am giving you, brothers and sisters. I don't want to take up too much time on the history of the Kohler strike. I am interested in saying some things to you about what I think that you can do to help. Many attempts have been made at arbitration of this dispute. The Governor of the state of Wisconsin, Walter Kohler, Jr., asked his uncle to arbitrate the strike. We said to Governor Kohler, who is not known, incidentally, as a friend of labor: 'We will agree to arbitrate. Further than that, we will let you name the arbitrators.'

"The answer of his uncle, Herbert V. Kohler, was to print full-page ads throughout the state of Wisconsin, running down his nephew as a man who was interfering with the rights of free management to run their plant as they saw fit. After that, Walter Kohler, Jr., stepped out of the picture and we haven't heard from him since.

Injunction Against Mass Picketing

"There have been a number of incidents in the area of the plant. To begin with, we kept the plant shut down for eight weeks

with a large picket line, thousands of workers, until the company was able to get an injunction against us under the Wisconsin Employment Peace Act, so-called. It is a little Taft-Hartley Act that they have in the state of Wisconsin. After this injunction, we agreed voluntarily to obey it. We opened up the gates and said to anybody who wanted to, that they could go in.

"There were 3400 people in the bargaining unit at the time we went on strike, and during the first week that the gates were opened up, only 100 people went in to work.

"The Kohler Company had been crying all over that our illegal mass-picketing action was keeping a majority of their employees from going to work. Unable to get their original employees back again, the Kohler Company then began to recruit people from the hard-pressed farmers throughout the northern section of the state of Wisconsin. This went on for some time, and then of course there began to be some defections from our ranks, from people who were frightened. They knew the history of what happened in 1934 and they were afraid that their jobs were gone. However, after more than two years on strike, out of the original 3400 people, there are still 2400 people who are standing their ground firmly, and it is for these people we are extremely interested in seeing to it that their just cause is not a lost cause.

"Our organization has instituted a boycott campaign against the Kohler Company. We have talked to labor unions all over the country. We have talked to all kinds of decent liberal groups here in the United States.

Kohler Campaign Against Unions

"On the other hand, the Kohler Company has also launched a campaign of its own. Here is a booklet which is not only being used on behalf of the Kohler Company, but it is being used against our labor union and other labor unions as well. In some organizing campaigns, employers who are trying to defeat the purposes of legitimate collective bargaining are using this booklet to pass out to their employees, to show them that they should not belong to a union. And why? Because one reactionary company in Sheboygan, Wisconsin, has kept its employees out on strike for two and a half years.

"Here is another piece of the Kohler Company's literature. This one appears

in the Congressional Record, inserted there by the Hon. Ralph W. Gwinn, who was in the House of Representatives from Westchester County, New York. And if you people know New York, you know that Westchester County is a county where mostly wealthy people live.

"This document is replete with lies and falsehoods made on the floor of Congress and reprinted and distributed wholesale by an outfit called the Committee for Constitutional Government, which is a very reactionary concern. I think you people who are up on your politics know something about the Committee for Constitutional Government.

"Some time ago Herbert V. Kohler spoke before the Alabama Manufacturers Association, where you can be sure he got a good hand.

"Here is an address by Herbert V. Kohler given before the Executive Club of Chicago, in which he says, among other things, that he felt that the 1952 election was lost when Robert Taft did not get the nomination.

"Here is another booklet. This one may be of interest to you Californians. It is called, 'In Freedom's Cause,' an address given by Herbert V. Kohler before the Freedom Clubs under the auspices of Dr. James W. Fifield, who is fairly well known in California circles.

Kohler Activities In California

"Mr. Kohler has been going around speaking before the most reactionary groups in California. It may be of interest to some of you people to know that in the Kohler organization you will not find a Negro, you will not find a Jew; and the whole history of this company is one of support of extreme right-wing causes.

"This is the reason that we can't get along with this company. This is the reason that this company could not get along with the American Federation of Labor in 1934. It could not even get along with its own company union, culminating in our successes there in 1952. And certainly it can not get along with any legitimate labor union here in an American atmosphere.

"On your tables you will find this booklet on the Kohler strike. It will tell you many of the things that I have been unable to say here. My own experience has been three years in the Kohler situation, walking the picket line with those people, and I can tell you that you won't find better people any place in the United

States than you will find among the ranks of the strikers there in Sheboygan.

"Kohler, while going all over the country and trying to tell this anti-labor story, is not able to sell it in his own backyard. He can't sell it in Sheboygan. He can't sell it in the state of Wisconsin. No Kohler plumbing ware is being installed in Sheboygan. The history of his company is too well known there and in the state of Wisconsin. In the municipal and county elections in Sheboygan we are victorious again and again over company-sponsored candidates. There is no question when a man runs for office up there but what he is first asked: 'How do you stand on the Kohler strike?'"

"We have a member of one of the labor unions on the county board. One of the strikers is chairman of the township board. Two strikers are on the city council. The mayor of Sheboygan was elected under the sponsorship of our labor political group in the state of Wisconsin.

Labor Unity in Wisconsin

"This labor political group in the state of Wisconsin, incidentally, is headed up by a man from the International Association of Machinists. We have pooled together the resources of all the labor unions in Sheboygan County to assist the strikers. And so, actually, before the merger ever took place in New York on December 5th, we had excellent working unity in Wisconsin on this question.

"Now, brothers and sisters, in closing, I want to thank you again for the wonderful job that you have done here in the state of California. We feel very strongly that the type of work that you have done to help us in this Kohler boycott is indicative of what can be done by a united labor movement, and I feel that our merger and some of the things that I have heard the previous brother talk about are but one step on a long journey—a journey that we are going to make together and a journey that we are going to make successfully."

LATE RESOLUTIONS

Secretary Haggerty announced that he had received twelve resolutions, five on new subject matters, five duplicating resolutions already in print, and two covered by other resolutions, after the deadline for receiving resolutions had passed; that under the Federation's Constitution, they could not come before the convention except by unanimous consent of the delegates.

Delegate George Johns, Retail Cigar and Liquor Store Clerks No. 1089, San Francisco, presented a motion, duly seconded, requesting such unanimous consent.

One objection was made by Delegate Jack Kopke, Paint Makers No. 1101, Oakland, which disposed of the matter.

B. R. MATHIS

Regional Director, Bureau of Apprenticeship, U.S. Department of Labor

President Pitts introduced B. R. Mathis, Regional Director of the Bureau of Apprenticeship of the U.S. Department of Labor, who addressed the convention as follows:

"President Pitts, Secretary Haggerty, officers of the convention, brother and sister delegates. It is always a pleasure for me to attend a State Federation of Labor convention and to extend to you the fraternal greetings of our agency, the Bureau of Apprenticeship, United States Department of Labor, and those of the Secretary of Labor, Mr. James P. Mitchell, and the Director of our agency, William F. Patterson.

"You know the Secretaryship of Labor was created to serve all of the people, and in the Department of Labor there are 11 separate agencies who all work for the welfare of the wage earner.

"I wish I had time today to tell you of some of the good work that each one of these agencies is doing, but it would be impossible for me to take that much time, so I am going to speak to you about the agency which I represent, the Bureau of Apprenticeship.

"Now, the Bureau of Apprenticeship has been charged with the responsibility of increasing the skills of the work force through apprenticeship and training. In order to do this we work with the labor and management groups through the various states in the Union in trying to build up the apprenticeship programs. You are very fortunate here in the state of California to be blessed with some of the most outstanding labor leaders in the United States. We are also blessed in the state of California with the management and labor committees who are co-operating and coordinating the apprenticeship training programs in this state.

"Another fortunate thing we have here is that in the state of California the federal and state agencies work as one unit on apprenticeship. We have a very har-

monious working relationship with the State Division of Apprenticeship Standards, cooperation all the way down from Director Webb to the Chief of the Division, Mr. Hanna, and also the representatives. So we are very fortunate.

"I want to take the opportunity today to thank the very many labor men who are sitting in this convention today who have spent many hours of their time, when I know they could well enjoy the radio and television at home, in trying to help administer the apprenticeship program in this state. You are doing a fine job and we appreciate it.

"I would like to speak one word to the fathers and mothers who are here today, the men and women who have young boys and girls 16 years of age who are today looking for some kind of employment. I wish you would counsel with those young people, try to get them to do something with their hands, learn some skilled trade. It doesn't make any difference what their occupation or what their ambition is going to be later on. If they learn to do something with their hands, they will be a lot better off in their future activities. So try to get them into some skilled trade. I know you are proud of your trade or you would not be here today. For 55 years this State Federation of Labor has progressed and made wonderful strides, and if it were not for the work that the State Federation of Labor is doing it would not be possible for you to be here today. Also it wouldn't be possible for you to be here today if you did not protect your own labor organization, and there is one way that you can do that and that is to see that the people coming into your skilled trades are worthy of a place among you. The way to do that is to bring them up to the apprentice trade program. Apprenticeship is the foundation of craftsmanship. And remember that the American Federation of Labor was built on the foundation of craftsmanship.

"We thank you for your support. We want you to solicit the help of both the state and the federal agencies, and we will assure you that we will give you the best service we can."

Prepared Address of B. R. Mathis

Mr. Chairman, and delegates to this convention of the California State Federation of Labor. It is a pleasure to accept your invitation and to be here and confer with the staunch supporters of apprenticeship throughout the fine state of California.

I want to extend the fraternal greetings of our agency, the Bureau of Apprenticeship, U. S. Department of Labor, and those of our Secretary of Labor, James P. Mitchell, and our Director, William F. Patterson.

The U. S. Department of Labor was established in 1913. The 62nd Congress said that: "The purpose of the Department of Labor shall be to foster, promote and develop the welfare of the wage earners of the United States, to improve their working conditions, and to advance their opportunities for profitable employment."

Job of Bureau of Apprenticeship

The Bureau of Apprenticeship in the U.S. Department of Labor is charged with the responsibility of increasing the skills of the work force. One of the Bureau's responsibilities is apprenticeship to promote vocational guidance, and training programs which will discover the best potentialities in workers, and which will produce a group of skilled and versatile workers to meet the needs of industry, national defense, and an expanding American economy, and to anticipate the needs of possible mobilization by manpower planning to safeguard the national security without sacrifice of freedom or labor standards. More than 140,000 workers are currently active in registered apprenticeship systems. There are some 300 apprenticeable occupations including the building trades, machinists, tool and die, foundry, printing, and miscellaneous trades.

The Department of Labor has just released a study titled, "Trends in Apprenticeship." This study shows 16,000 more apprentices were registered with the Bureau of Apprenticeship or state apprenticeship agencies in the first quarter of 1956 than the number of registered apprentices a year ago.

Objectives

The Skill Improvement Program, or the Manpower Planning Program, seeks to determine defense training needs by occupation and skill, and to assure adequate trained manpower in the required skills and occupations to meet defense mobilization needs and goals. Therefore, the National Apprenticeship Program Objectives are:

1. To help achieve, through cooperative effort, the training of apprentices in apprenticeable occupations to meet current needs for journeymen and the needs of future economic conditions, techno-

logical developments, the national security, and to increase the job opportunities, earning ability, and security of the apprentices.

2. To stimulate those responsible for such training to provide equal opportunities for all qualified individuals to acquire skills without regard to race, creed, sex, age, or physical handicaps, and to promote more widespread use of effective techniques which will assist in the selection and employment of apprentices.

The Bureau of Apprenticeship in its arrangements with the state apprenticeship agencies, assists state agencies to develop and provide services for apprenticeship programs which are flexible and acceptable to labor and management and with a minimum of regulation. Implementation of programming should be worked out in conferences at the state level, adapted to the particular emphasis demanded by national, state, industry, and community needs.

Role of Manpower Agency

We will not, as a practice, engage in actual training activities; our major activities will be confined to:

1. Identification of training needs.
2. Certification of needs as a basis for provision of resources and facilities.
3. Provisions of advisory and technical services in the organization of training.
4. Marshalling of training talent in support of attack and mobilization training and provision of suitable directories of such talent.
5. Evaluation of effectiveness of various training methods and organization.

In earlier days of American industry, when time and materials were less costly, apprentices learned the skills of a trade by various methods. Most commonly practiced were the "cut—and try," the "observe and learn," and verbal instruction methods.

The training practices of the gas-light era were, in general, adequate for their time. They produced many fine craftsmen, but they could not produce the versatility of skills demanded of America's workmen in the swift competition of today's industry. Behind us is the day of the worker who depended entirely on hand tools to get the job done. However, solid grounding in basic hand skills is as imperative as ever to all-round competency. Ahead of us is an era of versatile, highly trained craftsmen—men capable of turning out products of the qual-

ity and in the quantity that will be demanded by the continuing advancement of science, research and technology.

In automation and nuclear power lie bold challenges to those concerned with the development of the nation's skilled work force. The development of our skilled work force is, in the broader sense, not just something for the future; it is the future—the future of our industrial operations, and thus largely the future of our nation and our people. It is imperative, therefore, that we look beyond today's sunset in planning our apprenticeship programs.

Quality of Training Vital

As a highly advanced technological nation, we are depending for our survival on the high quality of our skills, and the speed with which these skills can be brought to fruition. If, for the sake of speed, we skimp on the quality of our training, the quality of our craftsmanship will deteriorate. Equally important, if we do not plan our training so as to produce the highest skills in the shortest possible time, we shall not have enough craftsmen to man our industrial machine. Quality and quantity are the hallmarks of today's apprentice training programs. Those concerned with training are placing greater emphasis on the need for higher apprenticeship entrance requirements, more thorough training, and closer supervision. Greater consideration is being given to industry's responsibility to provide wider opportunities for America's young people and to make apprenticeship more fruitful and attractive. To stimulate and coordinate apprenticeship within their respective industries, several national employer associations and international unions have employed training directors or coordinators to promote, develop, and give effect to apprentice training. This same procedure has been adopted by many of your local organizations and local unions.

Keeping alert to the training requirements of our changing industrial world requires a keen and open mind. It has been my observation that those industries that do not keep pace with new technical developments in materials, methods, and equipment tend to wither and die. Sponsors of training programs should take every opportunity to learn about new industrial developments, and make provisions to train journeymen and apprentices in all the skills imposed by these developments.

May your convention be a success and

your deliberations be such as will place all of you among the leading labor leaders for increasing the skills of the work force through apprenticeship and training.

Following the address by Mr. Mathis, President Pitts introduced Glenn E. Brockway, Regional Director of the U.S. Department of Labor's Bureau of Employment Security, who rose to acknowledge the introduction.

JESSE M. UNRUH

Assemblyman, 65th District

President Pitts next introduced Assemblyman Jesse M. Unruh of the 65th District, who spoke briefly and informally to the delegates.

REPORT OF COMMITTEE ON RESOLUTIONS

Chairman Thomas H. Small of the Committee on Resolutions reported for the committee, as follows:

Resolution No. 101—"Reaffirm Opposition to California Sales Tax."

The committee report:

"The sponsors of this resolution, at the request of your committee, appeared before it on Monday evening. They were Brothers Ralph King and Jack Taub. They requested permission to withdraw the resolution.

"Your committee recommends concurrence in their request that the resolution be withdrawn."

The committee's recommendation was adopted.

Policy Statement IV

Taft-Hartley Act and Labor Legislation (continued)

Section (c): Organized labor, while continuing to press for \$1.25 per hour federal minimum wage and a shorter workweek, will give first priority to the extension of full protection of the Fair Labor Standards Act to all workers in industries engaged in or affecting interstate commerce.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 133 — "\$1.50 Minimum Wage."

The committee report:

"The subject matter of this resolution is concerned with an increase in the federal minimum wage to \$1.50 per hour. It

also suggests a similar increase at the state level.

"While your committee concurs in the intent for further liberalization of the existing minimum wage provisions, your committee notes various inaccuracies in the resolution, such as, for example, the assertion in the 5th Whereas that the \$1.00 minimum 'granted two years ago' is now outmoded and an increase based upon the 'average rise in wages' since such period warrants \$1.50. The fact of the matter is, as we are all aware, that the \$1.00 minimum was only most recently established, and not two years ago.

"Your committee, accordingly, while concurring in the desire to raise the minimum as quickly as possible, recommends that, because of the inaccuracies in the resolution, the resolution be filed."

The committee's recommendation was adopted.

Policy Statement IV, Section (d): The state minimum wage, presently 75 cents, should be increased to \$1.25 and established as a statutory minimum, with coverage for men as well as women and minors.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 159—"Minimum Wage."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 26—"Oppose Relaxation of Women's 8-Hour Law"; **Resolution No. 41**—"Oppose Relaxation of Women's 8-Hour Law"; **Resolution No. 51**—"Oppose Relaxation of Women's 8-Hour Law"; **Resolution No. 53**—"No Relaxation of Women's 8-Hour Law"; **Resolution No. 57**—"Oppose Relaxation of Women's 8-Hour Law."

The committee report:

"The subject matter of these resolutions is similar: namely, opposition to relaxation of the women's eight-hour law.

"The committee recommends that **Resolution No. 53** be amended by adding a further Resolved to read as follows:

Resolved, That the Governor of California and members of the California state legislature be informed of this action.

"As so amended, your committee recommends concurrence in **Resolution No.**

53, and further recommends that Resolutions Nos. 26, 41, 51 and 57 be filed."

The committee's recommendation was adopted.

Resolution No. 49—"Enforce Equal Pay Law."

The committee report:

"At the request of your committee, the sponsors of this resolution appeared before it at its meeting on Monday evening.

"At this time it was conceded that, from a statutory standpoint, it would be difficult, if not impossible, to assert the existence of a so-called equal pay law which was capable of enforcement on the basis contended for in this resolution.

"Accordingly, your committee, while concurring in opposition to discrimination in payment of wages based solely upon sex, recommends that this resolution be filed."

The committee's recommendation was adopted.

Policy Statement V Unemployment Insurance

Section (a): Adequate federal minimum standards with which state unemployment insurance systems must comply are essential to give all Americans, regardless of their state of residence, a measure of protection against the hazards of unemployment.

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (b): Apart from the need for raising federal minimum standards, action should be taken on the state level to correct glaring deficiencies in the California unemployment insurance program through the enactment of legislation which would:

1. Increase the maximum weekly benefit from \$33 to \$55.

The committee recommended concurrence.

The committee's recommendation was adopted.

2. Provide additional benefits for unemployed workers with dependents at the rate of \$5 a week for the first dependent and \$2.50 for each additional dependent.

The committee recommended concurrence.

The committee's recommendation was adopted.

3. Provide for the retroactive payment of benefits for the present one week "waiting period" to those workers who are unemployed more than one week.

The committee recommended concurrence.

The committee's recommendation was adopted.

4. Extend full coverage to all wage and salary workers presently denied protection, including agricultural and domestic workers, and employees of non-profit organizations, and city, county and state government.

The committee recommended concurrence.

Secretary Haggerty drew the attention of delegates from organizations of state, county and city employees to this **Section (b) (4) of Policy Statement V** then before the convention, and expressed the hope that they fully understood it, since, in the past, when similar policy had been adopted by the convention and legislation based upon it had been introduced at the legislature, certain of these organizations had opposed it.

Discussion developed, during which delegates from several of the Fire Fighters' locals stated that while they approved the policy, they opposed it if applied to fire fighters, since it would break down their already established pension systems.

In an attempt to clarify their position, delegates from the Fire Fighters made a motion, amended it and finally withdrew it, but during the discussion, considerable clarity had been achieved.

President Pitts then stated that the Fire Fighters' objection was now a matter of record, and called for a vote on the committee's recommendation to concur in **Section (b) (4) of Policy Statement V**.

The committee's recommendation was adopted.

5. Abolish the California merit rating system.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 102—"California Unemployment Insurance Appeals Board."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement VI Unemployment Disability Insurance

Section (a): The maximum weekly benefit amount should be raised from \$40 to \$55, with additional benefits for dependents, as recommended for unemployment insurance.

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (b): Provision should be made for retroactive payment of benefits for the seven-day "waiting period" in all cases of non-hospitalized disability lasting more than seven days.

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (c): Benefits should be made payable for disabilities caused by or arising in connection with pregnancy.

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (d): Full coverage should be extended to all wage and salary workers presently denied protection of the law, including agricultural and domestic workers and employees of non-profit organizations and of city, county and state government.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement VII Workmen's Compensation

Section (a) The maximum weekly benefit amount for both temporary and permanent disability should be increased to \$55 so that the average worker who suffers an industrial injury will at least receive a benefit which conforms to the wage-loss compensation standard prescribed in the law itself.

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (b): The basic weekly workmen's compensation benefit should be increased to allow for dependency benefits at the rate of \$5.00 per week for the first dependent and \$2.50 for each additional dependent.

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (c): Provision should be made for retroactive payment of benefits during the "waiting period" for all disabilities lasting more than one week.

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (d): Mandatory coverage should be extended to employment in agriculture and domestic service.

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (e): The present arbitrary limitation on the duration of death benefit payments should be removed so as to continue payments to a dependent spouse until death or remarriage, with additional benefits for dependents.

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (f): The California law should be amended to provide a program for the rehabilitation of injured workers unable to return to their former jobs, with provision for full payment of disability benefits during the period of rehabilitation, in addition to all other benefits now provided by law.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 138—"Federation to Make Thorough Study of Workmen's Compensation Act."

The committee report:

"The subject matter of this resolution is concerned with the alleged failure of anyone to conduct any study to improve the Workmen's Compensation Act and the allegation that the law has failed to progress from its horse-and-buggy stage to the present atomic age.

"Because of the allegations of the resolution and particularly the assertions in the fifth Whereas, implying that no one had ever attempted an approach to overall improvement of the Workmen's Compensation Act, your committee requested

the sponsors of the resolution to appear before it on Monday evening.

"The reason for this request was the belief of the committee that the statements of the resolution were wholly unwarranted, particularly in view of the excellent and successful effort constantly asserted by the Federation in a continuing improvement legislatively and administratively in the workmen's compensation program.

"Your committee accordingly was concerned as to why the assertions were contained in the resolution, when, for example, in only the last ten years the Federation sponsored and enacted legislation which increased the weekly maximum payment from \$20 to \$35 and \$40, respectively, for maximum permanent and temporary disability benefits; as announced by the Governor yesterday, increased by more than one hundred percent the amount payable in the event of death; provided medical reimbursement in litigated cases; repair of eyeglasses, and many other similar bills too numerous to mention.

"On the failure of the sponsors to appear before it, your committee accordingly thought it only proper to indicate to the sponsors the desirability for them to acquaint themselves with the accomplishment of the Federation before setting forth such gratuitous assertions in the resolutions introduced before conventions of the Federation.

"Your committee accordingly recommends non-concurrence."

The committee's recommendation was adopted.

Resolution No. 14—"Condemn IAC Panels for Incorrect Interpretation and Application of Act."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 104—"Increase Personnel of Industrial Accident Commission."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 202—"Increase Budgetary Allowances and Funds for Industrial Accident Commission."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 135—"Investigate Insurance Companies."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 4—"Workmen's Compensation and Disability Insurance from State Funds, Not Private Carriers."

The committee report:

"The subject matter of this resolution is concerned with the boycott against all private workmen's compensation carriers and unemployment compensation disability insurance carriers, effective immediately.

"Based upon the Whereas, it is apparently the theory of the sponsors of this resolution that by creating a state monopoly fund in each program, the dissatisfaction which is apparently now felt by certain groups in labor would be eliminated as far as the administration and application of each of these programs are concerned.

"Your committee, after thorough discussion of the subject matter of the resolution, is convinced, however, that in part, even at the present time, the State Compensation Fund has from time to time been seriously criticized, and, in fact, there are similar resolutions introduced at this session of the convention because of its administration of the programs in question. The same can be said as far as the Department of Employment and its administration of its programs under the Unemployment Disability Insurance Act is concerned.

"The committee accordingly is convinced that it is not in the best interest of the employees covered by these programs to be subjected to state monopoly control. We believe that we should work, rather, for more effective implementation of existing programs at this time. If these fail, we have no other alternative but to work for state monopoly.

"Your committee accordingly recommends non-concurrence."

The committee's recommendation was adopted.

Policy Statement VIII

Social Security and Welfare

Section (a): Organized labor hails the enactment of the OASI liberalization bill as a long step in the right direction and a significant victory over the Eisenhower Administration, the American Medical

Association, the National Association of Manufacturers and other reactionary forces which strenuously opposed its major humane provisions for the establishment of a disability retirement program and the lowering of the retirement age for women.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 131—"Social Security and Welfare."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement VIII, Section (b): The Federation will continue to seek the enactment of a comprehensive pre-paid medical care program on the national or state level in order to provide qualitative medical care for all, regardless of income.

The committee recommended concurrence.

Following a brief discussion, the committee's recommendation was adopted.

Resolution No. 129—"Endorse National Prepaid Health Insurance."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 153—"Prepaid Public Health Insurance."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement VIII, Section (c): The Federation reaffirms past positions in support of the continuation and liberalization of public assistance programs in the state.

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement IX Housing

Section (a): Current housing construction, based on Eisenhower programs to build housing only to the extent that it suits the profit motives of the bankers, builders and realtors, is failing miserably to meet the nation's housing needs both in terms of construction volume and in

providing housing at costs most families can afford.

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (b): A housing program designed to meet the needs of the nation requires the construction of a minimum of two million units a year, with provision for (1) an adequate low-rent public housing program of at least 200,000 units per year to provide decent housing for low-income groups, (2) an effective middle-income housing program, and (3) such other features necessary to round out a comprehensive housing program.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 65—"Provide Sufficient Personnel to Enforce State Housing Laws."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 174—"Housing Program," and **Resolution No. 151**—"Housing."

The committee report:

"The subject matter of these resolutions is similar: namely, development of an adequate housing program. Your committee recommends concurrence in **Resolution No. 174**, and further recommends that **Resolution No. 151** be filed."

The committee's recommendation was adopted.

Policy Statement X Education

Section (a): Organized labor will continue to extend full support to an expanded school construction program designed to meet the needs of California's growing school population.

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (b): The Federation reaffirms its position in support of the organization of teachers into bona fide unions as the only means of assuring wages and working conditions high enough to attract and maintain an adequate supply of competent teachers.

The committee report:

"Your committee has carefully reviewed the statement of policy in its entirety, as well as all of the resolutions introduced at the convention and has found that apparently there is no statement which would reaffirm the historic position of the Federation in opposition to the discriminatory refusal to employ otherwise fully qualified teachers solely because of race, creed or color.

"Your committee felt accordingly that it was desirable in this section of the statement of policy to briefly refer to this situation and, accordingly, your committee recommends that **Section (b) of Policy Statement X** be amended by inserting a new paragraph reading as follows:

"In reaffirming our support for the organization of teachers into bona fide unions, we take this occasion to call attention once again to the continued widespread refusal of some school districts to employ otherwise fully qualified teachers solely because of race, creed or color. Such employment discrimination not only aggravates the current teacher recruitment problem, but casts a cloud over the very institutions upon which we are most dependent for the elimination of the 'poison of bigotry and race prejudice from democracy's bloodstream,' referred to in the policy statement on civil rights before this convention.

"In this regard, the AFT Union, with the support of your Federation, was successful at the 1955 session of the California legislature in obtaining the passage of a bill declaring state policy against discrimination in hiring teachers because of race, color, religious creed, nationality, or national origin. Governor Knight signed the bill into law. The bill, however, as a mere declaration of state policy, does not carry any enforcement powers. While declaring the position of organized labor in support of the addition of enforcement provisions, we urge affiliated organizations to give all possible assistance to the AFT in their demonstrated determination to bring the weight of state non-discrimination policy to bear on the employment practices of local school districts. The CTA company union has demonstrated the contrary — that it has no interest whatsoever in eliminating discriminatory hiring practices among teachers.

"As so amended, your committee recommends concurrence in this resolution."

The committee's recommendation was adopted.

Resolution No. 85—"Fair Labor Practices in Public Schools."

The committee report:

"Your committee recommends that each of the Resolveds be amended by inserting immediately prior to the words 'Teachers' Union' the words 'American Federated.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 86—"Commending Federation and Other Bodies for Assistance in Teachers' Union Organizing drive."

The committee report:

"Your committee recommends that the Resolved be amended by inserting immediately prior to the words 'Teachers' Union' the words 'American Federated.'

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Policy Statement X, Section (c): Organized labor, in reaffirming its support for federal aid to education, places the blame for the defeat this year of the Kelley aid bill on a "do-nothing" President, whose refusal to declare that he would uphold the law of the land in the distribution of federal aid made it necessary to introduce the Powell anti-segregation amendment.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 149—"Federal Aid to Education."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement X, Section (d): Established Federation labor education programs should be continued and expanded as needed.

The committee recommended concurrence.

Delegate George Johns (Retail Cigar and Liquor Store Clerks No. 1089, San Francisco, proposed the following amendment to **Policy Statement X, Section (d):**

"The California State Federation of Labor shall increase its efforts to make the public school system of this state more truly reflective of the needs and problems of the times in which we live by means

of a greater emphasis on modern industrial economics in accordance with the following program:

"1. In the elementary and secondary schools a curriculum giving students a comprehensive clear picture of the American industrial society and its origins, development and failings, and particularly clarifying the purposes, history and functions of the American labor movement. This naturally implies interesting objective textbooks and other training materials and teachers who themselves have a good understanding of the world of business and industry and who are qualified to help their pupils share that understanding.

"2. In the teachers' training institutions a curriculum designed to give every teacher an awareness of the realities and complexities of industrial economics so that he or she will be able to help students prepare adequately for adult responsibilities and problems.

"3. In the universities and colleges a re-evaluation of the responsibilities of institutions of higher learning toward the working people of this state, and the institution of a program of service, research and education which will begin to meet that responsibility.

"4. On the part of professional educators, public officials, policy-making bodies and others concerned with the conduct of our educational system, a recognition of workers' education as an essential element of the general educational system, serious study of the needs, purposes and nature of workers' education, and the establishment of a vital and meaningful program of workers' education.

"5. On the part of the public, a better understanding of the functions and significance of the worker in our society

and of the importance of an educational program which answers the needs of working men and women."

The motion was seconded by Delegate Thomas A. Small, Bartenders and Culinary Workers No. 340, San Mateo. After Delegate Johns had spoken in favor of the proposed amendment, Secretary Haggerty also spoke in favor of it.

The amendment was thereupon adopted, followed by the adoption of **Section (d) of Policy Statement X**, as amended.

Resolution No. 2—"Establish U. S. Academy of Science and Research."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 59—"Appreciation of Federation's 1956 Pension Conference."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 74—"Endorse Work of CORO Foundation."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 91—"Expose Slanted Materials in the Public Schools."

The committee recommended concurrence.

The committee's recommendation was adopted.

ADJOURNMENT

Whereupon, at 5:00 p.m., the convention was adjourned, to reconvene at 9:30 a.m., Wednesday, August 15, 1956.

THIRD DAY

Wednesday, August 15, 1956

MORNING SESSION

The convention was called to order at 10:00 a.m. by President Pitts.

INVOCATION

Rev. Morris Brown of the Second Baptist Church delivered the following invocation:

"Our Father, the Supreme and All-Wise

God, the One from Whom all blessings come, the Creator and Giver of life, in Thee we live and move and have our being. We bow in the spirit of humility with thankful hearts for all of the rich blessings which Thou hast bestowed on us. As we bow, we want to ask Thee to bless this organization in all of its deliberations. We want to ask Thee, O Lord, to bless

every effort and every means and every idea that is rendered in this service so that it may be rendered in the way that Thy will may be done for the service and advancement of all mankind.

"We ask Thee, O God, to endow us with that spirit of discernment that we may know when the evil forces may arise to crush, to give us the power of victory to overcome and be victorious.

"We ask Thee to bless the president of this organization and all of his official staff. We ask Thee to let wisdom, knowledge and understanding crown them, so much so that it will be like the sun that shines brightly and the rays therefrom will sink into the hearts of these members, so that many, many people throughout the world may benefit therefrom.

"We ask Thee, O Lord, to bless our government in city, state and in the United States. We ask Thee to bless the citizens. Bless those who are unfortunate. Bless those who look to organizations such as this for succor, for hope, for faith, for trust, that they may have peace of mind.

"We ask Thee to guide and strengthen us and to forever hold before us Thy glory, so that whenever we approach Thee, we approach Thee as a person who has thought, motion and purposes.

"We ask Thee to let us have a trust and faith that whenever we bow to Thee, and are sincere in that bow, we listen to the counsel of Thy will.

"Let the words of my mouth and the meditation of my heart be acceptable in Thy sight.

"In the name of our Lord and Savior, Jesus Christ, we ask it all.

"Amen."

JOSEPH F. FINNEGAN

Director, Federal Mediation and Conciliation Service

President Pitts introduced Joseph F. Finnegan, Director of the Federal Mediation and Conciliation Service, who addressed the convention, as follows:

"I am mighty glad to have the opportunity to speak briefly before you at this, your 54th convention, to greet you and extend to you the best wishes of all of the people in the Federal Mediation and Conciliation Service.

"It is always a pleasure for me to be able to accept an invitation that brings me to California, if only because any visitor is bound to be impressed with the growth and vitality of this great state.

"Your population has more than doubled in the last generation; and one out of every three of your present citizens lived east of the Sierras at the beginning of World War II. This influx has brought new businesses and new jobs with it, and when it is combined with the postwar baby boom, the ever-increasing demand for consumer goods and increased leisure time in which to use them, your economic present and prospective future is one of largely unparalleled prosperity.

Present and Future of California Unions

"The growth and strength of your organized labor movement has been both a cause and a result of this fortunate condition. The California State Federation of Labor represents nearly a million and a half employed persons, and your statewide percentage of unionized job holders is strikingly higher than the national average. Forty-one per cent of Californians employed outside of agriculture are unionized, as compared to a national average of twenty-five per cent.

"Perhaps even more significant in its portent for the future, is the fact that three out of four new jobs created in the state of California are filled by union members.

"Simple projection of these figures makes it evident that, if these trends continue, in not too many years one out of every two Californians employed outside of agricultural pursuits will stand in the ranks of organized labor. Such a potential would have been considered impossible by all but a few so-called visionaries not more than a generation ago.

"This is a real tribute to your organizational efforts, your successes at the collective bargaining table, and the responsibility and leadership you men and women have displayed in cooperating with management in producing the greatest industrial machine and the highest standard of living in the world's history. Further, such mutual prosperity vividly illustrates the wisdom of our self-governing national industrial system, based upon free and voluntary collective bargaining.

"One test of statesmanship is the enduring validity of principles that are enunciated. On this score, President Eisenhower, who at that time was Candidate Eisenhower, evidenced true statesmanship in declaring a fundamental national labor-management policy when he said, speaking to your American Federation of Labor Convention on September 17, 1952:

'Again I say peace—either on the la-

bor front or on the international front—cannot be legislated.

‘It can be secured only when there is mutual respect, a will for peace, and responsible, humane leadership.

‘An industrial society dedicated to the largest possible measure of economic freedom must keep firm faith in collective bargaining. That process is the best method we have for changing and improving labor conditions and thus helping to raise the American standard of living.’

“He went on to say:

‘Healthy collective bargaining requires responsible unions and responsible employers. Weak unions cannot be responsible. That alone is sufficient reason for having strong unions.

‘Our most miserable failures with collective bargaining in the last fifty years have come when government has abandoned the role of impartial referee and become a participant in the contest.’

“That is the end of the quote of President Eisenhower’s address to the American Federation of Labor convention in 1952.

Principle of Voluntarism

“It is my opinion that the development of this basic national labor policy is one of the greatest achievements of this nation in the last several decades; and this policy of encouraging voluntary organization of employees and self-government by labor and management in the field of industrial relations—subject, of course, to considerations of national health and safety—has been effectively implemented in the past few years by the government’s ‘hands-off’ policy. With government interference held to a minimum, labor and management have ironed out their differences with a demonstrated maturity and responsibility which would never have been evidenced if government compulsion had been brought into the picture.

“There has been an unfortunate emphasis placed on the dispute or disagreement aspects of industrial relations. A typical reaction when the subject comes up is for many people to mention immediately some of the serious cases in which the representatives of the industry and the union could not reach agreement until after a strike had occurred. The attendant publicity almost invariably treats a work stoppage as if it represented a general failure of collective bargaining; and it is difficult to convince some writers

and commentators, to say nothing of the public, that that is not true.

“The only effective answer to this stereotype is to show that industrial self-government, in the long run, promotes sound and constructive industrial relations. The evidence is overwhelming that this can only be done through effective collective bargaining. In fact, no good substitute is available. The only possible alternative would be some kind of compulsion or legal direction. Whether this might take the form of compulsory arbitration or a directive or order issued by some government body which would regulate or fix the terms and conditions of employment is unimportant, because both are equally objectionable. Any of such devices would not only be repugnant to the American tradition of freedom to make our own agreements, but would unquestionably lead to additional and more far-reaching regulation of the manner in which our business enterprises might be conducted, possibly extending in time to prices, quantity, and kind of production. If such a program were in effect in this country, as an established part of our economy, we would then be far removed from our essential political philosophy.

“Free collective bargaining, which is the heart of our national labor policy, is a process of persuasion and reasoning by which employers and their workers mutually accommodate their self-interests to the circumstances prevailing at the time. It necessarily implies an open mind and a willingness to be persuaded, as well as trying to persuade the representatives on the other side. It is far more than mere physical presence around the bargaining table. It is primarily a type of attitude or approach, adopted in the common good.

Role of Mediation

“Mediation, as an adjunct to free collective bargaining, can function effectively only to the extent that the parties accept it with a full recognition of its voluntary nature and non-partisan aspect. Based upon such acceptance and recognition, the vital collective bargaining upon which our national labor policy is premised can be stimulated and materially assisted by mediation.

“Remember that mediation is only a small thread in the total fabric of collective bargaining; it is in a sense a lubricant, perhaps a catalyst. It is not a troublesome field of labor relations, nor is it a substitute for collective bargaining. Basically, the mediator proceeds on the theory that the parties desire agreement and that

there is a public, as well as a private, interest in avoiding disruptive disputes. By and large, there is a gratifying recognition by the California State Federation members of the mediator's role of impartial peacemaker. This is evidenced by the fine relationship I see and hear of between you and our Regional Director Wayne Kenaston and his mediator staff throughout California.

"Mediation's proper role must never be lost sight of. Labor and management must always be alert to detect and combat any attempt to foist off on the parties government intervention beyond voluntary mediation, as a substitute for free understanding and agreement.

"Recurring attacks upon union organizations and voluntary collective bargaining bring me back to my main theme. We still hear talk to the effect that the pendulum has swung too far one way and, therefore, must be swung back the other way. Progress in human affairs is not made by movements like those of a pendulum. We move on in one general direction, sometimes at an accelerated rate, sometimes slowly, and sometimes we consolidate things and wait for society to adjust itself to the progress already made. We do not turn back the pages of history and try to start all over again just because some think the progress has been too rapid or others think it would have been better if there had been no change.

"However, continuing progress places an obligation upon all of us who engage in industrial relations—labor, management, and government—to prove that free collective bargaining does work in the interest of the whole society, and thus answer the critics who ignore the vast number of peaceful settlements, while emphasizing only disagreement and disharmony.

"Over 95 per cent of the collective bargaining agreements in this country are negotiated without any stoppages. It is only the 5 per cent that seem to hit the headlines, because you never hear of the 95 per cent that are disposed of in a peaceful and intelligent manner.

Aims of Labor Over the Years

"Changing circumstances are bound to bring about changing positions on various phases of the labor-management relationship. This has been seen in the varied kinds of aims which labor has advanced over the years. In the early days the most elementary objectives were sought, like recognition, some security for the union, livable wages and hours, and simple griev-

ance procedures. Later came more elaborate forms of union security and grievance procedures; then social and welfare programs and various types of technical protections of wage rates, work loads and similar matters.

"These changes represented developments warranted by industrial progress and by the prevailing circumstances. Today, it must not be assumed that the request for the adjustment of any of these details by either management or labor is a reflection of an ulterior or evil intention, but, rather, differences of opinion—a perfectly normal and proper feature of true collective bargaining.

"I stress this because of the great importance of protecting and improving the process of voluntary collective bargaining. The adoption of suspicious and antagonistic attitudes will impair this process and, in so doing, weaken our entire national labor policy. This, in turn, would lead to a search through political channels for some substitute for free and voluntary collective bargaining, and it is the substitute which I fear. I simply don't believe that there is 'something just as good' as free collective bargaining, honestly conducted by responsible union and management representatives.

"You men and women of labor, as well as your counterparts in industry, therefore, face a challenge. You can meet your direct responsibility to make collective bargaining effective and workable, or you can adopt a truculent attitude and lend support to the critics of this process in the contention that something else is needed.

"The development of collective bargaining to its present status has been largely your accomplishment, the result of great effort and many sacrifices. I have confidence you will do everything you can to preserve this institution because it is what you have fought for and because it outstandingly represents American democracy in action.

"The Federal Mediation and Conciliation Service, I pledge you, will do everything in its power to back up your efforts."

At the conclusion of Mr. Finnegan's address, President Pitts introduced Wayne Kenaston, Regional Director of the Federal Mediation and Conciliation Service.

COMMUNICATIONS

Secretary Haggerty read the following communications addressed to the convention:

The craft and per diem employees

of the Port of San Francisco earnestly urge your support in opposition to Proposition No. 10 when it comes to the floor of the convention. A NO vote will insure retention of the finest merit system in this country. Your help will be greatly appreciated.

J. J. QUINN,

Alternate Regional Director, Region V and Harbor Chapter No. 1, California State Employees Association.

The best of everything for a most successful convention. The results of your deliberations are of great importance to all California workers and they look to you for guidance. Regret cannot be with you. Please extend my best wishes to attending officers and delegates.

J. H. QUINN,

Member, State Board of Equalization.

To the officers and delegates of the California State Federation of Labor, assembled in convention in Long Beach, California. By unanimous motion of the delegates to the twenty-third biennial convention of the International Association of Fire Fighters assembled in Montreal, Canada, August 13 through 17, I have been instructed to extend to your officers and delegates to the convention of the California State Federation of Labor our best wishes for a most successful convention. We also take this opportunity to thank the officers of your great organization for their untiring support and assistance to the organized fire fighter locals of California and their cooperation with our Tenth District Vice President George J. Gallagher and Albert Albertoni, Legislative Representative of the Federated Fire Fighters of California, our affiliated state association. To a great degree it is through your assistance and guidance, both at the state legislature and at the local level, that the working conditions of the organized fire fighters of California have been improved.

International Association of
Fire Fighters

JOHN P. REDMOND, President,
GEORGE J. RICHARDSON,
Secretary-Treasurer

CHARLES F. HANNA
Chief of Division of Apprenticeship
Standards, State Department of
Industrial Relations

President Pitts presented Charles F.

Hanna, Chief of the Division of Apprenticeship Standards of the State Department of Industrial Relations, who addressed the convention as follows:

"President Tom Pitts, Secretary Haggerty, distinguished guests, and delegates to the California State Federation of Labor convention, congratulations!

"I wish to congratulate you not only on your farsighted action toward merging the two great labor organizations, but on having what is currently the largest and best apprenticeship training program in the United States and its territories. But I think the currently best is not yet good enough for you, and that is why I sincerely appreciate this opportunity to appear before you and tell you some of the reasons why the best training program in the country is not yet good enough for you, at least not good enough for tomorrow.

"Upon the recommendation of your Secretary, Neil Haggerty, and President Tom Pitts, with the full support of our Director, Ernest B. Webb, and the support of many others like them, Governor Goodwin Knight appointed me chief of the Division of Apprenticeship Standards. I feel it my responsibility, therefore, regardless of where the chips may light, to set forth to you frankly my thinking, my experience and my knowledge of this training program, so that you in your wisdom may take whatever action is necessary to do those things about training which must be done to continue to build your great organizations.

"Shortly after Governor Knight appointed me, I had the pleasure of appearing for the first time before the convention of the California State Federation of Labor at San Diego. My remarks appear in the record of that convention, and upon re-reading them I find that the information I then gave you continues to be valid, even though at that time I was a beginning apprentice chief.

Progress During Past Year

"May I first give you a report on the progress that has been made since that time, and while I say now that our program is not yet good enough, certainly it has improved in that short span. It gives me much pleasure and courage to know that we are making substantial progress. It gives me great pleasure, too, to know that the two great labor organizations in California are working together, in a unanimous effort for the betterment of the working people and of this state.

"While we have worked with each or-

ganization separately in the past, I know that more progress will be made when we work together, jointly; not only working jointly as labor organizations, but jointly with your employers, will produce the satisfactory solutions and progress which we all seek. One year ago, there were 18,028 apprentices in training under both organizations in California. Today there are 20,111, which is an increase of 2,083 apprentices. During the fiscal year just past, 11,281 apprentices began training in California. This again represents an increase of incoming apprentices of some 2,000 as compared to the previous year.

"As you know, the backbone and the foundation of apprenticeship is the joint apprenticeship committees, composed of equal representation from labor and management, working together in a joint venture. There were 34 new local joint apprenticeship committees and three statewide joint apprenticeship committees established last year. All of this comes about principally as a result of your and your employers' reports, and of ours.

California Apprenticeship Council

"You may recall that the California State Federation of Labor sponsored and the CIO supported the resolution to expand the membership on the California Apprenticeship Council, so that more crafts could be represented, as well as more areas. This legislation was passed by the legislature and signed by the Governor, who, by the way, is a very staunch supporter of apprenticeship. Subsequently he appointed, from labor, Mr. 'Bill' Dean, representing the painting trades of Santa Barbara and secretary of the California State Conference of Painters; Mr. Clyde Bell, representing the plasterers and cement masons of Sacramento, as well as the State Conference of Plasterers and Cement Masons. Other new members of the Council whom he appointed were: Mr. 'Herb' Rubottom, Chief of Training of Convair at San Diego, representing management; Mr. Fred Schmitz of San Mateo, representing the Associated Plumbing Contractors of California; and Archie J. Mooney, representing the public. In addition thereto, two members of the Council did not accept reappointment and their positions were filled by Mr. Richard Lane, representing the Southern California chapter of the Associated General Contractors; and Mr. Webb Green, representing Local 11, IBEW. Mr. Bernard J. Simon is from the Skilled Trades Department, UAW-AFL-CIO.

"We believe that no finer apprenticeship council exists anywhere in this country. Other labor representatives who have served for many years on the council are: E. H. Vernon of the IAM, from Oakland; and William P. Kelly of the Brotherhood of Carpenters and Joiners of America, from the Bay Counties District Council of Carpenters in San Francisco, and member of the Executive Board of the State Council of Carpenters.

"Many of the delegates to this convention may recall that in years gone by there was difficulty in securing the necessary funds for the operation of the State Division of Apprenticeship Standards. I am happy to report that this is no longer the case. Through the efforts of your legislative representatives and many other friends of apprenticeship, the situation has changed. Last year no cuts were proposed in our budget, and none were made. For this fiscal year, 1956-1957, the legislature has provided seven additional apprenticeship consultants, who are now on the payroll.

Apprenticeship Consultants

"I would like to tell you a little about the new apprenticeship consultants we recently hired. As you know, the announcement of the examinations was made in your Federation Newsletter and elsewhere, too, and as a result, more than 200 applicants filed. Not all of these people qualified for the examination, but 40 finally passed all of the tests. I am happy to say that most of our new employees are graduate apprentices and that everyone of them is a member of a labor organization. They were selected under State Civil Service procedures, and while union membership is not a required qualification, it pleases me no end to note that in a very difficult competitive examination setup by the State Personnel Board, members of organized labor were able to compete successfully with applicants from all walks of life and come out on top! This speaks very well for the caliber of people you have in your membership. Of course, not all of the people who qualified can afford to take a cut in pay to come to work in our Division, and as a result, some of the people who passed the examination would not accept employment with us when offered it.

"In the field of labor and management relationships and collective bargaining, there are occasionally areas of disagreement. However, there is at least one area where labor and management can and do agree. This is in the area of apprentice-

ship. While this joint venture works to the benefit of our youth, of industry and of the union, it has the further beneficial effect of bringing together regularly at joint apprenticeship committee meetings top-level labor and management representatives. They meet and solve problems jointly and learn that this can be done and that each is a human being worthy of the respect of his opposite member on the joint apprentice committee. Benefits from this association on the joint apprenticeship committee carry over to other phases of collective bargaining.

"I have no doubt that from this beginning on the joint apprenticeship committee, in many, many cases, both labor and management have developed a more tolerant and understanding view of the other man's position.

"While we hear of many wonderful things to come as the result of the dreams of scientists, and the development of engineers, we know that progress will only come as fast as workers learn to do things better, more productively and at less expense. We know also that in so doing, their earning capacity will increase and that it is the job of the unions to see to it that their members reap at least a few of the benefits of this increased productivity, skill and knowledge. In the final analysis then, it behooves all of us to work toward improving skills so that each person may benefit from the result of his increased skill and productivity.

New Trends

"While we hear of all of these wonderful new things and each day we enjoy the benefits of them more and more, we also learn of new trends in collective bargaining which affect apprenticeship and other training. Increased and more serious attention is being given to the training of craftsmen and others on a national level, as well as state and local levels. As an example we find the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry have established an apprenticeship division, with five men employed to work specifically in that field. We find that jointly the national electrical contractors and the IBEW have established an office where they have jointly employed personnel for the same purpose. We find that our old friend, Lloyd Mashburn, has given increased attention to the apprenticeship training of lathers. They have amended the constitution, and are developing national apprenticeship standards with employers.

"The United Steelworkers have developed an excellent national apprenticeship program, and have printed a brochure for the instruction and guidance of all of their local unions. The United Auto Workers did this some time ago, and we see the results, of this national attention to apprenticeship in certain local developments right here in Los Angeles County, through several local joint apprenticeship committee programs for tool and die makers, machinists, and other skilled craftsmen. At every turn of the road we see evidence that the full realization has come to a great many leaders that apprenticeship is a 'must' program for the very existence and perpetuation of their organizations, and they are approaching this problem in an intelligent and constructive manner. We know that as time goes along, certainly, we will begin to approach the time when the needs of these various crafts and occupations will be met through the only sound method of training for industry—that is, training on the job, under the supervision of skilled union journeymen, and the teaching of related and supplemental material in public schools under competent journeymen instructors.

New Financing

"As a result of this increased and serious attention to apprenticeship and other training, it has been discovered by both labor and management that in order to do any job, finances are essential. We have noted through the years that programs beneficial to labor and to management alike, such as your social security programs, your health and welfare programs, and other programs, have required financing and that ways and means have been developed to do this. Only now are we beginning to find evidence of the full realization of the fact that proper financing is also an essential part of any sound training program, and that to do it successfully, sound financing must be accomplished. Since this is new, we see many different approaches to the problem. We have noted that the pipe trades have, through collective bargaining and mutual agreement, developed means of financing their apprenticeship program. Not all of this money will be used for apprenticeship, but the financing came about as the result of the apparent need for financing of joint apprenticeship committee activities.

"With the Plumbers, the first thing that was agreed upon was that financing was necessary, and secondly, it was agreed that it would require at least one cent per

journeyman hour to be paid into the training fund. The method of disbursing these funds, and the specific uses for them are still under negotiation. We do not know at this time what the various plans will be.

"The Carpenters, as another example, have long known that to do a proper job of training, specific funds had to be allocated for this purpose. Since joint funds were not available, the unions undertook to finance the program, and, as a result, we find that in Los Angeles and in San Francisco, full-time apprenticeship coordinators have been employed for many years. Only now has the full realization come to both the employers and the unions that since apprenticeship is a joint venture it should be jointly financed. In the Bay Area where negotiations were recently concluded, the employers agreed to match the Bay Counties Council of Carpenters' expenditures.

"We could cite many other examples of cases in which these training programs are being financed by industry, such as the Sheetmetal Workers Joint Apprenticeship Committee in Los Angeles.

"It is quite evident that the federal government, the state government, and local schools together will never be able to provide adequate funds to completely do the job. Nor is it proper that they should do this, since it is unions and management who benefit most.

"They are the principal beneficiaries, while at the same time the general public is also a beneficiary. Hence, it is right and proper that all three should share in the cost of maintaining this program. In the final analysis the expenditures do not result in a cost, but ultimately result in decreased costs of production.

"Since there is a trend toward industries contributing financially to apprenticeship training programs, it seems to me that it would be most desirable for a sound plan to be developed for the collection, control and disbursement of such funds. Just as in cases of your health and welfare plans, and other jointly financed plans, funds may not be diverted unless sound safeguards and controls are established, to the end that the funds be expended only for the purpose for which they are intended.

Division Watches for New Developments

"Our division has opportunity to watch new developments, to learn of new methods, new materials, new machines in various industries. Whenever these appear we call them to the attention of respon-

sible groups, the State Joint Apprenticeship Committees, and others, so that they can integrate and incorporate them into proper training to provide apprentices with the necessary skill and knowledge to keep them up to date in their trades.

"I have addressed most of my remarks to the skilled craftsmen, but they may be applied equally to every person who needs to know something about a skilled piece of work. The demand for skills increases day by day. There is less and less demand for the unskilled worker. While the apprenticeship program is highly developed in some well-known skilled crafts, it has not been touched in many others. In a few a serious situation has resulted.

"There are skills in the preparation of food for people; there are skills in driving a truck; there are skills in doing almost every job today. So all of you—whether you are in a well-known apprenticeship occupation or in others—need and must give attention to the training of your people in your union.

"Now, I have been drifting about somewhat in this particular field, but I believe I have posed a problem which is within your power to solve. The question is, simply stated, 'What must we do to provide the required number of skilled workers to maintain and expand our industry?' I have proposed several possible solutions and it is your problem to select the solution, or solutions, that best fit your particular situation, or develop others. Some of the possible solutions I have suggested are:

Possible Solutions

"First, a better understanding on the part of labor and management of the needs of their industry, through surveys and statistical research, public information and publicity. Secondly, there needs to be increased support and sound attention on the part of the local schools to the needs of industry for skilled craftsmen. Third, the activities of state and federal agencies, while well supported, should be watched closely to the end that the efforts of these small agencies are not diverted into fields in which no benefit accrues to apprenticeship. Fourth, it is quite apparent that government will never be in a position, nor should it properly be, to wholly finance the cost of this program. It is industry's job—that of labor and management—to provide the financing and supervision for training of its own people. Last, but not least, the most important of all of these things is to em-

ploy apprentices. You who are experts in the field of employment and placement—with a little effort on your part and a little understanding on the part of employers—can automatically increase the number of people in training, where needed. Last but not least, there needs to be research into new techniques, new machines, new occupations, and new safety practices, so that these can be readily disseminated to the workers who need this information.

"I want to assure you that it is a wonderful job to be able to work with you, that we can see the results of our joint endeavors, that we can gather great satisfaction from the work we are doing for the young people of our nation. I would recommend to you that this great organization begins now to establish some means to give continual impetus, attention, study and work—from a statewide level—to the general problem of adequate training to improve the status of all of your members."

PRESENTATION OF 6th ANNUAL SCHOLARSHIP AWARDS

Before introducing the winners of the Federation's 6th Annual Scholarship contest, Secretary Haggerty spoke as follows:

"Mr. Chairman and delegates, you probably are aware that the Federation conducted its sixth annual scholarship contest this spring.

"It has been our custom every year to present the three winners of that contest to this convention. These winners will each receive \$500 to be applied to any college of their choice.

"This contest, as you know, is open to students in every high school in the state of California and Hawaii. We send to every high school the contest rules, papers, and so forth, and the girls and boys there who desire to compete for the scholarship enter the contest. This year more than 300 took the examination, and of the 300 these three here on the platform today qualified and are the scholarship winners.

"I want to present them to you so you will know them, see them. Maybe in time to come as they complete their education we may have them within our ranks in positions of authority and responsibility.

"I present to you now Miss Peggy Bosworth, 17 years of age, from St. Mary's School, Stockton. She plans to attend Stanford University."

Peggy Bosworth

"I am very grateful to everyone here,

for you are all a part of the organization that has made this possible. Going to college means a lot to me, and through this scholarship I will be able to attend the university of my choice, Stanford, where I will major in chemistry.

"I found in studying for the examination given for the scholarship that labor is a vast and interesting subject. Labor's accomplishments and problems are in some way connected with everyone's lives, so it is a subject that everyone should know about.

"Because of the keen competition which I am sure existed for these awards, I am very happy and honored to have been chosen.

"Thank you very much."

Secretary Haggerty continued:

"Our next scholarship winner is Rochelle Leiter, 17 years of age, North Hollywood High School, North Hollywood. She plans to attend UCLA."

Rochelle Leiter

"Mr. President, delegates and guests. This is a very memorable occasion for me, and it is one which I am sure I shall never forget.

"I have enjoyed my stay at this convention very much, and it seems everyone whom I have met has gone out of his way to be nice to me. I appreciate it, for I know all the other problems you have to consider this week.

"It has been a very valuable opportunity for me to watch this convention and learn a little bit about the way it functions. To me it is a wonderful thing that an organization such as this Federation, with all its work and problems, can take the time to establish a scholarship program and to award scholarships such as the one I have been fortunate enough to receive.

"So I am very happy to be here today and have the opportunity to thank those of you who made it possible.

"Thank you very much."

Secretary Haggerty continued:

"The next scholarship winner is a young man who is 18 years of age and who has won scholarships in the total sum of \$7,500.

"And, by the way, he comes from a trade union family. His mother is a member of the Cannery Workers, and his father is a member of the Plumbers Union.

"This young man is unusual. Evidently he aspires to some high academic post in time, and we wish him all the luck in the world.

"He comes from Merced Union High School, Merced. He plans to attend Columbia University.

"I present to you Eldon Ray Clingan."

Eldon Ray Clingan

"Mr. President, my friends of the State Federation of Labor. I am very happy for this opportunity to thank you, and to thank not only you but the people that you represent, for I realize that you are delegates and certainly the State Federation's membership is not confined to the two thousand people or so that are in this room.

"I would like first of all to express my gratitude for the scholarship, of course—thanks for the money. This represents to me, first of all, an opportunity to continue my education. But, secondly, I feel that it is an obligation upon me.

"Now, you may know that the State Federation places no restrictions upon any subject that we may study. It places no restrictions on the college that we may study in. But I feel an obligation, having received this money, to use it in a way that you would approve of, and I shall certainly attempt to do that.

"The second thing for which you have my gratitude in this convention is the research office and Mr. Henning, and the members of the Teachers Union. I am sure I get in their hair occasionally with questions, but I certainly appreciate their friendly cooperation.

"I can boil all of this down to a couple of words. They are just simply: Thank you."

Secretary Haggerty then concluded: "Now you have an idea of the high caliber of student who wins our scholarship funds. These three, two girls and one boy, certainly indicate to you, I am sure, that they are outstanding. They must have been, because the contest is not an easy one.

"On your behalf, I wish the two girls and the boy complete success in their endeavors, that they may accomplish the purposes that they seek."

REPORT OF COMMITTEE ON RESOLUTIONS

Chairman Thomas A. Small of the Com-

mittee on Resolutions reported for the committee, as follows:

Resolution No. 92 — "Name Schools After Labor Leaders."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 94—"Conservation of the National Heritage."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 95—"University of California Collection of Trade Union Materials."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement XI Civil Rights

Section (a): The elimination of the poison of bigotry and race prejudice from democracy's bloodstream remains a major objective of organized labor.

The committee recommended concurrence.

At this point, Delegate W. E. Pollard, Dining Car Employees No. 582, Los Angeles, proposed an amendment to **Policy Statement XI, Section (a)**. After a brief discussion, Delegate Pollard withdrew the amendment in order to resubmit it when **Section (b)** of this policy statement was reported.

The committee's recommendation to concur in **Section (a) of Policy Statement XI** was thereupon adopted.

Resolution No. 150—"Civil Rights."

The committee recommended concurrence.

The committee's recommendation was adopted.

Section (b): The Federation applauds and extends full support to the national AFL-CIO in its forthright denunciation of White Citizens Councils as "new Ku Klux Klans without hoods" whose purpose is both anti-democratic and anti-union.

The committee recommended concurrence.

Delegate W. E. Pollard, Dining Car Employees No. 582, Los Angeles, then

presented his proposed amendment to be added at the end of Section (b) of this policy statement, and it was read to the convention by Secretary Haggerty, as follows:

"We hail the decision of the United States Supreme Court outlawing racial segregation in public schools as well as subsequent decisions prohibiting other forms of state-imposed segregation as expressing a legal and moral imperative, and that we continue to develop and give maximum support to the programs which will contribute to a speedy and workable integration, and that we work towards the end that both political parties, the public school officials and law enforcement agencies will hasten full integration in public schools in all sections of the United States of America."

This amendment was duly seconded and adopted.

Resolution No. 56—"Support AFL-CIO Fight for Civil Rights in the South."

The committee report:

"The subject matter of this resolution is concerned with the condemnation of the discriminatory tactics engaged in by both enemies of labor and certain misguided members of labor in the South.

"While concurring in the resolution, your committee, however, felt it is obligated to point out that it might well be deemed improper for us to condemn others if we had not completely eradicated such discriminatory tactics among our own members in the State of California. Unfortunately, however, this is not the case.

"Accordingly, while concurring in this resolution, we reaffirm the historic position of the Federation and earnestly request all the affiliated unions to place in full operation the program established and approved by this Federation and not be in the position of having others asserting that certain of our affiliates give mere lip service and no effective support to our enunciated program in the field of freedom from discrimination.

"With this statement, however, your committee recommends concurrence in this resolution."

The following delegates participated in the general discussion that ensued: W. E. Pollard, Dining Car Employees No. 582, Los Angeles; Albin J. Gruhn, Laborers No. 181, Eureka; C. C. Haug, Typographical Workers No. 46, Sacramento; and Helen Wheeler, Miscellaneous Employees No. 110, San Francisco.

The committee's recommendation to concur in **Resolution No. 56** was thereupon adopted.

Policy Statement XI, Section (c): The Federation urges statewide mobilization of organized labor behind the California Committee for Fair Employment Practices for the enactment of FEPC legislation with enforcement powers at the 1957 general session of the California legislature.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 154—"Fair Employment Practices."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 122—"Civil Rights."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 152—"Revision of McCarran-Walter Act."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 181—"Discrimination Against Americans by Foreign Governments."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement XII Water and Power

The Federation reaffirms its support of maximum and integrated development of the state's water and power resources in accordance with firm anti-monopoly provisions relating to water distribution and public power development.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 173—"Feather River Water and Power Project."

The committee report:

"The subject matter of this resolution is concerned with certain water and pow-

er projects. Your committee believes that the subject of water and power is more adequately covered in **Statement of Policy XII** just approved and, accordingly, recommends this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 117—"Commend California State Federation of Labor for Assistance to Yuba City-Marysville Flood Victims."

The committee recommended concurrence.

The committee's recommendation was adopted.

Policy Statement XIII Ballot Propositions

Proposition No. 1—\$500 Million State Veterans' Bond Issue. Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 2—\$100 million State School Bond Issue. Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 3—\$200 Million State Construction Bond Issue. Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 4—"Oil and Gas Conservation"; **Resolution No. 48**—"Oppose Proposition No. 4"; **Resolution No. 52**—"Support Proposition IV"; and **Resolution No. 68**—"Condemn Proposition 4."

The committee report:

"At the request of your committee, a hearing was held on Tuesday evening at which both the proponents and the opponents of Proposition 4 and of the resolutions above mentioned appeared. Both sides were accorded full opportunity to present arguments in support of their respective positions, and after the conclusion of the arguments on each side, the members of the committee engaged in additional questioning for the purpose of obtaining complete information in respect to the merits of this proposition.

"The summary of the arguments submitted by the proponents consists of:

1. The argument that the purpose of Proposition 4 is to insure conservation and not an oil production control act.

2. That in the process of insuring conservation through the methods of unitization, there will not be a reduction in employment, but, on the contrary, the required drilling of additional wells for the replacement of pressure by way of salt water, gas or other means, will insure at least the continuance of the existing number of employees and perhaps the employment of more.

3. That in addition to statewide benefits to be derived from conservation, the measure will afford definite local benefits, such as in the case of the Long Beach area and its subsidence problems. The proponents argue the adoption of Proposition 4 would insure the elimination in the future of such a condition.

4. With respect to the importation of foreign oil, the proponents argue that its transportation was not for the purpose of converting the domestic fields into storage areas for the purpose of exploitation of the foreign oil but, rather, was to meet the existing deficiencies with adequate supplies. In this respect they deny that the production and transportation of this foreign oil was under conditions more unfavorable than those existing locally.

"The opponents, on the other hand, contended:

1. That the measure was not a conservation but, instead, a thinly disguised monopoly control bill aimed fundamentally at underground storage rather than conservation of oil.

2. That the measure itself nowhere contains a single provision dealing with conservation and requiring the continuance of the existing conservation requirements in the existing state law; that in this respect and in many other respects the state law is far more beneficial in insuring conservation in the interest of the public; that even the arguments submitted by the proponents in support of Proposition 4 are themselves nowhere found in any of the text of Proposition 4 itself.

3. That in respect to the question of subsidence, there is no provision in the proposed law requiring any of the

individuals included within the unit to pursue any method of conservation unless they voluntarily decided to do so.

4. That contrary to the contention of the proponents, unitization of fields would result in immediate lay-off of substantial personnel, and cited specific instances in this regard in the Los Angeles area.

5. The opponents also contended that the production and transportation of the foreign oil to California was under unfair conditions and that, for example, the compensation paid to sailors on foreign ships transporting such crude oil was substantially below that to sailors on U. S. ships, and generally was at most only one-fourth as much compensation.

"At the conclusion of the respective arguments, certain questions were asked of the respective parties by your committee, the most important of which was the question of whether or not there was anything in the proposed law that would require or compel procedures to insure prevention of land subsidence. The proponents of the proposition finally frankly conceded that no such provision existed and that neither through the commission nor through court proceedings could anyone be compelled to follow such techniques, even though an agreement to unitize the area in question had been entered into and approved by the commission pursuant to the provisions of the initiative.

"After full discussions, your committee was of the opinion that the more convincing and persuasive argument from the standpoint of labor's interest was presented by the opponents to Proposition 4.

"Your committee earnestly felt that if the argument had substantiated the contention of beneficial conservation, as well as prevention or correction of the critical problems of subsidence, a more favorable aspect of the proposal might have resulted. Your committee was convinced, however, that even if this measure were adopted, additional legislation specifically aimed at these two problems would be necessary, and, accordingly, felt that this measure could not be supported because the arguments presented in its favor actually did not find support in the provisions of the initiative, and this deficiency would have to be made up in other legislation. When this is considered in relation to the other defects in the existing

initiative, your committee was convinced that unless and until a more carefully and adequately drafted proposal on this question was submitted, it would be necessary to recommend a 'no' vote.

"Your committee accordingly recommends adoption of the recommendation of the Executive Council on Proposition 4: Vote NO.

"Your committee further recommends concurrence in Resolutions Nos. 48 and 68, and non-concurrence in Resolution No. 52."

Debate ensued, during which delegates spoke in support of or in opposition to the committee's recommendation, as follows:

Supporting the committee's recommendation (Vote NO on Proposition No. 4):

William Kilpatrick, Cooks No. 44, San Francisco.

Robert P. Sanders, California Federation of Post Office Clerks, Huntington Park.

Henry E. Spiller, Building Material and Dump Truck Drivers No. 420, Los Angeles.

Phil Deredi, Elevator Operators and Starters No. 117, San Francisco.

J. J. Christian, Building and Construction Trades Council, Los Angeles.

Tony Cancilla, Chauffeurs No. 265, San Francisco.

Harry Lundeborg, Sailors Union of the Pacific, San Francisco.

Thomas Ranford, Central Labor Council, Los Angeles.

Opposing the committee's recommendation:

Webster F. Ay, Asbestos Workers No. 20, Long Beach.

The previous question was moved by Delegate George Johns, Retail Cigar and Liquor Store Clerks No. 1089, San Francisco, and adopted by the convention, thus closing debate.

The committee's recommendation (to vote NO on Proposition No. 4) was thereupon adopted.

RECESS

The convention was thereupon recessed at 12:20 p.m. to reconvene at 2:00 p.m.

WEDNESDAY AFTERNOON SESSION

The convention was called to order by President Pitts at 2:25 p.m.

FINAL REPORT OF COMMITTEE ON CREDENTIALS

Chairman James Blackburn of the Committee on Credentials presented the committee's final report, and then Chairman Blackburn concluded:

"I should like to preface the final motion, Mr. Chairman, with a few remarks.

"We want to thank all the delegates again for their fine cooperation and assistance and indulgence with us in our functions.

"We also wish to thank President Pitts, Secretary Haggerty, his fine staff and the Executive Council for their leadership and guidance through this convention, which is the largest membership registration in the history of this, the greatest state federation of organized labor.

"James Blackburn, Chairman

"Wayne J. Hull

"Kitty Howard

"C. J. Hyans

"Phyllis Mitchell

"Ralph Conzelman

"Andy Ahern

"William Cabral

"George Bronner

"Lloyd Leiby."

On motion by Chairman Blackburn, the convention adopted the committee's report as a whole, and President Pitts discharged the committee with appreciation and thanks for its work.

WILLIAM H. BARTLEY

Regional Director, U.S. Treasury
Department, Savings Division

President Pitts next introduced William H. Bartley, Regional Director of the U.S. Treasury Department's Savings Division, who addressed the convention, as follows:

"I have looked into the eyes of delegates at a great many labor conventions for the last fifteen years, but I am very happy to say that I have never seen one quite this big. I have faced bigger audiences within the last two months in a hall something like this, full to the last seat up there in the corner, to hear me talk. The fact that there were fifteen beautiful girls on that stage at the same time who were going down to Santa Cruz

the next day to compete for Miss California and then come down here to compete for Miss Universe may have had something to do with the size of that crowd!

"Many, many times in my contacts, countless times, I have heard it said: 'If you want a lesson in parliamentary rules and usages, just get a few labor fellows in your meeting.' Well, I know what they were talking about. In my left hand pants pocket facing forward is a card that has been there every month without exception for forty-five years. I learned even before I became president of the local, in which capacity I served for five years, that if you didn't know your stuff running a meeting in a labor organization, you were sunk before you started.

"That signifies a difference of opinion, else there would be no debate, there would be no reason for use of parliamentary rules in a meeting; everyone would agree.

Payroll Savings Plan And The Workers

"But I am happy now that I represent something about which there is no difference of opinion: the Savings Bond Division of the United States Treasury. Fifteen years ago last April when I was enlisted as a volunteer in that movement by an assistant to the Secretary of the Treasury—who took thirty minutes to sell me on the idea, not knowing that he had wasted the last twenty-eight minutes because he had sold me in the first two minutes—I saw in this program the thing that would be of countless value to the people of this country who work, a thing that would, if followed out to its ultimate conclusion and brought to perfection, make every workingman his own 'loan shark,' for his day of paying 36 per cent for emergency loans would be passed. And we have had tremendous success.

"In this program we have absolute agreement of labor and industry. There is nothing else like it that I know of. There have been some industries which have declined to make the payroll savings plan available to their employees, but they are very few. One textile mill in the South, after having thrown the payroll savings plan out, rejected our pleas that they reinstate it, with the bald statement that, 'We never lost a strike in this plant until we put that thing in. When the strike day came, everyone was prepared for it. We

will not put it back.' And to this good day they have not put it back.

"There have been plenty of differences of opinion not only between labor and industry but between labor, the CIO and the AFL, but there has never been a difference of opinion on this program. Even that great disaffiliator, John Llewellyn Lewis, has been very strongly in favor of this savings bond program.

Top Volunteers From Labor

"Among our top volunteers have been the presidents of the various organizations and even down to the states. In California one of our top volunteers is Jack Goldberger. I saw his name on the program here yesterday. In southern California, until he was assigned to duties out of the state, it was Irwin L. DeShetler.

"Every year we have a meeting in Washington at which our program is outlined for our very limited staffs and our volunteers. Last year the very finest presentation at that meeting was put on by a panel which consisted of Bill Schnitzler, a man from the CIO who came over at the last minute because of something that tied up Jim Carey, who was to have been there, and the president of the Pullman Porters Union. And incidentally, a newspaperman asked Bill Schnitzler a question in that meeting, a loaded question, that received an answer that brought forth applause from the last person there, including the bankers.

"I am here for two reasons today. One is to thank you for your help to the government in this extremely important Treasury program, and it is of very great help to your government; and the other is to congratulate you on your intelligent use of safe interest.

Billions in Payroll Savings

"It will interest you to know that about \$41 billion are held in savings bonds by individuals, and that a little over half of those sales are made to people who work in plants and are on the payroll savings plan.

"Leo Provost told me a little story that he heard Herb Heasley, our labor contact man in our Washington staff, use. In the story he told about the little girl flea and the little boy flea who went on the payroll savings plan and saved up enough so that soon they bought themselves a dog.

"Not to get away from my subject, but that reminds me of a story of about the same length, about the little girl

strawberry and the little boy strawberry. The little girl strawberry said to the little boy strawberry: 'If we hadn't been found in the same bed together, we wouldn't have been in this jam now.'

"I checked this morning, and in southern California alone there are 302,000 people who have signed up for payroll savings purchases of the United States Savings Bonds in companies that are big enough to report. Of course we have no idea how many there are in the smaller companies.

"I suggest to you in your own intelligent self-interest that if you are in a company that has this plan, you sign up for it, and encourage your fellow employees to do the same thing; and if you are working for a company which does not have it, you ask them to give you the service that eight million Americans are today taking advantage of."

M. SHAFI

Research Officer, Ministry of Labour Karachi, Pakistan

President Pitts presented M. Shafi, Research Officer of the Ministry of Labor, Karachi, Pakistan, who spoke informally, as follows:

"Mr. President and delegates. It is my very great privilege to be present at this convention. It has been a new opportunity to me to be amongst you. The way you are organizing this convention and the way in which the proceedings of this conference are taking place have been very encouraging to me and full of new experience and new knowledge.

"I am particularly glad to see the difference of opinion amongst the various delegates and the democratic way in which after some discussion these are resolved and unanimous conclusions are arrived at.

"When I look back to the conditions in my own country, I can not help thinking that such complete and elaborate organization amongst the working classes at the present stage of economic development is rather unthinkable. The conditions are so underdeveloped, and lack of proper organization amongst the workers leads to so many complications and difficulties that such unity and such progress on the labor front is full of many difficulties.

"The standard of living at the present moment is so low that most of the people are below the subsistence level of living and many of the things that you consider necessities at the present time can

not even be regarded as luxuries for the working classes of my country. It is a question to them that if they have a meal now, will they have an evening meal or not? So for most of them life is a continuous struggle for existence for the bare necessities of life. From this we are trying to raise the standard of living to a level which should be livable for human beings.

"Sitting here in this convention hall, with due respect to your imagination and understanding, I must say that it is impossible for you to believe that people must live in conditions under which workers, most of them in Asia, are living today, and the lack of organization that is so manifest in those countries.

"There comes the great role of the government at the present moment. What at the present moment you are doing yourselves for yourselves has fallen upon other shoulders, upon the shoulders of the government. Due to lack of organization among the working class, all the benefits in the form of unemployment insurance, social security, hospital, school, dispensary, mutual aid and other welfare facilities have to be managed by the government in the very nature of things. Because what we from the government do not do, then the workers will not themselves do or will not be able to do. And in that respect the government is playing a very important role. It is not a role of interference, but it is a role so that in due course they may be able to stand on their own legs and try to bargain on equal terms with the employer. At the present time their position is much weaker than the position of the employers, and our constant efforts are to maintain the balance of power between the employer and the worker by proper legislation and other means.

"On the contrary, one of the employers in New York told me that the time has come when the American government should pass laws to protect the employer from the growing strength of the workers. And of course, I could understand that what he meant was that unions are so well organized here, the employers are beginning to get apprehensive.

"So this is the situation that is developing in my country. It is progressing towards better ends, and things have started moving in the right direction the last few years. But it is a task of very great magnitude.

"That is why I am here. I am just seeing how you work, seeing how you plan

and engage in your activities, so that when I go back I can put into force in my country certain procedures that you have developed, with some adjustments to suit the conditions that are existing there. And with that, I think it is good to study the various phases of the worker's life and his conditions here. I am sure that it will do me good when I go back to the working people of my country.

"I am very happy that I have seen the convention at work and I wish it very good success. I believe that your deliberations are bearing good fruit and they must come to their logical conclusion. In short, they must insure for you and for the workers as a whole a better standard of living and lead them to healthier, happier and fuller lives, not only for the working class but for society as a whole."

REPORT OF COMMITTEE ON LEGISLATION

Chairman W. J. Bassett of the Committee on Legislation reported for the committee, as follows:

Resolution No. 40—"UI and UDI Coverage for Employees of Non-Profit Organizations."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 100—"Abolish Waiting Period for Unemployment and Disability Insurance."

The committee report:

"The subject matter of this resolution is concerned with the removal of waiting periods.

"This subject is set forth in Statement of Policy V, Section (b) (3), wherein it is recommended that retroactive payment of benefits be provided where the period exceeds seven days.

"Your committee believes that the subject matter is more adequately and desirably covered in this statement of policy, and, accordingly, while concurring in the intent of this resolution, recommends it be filed."

The committee's recommendation was adopted.

Resolution No. 105—"Modification of Waiting Period for Unemployment and Disability Insurance."

The committee report:

"The subject matter of this resolution is concerned with a proposed change in the so-called waiting period provisions.

"The committee believes, however, that it is less liberal than those contained in **Statements of Policy VI and VII**, which recommend payment in all of the so-called social insurance programs, namely, Unemployment Disability and Workmen's Compensation, for the waiting period where the disability exceeds seven days.

"Your committee, accordingly, recommends that this resolution be filed because it is not as liberal in some respects as the **Statements of Policy**, and in all other respects is more adequately covered by the **Statements of Policy**."

The committee's recommendation was adopted.

Resolution No. 106—"Increase Unemployment Insurance Benefits to \$40 a Week."

The committee report:

"The subject matter of this resolution is concerned with the increase of the maximum weekly benefit amount for unemployment insurance to \$40.

"**Statement of Policy V, Section (b) (1)** recommends an increase to \$55.

"Since the proposal set forth in this resolution is, accordingly, less liberal than **Statement of Policy V**, your committee recommends non-concurrence."

The committee's recommendation was adopted.

Resolution No. 107—"Prevent Double Penalties for a Single Refusal of Work."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 108—"Prevent Excessive Period of Ineligibility."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 109—"Abolish Disqualification for Domestic Circumstances."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 110—"Period of Ineligibility for Leaving for Domestic Circumstances."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 111—"Equable Conditions for All Unemployment Insurance Claimants."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 112—"Raise from \$3 to \$8 the Earnings Deductible from Weekly Benefits."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 113—"Insure Prompt Payment of Benefits After Appeal to the Appeals Board."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 114—"Modification of the Presumption of Unavailability Arising from a Pattern of Seasonal Employment."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 124—"Copy of UI or UDI Determination of Ineligibility to be Sent to Employee's Local Union."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 167—"Prohibit Deduction of Earned Vacation and Holiday Pay from Unemployment Insurance Benefits."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 98—"Increase Disability Insurance Payments."

The committee report:

"The subject matter of this resolution is concerned with the increase in the amounts of disability insurance benefits.

"Your committee believes that the subject matter is more adequately covered in **Statement of Policy VI**, and, accordingly, recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 115—"Increase Hospital Benefits Under Disability Insurance."

The committee report:

"The subject matter of this resolution is concerned with liberalization of the so-called 'hospitalization benefits' under the UCD program.

"While your committee concurs in the intent of the resolution, it should be pointed out that the drafters of the resolution erroneously assumed that this type of benefit bears some relationship to the cost of hospital care. In fact, this benefit is payable as an additional indemnification, regardless of the cost of hospital care. Accordingly, your committee felt it desirable, while recommending concurrence in this resolution, to point out this fact.

"Your committee accordingly recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 139—"Clarify Provisions Covering Disability Benefits for the Mentally Ill."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 140—"Sections 2710 and 2801 of California Unemployment Insurance Code."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 232—"Extend Disability Insurance Coverage to Include Pregnancy Benefits."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 5—"Abolish Waiting Period Where Injury Lasts More Than 7 Days"; **Resolution No. 29**—"Eliminate Waiting Period in Workmen's Compensation Law."

The committee report:

"The subject matter of these resolutions is similar, namely, the payment of benefits during waiting period.

"The committee recommends concurrence in **Resolution No. 5**, and further recommends that **Resolution No. 29** be filed because it is either covered in **Reso-**

lution No. 5 or in **Statement of Policy VII, Workmen's Compensation.**"

The committee's recommendation was adopted.

Resolution No. 15—"Speed Up Payment of Workmen's Compensation Benefits"; **Resolution No. 58**—"Prevent Unnecessary Delay in Payment of Compensation Claims."

The committee report:

"The subject matter of these resolutions is similar, namely, the elimination of delay in payment of workmen's compensation cases.

"Your committee recommends that **Resolution No. 15** be amended by inserting immediately prior to the period in the last line of the second Resolved the words 'and is found to be compensable.' This amendment is suggested since it would not appear to be legally possible to impose criminal liability if no obligation to pay existed in any event on the carrier.

"As so amended, your committee recommends concurrence in **Resolution No. 15**, and further recommends that **Resolution No. 58** be filed."

The committee's recommendation was adopted.

Resolution No. 18—"Employer to Pay Attorneys' Fees in Compensation Cases."

The committee reports:

"Your committee recommends that the Resolved be amended by striking in line 10 the words 'not less than \$75.00 in each case,' because it is the belief of your committee that while attorneys should receive an adequate fee for representation, the fee more properly should not be a statutory minimum but should be left to the sound discretion of the Industrial Accident Commission.

"As so amended, the committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 33—"Reports of Condition Under State Compensation Insurance."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 97—"Increased Industrial Accident Payments."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 136—"Proposed Amendments to Workmen's Compensation Act."

The committee report:

"The sponsors of this resolution appeared before your committee and agreed that the Resolved might be amended by striking sub-divisions b, c, d and f on the ground they were more adequately covered by Statement of Policy VII, and by **Resolution No. 97**.

"Your committee accordingly recommends the Resolved be so amended, and as so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 137—"Uniform Permanent Disability Ratings."

The committee report:

"The sponsors of this resolution appeared before your committee at its request and stated that the intent of the resolution was to request the more efficient and equitable application of the existing schedule rather than the creation of a statutory schedule in lieu of it.

"Your committee concurs with the intent of the sponsors of the resolution as expressed to it, and according recommends the resolution be filed since no legislation is needed.

"The committee recommends that the incoming officers of the Federation expend every effort to accomplish the intent as outlined above."

The committee's recommendation was adopted.

Resolution No. 214—"Food Handlers Not To Be Charged Fee for Required Medical Examinations."

The committee report:

"The committee recommends that the first Resolved be stricken and the second Resolved be amended by inserting a period after the word 'permit' in the fourth line from the bottom.

"The purpose of this amendment is, on the one hand, to prohibit prepaid medical examinations which must be paid for by the employee, but not to take a position that such pre-employment medicals from a health standpoint are per se bad.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 60—"Provide for Complete Information on Deductions from Wages."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 62—"Add Civil Penalty for Failure to Make Health and Welfare Payments."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 61—"Prevent Contractors From Using Another's Contracting License"; **Resolution No. 169**—"Bond Certain Employers' Payrolls"; **Resolution No. 175**—"Require Employers to Post Bond to Guarantee Wages in the Event of Bankruptcy."

The committee recommended concurrence in each of these resolutions.

The committee's recommendation was adopted.

Resolution No. 234—"Require Employers to Post Bond to Guarantee Wages in the Event of Bankruptcy."

This resolution was withdrawn at the request of the sponsors, and the committee so recommended.

The committee's recommendation was adopted.

Resolution No. 66—"Legislation to Protect Union Health and Welfare Plans."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 55—"Public Employers to Negotiate With Organized Public Employees"; **Resolution No. 84**—"State Public Policy on Collective Bargaining to Include Public Employees' Organizations"; **Resolution No. 216**—"Recognition of Civil Service Employee Organizations."

The committee report:

"The subject matter of these resolutions is similar; namely, the right of collective bargaining being afforded for the public employees.

"Your committee recommends concurrence in **Resolution No. 84**, and further recommends that **Resolution No. 55** and **Resolution No. 216** be filed."

The committee's recommendation was adopted.

Resolution No. 77—"Social Security for Public Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 188—"California State Employees to Vote on Full Supplementation of OASI."

The committee recommended concurrence.

The committee's recommendation was adopted.

TELEGRAMS CONCERNING SEGREGATION

Delegate Walter Cowan, Culinary Workers Local Joint Executive Board, Los Angeles, was recognized by President Pitts, and made the following motion:

"Mr. Chairman, I wish to make the following motion:

"That the following telegram be sent to Paul Butler, National Chairman of the Democratic Party:

We, the 2,000 delegates representing 1,300,000 workers in this 1956 convention of the California State Federation of Labor, request the Democratic National Convention in the year 1956 to incorporate into its political platform a pronouncement that it will find ways and means to implement in hospital and medical services the principles of the United States Supreme Court decision that segregation is unconstitutional. Thousands of Negroes and other minorities unnecessarily die yearly because hospital and medical services are denied purely on the basis of race or color, a practice which sharply contradicts all concepts of decency and humanity.

We look forward to a favorable action on this request.

"And also that a similar telegram be sent to Leonard Hall, National Chairman of the Republican Party, at the coming convention to be held in San Francisco next week."

The motion was duly seconded and adopted by the convention.

SOUTHERN SERVICE LAUNDRIES

Delegate Floyd Buckalew, Laundry and Dry Cleaning Workers No. 52, Los Angeles, was recognized by President Pitts and made the following announcement:

"I wish to make a very brief announcement on behalf of the Stationary Engi-

neers, Laundry Drivers, and Laundry and Dry Cleaning Workers in Southern California.

"We wish to express to the officers and the Executive Council of this Federation, to the Bartenders and Culinary Workers in general, and to the delegates to this 54th convention of the California State Federation of Labor, our sincere appreciation for their splendid and timely support and cooperation in our long, costly and successful fight we are waging against the non-union Southern Service Laundries in Southern California.

"No employer who patronizes firms whose services or products are on the official 'We Do Not Patronize' list of this Federation can truthfully call his operation 100 per cent union.

"We are happy to announce to this convention that in recent weeks we have been successful, by reason of our advertising lines, in removing the Southern Service Laundries' services from 38 establishments in this area, representing approximately \$5,000 worth of business a month. This week during the convention we were successful in removing eight more restaurants and bars from this non-union company and to union plants. We will continue this fight."

LEO W. CRAWFORD

Commander, Department of California
The American Legion

President Pitts introduced Leo W. Crawford, Commander, Department of California of The American Legion, who addressed the convention, as follows:

"Distinguished guests, delegates to this 54th convention of the California State Federation of Labor, my comrades of The American Legion, ladies and gentlemen.

"It is indeed a pleasure for me to be here in Long Beach today to return the compliment paid The American Legion by your Vice President Paul L. Reeves at our 38th annual convention.

"It was less than two months ago that Mr. Reeves honored us by addressing our convention in Fresno. As in other years, your representative to our state convention brought us a message of hope and of inspiration. He spoke to us in plain unvarnished terms — terms that we, as veterans of the armed forces, are well able to understand. Mr. Reeves left us much food for thought. I have studied carefully what he said to us in Fresno.

"Just as the great organization gathered here represents a broad cross-sec-

tion of the American working people, so does The American Legion represent the very fabric of all of our people. Composed as it is of men and women from every element of our population who have only one thing in common—pride in their privilege of having served honorably during time of war—and with some 825 posts in communities large and small throughout our state, the Legion is truly American in every respect.

"Because it is a truly representative body, we believe that The American Legion expresses a truly representative opinion on those things which are of concern to all of the American people today.

Veterans' Benefits

"It is true that we are partisan in regard to those things which are of particular interest to the veteran population—such as the veterans' benefits program. We take great pride in the fact that the American war veteran receives more consideration from his government today than a member of any similar group in history. We believe this is the way the American people want it. This broad program of benefits has been created for the most part, since The American Legion was organized, and to a very great extent through our efforts.

"I may say, too, that what we have achieved we do not propose to give up, despite the Bradley and Hoover Commissions. Perhaps we feel the same way about our veterans' benefits program as the great labor organizations feel about the constructive advances they have made during the past generation. There are those who begrudge what the country has done and is doing for its war veterans. They would like to have the program modified and restricted. There are those who would balance the budget at the expense of the disabled veteran. They will not succeed.

"We count labor among those who understand and support the veterans' benefits program. Labor unions were among the first to realize the tremendous value to the nation of the G. I. Bill of Rights. It is now generally agreed that the cost of this legislation will be many times repaid in the higher level of income and the greater opportunities which it has provided for so many thousands of men and women.

"The American Legion is a fighting organization. We qualify for membership through honorable service in the armed forces only in time of war. We believe, as you do, that we are at our best when

we speak vigorously for the things we believe in. We take pride in the fact that we have never deviated from an unswerving belief in the greatness and the future of our country, and that we have opposed anything which we believe to be un-American or anti-American. That is why Communism became an early target for the American Legion. From the earliest days of the establishment of the Communist dictatorship in Russia, we recognized it in its true and glaring light—and saw in it a threat to America and the American way of life.

Cal-Vet Program

"We veterans in California are numbered among the most fortunate in the United States because of the Cal-Vet program under the direction of the California State Department of Veterans Affairs.

"This Cal-Vet program provides many advantages to the veteran in California, including educational assistance, the Veterans' Home in Yountville, rehabilitation service through the Field Bill and the county service officers, and the home and farm purchase loans.

"The home and farm purchase loan program is of particular interest to both the veteran and to labor.

"Through this program, 92 thousand California veterans of World War I, World War II, and the Korean War have been assisted in acquiring their own homes and farms at low financing cost.

"From 1921 to the present time, \$635 million in Cal-Vet bonds has been authorized. Of this amount, \$235 million, substantially more than one-third, has already been repaid by the veterans through their long-term home and farm purchase contracts.

"Of the millions of dollars authorized by the voters of California for the Cal-Vet home and farm purchase loan program, not one cent has been lost, and all costs of the program, including administrative costs, are borne by the veteran purchaser.

"The importance of the home and farm purchase program to labor is self-evident. The more loans made for homes and farms, the more need for labor, and the more need for labor, the more jobs in California.

"During the last session of the state legislature, the home and farm program was liberalized by greatly increasing the size of the loans which can be made to veterans, thereby making a greater demand for the loans than ever before.

"To meet the anticipated demand for loans, the state legislature agreed to put on the November 6 ballot, a request for the voters of California to approve a \$500 million bond issue. This proposal is Proposition One.

Proposition One

"We of The American Legion in California ask your support of Proposition One.

"The American Legion has not forgotten, nor will it forget how our two great organizations stood side by side in the 1930's and 1940's, and yes, into the 1950's to fight the insidious creep of the communist menace. We know that we will continue to fight, side by side, to stop and completely annihilate this menace to our United States.

"Our organizations also stood together to fight for legislation on the unemployment insurance program, and we counted labor as one of our staunchest supporters when we sought legislation that would give unemployment insurance to the discharged veteran following World War II.

"Programs such as Old Age and Survivors' Insurance, the California Apprenticeship Training Program, Employ the Physically Handicapped, and many, many more, are of mutual interest to The American Legion and The American Federation of Labor.

"You will note that all of the programs, sponsored by both of our organizations, are unselfish programs—they are aimed towards the good of our country and the people of these United States.

"We are not selfish because we do not want to forget, nor do we want our country to forget, those men who sacrificed an arm, or a leg, or a mind in the defense of our flag.

"The American Federation of Labor cannot be classed as being selfish because this great labor organization seeks to protect the employee when he passes the age of employability.

"So you see, we—The American Legion and The American Federation of Labor—have much in common. We have mutual goals; mutual programs; many, many of our members are your members; and both our organizations have names starting with the greatest word in the world—American.

"It is only fitting that we exchange greetings at our annual conventions, just as our national officers exchange visits on the national level.

"In closing, let me reaffirm our pledge of mutual support. We have worked together for many years, and we will continue, I am sure, to work together for—as we say in The American Legion—'FOR GOD AND COUNTRY'."

TRIBUTE TO THE ARNOLDS

Secretary Haggerty was given the floor and spoke as follows:

"I would like to bring to your attention the facilities of this auditorium, the reservations of the hotels and the motels—which perhaps have not been satisfactory to all, but, as you understand, it is quite a large job to obtain the type of accommodations we would all like to have. You appreciate, I am sure, that somebody or somebodies had to do this work. It meant long months of preparation and discussion with the various bodies involved—hotel managements, the Convention Bureau, the committees of the councils, and so forth. In all of our arrangements in all of our conventions we always depend, of course, upon one, two or three leaders of the local area with whom we deal and upon whom we call for service and assistance.

"You saw on this platform on the opening day one of the co-chairmen who presided for a few moments, and very ably and efficiently. We knew this gentleman when he did not have an illness, when he was strong and hearty in his early days, but since that time he has been ill. What I want to point out to you is the tremendous recovery that he has made, the tremendous courage which he has displayed in this long illness. He never for one moment gave up his desire to keep on serving the people he has served so well for all these more than 20 years.

"He came to this city of Long Beach some 20 years ago and found a small handful of organized people in his own particular craft and industry. Today that craft has grown tremendously, have fine conditions. You are being served in the hotels and the motels and the restaurants by all trade union members.

"I thought I would like to pay this tribute on my own behalf, and I am sure on your behalf, to this gentleman and his wonderful wife—his great partner, who has been so helpful during the years jointly with him, and who has helped this convention so much, who has been so helpful to me in the preparations of this convention. I am sure you would want to present your thanks to them, your best wishes, along with mine for a long, con-

tinuous success for life to Jack Arnold and Kathryn Arnold."

Vice President Jack Arnold rose to receive a sustained, standing ovation from the delegates.

NOMINATION OF OFFICERS

For President

Thomas L. Pitts, Wholesale Delivery Drivers No. 848, Los Angeles, was nominated by Joseph Diviny, Teamsters No. 85, San Francisco. The nomination was seconded by Pat Somerset, Screen Actors Guild, Hollywood, and Jack Arnold, Culinary Alliance No. 681, Long Beach.

For Secretary-Treasurer

C. J. Haggerty, Lathers No. 42, Los Angeles, was nominated by Ernest Webb, Building and Construction Trades Council, Long Beach. The nomination was seconded by Ralph McMullen, Building Trades Council, Los Angeles, and Charles W. Flanders, Lathers No. 42, Los Angeles.

For Vice Presidents

District No. 1

Max J. Osslo, Butchers No. 229, San Diego, was nominated by John Quimby, Teamsters No. 542, San Diego, and Central Labor Council, San Diego. The nomination was seconded by M. J. Collins, Electrical Workers No. 569, San Diego, and Louis Ecker, Butchers No. 229, San Diego.

District No. 2

Jack Arnold, Culinary Alliance No. 681, Long Beach, was nominated by James Blackburn, Painters No. 256, Long Beach. The nomination was seconded by William Fountain, Central Labor Council of Orange County, Santa Ana, and C. T. McDonough, Cooks No. 44, San Francisco.

District No. 3A

C. T. Lehmann, Carpenters No. 25, Los Angeles, was nominated by Cecil Johnson, Central Labor Council, San Pedro-Wilmington. The nomination was seconded by Max Witt, Carpenters No. 25, Los Angeles.

District No. 3B

Pat Somerset, Screen Actors Guild, Hollywood, was nominated by Ralph Clare, Studio Transportation Drivers No. 399, Hollywood. The nomination was seconded by Charles H. Kennedy, Musicians No. 6, San Francisco.

District No. 3C

Harvey Lundschen, Miscellaneous Employees No. 440, Los Angeles, was nominated by John Cooper, Miscellaneous Employees No. 440, Los Angeles. The nomination was seconded by Howard Reed, Teamsters No. 315, Martinez.

District No. 3D

John T. Gardner, Municipal Truck Drivers No. 403, Los Angeles, was nominated by Henry Spiller, Building Material and Dump Truck Drivers No. 420, Los Angeles. The nomination was seconded by William Sutherland, California State Theatrical Federation, San Francisco.

District No. 3E

Joseph J. Christian, Asbestos Workers No. 5, Los Angeles, was nominated by Webb Green, Electrical Workers No. 11, Los Angeles. The nomination was seconded by Albert Hutchinson, Asbestos Workers No. 5, Los Angeles, and Bud Satre, Painters District Council, Los Angeles.

District No. 3F

James L. Smith, Hod Carriers and Common Laborers No. 1184, Riverside, was nominated by Ray Wilson, Building and Construction Trades Council, San Bernardino-Riverside. The nomination was seconded by Robert Willsey, Building Trades Council, San Bernardino-Riverside.

District No. 4

Robert J. O'Hare, Carpenters No. 1400, Santa Monica, was nominated by George Viex, Meat Cutters No. 587, Santa Monica. The nomination was seconded by Walt Ragan, Central Labor Council, Santa Monica.

District No. 5

William A. Dean, Painters No. 715, Santa Barbara, was nominated by Al Whorley, Culinary Alliance No. 498, Santa Barbara. The nomination was seconded by A. N. Gauthier, Carpenters No. 1062, Santa Barbara.

District No. 6

Paul L. Reeves, Pipe Trades District Council No. 36, Chico, was nominated by W. T. O'Rear, Central Labor Council, Fresno. The nomination was seconded by George Kisling, Retail Grocery, Drug and Liquor Clerks No. 1288, Fresno, and Leo Vuchinich, Cooks No. 230, Fresno.

District No. 7

C. A. Green, Plasterers and Cement Masons No. 429, Modesto, was nominated by Wesley King, Teamsters No. 748, Modesto. The nomination was seconded by Howard A. Gibson, Building and Construction Trades Council, Stockton, and Henry Hansen, Central Labor Council, Stockton.

District No. 8

Thomas A. Small, Bartenders and Culinary Workers No. 340, San Mateo, was nominated by M. R. Callahan, Bartenders No. 686, Long Beach. The nomination was seconded by Salvatore Menta, Air Transport Employees No. 1781, San Bruno, and Ruth Bradley, Laundry Workers No. 143, San Mateo.

District No. 9A

Harry Lundeborg, Sailors Union of the Pacific, San Francisco, was nominated by C. T. Lehmann, Carpenters No. 25, Los Angeles. The nomination was seconded by Al Green, Plasterers and Cement Masons No. 429, Modesto, and Ed Wilson, Sailors Union of the Pacific, San Francisco.

District No. 9B

Arthur Dougherty, Bartenders No. 41, San Francisco, was nominated by Anthony Anselmo, Culinary Workers Local Joint Executive Board, San Francisco. The nomination was seconded by Frankie Behan, Waitresses No. 48, San Francisco.

Jack Goldberger, Newspaper and Periodical Drivers No. 921, San Francisco, was nominated by Joseph Diviny, Teamsters No. 85, San Francisco. The nomination was seconded by George Hardy, Building Service Employees No. 87, San Francisco, and Hazel O'Brien, Waitresses No. 48, San Francisco.

District No. 9D

Harry Metz, Operating Engineers No. 3, San Francisco, was nominated by N. J. Carman, California State Conference of Engineers, San Francisco. The nomination was seconded by Arthur Dougherty, Bartenders No. 41, San Francisco, and Joseph Diviny, Teamsters No. 85, San Francisco.

District No. 10A

Robert S. Ash, Central Labor Council, Oakland, was nominated by John F. Quinn, Bartenders No. 52, Oakland. The nomination was seconded by Leslie Moore, Painters No. 1176, Oakland, and

T. W. Anderson, Dining Car Employees No. 456, Oakland.

District No. 10B

Paul L. Jones, Construction and General Laborers No. 304, Oakland, was nominated by Howard Bostwick, Construction and General Laborers No. 304, Oakland. The nomination was seconded by Cy Stulting, Teamsters No. 70, Oakland.

District No. 11

Howard Reed, Teamsters No. 315, Martinez, was nominated by Hugh Caudel, Contra Costa Central Labor Council, Martinez. The nomination was seconded by Walter Robbie, Plasterers No. 825, Richmond.

District No. 12

• Lowell Nelson, Plasterers and Cement Masons No. 631, Vallejo, was nominated by Stanley Lathan, Retail Clerks No. 373, Vallejo. The nomination was seconded by Loretta Coss, Culinary Workers No. 560, Vallejo, and Nick Frye, Electrical Workers No. 551, Santa Rosa.

District No. 13

Harry Finks, Cannery Workers and Warehousemen No. 857, Sacramento, was nominated by Mike Elorduy, Cannery Workers and Warehousemen No. 857, Sacramento. The nomination was seconded by Al Marty, Chauffeurs No. 150, Sacramento, and James Harvey, Building Trades Council, Sacramento.

District No. 14

Albin J. Gruhn, Hod Carriers and Laborers No. 181, Eureka, was nominated by Lucille Pope, Cooks and Waiters No. 220, Eureka. The nomination was seconded by Charles Robinson, Northern California District Council of Laborers, San Francisco.

District No. 15

Robert Giesick, Lumber and Sawmill Workers No. 2647, Greenville, was nominated by C. O. Taylor, Central Labor Council, San Diego. The nomination was seconded by Hugh Allen, Tri-County Central Labor Council, Susanville, and Edward A. Doyle, Bartenders and Culinary Workers No. 654, Oroville.

For 1957 Convention City

On motion by Joseph Diviny, Teamsters No. 85, San Francisco, the convention voted to authorize the Executive

Council to select the 1957 Convention City.

Secretary Haggerty informed the delegates that two invitations had already been received: from Santa Barbara and from Fresno.

WHITE BALLOT

On motion by Delegate William Cabral, Teamsters No. 70, Oakland, adopted by the convention, Secretary Haggerty cast a white ballot for the officers whose nomination had just been completed, indicating the unanimous election of all the candidates to the offices for which they had been nominated.

President Pitts then declared that the following were the elected officials of the California State Federation of Labor:

President

Thomas L. Pitts

Secretary-Treasurer

C. J. Haggerty

Vice Presidents

District No. 1—Max J. Osslo
 District No. 2—Jack T. Arnold
 District No. 3A—C. T. Lehmann
 District No. 3B—Pat Somerset
 District No. 3C—Harvey Lundschen
 District No. 3D—John T. Gardner
 District No. 3E—J. J. Christian
 District No. 3F—James L. Smith
 District No. 4—Robert J. O'Hare
 District No. 5—William A. Dean
 District No. 6—Paul L. Reeves

District No. 7—C. A. Green
 District No. 8—Thomas A. Small
 District No. 9A—Harry Lundeborg
 District No. 9B—Arthur F. Dougherty
 District No. 9C—Jack Goldberger
 District No. 9D—Harry Metz
 District No. 10A—Robert Ash
 District No. 10B—Paul L. Jones
 District No. 11—Howard Reed
 District No. 12—Lowell Nelson
 District No. 13—Harry Finks
 District No. 14—Albin J. Gruhn
 District No. 15—Robert Giesick

COMMUNICATIONS

Secretary Haggerty read the following communications addressed to the convention:

We urge that you support the recommendations in the statement of policy and vote "YES" on Proposition No. 10.

CALIFORNIA CONFERENCE OF PLASTERERS AND CEMENT MASONS.

CALIFORNIA STATE COUNCIL OF LATHERS.

Building Service Employees International Union Local Number 429 urges that the AF of L vote for non-support of Proposition number 10.

W. E. HOLMES, Business Agent

ADJOURNMENT

The convention was thereupon adjourned at 5:10 p.m., to reconvene at 9:30 a.m., Thursday, August 16, 1956.

FOURTH DAY

Thursday, August 16, 1956

MORNING SESSION

The convention was called to order at 9:40 a.m. by President Pitts.

INVOCATION

Reverend Milton G. Gabrielson of the Bay Shore Community Congregational Church delivered the following invocation:

"Almighty God, our Heavenly Father, unto Whom all hearts are open and all desires known, and from Whom no secrets are hid, we bow before Thee in grateful praise for all the blessings that are ours, especially the blessing of freedom and discussion and the sharing of ideas and mutual concerns.

"We pray, Heavenly Father, with grati-

tude in our hearts, for the privilege of meeting together in this great convention, deliberating, deciding, sharing and exchanging ideas—all toward the end that Thy kingdom through our separate endeavors and collective acts may be enhanced.

"We pray, Heavenly Father, that as we think and as we work, as we share ideas, we may always have paramount before us the glorious traditions of this, our democracy.

"Help us, Heavenly Father, to subordinate our rights to criticize parts of democracy to our responsibility to work for the whole of democracy.

"We thank Thee, Father, that in union there is strength. May we unite our minds and our hearts and our endeavors as well as our talents, all toward the end that the democratic traditions may be enhanced.

"We pray that we may stand for that which is right and that which is fair, that which is just, for unless we stand for that we will fall for anything.

"We pray, Father, that we may say no to the concerns of selfishness in order that we may say yes to the concerns that enhance the common welfare of our people. All of us children of Thee, One God, Father of us all, bless, guide, direct with Thy Wisdom and Thy love the officers and all the delegates of this convention, that before the sessions end great progress will be made in the direction of unity and cooperation and in the direction of freedom for all and justice to undergird that freedom.

"In the name of the master teacher of us all, the great carpenter of Nazareth, Jesus.

"Amen."

REPORT OF COMMITTEE ON RESOLUTIONS

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee, as follows:

Policy Statement XIII Ballot Propositions (continued)

Proposition No. 5—Food in Bars Repealer. Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 6—Property Tax Exemption for Church Parking Lots. Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 7—Change Name of State Assembly. Recommendation: Vote NO.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 8—Legislative Budget Sessions. No recommendation.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 9—Borough Form of County Government. No recommendation.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 10—Architects and Engineers. Recommendation: Vote YES.

Resolution No. 182—"Oppose Proposition No. 10"; **Resolution No. 194—**"Support Proposition No. 10"; **Resolution No. 200—**"Support Proposition No. 10."

The committee report:

"The subject matter of **Proposition No. 10** and **Resolutions Nos. 182, 194 and 200** are similar: namely, the question of support or opposition to **Proposition No. 10**.

"Your committee concurs in the recommendation of the Executive Council, Vote YES, and **Resolutions Nos. 194 and 200**, recommending support of said proposition.

"Your committee, however, recommends non-concurrence in **Resolution No. 182** because it is in direct conflict with the recommendation of the Executive Council and the provisions of **Resolutions Nos. 194 and 200**, respectively

"Your committee recommends concurrence in the Executive Council's recommendation, Vote YES on No. 10."

The committee's recommendation was adopted.

Proposition No. 11—Framing County Charters. No recommendation.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 12—State Indebtedness. Recommendation: Vote NO.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 13—Repeal Alien Land Law. Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 14—Legislative Employees. No recommendation.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 15—Public Water Supplies: Mutual Water Companies. No recommendation.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 16—Civil and Criminal Appeals. Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 17—Constitutional Provisions Relating to Judiciary. No recommendation.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 18 — Inferior Court Judges. Recommendation: Vote NO.

The committee recommended concurrence.

The committee's recommendation was adopted.

Proposition No. 19—State Boundaries. Recommendation: Vote YES.

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 185—"Full Information on Barber Apprentice Form."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 186—"Correct Certain Barber School Practices."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 37—"Oppose Integration of Federal Fire Fighters and Federal Security (Guard) Forces."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 38 — "Oppose Federal Fire Fighters Performing Tasks of the Other Crafts."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 28—"Tariff Regulations for Protection of American Tile Industry."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 178—"Establish Import Quotas on Apparel and Textile Products."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 210 — "Change NLRB Procedural Rules."

The committee report:

"The committee requested the sponsors of this resolution to appear before it on Tuesday evening, but no one appeared.

"Your committee was concerned with the content of the resolution since it felt that the possibility existed that the making of proceedings too summary could in some instances react to the detriment of our affiliated unions.

"While the committee felt it most desirable to expedite the processing of these cases wherever possible, your committee also felt, however, that we should not concur in a procedure which might permit the certification of so-called independent unions which are, in fact, company-dominated unions, without notice to legitimate affiliated unions because of the speed with which the certification process could be used.

"Your committee accordingly was anxious to discuss with the sponsors of this resolution their desire and intent with the possibility of reframing the resolution.

"Since, however, the sponsors did not see fit to appear before your committee, your committee is left with no alternative except to recommend non-concurrence in the resolution for the reasons above noted."

The committee's recommendation was adopted.

Resolution No. 71 — "Support Labor's Daily."

The committee report:

"Your committee recommends that the Resolved be amended by striking in line 4 the words 'and editorial policy.' As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 143—"National Association for the Advancement of Colored People."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 144 — "Italian-American Labor Council."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 145—"Community Service Organization."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 146 — "National Urban League."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 147—"Histadrut."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 156 — "Jewish Labor Committee."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 130—"Secure Additional Safety Inspectors"; **Resolution No. 134**—"More Safety Inspectors"; **Resolution No. 164**—"More Safety Inspectors."

The committee report:

"The subject matter of these resolutions is similar: namely, the request for additions to the staff of the Department of Industrial Relations of the State of

California for the purpose of performing more effective safety safeguards.

"Your committee recommends concurrence in **Resolution No. 130** and further recommends that **Resolutions Nos. 134 and 164** be filed."

The committee's recommendation was adopted.

Resolution No. 193 — "Enlarge Staff of State Safety Inspectors."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 206 — "Increase Budget Allowance for Division of Industrial Safety."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 123 — "Check Registration of Union Members."

The committee report:

"The committee recommends that the first Whereas be amended by inserting in line 5 after the word 'past' the following: 'and to make further gains and progress in the future.'"

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 126 — "Establish Women's COPE Committee."

The committee report:

"The subject matter of this resolution, in the opinion of your committee, more properly is the subject matter for consideration by the LLPE.

"Your committee accordingly refers the subject matter of this resolution to the incoming Executive Council of the LLPE, and recommends that this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 148—"Political Education."

The committee report:

"The subject matter of this resolution, in the opinion of your committee, more properly is the subject matter for consideration by the LLPE.

"Your committee accordingly refers the subject matter of this resolution to the incoming Executive Council of the LLPE

and recommends that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 229—"Right of Los Angeles County Employees to Engage in Political Activity."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 73—"Protest the Muzzling of Postal Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 78—"Seniority By Law for Postal Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 79—"Union Recognition for Postal Employees"; **Resolution No. 119**—"National Policy on Postal Employees' Grievances"; **Resolution No. 121**—"Recognition of Union Postal Organizations."

The committee report:

"The subject matter of these resolutions is similar: namely, union recognition of postal employees.

"The committee recommends concurrence in **Resolution No. 79** and further recommends that **Resolutions Nos. 119 and 121** be filed."

An amendment offered by Delegate Newman, American Federation of Government Employees, to incorporate into the resolution the words "and other government employees" was withdrawn when Chairman Small informed the delegate that this matter was included in a report on another resolution by the Committee on Legislation.

The committee's recommendation on **Resolutions Nos. 79, 119 and 121** was thereupon adopted.

Resolution No. 80—"Aid Postal Unions in Combating Anti-Union Policies of the Post Office Department."

The committee recommended concurrence.

Delegate John W. MacKay, Post Office Clerks No. 64, Los Angeles, spoke in support of this resolution.

The committee's recommendation was thereupon adopted.

Resolution No. 81 — "Thirty-five Hour Work Week for Postal Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 116—"Commend John F. Fixa, Postmaster of San Francisco."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 118 — "Compensatory Time for Postal Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 120—"Postal Substitutes' Overtime Pay."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 1 — "Prepaid Medical Health Benefits for Public Employees."

The committee report:

"Your committee recommends that the Resolved be amended by inserting in line 5 after the word 'of' the words 'labor and'.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 20 — "Night Work Differential for State - Employed Janitors"; **Resolution No. 189**—"Bonus Pay for Night Workers."

The committee report:

"The subject matter of these resolutions is similar, namely, wage differentials for governmental employees.

"Your committee recommends concurrence in **Resolution No. 20** and further recommends that **Resolution No. 189** be filed."

The committee's recommendation was adopted.

Resolution No. 39 — "Increase Pay of Deputy Labor Commissioners."

The committee report:

"Your committee recommends that the last Resolved be stricken, since the implementation of the subject matter contained in the resolution should be left to

the discretion of the incoming Executive Council and officers of the Federation.

"As so amended, however, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 83—"Repeal Hatch Act."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 96—"Labor Representation on State Personnel Board."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 180 — "Condemn Personnel Board for June 1, 1956 Decision."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 201—"Ensure Rights of Union Members and Representatives on Military Installations."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 212—"Increase Pay of Deputy Labor Commissioners and Supervising Deputies."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 226—"Assist Public Employees' Statewide Organizing Drive."

The committee report:

"The subject matter of this resolution is concerned with a creation and effectuation of a statewide organization drive among public employees under the supervision and direction of the State Federation of Labor.

"This resolution will require extensive planning, together with financial and staff questions, which, in the opinion of your committee, can only be resolved by the incoming executive officers of the Federation after full study.

"Your committee accordingly recommends that this subject matter be referred to the incoming Executive Council for consideration and action and that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 228—"Ungrade Federal Tabulating Personnel."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 227—"Statewide Conference of Public Employees Representatives"; Resolution No. 230—"United Front on Proposed Legislation."

The committee report:

"The subject matter of these resolutions is similar, namely, the calling of statewide conferences of public employees to discuss their unique problems.

"Resolutions of this character have previously been before this convention and have been rejected for the reason that it is impossible to delineate the line at which any problem involving the State Federation of Labor, whether legislative or otherwise, is exclusively one for public employees and not for the employees of its affiliates engaged in private activity.

"Your committee believes accordingly that it would be impossible to carry out the desired purposes of these resolutions in that the Federation would of necessity be required to call a meeting approximating in size the conventions of the Federation itself.

"Your committee accordingly recommends non-concurrence."

The committee's recommendation was adopted.

Resolution No. 219 — "Observance of Labor Day."

The committee report:

"At the request of the committee, the sponsors of this resolution appeared before it at its meeting Tuesday evening and, after discussion, they suggested the resolution be amended by striking the last Whereas in its entirety, as well as the first Resolved in its entirety, on the ground that there was no apparent existing requirement that school children attend sessions of public schools on Labor Day.

"Since, however, there was evidence to establish that teachers and other personnel were on occasion required to attend Teachers' Institute and similar functions, your committee concurred in the suggestion of the proponents and recommends concurrence in the resolution as amended."

The committee's recommendation was adopted.

Resolution No. 220 — "Approve Passage of **HR 5053**."

The committee report:

"The sponsors of this resolution appeared before the committee at its request and after discussion requested its withdrawal.

"Your committee recommends concurrence in this request."

The committee's recommendation was adopted.

Resolution No. 221—"Endorse Passage of Social Security Amendments in **HR 7225**."

The committee report:

"The sponsors of this resolution appeared before the committee at its request, and after discussion requested its withdrawal.

"Your committee recommends concurrence in this request."

The committee's recommendation was adopted.

Resolution No. 222—"Oppose Proposed Changes in YDSO Purchasing at Port Hueneme."

The committee report:

"The sponsors of this resolution appeared before your committee at its request, and after discussion requested its withdrawal."

"Your committee recommends concurrence in this request."

The committee's recommendation was adopted.

HERBERT HILL

Labor Secretary, National Association for the Advancement of Colored People

President Pitts then presented Herbert Hill, Labor Secretary of the National Association for the Advancement of Colored People, who addressed the convention, as follows:

"I should like to express to the officers and delegates of this 54th convention of the California State Federation of Labor the appreciation of the National Association for the Advancement of Colored People for the opportunity to be here with you this morning to express the thanks of the Association's branches in the state of California for the important contribution that the Federation has made in the fight for civil rights legislation in the state. The work

of the Federation of Labor has been perhaps decisive in many of the civil rights struggles here in California, and this is well known throughout the labor movement of the entire country.

"Let me begin by saying that the headlines in your morning newspapers make quite clear that the question of civil rights has today become the No. 1 social and political question throughout America. The events of the past twenty-four hours in Chicago make most clear that not since the end of the Civil War has this question of the Negro's status in American life assumed the fundamental and crucial importance that it has today.

Civil Rights Not A Southern Problem Alone

"I should like to make very clear in my opening comments officially on behalf of the NAACP that when I talk about civil rights, when I talk about the status and the treatment and the welfare of 16,000,000 citizens of color in our country, I am not talking about a southern problem. I am talking about the great, unresolved social question that exists all over this country: in the East, in the West, in the North as well as in the South. Because, you see, Negro citizens know in the East, in the West, in the North the same problems that we know all too well in the South. It is a little bit more sugar-coated and perhaps a bit more subtle, but it is the expression of the same evil and the same horror that we are fighting against.

"The events of the past two years alone have brought forth names that have now become engraved forever in the record of history: Montgomery, Alabama; Tuscaloosa, and many others. These now tell us that perhaps the two basic reasons for this development that makes the civil rights question the most conflicted and the sharpest question in America is the result directly of the fact that Negro citizens, especially in the South, are today fighting with a new determination and a new militancy and a new vigor to root out and destroy once and for all the cancer in American civilization that we call Jim Crow.

"Lest one think that this is only a domestic issue, that this only concerns colored people, let me tell you this question not only permeates all the other social and economic and political questions in our country, but in America's relations with the whole rest of the world this is now the biggest issue.

"You know, the majority of human

beings in this world are non-white people, and it is the multi-million peoples of Asia and Africa who will perhaps have the decisive say in the outcome of the global struggle for justice and for civilization against the horrors of the totalitarian and Communist world. And the people of these countries in Asia and Africa say: 'America, we do not hear your loud protestations of being the leaders of the free world for justice and democracy, because we know of the conditions of the citizens of color in your own home; we know of lynchings in Alabama and poll taxes in Mississippi; we know what happened when a Korean veteran by the name of Sammy Lee in the state of California wanted to live in a house that he thought was fit for his family and his children and himself; we know what happened to a veteran who wanted to live in an apartment building in Cicero, Illinois; we know what happened yesterday in Placentia, California, when a Negro's family home was damaged with stones because they moved into an area that Negroes are not supposed to live in.'

A Well-Turned Phrase?

"If this question is important in the domestic life of our country, it is a hundred times more important in America's relations with the whole rest of the world. Many of you, hearing discussions on this question, have invariably heard speakers say that Negroes in our country have been second-class citizens, and many of you have felt that this is perhaps a well-turned phrase, a well-turned phrase that perhaps is not true. But let me tell you that until some two years ago this was literally the condition that obtained for 16,000,000 citizens of color, because until May 17 of 1954, when the United States Supreme Court in the school segregation cases removed the legal sanction of segregation in American life, Negroes were literally recognized as having a status separate and apart and unique from the rest of the American people. The decision in the school cases was just the beginning. Today, Negro citizens throughout this country are engaged in a day-to-day fight to transform the decision of the Supreme Court voiding the vicious, the infamous, separate and equal doctrine into an everyday reality, bringing life into it and making it meaningful. The whole development in the South today, the rise of the White Citizens Councils, the new wave of lawlessness, is directly related to the fight to make a living reality out of the Supreme Court decision in the school cases that once and for all

will end the separate-class citizenship status of American Negroes.

"I know that many of you are saying, 'Well, the NAACP is perhaps going too fast. Many right-thinking people in this country feel that while progress is being made in the South, the NAACP upset the applecart; the NAACP is pushing things too quickly; the NAACP has become impatient; we need more time; we should be a bit more gradual.' And there are many right-thinking people, I know there are some right-thinking people, who feel this way. That is why I wish to address myself to this question for a moment.

Gradualism

"On the question of gradualism, let me tell you, ladies and gentlemen, that it is almost a hundred years since the beginning of the Civil War and it is ninety-three years since Abraham Lincoln signed the Emancipation Proclamation, and it is over fifty years since the separate but equal doctrine became the law of this land. How much longer is postponement necessary for the 16,000,000 citizens of our country who want not special privilege for special conditions, but merely the same status and the same right to a good life that all other people in our society just take for granted?

"Those today who counsel 'gradualism' really mean, it is our belief, 'never.' There are those who say that Autherine Lucy of Tuscaloosa, this one Negress who wanted to get a college education, was pushing and was moving too quickly. But that case had been pending in that state for over eight years. And these cases have been in the federal courts for over a generation, for over twenty-five years. Certainly ninety-three years after the Emancipation Proclamation is slow enough and gradual enough. We believe that now the highest court in the land has spoken, now that the highest court in the land has established this is in fact the law, that the time has come to transform that law into living reality and not any longer to accept the excuses for eternal postponement—which means never. The patience of the American Negroes has run out. It is perhaps three hundred years too late, three hundred years in which American society has been guilty of the most heinous evil in all its history.

"The fight in the South today is not just around the question of schools. It involves the whole structure of white supremacy, the whole rotten structure of

white supremacy, and has raised a question of what unions are doing in putting it in a new light.

AFL-CIO Support

"You know, of course, that the Executive Council of the AFL and the CIO have taken a clear and decisive position in support of compliance with the Supreme Court decision in the school cases, and urging support for the NAACP.

"Today throughout the South arise the White Citizens Councils, representing a whole new threat not only to the fight for racial equality in America, but to the future of the organized labor movement.

"I come here this morning to talk to you as a representative of an organization that has a court order against it, a court order calling for the payment of \$100,000, because we refused to turn over our membership lists in the state of Alabama to the murderers, to the killers, who openly declare their defiance of the law of this land, who spit upon the Constitution, and who shoot down Negroes in cold blood on the steps of county courthouses.

"Think what it would mean to you as trade unionists if any state in this land could require you in your trade union organization to turn over your membership lists. Think what it would mean to the trade union movement in this country if in every state you had to turn over to the government the lists, the names and addresses and how much dues your members pay.

"We have refused to do this. We have refused to do this because we know that the Negroes in that state, as in most of the other Southern states, have already been victimized by loss of jobs because they want their kids to get a decent education. Their homes and their land and their farms have been foreclosed in many cases because they signed petitions asking for admission of their children to the schools to which Negro children had heretofore been denied admission.

"I say to you that this is a fundamental of responsibility of the American labor movement to today join with the NAACP in fighting these new attacks.

Effect on Union Organizing

"Let me tell you that the AFL-CIO will not be able to organize workers in the South ruled by trigger-happy sheriffs and lynch mobs. It does not make any difference whether these mobs are run

by the Ku Klux Klan or by the White Citizens Councils.

"Let me tell you, for instance, that in Chapman, Alabama, the Woodworkers have been engaged in a year-long strike, and the cops are shooting the men in the picket line and the police officers are ferrying the finks through the picket line.

"In Dublin, Georgia, where Negro citizens can not vote, the last time a Negro tried to vote the registrar pulled out his gun and smashed the gun on the registration book and said, and I quote — and this is from the affidavits presented to the Department of Justice. He said, as he slammed his gun down on the registration book, 'Boy, no niggers are going to register in this book!'

"In Dublin, Georgia, the city council passed a law saying that trade union organizers must pay a license fee of \$2,500, and \$50 for every worker they bring into the union. Can you organize unions under these conditions? Of course you can't!

"In Florida, an organizer for the Amalgamated Clothing Workers was recently shot. Talk to the people from the International Ladies Garment Workers Union. Have them tell you about the strike in Tennessee.

"One could go on and on.

"The trade union movement is not going to organize in the South where there is no respect for law, where society is not run by the rule of law.

White Citizens Councils And "Right to Work" Laws

"The leaders of these White Citizens Councils that are responsible for the new wave of terror and violence and outright murder against Negro citizens are also in the move to enact 'right to scab' laws throughout America. Examine the names of the people who are the leaders of the White Citizens Councils. They are the same ones that are lobbyists for the movement to smash your unions and affect the operations of your unions here in the North as well as the South. The fact is that the attacks against the National Association for the Advancement of Colored People and the defiance of the Supreme Court decisions in the school cases have now ushered in a whole new period of violence which is greatly endangering the entire labor movement in the North as well as the South.

"My purpose with you is to ask you to join with the NAACP in this fight. This is not a fight merely for the rights of

16,000,000 Negro citizens. This is a fight, perhaps, to save the basic institutions of American democracy. This is the essence of the whole matter.

"Your trade union leadership has made this clear in terms of official pronouncements. But we all know that on this question there is so often a big gap, a big difference, between the stated ritual and the hollow resolution and the everyday living reality. On the question of the fight for equal job rights, we know that very often the position and policy of the union will be the decisive factor in determining what is the status of workers on the job. Here you can make your greatest contribution, as many of your unions have done. It is precisely here that the trade union movement can make it possible for the Negro community to realize the full implication of the Supreme Court decisions, because we must have a firm and secure economic base if we are to win that fight.

Disappointing Civil Rights Plank

"In conclusion, just let me say a word about the events of the past twenty-four hours. I am sure that, as millions of our fellow citizens did, you and I did last night—watched the events in Chicago on television. Let me say that last night the Democratic Party, which very soon will come to every citizen in every hamlet and ask for your votes for all sorts of pretentious reasons, that this Democratic Party—which I ridicule now as the party of the little man, the common man, the forgotten man—in that pathetic, that shameful alleged civil rights plank, that party betrayed its own traditions, betrayed the interests of every American citizen.

"I know many of us feel very strongly on this. There are Negroes in the South like Reverend George W. Lee in Belzoni, Mississippi, who after he deposited poll tax receipts in Sunflower County, Mississippi, was shot down like a dog. And Lamar Smith, the NAACP organizer in Brookhaven, Mississippi, who was shot down on the steps of the county courthouse because he deposited poll tax receipts of 29 Negro citizens—and Negro citizens are not supposed to vote. I will tell you that the federal government in Washington, the Republican administration, has been guilty of virtually complete paralysis in enforcing civil rights laws where the rights of Negroes are involved. The Department of Justice, the chief law enforcement agency in America, for the past two years has been virtually dead. They have been virtually non-existent

when it comes to the rights of the Negro citizens in the North or the South.

"But last night the Democratic Party, which we looked forward to perhaps to come up with an answer, to give leadership, did not distinguish itself from this Republican Party, which has a miserable record on this question. Last night's civil rights plank was not a civil rights plank; it was a mess of pathetic pottage that says nothing, that takes us back, that does not lead us forward.

"I say to the Democratic Party and to the friends of the Democratic Party and to the leaders of labor that play such an important role in determining the program of that party that the tragedy of this situation may well be that the Negro in America will be left to fight this fight alone. And this will have a tragic implication for the whole country. Negro citizens are going ahead. The law is on our side. We take this very seriously. And Negroes in Michigan, in Chicago, in New York, are going to vote on the basis of what happens to their fellows, to their relatives, in Decatur, Mississippi, and in Jefferson, Alabama. Perhaps it is tragic that many northern liberals will perhaps have their political careers as liberals terminated precisely because they belong to the party of Eastland, to the party of Talmadge—and the party's national leadership has not repudiated the Eastlands and the Talmadges, and others who have openly declared themselves in defiance of the Supreme Court orders in the schools and the transportation cases.

A Little History

"I wish to conclude by telling you that all of us and our children, perhaps, will continue to pay as our fathers paid, whether we are white or colored, for something that happened in this country a long time ago, in 1877, when a man who wanted to be President in exchange for the political support of the South agreed not to enforce the reconstruction Civil Rights Statutes. That was in 1877. And today, perhaps, there is another man who so wants to be President that he too made a political deal with the white supremacists in the South, and we will all pay for it in the North as well as in the South, not to enforce the new body of constitutional law that gives a new legal status to minority groups in America.

"This is not a Negro question, ladies and gentlemen. This is the most fundamental issue in American life. Over a hundred years ago the great Frederick Douglass said: 'In a certain sense there is

no such thing as a Negro question in America. There is only a question of white men's souls and black men's bodies.'

"Perhaps this is the time for all of us to join together with the NAACP, because in a very real sense the NAACP leaders in the South — many of these people are poor, disfranchised, some of them hungry, having very much less and giving more than anyone in this room — are fighting for all of us to make this country the kind of country we want it to be. Let me ask you to join with the NAACP. Let me ask you to make it possible in our own time, in our own way, to destroy, once and for all, this rotten cancer of Jim Crowism, whether it is in the community or whether it is in the working place. Because it is on the NAACP that this task has now fallen. We need you. We need your help. We need your support. And I tell you that the front line of the American labor movement today is joining with the NAACP in the fight to restore civil liberties and civil rights to those areas in the country that lost them almost a hundred years ago, and to make a living reality of the Supreme Court decisions in the school cases, and the transportation cases. To the degree that we do that will this country be the symbol of the democracy we all seek. To the degree that we all work together and fight together, only to that degree will it happen."

JOHN A. DESPOL

Secretary-Treasurer, California State Industrial Union Council

President Pitts then presented John A. Despol, Secretary-Treasurer of the California State Industrial Union Council, who addressed the convention, as follows:

"President Pitts, Secretary Haggerty, guests and delegates to this convention.

"The California Industrial Union Council is honored by the invitation extended to its officers to address your convention. It is really a great privilege for me to address a convention of the California State Federation of Labor prior to the merger of the State Federation and the California CIO Council. In the tradition of the labor movement, I first wish to extend the greetings of the Executive Board of the California Industrial Union Council to the delegates of this convention.

"Let me say at the outset that I am sure that these two state labor organizations, through a joint leadership, are quite able

to take hold of the problem of merger facing us and to resolve a course of action for all of us to follow which will reflect the great character, the strength and the tolerance our respective organizations represent. Like you, we of the present State CIO Council have always tried to measure up to those fine qualities and to work for those traditional objectives of the trade union movement which mean a better life in America. Therefore, I am quite sure of our mutual ability to reach agreement on the creation of a new and effective AFL-CIO state labor organization.

"As I said to our last State CIO convention, which was held prior to the national AFL-CIO merger, 'We in the State CIO Council want labor unity. We want the kind of labor unity that will assure growth, not stagnation.' We want the kind of labor unity that will fully mobilize all of the resources, the social, economic and citizenship power of organized labor in California. We want a California labor movement that will contribute its share to the solution of the problems of America and the entire free world.'

State Federation Accomplishments

"I want to express through the medium of this convention my very sincere appreciation of the past accomplishments of the California State Federation of Labor. Particularly in the field of legislative work, your State Federation has been one of the outstanding state labor federations in the nation. This bespeaks well of your officers and the support you and your local unions have given them. In fact, because of these feelings, my associates in the State CIO Council and I have attempted to steer a course of activity complementing your Federation's work and avoiding duplication, except where the mandates of our conventions gave us no alternative.

"In this sense we have been operating on a pre-merger basis for quite a while. The objectives of the California State Federation of Labor and the California CIO Council have been common objectives. We have both sought to defend the right of workers to organize into unions, to bargain collectively on wages, hours and working conditions. We have both sought to improve our social security and minimum wage legislation. Better educational opportunities, *w o r k m e n ' s* compensation, disability insurance, unemployment insurance, mental health, civil liberties and civil rights legislation—all

these and more have been our common objectives.

"I come before you today fully conscious that we stand together in the middle of the great historical labor merger process. Like you, my emotions are deep and divided—divided in recalling the past and in looking forward to the great potentialities of the future. Those who participated in building the CIO emotionally regard the past twenty years as a crusade that involved more than just organizing the unorganized into industrial unions.

CIO Contributions

"The CIO helped to develop and spearhead broadened objectives of trade union activity. The oldtimers can recall when group life and medical insurance were regarded as an attribute of company unionism. Early in its history the CIO crusaded for genuine medical insurance protection paid by the employer. The CIO took pride in crusading for industrial pensions, the guaranteed annual wage, sick pay, job security through seniority privileges, paid vacations, holidays and jury duty pay.

"The CIO pioneered in new concepts of trade union activity, demonstrating an awareness that the efforts of unions on behalf of their members must extend far beyond the picket line and the bargaining table. In developing its community services program, the unions of the CIO, in serving their members, dedicated themselves on an unprecedented scale to the problems of the community. Their programs embraced not only those things directly affecting working men and women in their jobs, but covered a broad range of issues affecting the well-being of the community as a whole. Schools, hospitals, juvenile delinquency, attempts at school board censorship, civil rights—all these and many other problems became problems of the CIO. The CIO promoted citizens' legislative conferences on FEPC in Sacramento and Washington as well as organizing CIO legislative conferences on other bread and butter issues. The spirit behind promoting this kind of political do-it-yourself legislative conference was not simply to sharpen and publicize the issues in our legislative halls but to help create, by the process of self-education, campaign workers for future elections.

"The CIO was blessed by a rich heritage, not just in improving the material things, but rich in human, social and moral values.

Changes Wrought By American Unions

"Yes, the labor movement has changed the lives of millions of American families. American unions have given millions of workers a sense of security and a sense of dignity. To no small degree the labor movement has been built on the deeply felt needs to make life better for the members and the community. I am sure that when you tune in the radio and hear Tennessee Ernie sing 'Sixteen Tons,' you appreciate what has happened in America. Yet there are other millions of Americans, who when they hear that song, 'Sixteen Tons,' don't appreciate its social significance, who have no understanding of a company town in which the employer, the coal mining company, not only owns the mines, the roads and the schools and the courthouse and the company store, but the lives of the coal miners themselves. It is really something to consider when you realize this song, 'Sixteen Tons,' becomes a top hit and when its words go like this, 'I dug sixteen tons and what did I get? One day older and deeper in debt. St. Peter, don't you call me because I can't go. I owe my soul to the company store.' There was a time in America when millions of Americans occupied that economic and social position, but thank God, decades of struggle by organized labor have made that a memory of yesterday, not a reality of today.

"I'm sure it has been reported to you that we have been meeting in joint merger committee sessions to work out an agreement on state merger. Such differences as may exist—if they really exist—are on methods, procedures, activity emphasis, structure and principles of representation through which we mutually hope to achieve our common objectives. In view of the differences in structure, traditional procedures, representation principle and the many questions we have not yet talked out, there is no question in my mind that our merger committees must spend many more hours in joint session to arrive at a workable and mutually satisfactory agreement for the creation of a new AFL-CIO state organization. Therefore, while our joint committee continues to seek the solutions to the problems of merging the two organizations—of creating a new and better organization than either of the two great existing state organizations, it means that you must have patience with your leadership as we hope our members will have patience with us.

Merger A Great Step Forward

"Suffice it to say here that I, for one,

look forward to the day when we are assembled together in one state AFL-CIO convention. I hope and believe that the creation of a new California AFL-CIO federation of labor will mean a broader representation of all the affiliated unions than now exists. I believe that the spirit of labor unity will help us recognize the need to increase the leadership base in the merged organization. I believe that our mutual sense of determination to move ahead will increase the quantity and quality of labor's participation in our political democracy. I believe it is highly important that the progressive groups in our society work together. We need to broaden our efforts to get the cooperation of other progressive elements — to deepen our mutual understanding of the important issues at stake.

"I am sure that all of the members of the California Merger Committee recognize that the merger will not achieve perfect organization. It is a great and absolutely essential step forward. But it is unrealistic to think that the accomplishment of merger will so perfect our organizations that we can solve all our problems in short order. Anyone who expects that is in danger of being oversold on the results to be expected when the merger is completed in every city and state in the country. When one is oversold on means to achieve common objectives, one sometimes can lose objectives with a resulting emotional jolt. For example, there are some who feel that united political action by the merged labor movement under the AFL-CIO COPE will promptly result in winning a majority of all the election campaigns. Those who share such over-optimism are oversold on the political possibilities facing us. It reminds me of the story of the Jewish boy and the Irish girl, Eileen, who fell in love. They wanted to get married but felt they could not because of the difference in religious faiths. Finally, in love's desperation, Eileen consulted her Irish mother on what to do. Her mother advised Eileen to try to convert her boy friend to her faith. So on each Saturday night date Eileen would work at converting her boy friend to her faith. Finally, one night Eileen came home in jubilation and told her mother that she was sure that by the next weekend her boy friend would become a Catholic. Next weekend she came home in tears from her date. Her mother asked her what happened. She replied, 'I've oversold him. He's going to become a priest!'

"By telling you that story, I don't mean to say that we are not going to make great progress under the new political organization COPE, AFL-CIO nationally, but we should not expect miracles from AFL-CIO COPE. We can expect, however, to improve our political action organization.

Political Organization Plans

"As you may know, the CIO state political action structure is set up as a 'Political Action Committee' of our State Council. Our officers and Executive Board believe that your California Labor League for Political Education is a better structure, providing more participation on the part of local union leadership and a more realistic financing of political campaigns. Therefore, our Executive Board has voted to call a special convention concurrent with our California CIO Council convention. At that time we hope to establish the CIO segment of California COPE modeled after the structure of your California Labor League for Political Education. We believe this is an important and practical step on our part to expedite the merger. We believe this proposal, if accepted by our delegates, will insure full affiliation by our local unions at the time of the actual state merger and the establishment of a merged AFL-CIO California COPE. We believe this action on the part of our State Council this fall will be a practical demonstration of our deep-seated desire to achieve complete unity and affiliation of all unions in the state merger of COPE.

"Now, I believe, as I know you believe, in good, decent businessmen playing their part in matters affecting the welfare of our country; nevertheless, we can not afford, as a great merged labor movement, to let businessmen alone, and professional politicians, have complete control of the policy-making and candidate selection processes and decisions of our two great political parties. Those who built the CIO look back with satisfaction to the development of a political policy to seek outstanding liberals and persuade them to become candidates for party nomination and party leadership. That was how people like Helen Gahagan Douglas were persuaded to offer themselves as candidates for Congress and to contribute so much in dramatizing the issues of the time, in staging electrifying campaigns to arouse the people in support of the issues in labor's program. You have to seek out people like Mrs. Douglas. If not, labor is frequently defeated

before the campaign even gets going because of the lack of good candidates to consider for official endorsement. If you expect to win elections, you can't sit out the beginning stages of campaigns. That's sheer defeatism. You have to exercise your political rights—not sit on them. We shouldn't sit out any election where there are real choices. We have got to play our part.

Political Education Ahead

"The merged California labor organization can and will and must supply an effective—a moral leadership to the progressive forces in both political parties. That is not a mere phrase. It has been said before but it is meaningful in the sense that it means to all people that organizations such as ours have a God-given obligation to provide moral leadership, not just to our membership, but to all of the people in our communities—including those not yet able to organize and protect themselves. This means there is a long campaign of education before us, a campaign of educating ourselves, a campaign of educating people who work with their hands, a campaign of educating citizens in general; and to the degree to which our case has merit and the degree to which we are able to put it skilfully, only to that degree will we be able to win support. Union education is mainly self-education. We need to stimulate the study and discussion of our public issues—not merely in local meetings—but in shop meetings; even the noon hour, if it can be utilized, has great possibilities.

"Having just returned from the Chicago convention going on at the present time, I think it is somewhat timely that I should make some observations concerning the current election campaign, and I should not want my opinion about this matter to be either misinterpreted or misunderstood. I do not believe the issues in this election are being sharply and effectively presented to the American people, particularly as it affects the candidates for political office. Never in the history of the United States, to my knowledge, at least, has the reporting of the omissions and commissions of a national administration been glossed over to the extent they are today. Never to my knowledge have there been so many misleading statements by men seeking to use a likeable personality as a means of preserving their own political power at the expense of avoiding urgent decisions on the important issues confronting us.

"The amount and kind of misrepresen-

tation—prepared and issued through the medium of public relations organizations—can open the door to a chain of events the voters may not foresee in all its evil impact. Let me give you one example of a possible chain of events. Under existing circumstances the nomination and reelection of a man with a record like Nixon's would open the door to such a man eventually becoming President of the United States. Such an event would mean a new low in the history of American politics.

"Now, to prevent such possibilities will mean that you and I and all liberal-minded citizens must work and fight to tie the record and the issues to the candidates. Only by this kind of effort can we expect the people of the United States to translate properly their decisions on the issues to the candidates for the various offices in the current election.

Propaganda About Wage Increases

"Let me turn your attention to another kind of misrepresentation being promoted on a large scale in the editorial pages and columns of a great many commercial publications; namely, that wage increases are the chief, the major or primary factor in creating inflation. What is the objective of such a wide-scale propaganda drive we are witnessing today?

"The objective of this deceitful propaganda is to make unions, and one of the primary functions of unions, the scapegoat for every period of inflation that may occur in the future. Well, to stop the American people being sold this false concept, I have time to cite just one extraordinary fact. It is revealed in the studies of the increase in buying power of corporate profits after taxes as compared with the increase in buying power of wage earners and salaried workers in the ten-year period from 1946 to 1956. Remember, we are talking about increased buying power. Since 1946 the buying power of corporate profits, after taxes, has increased over the increase in buying power of wage earners at a ratio of 7 to 1. If the false charges made against labor were true, they would be seven times truer when you consider the vast increase in corporate profits after taxes.

"The falsity of this charge against the effect of past wage increases can be illustrated another way. Take the operating ratios of the General Motors Corporation. Measured in per cent of the total dollar volume of sales, the cost of wages in 1955 was a little less than the cost of wages in 1935. Yet the operating margin

of gross profits before taxes (namely, net sales minus all operating costs) is 33½ per cent higher in 1955 than in 1935. Price increases have permitted General Motors to take a bigger slice of the sales pie of every single dollar they take in.

"It is my hope that as we complete and perfect the merger we will be able better to expose the kind of distorted pictures being presented to the public on the effect of collective bargaining by organized labor.

"In conclusion, I just want to say this: that I am really happy to have had this opportunity to be associated with you in convention here today. I hope to stay the day out. The duties of trade union leadership will be as trying in the future under our merged organization as they have been in the past. As you well know, our duties and your duties absorb most of our hours in the day. Some of our tasks are really terrific ones, but one takes them to heart and one's soul is imbued and one's heart is impressed with the need of rendering service to the people, and you must in good conscience keep working every day of the week.

"As I have said before, I think that this is a dedicated work. There will always be days when we make mistakes, nevertheless, every day we try to help some group, help build a better understanding of the people who are associated together in the labor movement. Of this intent you can be sure, no matter how imperfectly the various, final proposals that are worked out on state merger may seem to some. I therefore look forward to a harmonious state labor convention, and that when we arrive at the point in building the labor movement or the convening of a merged state convention, we shall have a constructive convention, and that its decisions, when arrived at, will pave the way for the future well-being of California labor and the building of a better America."

MANUEL DIAS

President, California State Industrial Union Council

President Pitts introduced Manuel Dias, President of the California State Industrial Union Council, who spoke briefly, as follows:

"Chairman Tommy Pitts, Secretary Haggerty, guests and delegates. As Tommy Pitts stated to you, I am only going to be called upon to present a few remarks. That I am glad to do, because I

know that by this time the delegates must have their ears pretty well pounded in by hearing a good many long speeches. However, I would like to say that I deem it a great pleasure to be extended this invitation to attend your 54th convention here in the city of Long Beach.

"I would like also to state that personally it is rather symbolic in a way, because it was just a little over five years ago here in this same building that I was elected the president of our, at that time, newly organized State CIO Industrial Union Council.

"So again I say it is a pleasure to come back here to this same building as your guest and to be allowed to watch you people in your deliberations at your convention.

"As our Secretary-Treasurer, Brother Despol, has stated, it is with fervent hope that I say in the very, very near future we are going to be again united in a greater convention after we have completed the merger. I will say this:

"We have had a number of meetings. Of course, as we understand, it is not so much the problem, because, after all, when you analyze them, our problems are all the same. Our problems are for the best interests of our working people. But there are procedures which must be worked out. Those procedures, like Rome, were not built overnight and they do take time.

"But in the very near future, I am sure (and I am also expressing the desire of our Executive Board and our membership as they expressed it at their last convention), we will be meeting in a merged convention.

"Thanking you again for the privilege of these few remarks, I bid you God-speed."

E. W. TALLMAN

Regional Representative, Bureau of Old Age and Survivors' Insurance

President Pitts presented E. W. Tallman, Regional Representative, Bureau of Old Age and Survivors' Insurance, who addressed the convention, as follows:

"Mr. President and my old friend, Neil. I want to thank you for the privilege of coming here, and I assure you that I will give you as short a report as possible on the new amendments to the Social Security Act.

"Let me reminisce for a moment. I was sitting on this platform nineteen years ago waiting to say a word about social

security, in its infancy at the time, when my good friend Neil was elected president of the California State Federation of Labor.

"I bring you the greetings of our national officers in the Bureau and the Department of Health, Education and Welfare in the east, and also the good will and good wishes of our central office and of Mr. Fay Hunter, the Regional Director of the Department of Health, Education and Welfare in these Pacific Coast States, Alaska and Hawaii, whom so many of you knew as War Manpower Director during the war.

"I think of the beating of the drums that we have done, Neil, in the nineteen years. Like the Salvation Army lass who was standing on the corner here in Los Angeles under the arc light, and she had a little crowd around her and was beating a drum. Just then a rather striking miss was walking along the opposite side of the street. The Salvation Army lass pointed to this young lady and she said: 'I once smoked cigarettes and she probably smokes cigarettes,' and she beat the old drum. She looked again and she said: 'I once drank cocktails and she probably drinks cocktails,' and she beat the drum. She thought again and said: 'And I once had dates with fellows, and she probably has dates.' And then she beat at the drum and said to herself: 'Well, all I do now is just beat this drum.'

"Well, that is about all that I have watched Neil Haggerty do these twenty years since he entered the Labor Temple in Los Angeles, and I have been beating the drums of social security ever since that time, too. On the Pacific Coast there are only two people left who started with me. The three of us came in November '36 to start the social security program.

"You in the labor movement have made vast progress within the span of my memory. I can recall over 50 years ago when my brother received 75 cents a day as an apprentice carpenter and his days were longer than eight hours. A long time ago I earned a dollar a day for a ten-hour day. I have paid union dues for many years and have some knowledge and genuine appreciation of your problems and objectives.

"Yes, you have made real progress. The Department of Health, Education, and Welfare, the Social Security Administration, and our Bureau of Old-Age and Survivors' Insurance are making similar progress toward a common goal of security for the American family.

"We have placed on the tables outside a mimeographed information sheet regarding the new amendments to the Social Security Act. This is mimeographed and brought to you so that you will have up-to-date information on Federal Old-Age and Survivors Insurance amendments which were signed by the President this month.

"Will you kindly fold the bulletin and slip it in your pocket, take it home with you so that you and your family will know first hand of the retirement benefits should some of you be forced to retire at age 65, or the insurance payments which will be made to members of your family in case of your death, or in case you should become totally disabled.

"Here is what the information sheet contains."

Mr. Tallman then made the following summation:

New Social Security Amendments

The OASI program, as of 1956, is the result of over 20 years of evolution. The enactment of HR 7225 climaxes the progressive broadening of the system through two decades. This gradual development has been punctuated by three significant dates:

1950

When self-employed persons were first covered.

When domestic employees were first covered.

When farm employees were first covered.

When benefits were substantially increased.

When the program was first extended to certain employees of state and local governments.

1954

When self-employed farmers were first covered.

When certain self-employed professional groups (including the clergy) were first covered.

When the "other retirement system" restriction from coverage of state and local government employees was removed.

When the earnings restriction of beneficiaries was liberalized.

When the "dropout" was introduced and benefits were further increased.

When disability was first recognized

by the enactment of the "freeze" provision to protect the insurance rights of the totally disabled.

1956

When almost universal coverage was achieved by bringing—

1. All self-employed professional groups (with the exception of physicians) under the law.

2. By the enactment of other legislation extending OASI coverage to members of the nation's armed services.

When the requirement age for women beneficiaries was lowered to age 62.

When benefit payments can be made on the basis of severe and indefinite disability as well as on the basis of age to

1. Disabled workers beginning at age 50.

2. Disabled children age 18 or over, for disability cash benefits at age 50:

Age 62 for Women Provision

About 1,300,000 women have derived protection.

About 860,000 women could draw benefits for November 1956.

Some 200,000 widows and dependent mothers.

About 400,000 more could draw benefits in case of retirement.

In about 25 years, an additional 1,800,000 women will be receiving benefits earlier than they would under the old law.

Disability Cash Payments Beginning at Age 50

Estimated that in the first year disability benefits will be payable to about 250,000 workers and that in 25 years one million workers will be receiving such benefit payments.

Reasons given by the Congress for disability cash benefits at age 50:

Need to provide a lower retirement age for workers retired by reason of a permanent and total disability.

—To lessen the burden on public assistance and therefore on general revenues.

—To meet the basic need of the prematurely retired through contributory social insurance rather than to provide for this need through needs-test assistance.

Child's Insurance Benefits Disabled Before Age 18

An estimated 20,000 children will be

added to beneficiary rolls in the first year.

Annually, about 2,500 disabled children will be either currently attaining age 18 and continued on benefit rolls or added to the rolls at age 18 or over when the insured person dies or becomes entitled to old-age insurance benefits.

Extension of Coverage to Self-Employed Professional People

Coverage extended to more than 200,000 people who during the course of a year are self-employed in the practice of certain professions:

Over 170,000 lawyers
About 78,000 dentists

Also osteopaths, chiropractors, veterinarians, naturopaths, and optometrists.

Among professional groups only self-employed doctors of medicine remain excluded.

Changes Affecting Farm People

The "material participation" provision under which farm owners and farm tenants can have the cash or crop shares they receive from a tenant or share-farmer counted for social security purposes if, under an arrangement with the tenant or share-farmer, they "participate materially" in the production of the crops or livestock or in the management of the production. Will affect an estimated 400,000 farm owners and farm tenants.

Significance of Revised Optional Method for Reporting Self-Employment Income

Enables a farmer to report two-thirds of his gross income as net income if the gross does not exceed \$1,800 in a year, or to report \$1,200 as net income if his net is actually less than that amount even if his gross is more than \$1,800 in a year. Applies to all farmers regardless of the method of reporting farm income.

Under this optional method for reporting, more low-income farmers can build protection under OASI.

Significance of Changes in Law Relating to Agricultural Labor

Provides OASI coverage only for farm workers who work a considerable period for an employer by excluding workers who are not paid as much as \$150 cash by any one employer during a year, or do not perform agricultural labor for the employer on 20 or more days during the year for cash pay.

*Significance of Provision for
Exclusion of Foreign Labor*

Extends the exclusion of coverage to all foreign laborers admitted to the U.S. on a temporary basis from any other country to perform agricultural labor.

Exclusion of alien beneficiaries—suspends benefit payments to aliens who become eligible for benefits if they leave the U.S. for 6 months unless:

(a) They have 10 years of work under the law.

(b) They have resided in the U.S. for 10 years.

(c) The exclusion would affect treaty obligations of the U.S.

(d) The alien beneficiary is a citizen or national of a country which maintains a social insurance or pension system which would pay benefits to American citizens who return to the U.S. to live.

(e) They later return to this country for six months or more.

Mr. Tallman then continued:

"I have asked Neil Haggerty to select two delegates—one who is 65, and another delegate with a wife and young children—just to illustrate to you all the federal old-age and survivors' insurance protection which the older delegate has for retirement and which the younger delegate has for his family.

"Federal Old-Age and Survivors' Insurance is a twenty-one-year-old program. We have just become of age. However, during these short years, we have set up over 100 million individual insurance records for people in the United States. We are paying monthly payments to over 8 million beneficiaries including those who have retired at 65, their wives, widows, and the widows and children of younger workers who die, and dependent parents.

"Our Bureau is making monthly payments to those beneficiaries of over 400 million dollars. We have accumulated in our Federal Old-Age and Survivors' Insurance Trust Fund over 21 billion dollars.

Insurance Trust Fund Over \$21 Billion

"I will illustrate what these insurance payments mean to the family of a worker. Suppose a carpenter from Santa Barbara has had average monthly earnings of \$350 and he dies leaving a widow and two children, say twins, six years old. Under the new Social Security amendments, we will pay his widow and the twins \$200 per month or \$2400 per year

until the twins are 18 years of age. Therefore, over \$28,800 will be paid to the widow and children. She will again receive payments of \$81.37 at age 62. We will pay her \$81.37 per month or \$976 per year for a life expectancy of 16 years or until she dies. \$28,800 plus \$15,600 equals \$44,400 in federal OASI payments to this carpenter's widow and children.

"Let's take a plasterer over here at Long Beach. He is 65, and he has a wife who is also 65. Of course, she could get in at 62, but she would have to take a reduction, so probably she would wait until she is 65. Now, this delegate from the plasterer's union paid in on the \$350 maximum. He is retired. He will get \$162.75 for himself and his wife per month, or he will get \$1953 per year. During their life expectancy of 14 years, this plasterer and his wife will receive Federal Old-Age and Survivors' Insurance payments totaling over \$27,000. Now, this \$1953 a year is just about income on \$80,000 worth of government bonds at $2\frac{3}{4}$ per cent interest.

"The \$2400 a year income of the widow and twins until they are 18 years old is equivalent to the income from \$100,000 United States Government Bonds at $2\frac{3}{4}$ per cent interest.

"So this is the insurance which you have so successfully pressed and helped to improve, especially through your representative Mr. Nelson Cruikshank at your national headquarters. What a vast help he has been to us, and what a help you have given to our local officers in bringing attention to widows who are entitled to benefits! You have given us the finest kind of cooperation. This is the big problem when it comes to the aged of the country. While our population has doubled since 1900, the group of 65 years of age and over has quadrupled. Of course, you taxpayers directly and indirectly face a fair solution for the problems of the aging population and for your dependent children.

What Alaska Did Half A Century Ago

"I have just returned from Alaska, and let me just say a word about how they handled the problems of the aging in Alaska about 50 or 60 years ago.

"I was at Point Merrill, 350 miles from the North Pole. I had reindeer steak for breakfast, mooseburgers for lunch, and reindeer steak for dinner. But it was good. I didn't like the blubber, but the food was good.

"In the old days when an old person was of no further use to the tribe, just

ate and took up space in the igloo and couldn't serve the tribe, they had a fixed method of solving their problem. They could have their choice of how they wanted to be put out of the way. An old friend of mine, who was a great Kodiak bear hunter at Kodiak, Mr. Charles Madison, told me this from his personal observations.

"He said that the eldest son had the duty of putting the old person out of the way. So when grandma or grandpa was of no further use to the tribe, it was a case of survival. They didn't think it was cruelty. They were going to the Happy Hunting Ground and leave this life of terrible winters and no food.

"He witnessed the stabbing of an old mother. When they pulled the parka back after the ceremonies were finished and the son would drive the knife into her heart, her troubles were over as an old, infirm lady.

"He witnessed the death of a father of one of the walrus hunters by hanging in the igloo.

"And he told me these things: When the tribe was about to start out on a hunting trip, they would take only a little food; those that came back would survive; otherwise they would all starve. This seems cruel in this day and age.

"There was one other method. They would roll a person in a robe or blanket, put him or her down at the seashore at low tide, and when the tide would come in the problem was gone.

"One old lady didn't want to be rolled in a blanket and put down on the seashore. She said, 'My eyes are good. I can see the walrus and the polar bears, and I can give warning and you can come here and hunt.' So they let grandma try it out and she had eyes like binoculars.

"Shortly after that a baby was born in the next igloo to grandma's. So grandma went to see the new baby when she was off duty. When she came into the igloo the older Eskimos were sitting on the floor in this walrus hide covered igloo. It was rather dark, as it usually is in those igloos. When she came over she picked up the little baby by the foot and held it up and said, 'Is this a boy or a girl?' Well, the elder Eskimos, knowing that she had been saved from the blanket, looked askance at each other. Finally they said, 'What is the matter with your eyesight?' And she said, 'Well, it isn't my eyesight, it's my memory.'

"This Kodiak bear-hunting guy told me the story and I am sure it is true.

"Let me ask each of you, if you will, to pick up what material or information we have at our social security booth here, or these mimeographs that we have, so that you will have the information up to date. You are paying the bill. You folks and the people of this country are paying \$6 billion a year for this insurance. We are paying you back now \$5 billion a year. We are paying eight million people monthly checks. We are paying a million checks out here on the Coast. It is growing into a tremendous part of our national economy. When you think of the money turning over ten times at least during the year, that's a lot of money in circulation just from this one great movement.

"Mr. President, Neil, it is certainly a pleasure to be invited here and a privilege to be with you, and I hope that we can give you as fine service in our office of Social Security as you folks have given us in cooperation throughout the years."

RECESS

The convention was thereupon recessed at 12:05 p.m., to reconvene at 2:00 p.m.

THURSDAY AFTERNOON SESSION

The convention was called to order by President Pitts at 2:10 p.m.

Escort Committee for AFL-CIO Secretary-Treasurer William Schnitzler

President Pitts appointed the following delegates as an escort committee for Secretary-Treasurer William Schnitzler of the AFL-CIO: Jack Goldberger, Chairman, C. T. Lehmann, Albin Gruhn, John Quimby, Harry Finks, and Kathryn Arnold.

REPORT OF COMMITTEE ON LEGISLATION

Chairman W. J. Bassett of the Committee on Legislation reported for the committee, as follows:

Resolution No. 69—"State and Local Governments to Contribute to Construction Employees' Pension Funds."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 19—"Forbid State Employees Holding Two Jobs Except in Emergency."

The committee recommended concurrence.

A motion offered by Delegate Don Henry, California State Federation of Teachers, requesting that consideration of **Resolution No. 19** be postponed for one half hour was adopted.

Resolution No. 128—"Prohibit Denial of Public Employees' Right to Union Membership."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 187—"Bonus Compensation for Years of Service."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 35—"Removing Limitation of Earnings from State Employees' Retirement System."

The committee report:

"The sponsors of this resolution appeared before your committee and requested its withdrawal. The committee recommends concurrence in their request."

The committee's recommendation was adopted.

Resolution No. 218—"Temporary Public Employees to Receive Same Wages, etc., as Private Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 190—"No Loss of Pay for Convention Delegates."

The committee report:

"The subject matter of this resolution is concerned with requiring the State Personnel Board to adopt regulations permitting the delegates to this convention to be paid by the state for the period of time while they are in attendance at such convention.

"Your committee notes that with respect to individuals engaged in private industry who are delegates to this convention, the practice has uniformly been that no compensation of any type is payable to them by their private employers. On the contrary, the vast majority of

the local unions sending them as delegates to this convention take steps to insure that their income will not be adversely affected because of their absence from the job during the period of the convention.

"Your committee is firmly convinced that there is no reason why a different situation should be applicable solely because the employer is a government employer rather than a private employer and, on the contrary, feels a most undesirable result might well ensue because of the interest, even though most remote, that the government would have in the convention since it was paying its employees for attending the convention.

"Your committee accordingly recommends non-concurrence in the resolution."

The committee's recommendation was adopted.

Resolution No. 27—"Payments From Trustee Funds To Be Made To All Public Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 161—"Amend Certain Provisions in State Contractors' License Law."

The committee report:

"The committee recommends that the Resolved be stricken and that the following be inserted therefor:

Resolved, That the 54th convention of the California State Federation of Labor be requested to introduce and work for legislation which will require any firm who lists a responsible managing employee as the one who qualifies for the license to pay such person not less than the prevailing wage rate in the area for supervising employees who work for other employers doing the same type of work for which he qualifies, and that such employee shall not, at the same time he is acting as a qualified employee for one firm, act in that capacity for another firm, nor that he be on the payroll of another firm, and must at all times be a bona fide employee within the intent of this law.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 165—"Tighten State Contractors' License Law."

The committee report:

"Your committee recommends that the Resolved be stricken and that the following be inserted in lieu thereof:

Resolved, That the 54th convention of the California State Federation of Labor introduce and work for legislation that will bar anyone found guilty of acting as a contractor without being properly licensed from taking the examination for such a license for a period of six months, thus assuring the licensed and legitimate contractors being protected as well.

"As so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 3 — "Prevailing Wage and Additional Benefits For State Construction Employees"; **Resolution No. 16** — "Prevailing Wage and Other Benefits for State Construction Employees"; **Resolution No. 25** — "State to Provide Prevailing Conditions When Hiring Casual Labor"; **Resolution No. 54** — "Make Fringe Benefits Part of Prevailing Wage Structure of Public Works Employees"; **Resolution No. 70** — "Fringe Benefits to Be Part of Per Diem Wages of State Construction Employees"; **Resolution No. 99** — "Fringe Benefits Included in Prevailing Wages"; **Resolution No. 127** — "Amend Government Code For State Employees"; **Resolution No. 166** — "Prevailing Wage Rate For All Employees on Jobs Paid For From State Funds."

The committee report:

"The subject matter of these resolutions is similar, namely, insurance that all individuals performing work on state projects shall receive not only the prevailing scale, but also all of the so-called fringe benefits to employees performing similar work in private industry.

"The committee recommends concurrence in Resolutions Nos. 3 and 70, and further recommends that Resolutions Nos. 16, 25, 54, 99, 127 and 166 be filed as they are otherwise covered in Resolutions Nos. 3 and 70."

The committee's recommendation was adopted.

Resolution No. 47 — "Welfare Plan For Employees of State Printing Office."

The committee report:

"The subject matter of this resolution is limited specifically to employees of the State Printing Office and to the manner in which they should receive payment

with respect to health and welfare contributions which otherwise are required in private industry.

"The committee desires to stress that in approving this resolution, it does not do so on the ground that the suggested procedure outlined is a desirable principle to be established for employees generally in the state of California, but is confined specifically to the limitations of this resolution applicable to the one plant in question.

"With this definite limitation, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 163 — "Enforce Specifications for Labor Camp Housing."

The committee report:

"Your committee requested that the sponsors of this resolution appear before it but they failed to do so.

"Your committee believes that the result of the proposed resolution would be to permit construction of other than labor camps at labor camp standards, which your committee believes to be excessively low and which would directly endanger the existing building codes.

"Your committee accordingly recommends non-concurrence."

The committee's recommendation was adopted.

Resolution No. 205 — "State Personnel Board."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 192 — "Veterans' Tax Exemptions."

The committee report:

"The subject matter of this resolution is concerned with the liberalization of the veterans' tax exemption.

"Your committee believes, however, that in view of the nature of the exemption, it is more desirable that legislation along these lines be sponsored by the particular veteran groups involved rather than the Federation.

"Your committee accordingly, while concurring in the general intent of the legislation and while recommending that the incoming officers of the Federation cooperate with interested veterans' groups in accomplishing this objective, recommends that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 211—"Empower Unions To Sue on Behalf of Members to Enforce Wage Claims."

The committee report:

"The committee notes that this resolution has been introduced at previous sessions of the convention, but concurrence has been denied on the ground that, in the opinion of our counsel, such legislation is not necessary and the object sought to be accomplished by it still possible.

"Your committee accordingly recommends non-concurrence in this resolution."

The committee's recommendation was adopted.

Resolution No. 87—"Fair Hearing for Probationary Teachers."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 88—"Broaden California Teacher Tenure Law."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 89—"Provide Teacher Placement Services."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 90—"Minimum Salary for Teachers."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 93—"Permanent Child Care Centers"; **Resolution No. 155**—"Permanent Child Care Centers"; **Resolution No. 233**—"Permanent Child Care Centers."

The committee report:

"The subject matter of these resolutions is similar: namely, the establishment of permanent child care centers.

"Your committee recommends concurrence in **Resolution No. 93** and further recommends that **Resolutions Nos. 155 and 233** be filed."

Delegate Peter Lallas, Waiters and Dairy Lunchmen No. 30, San Francisco,

spoke in support of the committee's recommendation to concur.

The committee's recommendation was adopted.

Resolution No. 231—"Classification of Teachers in City Schools."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 19

President Pitts announced that the requested one-half hour postponement of consideration of **Resolution No. 19** had elapsed.

Chairman Bassett thereupon resumed consideration of **Resolution No. 19**—"Forbid State Employees Holding Two Jobs Except in Emergency." The committee's recommendation was to concur in the resolution.

Debate ensued.

Delegate Robert Sanders, Post Office Clerks No. 339, Fresno, spoke in opposition to the committee's recommendation.

A motion to file the report on the resolution was offered by Delegate Don Henry, California State Federation of Teachers, Sacramento, and duly seconded. Delegate Henry then spoke in favor of his motion.

Delegate C. R. Burton, Iron Workers No. 118, Sacramento, spoke in favor of this motion.

Delegate Charles J. Garoni, Carpet and Linoleum Workers No. 1290, Oakland, opposed the motion and supported the committee's recommendation.

Delegate George Solomon, Carpenters No. 2114, Napa, opposed the motion and supported the committee's recommendation.

Delegate Joseph Selenski, Allied Printing Trades Council, Sacramento, supported the motion.

Delegate J. J. Christian, Building Trades Council, Los Angeles, supported the committee's recommendation.

Delegate Patricia Plummer, Teachers No. 61, San Francisco, supported the motion.

Delegate Mae Stoneman, Waitresses No. 639, Los Angeles, supported the motion and opposed the committee's recommendation.

Delegate Jack Kopke, Paint Makers No. 1101, Oakland, opposed the motion and

supported the committee's recommendation.

Delegate Ernie Lotti, Chauffeurs No. 265, San Francisco, supported the motion.

Delegate Sam Menta, Air Transport Employees No. 1781, San Bruno, thereupon moved the previous question, which was duly seconded. On vote, the motion was carried.

Debate on the motion to file the report on **Resolution No. 19** was closed by Delegate Henry, supporting the motion, and by Chairman Bassett, supporting the committee's report and recommendation.

On vote, the motion to file the report was lost.

The committee's recommendation was thereupon adopted.

ROBERT G. KIRKWOOD

Controller, State of California

President Pitts introduced Robert G. Kirkwood, Controller of the State of California, who addressed the convention, as follows:

"President Pitts, honored guests and delegates. It is a privilege and honor to be able to discuss with you today labor's stake in the good management of California government.

"Our state is in good shape today. You and I can take great pride in this fact—because California has successfully met the needs of her citizens in a period of growth unparalleled in history. We have not let our problems get out of hand. We have faced them squarely and have not passed the buck to the next generation.

"Even today, however, bubbling beneath the surface of our prosperity, there are problems to be solved. Difficult, tremendous problems. If your state government fails to act today with wisdom, with courage and with vision, those problems could erupt tomorrow into issues spelling life-or-death to labor.

"Labor, today, means all those who work for a living. It includes the overwhelming majority of Americans. It is not just a class, or an organized group, but a labor force numbering approximately 69 million people. Its goal is to build a future for America in which we shall achieve a higher standard of living through productive and rewarding employment.

California Employment High

"We have made good progress in this direction in California. Director Ernest

Webb of the Department of Industrial Relations reported last month that in June civilian employment stood at an all-time high of 5,421,000—5 per cent more than a year ago, and 45,000 higher than in September, 1955, the previous all-time high. Unemployment during June was down to 145,000—the lowest level since the war year of 1945 and 17,000 less than a year ago.

"This is good news, indeed; but we must remember that the working man is not only a man who collects a paycheck. Nor is he exclusively a producer of goods and services. He is a consumer, as well, of government and industry. He is a taxpayer.

"And let's not kid ourselves—the taxes which he pays are the backbone of the \$2.5 billion in state and local taxes and \$5 billion in federal taxes which Californians paid last year. Such an investment means that every working man and woman has a major stake in each and every area of government—not merely those which pertain directly to employment.

"Our enormous growth has generated a host of problems, including housing, education, fair taxation and many more. The whole future prosperity of labor is indissolubly bound to honest and realistic solutions of those problems.

"They are government's problems, too. Together, we must find the answers.

"As your State Controller, my job is primarily concerned with keeping the fiscal operations of California government on an even keel—and headed in the right direction. Yet I know that government is doomed to failure if it is conducted in an ivory tower. It can serve you as it should only when it is planned—and put into action—in the light of the needs of human beings.

"These are some of the questions I would put to you today:

"What has been the impact of automation on state government—and on the rights of the individual employee?

"How urgent is our need to finance construction of schools and public works—and veterans' purchases of homes and farms?

"Why does California face economic suicide if she does not sound an early truce in her current civil war over water?

"What is being done about fair administration of the heavy taxes which you bear today? And finally,

"What does it mean to you to have an

independently elected official with wide responsibilities over California's pocket-book?

Controller's Office

"At this point some of you, no doubt, are wondering: What is the Controller, anyway? After three busy years in the office, I would summarize it about like this.

"Back in 1849, California's constitution set up the Controller as an elective fiscal officer answerable directly to the people. As an independent official, he takes a second look at the transactions of state government for legality before any payments are made. By exercising these controls, he stands as a safeguard of your interests.

"Specifically, he safeguards them through focusing the limelight of public attention on the fiscal operations of the state — as well as of cities and counties and other subdivisions of government. He is vigilant always to any possible deviation from proper fiscal operation, and to offer constructive criticism for its correction.

"No other state official bears as much responsibility as the Controller in the whole tax administration of the state. He serves as chairman of the three-man Franchise Tax Board, which administers the corporation franchise and the income taxes; and as a member of the Board of Equalization, which is responsible for the sales, gasoline and other taxes. As Controller, he administers the inheritance and gift tax, and gas tax refunds.

"In all, the Controller serves on 16 boards and commissions touching virtually every aspect of California's fiscal operations. These include the State Lands Commission, which administers California's oil-rich tidelands; the Board of Control, which makes the rules for state employees; and the new Pooled Money Investment Board, which designates surplus money for investment.

"As California's growth has skyrocketed, all branches of state government have had to expand to meet the mushrooming need for government services. At present, the Controller's office maintains more than 22,000 detail and control accounts over state funds. Since no money may be withdrawn from the Treasury except upon the Controller's warrant, we write—on the average—1,200 checks, or warrants, totaling more than \$1,600,000 during every hour of each working day.

"In short, the Controller knows where

the state's money goes, and why. This operation must be conducted efficiently and economically. And it is in the tradition of California government that it be conducted also with regard for human wants and needs and the rights of each individual citizen.

Automation

"In California government we have blazed new trails in offering efficient and economical service by adapting automation to our swelling needs. But we have not allowed this to distract us from the rights of the individual government worker.

"Automation has posed vast problems for society as a whole that I think are well illustrated by this little fable:

"Once upon a time, a Hindu sage was granted by Heaven the ability to create clay men. With clay and water he fashioned the little men, who lived and served him. But they grew very quickly, and when they were as large as he, the sage wrote the word DEAD on their foreheads, and they fell to dust. One day he forgot to write the word on the forehead of a full-grown servant, and when he realized his mistake the servant was too tall. The master's hand could no longer reach the forehead of the slave. This time, it was the clay man who killed the sage.

"You know, and I know, that we cannot allow automation to become the clay man that would destroy us by creating widespread unemployment. We must use it, like the tool that it is, to create a better and richer economy for all our people. We shall do so by training and equipping our people to fill the new and better paid jobs that are developed. We must keep several steps ahead of the electronic robots.

"Of course, they are useful, when properly adapted. In state government, both the Department of Motor Vehicles and the Department of Employment are using the machines with good results. In the Controller's office we are issuing about 1,200,000 payroll warrants annually under a system which has drastically cut costs and improved our service. Recently we developed a wholly new approach to maintaining the state's control accounts. Our United Savings Bond program—the first of its kind in the country—has resulted in lower costs despite a 100 per cent increase in workload following its adoption. Many of these uses of electronics are unique and have attracted interest across the nation.

"Now you may say, it's all very well to talk about efficiency and economy. But how does this impress the man whose job is threatened?

"I am happy to say that to my knowledge, no permanent Civil Service employee who wished to continue in state service has been displaced by automation. Either we pre-train the employee in the higher skills required in the new operation—or, if he prefers, we transfer him to another position. The net result of the pre-training programs and transferals has been a general upgrading both of skills and salaries.

"This should be the net effect of automation both in and out of government if the rights of individuals are to receive just consideration—as they must. Both in and out of government, automation must be prevented from becoming a clay man that would destroy us. It must be used to improve and expand the skills of working people in a growing economy that provides a better job—and a better life—for every Californian.

Bond Issues

"On the November ballot we shall be faced with proposals for three bond issues which are wholly directed to that better California future. I ask your continued and vigorous support of the passage of Proposition 1, the \$500,000,000 bond issue for loans to veterans; Proposition 2, the \$100,000,000 bond issue—a bare minimum—for school construction; and Proposition 3, the \$200,000,000 issue for construction of public works.

"Every one of these bond issues will pump new blood into the stream of California's economy. Each will fulfill a valid need, the natural outgrowth of our expansion. Each will broaden and solidify the base on which we are building for tomorrow—for each will set off new expansion throughout the channels of our whole economy.

"Need for these bond issues, I am glad to say, is generally accepted. But in considering today's problems in the light of tomorrow's needs, we come to another and greater challenge which transcends every other in its impact on our future prosperity and growth.

Water

"When we talk about a sound and prosperous future for California, there is no way in the world in which we can escape it. And here our record is not so good.

"In 30 years we confidently expect a

population of 25,000,000 people. Where shall we find the water for them and how shall we finance our water bill?

"These are burning questions before us now, for upon our ability to develop our water resources hinges the whole future well-being of our great state. Yet, as a state, we have indulged ourselves in sectionalism and petty quarreling about details—while time, like our wasted water, is running out.

"We must recognize that California's growth is unique among the major states—and so is our need for water. We must bail ourselves out of our water crisis by combining all the available resources of federal, state and local government.

"All the federal assistance California can reasonably expect will not be sufficient to finance our water projects. No single level of government can go it alone in the enormous task of providing water for California's present and future needs.

"It isn't reasonable to expect other states to be concerned with the peculiar problems generated by California's needed water projects. They are just too great for us to expect either the federal government or the state to do the job alone.

"Yet some Californians refuse to face the facts of life about our ability to finance the development of water resources. Some take the short-sighted and unrealistic view that the federal government has no place in our water picture.

"They ignore the fact that the bulk of potential sites for water projects are owned by the federal government. Negotiations in some form with the federal government cannot be avoided.

"They ignore the fact that \$800,000,000 in federal reclamation projects have been constructed in California since 1902. This gigantic outlay does not include money spent on Hoover Dam, a source of great benefit to southern California.

"Ignored also is the federal government's expenditure of about \$400,000,000 in this state for flood control since 1910.

"Further ignored is the meaning of federally developed water projects in plain cash value to California. In a single year, CVP was responsible for \$54,000,000 earned in wages and salaries by California workers.

Integrated Development Necessary

"Your federation is aware that CVP has meant cash in California's pocket. Two years ago, Neil Haggerty said: 'From bitter experience we know that full em-

ployment of our members, of all workers, at full wages, is dependent upon full, integrated development of our water resources.'

"History has rendered obsolete the hassle over state purchase of the Central Valley Project. Our growth has created an urgent need for new water projects—and we cannot spare funds for existing facilities when we are hard-pressed to finance new water.

"The north needs new water projects for flood control. The San Joaquin needs new water for irrigation. The south will need new water soon if it is to hold off the encroaching desert. And power is needed everywhere.

"Unfortunately, there are also some who hold that there is no place for the state in our water picture. This view, also, is short-sighted and unrealistic.

"There is no reason why California cannot start paying part of her own water bill now by constructing Oroville Dam.

"We have available more than \$200,000,000 from tidelands oil, a depleting natural resource, and the Rainy Day Fund, set aside during the war years and still intact. It is my firm conviction that the highest use for our oil revenue is the conservation and development of other natural resources—and the most precious of these is water. Thus, we can hold the state's future bond financing to a minimum.

"Let us therefore militantly resist the efforts of any vote-hungry legislator to fritter away these funds on local pork-barrel projects during the coming session of the legislature.

"If we are to encourage federal cooperation—and that we must—let us assume our own responsibilities as a state. In the spirit of reasonable men who are capable of resolving differences, let us abandon our futile civil wars and act together.

"Water development can be realized in California only if we combine the available resources of local, state and federal government.

"We must invite and welcome federal financing—but we must also assume our own responsibilities — recognizing that water development means job development not only for ourselves but for the ever-increasing thousands of children now coming up through our schools.

"We must provide for them a place in the trades and crafts and professions and equip them to occupy that place. We

must do this just as surely as we must vote bond issues to provide them with more desks and teachers and classrooms now.

"We must make this investment in our future—for the times demand it.

Taxes

"I mentioned earlier that through its tax dollars labor is making a tremendous investment in California now. You are entitled to know how fairly those tax dollars are being administered by your government.

"The state sales tax, you will remember, was sold to the people of California on the basis that it was needed to provide good schools. Since then, the great bulk of sales tax revenues have been ploughed back into our school system.

"Sales tax revenue for the fiscal year ended June 30, 1956, amounted to \$565,000,000. State General Fund expenditures for the public school system came to more than \$456,000,000 plus an additional \$82,000,000 for support of the state colleges and universities.

"Each year, more than \$100,000,000 of state support funds is allocated to school districts on the basis of the assessed value behind each pupil. It was natural that you would want to be sure that your tax dollars were not being turned over to the school districts—if property owners were not picking up their just share of the load.

"In 1949, as a member of the legislature, I sponsored—with Francis Dunn—a law designed to bring about greater equalization of the property tax. The law was passed. It gave the Board of Equalization an alternative to its existing constitutional duty to maintain an even level of assessed values among the 58 counties of the state.

"For two reasons the law has never been put into operation: opposition to some of its provisions by the county assessors; and second, a fear that the Board of Equalization might use the law to let the public utilities off the tax hook.

Equalization Progress

"As a member of the board since 1953, I have pressed for means of bringing about equalization under the mandate of the Constitution. I have deeply appreciated your Federation's constant interest and support of this vital issue.

"Last year, surveys indicated that in 14 counties property taxpayers were not pay-

ing their fair share of school costs. Increases in their assessed values were ordered by the board and, with one exception, all complied.

"The 14th county successfully resisted the order in court. But this year, through cooperation by the board and the county assessor, great progress has been made in correcting the inequities of a year ago.

"Marked improvement in statewide equalization is clearly shown by the fact that, this year, only one county was ordered to increase assessments. By reviewing its procedures and data with an eagle eye, the board is striving to improve equalization further—and to insure it in the future.

"The fear of favoritism should have been dispelled. A year ago, utility rolls were increased about in proportion to other taxpayers. This year they were increased again by a substantially higher percentage.

"As one who cheerfully carries a few scars from the 'Battle of Equalization,' I thank you for helping us to fight a good—and worthy—fight. We strongly urge your continued interest and support.

Independent Election Of Fiscal Officer

"We have been talking, in the main, about government's services. Now I want to remind you of something you realize every time you pay a tax. Government has heavy costs, and somebody has to pay the bill.

"We live in an expanding period when our state government looks forward to a \$2,000,000,000 budget. Need I remind you, ladies and gentlemen, that you pay the bill? It is not only your taxes, but the contribution of your work poured into the whole economy, that produces a state financially equipped to grow.

"Your vast contributions to government make it mandatory that government be administered in your interest—and that your fiscal officers should be called upon to answer to you directly.

"Government, in other words, has an enormous public trust. Its responsibility to its citizens goes far beyond that which private industry, for example, has to its stockholders.

"Government cannot stop at being efficient and economical. It must also fulfill its very reason for existence; to serve and protect the rights of citizens. This means that government must contain, within the executive branch, a check-and-

balance to insure good handling of your state's funds; and it must not permit the development of overly centralized power through political control.

"For some time, however, a movement has been going on quietly in our midst that would substitute for this check and balance—and substitute for the principle of direct responsibility to the people through election—a different concept of fiscal and tax administration.

"Ladies and gentlemen, it can happen here. It has already happened in many other states.

"Boiled down to its essentials, it is a crusade for centralizing California's fiscal administration within a single department, responsible directly to the Chief Executive.

"This movement would take away—by administrative reorganization—the checks and balances which protect your rights from unchecked and overly centralized control. But there are many reasons why we should not give government a blank check by eliminating checks and balances.

"Good government, as Governor Knight said, must conduct its business in a department store window. Yet we would be giving the power to seal up that window to a bureau which is not answerable to the people—if we remove from fiscal administration the second, independent look at the state's financial transactions that now stands as a safeguard of your rights.

The Second Look

"I believe that this second look is increasingly essential to the protection of citizens' rights as government grows bigger—as your taxes become an increasingly heavy burden—and as government moves more deeply into your private life. Large growth necessarily means large government—but we must not allow it to become oppressive.

"Your heavy stake in state government—and in California's sound financial future—means that government must give the best possible protection to your investment. You have the same right to independent fiscal authority that you have to the independent legal authority vested in the office of the Attorney General.

"To discard the principle of responsibility to the electorate would be a complete rejection of the principles supported by your Federation for many years. Last September, President Tom Pitts declared. 'Obviously we cannot stand back and applaud while we see one state agency—

the Department of Finance—gaining a stranglehold on the fiscal affairs of the state in utter disregard of the Constitutional authority of the Controller, and to the point where one 'overseer' department has the power to determine whether or not our laws shall be properly administered.'

"Springing from the same philosophy of centralization—or sealing up government's windows—was a proposal for a 'Department of Revenue' which was presented to the 1955 session of the legislature. It was rejected. It may be presented again in 1957.

"There are many reasons why this is a bad bill. Basically, it would centralize responsibility for the state's tax administration in a single department, answerable to the Chief Executive rather than to a board of independently elected officials.

"The whole tax area, involving as it does personal examination of your records, is one peculiarly susceptible of abuse. I recommend this proposal to your attention, for it is a bad bill, based, again, on the premise of removing a check and balance which is vital to the protection of your individual rights.

"Of course, we should—and we must—continue to seek the most efficient government that can be achieved. But it must be consistent with the principles that have made our nation, and California, great.

"The distinctive feature of California government is that it tempers majority rule when that rule might deprive a minority or even a single individual of his just rights and interests. This is part of our heritage that California cannot afford to lose.

California A Model and A Leader

"Ladies and gentlemen, in rendering this account of our stewardship of state government, and in voicing my faith in the future for California that we shall achieve together, I speak as a part of a Republican administration—and I speak with pride.

"Over the years, with your help and cooperation, California Republican government has made our state a model and a leader in developing programs which have improved the lot not only of our own people but of working people throughout the nation.

"California Republicans have earned the support of labor because they have

taken the forefront in developing workmen's compensation laws; prison reforms; industrial safety, child care, public health and fair tax programs; civil service reforms; minimum wage laws; industrial disability benefits; unemployment compensation; advanced methods of education; and countless other programs which in combination benefit every man, woman and child in the United States today.

"I am proud to count myself in that part of the Republican party which has worked with you to achieve these progressive laws and programs. I shall be proud of my party as long as it continues to be responsive to labor's needs and problems.

"We have done these things by working together in a climate conducive to the development of healthy progress. We know, today, that we have just begun to envision the future of this state. And as I have outlined some of our current problems to you today, I have done so in the conviction that they do spell life-or-death to labor, and to California's future—but that they will be resolved, as have so many earlier problems, through our joint efforts, as men and women of good will who know how to work together.

"What, after all, are we working for?

"I believe that the operations of a sound and imaginative government, whose first concern is the individual citizen, will—with your initiative and help—lead us to the great California of tomorrow that we have every right to anticipate. A California in which there is a place for every one of our growing millions, and room for more to come. A California in which each man has a happy and productive life, and one that is constantly broadening in dignity and opportunity.

"We follow the same bright star of California's future—a destiny inevitable so long as we act together with vision, with boldness and with reason."

REPORT OF COMMITTEE ON LEGISLATION

Resolution No. 43 — "Investigate and Halt Operations of Manpower, Inc., Western Employers, etc."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 50 — "Curb Unfair Charges of Private Employment Agencies."

The committee report:

"The sponsor of this resolution ap-

peared before your committee at its meeting Tuesday afternoon and requested that it be withdrawn.

"Your committee concurs in the request, and recommends that it be withdrawn."

The committee's recommendation was adopted.

Resolution No. 31—"Transfer of Fire Fighters Retirement Funds"; **Resolution No. 8**—"Transfer of Fire Fighters Contributions from State Retirement System to County System."

The committee report:

"The subject matter of these resolutions is similar; namely, the transfer of contributions with respect to the retirement program involving fire fighters.

"Your committee recommends concurrence in **Resolution No. 31** and further recommends that **Resolution No. 8** be filed."

The committee's recommendation was adopted.

Resolution No. 9—"Communities to Determine Type of Fire Protection They Desire."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 10—"Survivors' Benefits for Death of Fire Fighters from Non-Service-Connected Illness or Injury."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 30—"Arbitration Procedure for Fire Fighters."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 32—"Hernia, Heart and Pneumonia Under State Compensation Insurance."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 34—"Hours of Duty of Fire Fighters."

The committee report:

"The sponsors of this resolution appeared before your committee at its request and advised the committee that

if the resolution were amended in the Whereases and in the Resolved to change all references of 60 hours to 56 hours, there was no opposition among any of the fire fighters in the state.

"Your committee accordingly recommends that the resolution be amended in such respects, and as so amended, your committee recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 36—"Right to Organize for Fire Fighters."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 141—"Demolition or Wrecking of Dwellings and Structures."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 204—"Ambulance and First-Aid Facilities on Construction Projects."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 207—"Sanitary Conditions on Construction Projects."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 171—"Prohibition Against Hiring by Age Groups."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 183—"Tighten California Barber Law."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 184—"Curb Unfair Practice of Advertised Prices in Barber Profession."

The committee report:

"The sponsors of this resolution appeared before your committee and requested that the above resolution be withdrawn. Your committee recommends con-

currence in the request of the sponsors."

The committee's recommendation was adopted.

Resolution No. 209—"Create California State Professional Theatre."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 223—"Beautician Apprentice License."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 224—"Proposed Amendment to Cosmetology Act."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 225—"Proposed Amendment to Cosmetology Act."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 236 — "School Board Elections."

The committee recommended concurrence.

The committee's recommendation was adopted.

Chairman Bassett then stated:

"That completes the report of the Committee on Legislation.

"I personally would like to thank the members of the committee. We had one hundred per cent attendance in all meetings. This is probably one of the roughest years we have had in several conventions. They all worked very hard and diligently.

"W. J. Bassett, Chairman

"C. W. Chapman

"Jack Kopke

"Hazel O'Brien

"Robert Callahan

"E. H. Vernon

"Everett Matzen

"Harry Metz

"Ralph A. McMullen

"Mike Elorduy

"Harry Finks."

On motion by Chairman Bassett, the

convention adopted the Committee on Legislation's report as a whole, and President Pitts discharged the committee with thanks.

Arrival of Secretary-Treasurer William Schnitzler

Escorted by the committee appointed earlier by President Pitts, Secretary-Treasurer William Schnitzler of the AFL-CIO was brought to the platform in the midst of a sustained standing ovation by the delegates.

ROY E. SIMPSON

**Superintendent of Public Instruction and
Director of Education, State of California**

President Pitts introduced Roy E. Simpson, Superintendent of Public Instruction and Director of Education for the State of California, who addressed the convention, as follows:

"Mr. President, our honored Secretary, and members of the convention. I want to talk today for just a few moments (and it will be a few moments) about the very foundation of our democracy, our country. I am talking about the youth of our country. And I know that you as members of this great organization of the American Federation of Labor are concerned to see that the youth of our country are properly trained in the schools of our state.

"I am going to talk about four things, and rather briefly. This is not my first appearance before this organization, and I want to express to your program committee and your officers the appreciation that is mine for the occasion that you afford me each year to come to talk to you for these few moments.

"Four basic elements in the educational program that I want to mention: the teacher; the classroom; the textbook; and sufficient money to pay the teacher, build the classroom and buy the textbook. In short, I know that all of these are of interest to you because I have listened for an hour to some of the things which you have been saying here concerning these issues.

"These are pressing problems to all of us. I know that they are of basic concern to labor in California. They are particularly of interest to you in the American Federation of Labor, because it has been my opportunity to appoint some of you

to advisory boards, and certainly I have worked with your Secretary, Neil Haggerty, as a member of the State Board of Education for a period of years and now as a member of the Regents of the University of California, which, I repeat, gives me the opportunity to know the thinking and the actions of your association.

The Teacher

"First, the teacher. I am sure all of you are familiar with the publicity which has been given the shortage of teachers throughout the United States and the particular acuteness of the problem here in California. California will need, during the next ten years for each of the next ten years, approximately 17,000 new teachers. That means that in approximately six years we will need to recruit as many new teachers as our total teaching staff numbers at the present time.

"In addition, currently we find ourselves in the position of employing teachers with less than standard preparation in order to insure that there is a teacher in each classroom. The problem is particularly acute in the elementary schools where three-fourths of these teachers are needed for current employment. And the problem, of course, is most immediate in the rural and mountainous areas of our state. A well-trained, competent teacher for every classroom in the state is our goal. And how can we achieve this?

"There are two important elements that are basic to the solution of this problem:

1. The education profession must achieve community prestige, and one of the major contributants to this prestige is to be found in the status of the teacher's salary. Teachers' salaries must be made comparably attractive to the other professions and vocations with which it must compete in recruitment.

"I was told just today by Dr. Peterson, the President of the Long Beach State College, that for three weeks a young man trained as a physicist kept him on the hook, so to speak, awaiting a decision to determine whether he wanted to come to teach in California as a professor of physics in the Long Beach State College. He said: 'Dr. Peterson, I must succumb to the bait of a higher salary in industry, which will be twice that which you offer me as an instructor in the Long Beach State College.'

"Teachers' salaries have increased over the past ten years, but they are not yet comparable or commensurate with those

which should be the salaries adjusted to the original inadequacy of teachers' salaries. Teachers' salaries must be made attractive to draw and retain competent teachers. This is a large item in the district budget. It accounts for about two-thirds of the current expenditures of the district.

"2. The second basic element is to provide adequate training facilities to train the teachers needed in California schools. I need not develop that, because I noticed on the record of this organization's conference that you have already acted in favor of No. 3, the \$200 million bond issue which we have before the people in November of this year, and also our good friend and Controller of the state, Bob Kirkwood, has mentioned it to you here this afternoon.

"This will mean, I tell you, that there is a monthly payroll of some \$3,000,000 for the two years, that is, the payroll for construction and manufacturing labor. This is one thing, I am sure, that will make this bond issue of interest to you.

The Classroom

"Second, the classroom. Since 1947, California school districts have spent almost one and one-half billion dollars to build schools. The enrollment in the elementary and the high schools alone has increased on the average of over 16,000 each year, and each year more and more children have been forced to attend half-day sessions.

"In 1952, 140,000 pupils were going to school part-time. During the year just concluded, this figure had increased to over 200,000, and by 1965 enrollment in grades one to twelve will be almost doubled.

"I need not develop further the need for classrooms in our California schools. You have already acted favorably upon the proposed Amendment No. 2, the \$100 million, and I leave the record which I have filed with the proper officials of your organization here to be read by you in case you need further evidence to substantiate your action.

"I will say that, to house a greatly increased number of pupils, the school districts of California will have to build at least eight average elementary schools each week and more than one high school each week for every week of the year!

"The public realizes the need for classrooms and that the only way that these programs can be provided is to make the

credit facilities of the state available to those areas which find themselves in difficult financial position to carry out the program.

The Textbook

"I want to talk to the organization about this question of the elementary school textbooks and the publishing of those textbooks by the State Printer in California. I do so without any attempt to go into all the points that may be discussed before we get through with this issue at the incoming session of the legislature. I do so as your Superintendent of Public Instruction and Director of Education, in carrying out the laws of this state, and I propose to administer those laws as they are written and interpreted by our officials and the courts to the end that we shall have the best material possible for the children of our state in our elementary schools.

"The State of California prints and furnishes textbooks to every elementary school child in the state. Books are recommended by the State Curriculum Commission consisting of representative school people in the state. This recommendation from the Commission is adopted by the State Board of Education, and the books are then printed by the State of California.

"Under state printing, the publishers of the textbooks which have been adopted lease or sell outright to the state their printing plates. The State Printing Plant, using these plates, prints and binds the books. They are then distributed to the schools.

"At the present time only six publishers of school textbooks choose not to submit their books for possible adoption. The reason? They object to leasing or selling their plates to the state. This objection, however, is what makes textbooks a controversial issue. Recent attempts to work out a solution under present statutory regulations have not proven successful.

"I called together at Atlantic City during a conference the representatives of these publishing companies, and with others from California, we attempted to work out a solution to the problem without success.

Tax-Saving on Textbooks

"There are two questions in this controversy which I should like to discuss with you very briefly.

"The first is: If we did not have state printing of elementary textbooks and purchased them directly from the publishers, what would be the cost to you as a taxpayer? If we did not have state-printed textbooks in California, it would cost half again as many tax dollars to buy these books directly from the publishers. Perhaps more detailed figures will help present the picture more clearly.

"The total cost of the 60 basic elementary school textbooks which we had under contract as of March 31, 1955 was over \$9.5 million. The total cost of these books, had they been purchased directly from publishers, would have been approximately \$15 million. State printing thus saved the state around \$5.5 million. Thus, under state printing we can buy three textbooks for the money it would take to buy two under direct purchase.

"Well, does this saving of almost \$5 million imply that we are getting textbooks of less than the highest quality?

"Now, I am sure that you will find, as I have, that the considered opinion of school administrators in California is that our elementary school textbooks are of the highest quality.

"The printing of elementary school textbooks raises an important issue. Under our present system we know for sure that they are printed by California labor. It would seem to me that this is a vital consideration in the economy of our state. I am sure that you join me in wanting the best textbooks for our boys and girls; also that we want to be able to buy them as economically as possible.

"This issue will be before our legislature, as it has been before an interim committee, and I hope that we may have the support of this organization, as well as other organizations, to the end that we shall determine if California shall continue under its present pattern or shall we take another step in some other direction which certainly will not lend itself to the success of labor within the state.

Sufficient Money

"The final problem is the problem of providing enough money to train and compensate a competent teacher, to provide a permanent and adequate classroom, and to provide sufficient good textbooks so that every child is provided instructional materials he needs.

"In the five-year period 1949-1954, the assessed valuation of the state of California rose rapidly from twelve billion to

over seventeen billion dollars, but at the same time the assessed valuation per child dropped from \$10,749 to \$10,606. Your State Controller spoke to you about the question of assessed valuation, as you will recall.

"If this assessed valuation is adjusted for the decline of the purchasing power of the dollar, the adjusted assessed valuation per child dropped from \$6,167 to \$5,525.

"This presents a very startling picture of the effect of school population growth on the determining factor of local financial support.

"We have in California school districts that vary in wealth. There is a great variation in wealth anywhere. They vary from \$47 per child to \$880,000 per child.

"That, I submit to you, is a problem that concerns all of the districts of the state. The principle of equalized state support has been adopted by the state of California, and the state revenue collected on a wide base instead of local property taxation becomes the major contributor to equalization programs. In order to meet the need for additional funds to adequately operate our public schools and at the same time avoid placing an additional burden on the local taxpayer, I am recommending additional current state support for our schools. I believe the state might well contribute approximately 60 per cent of the cost of the schools in contrast to the present 50 percent.

"As a first step in this direction, I am recommending that funds for such special services as the physically and mentally handicapped, pupil transportation, and the recognition of growth by placing school attendance on a current basis, be requested of the state in addition to the \$180 constitutional guarantee. This additional amount would be of considerable assistance to our schools. It is my intention to recommend such legislative changes to the next legislature.

"I know that in these brief moments I have presented to you, then, the question of support which you have already given through the adoption of your recommendations from your committee for favorable action upon Propositions No. 2 and No. 3. It will take more than just the recommendation. It will take work in order to put them over. And you have also been very helpful with us in our Department of Education at Sacramento.

"I know that labor is one of the leading contributors to the school population.

We certainly do not want for any business in our state of California. We now have enrolled in our elementary and secondary schools of this state more children than any other state in the union. The problem is one for all of us to work towards its solution.

"And I thank you very much for this very kind attention."

Following Dr. Simpson's address, President Pitts introduced to the convention President Peterson of the Long Beach State College, who rose to acknowledge the introduction.

WILLIAM F. SCHNITZLER

President Pitts then introduced William F. Schnitzler, Secretary-Treasurer of the American Federation of Labor-Congress of Industrial Organizations, who addressed the convention, as follows:

(The first portion of Secretary-Treasurer Schnitzler's address was broadcast; the latter portion was directed to the convention.)

"President Pitts, Secretary-Treasurer Haggerty, officers of the State Industrial Council, delegates to this 54th convention of the California State Federation of Labor, and to the radio audience.

"This morning I had the honor and privilege of addressing the Republican Platform Committee at San Francisco. I appeared there as the official representative of the American Federation of Labor and Congress of Industrial Organizations, to present our views on the items which should be included in the platform of the Republican Party in 1956.

"Six days ago, President Meany made a similar appearance before the Platform Committee of the Democratic Party meeting in Chicago.

"I think you will be interested in knowing that we said exactly the same thing to both parties. We are a non-partisan organization; we are not the tail to either party's kite; we do not want to dominate either party.

"What's more, we would like to see our platform recommendations adopted by both parties. That's our idea of non-partisanship.

Labor and Political Platforms

"In our presentations to the Platform Committees, President Meany and I underlined the seriousness with which the

American trade union movement views the platforms of the two parties.

"There has been, in recent years, a revival of the political cynicism summed up in the comment that 'platforms are made to run on, not to stand on.' The American labor movement abhors that view. We distrust those who take the position that platforms should seem to be all things to all men, but, in practice mean little to anyone.

"We look upon the platform of a political party as a serious declaration, democratically arrived at, of the party's beliefs. We consider it a solemn obligation upon the party and upon the party's candidates. We feel that party platforms should be spelled out in plain language so that no one can misunderstand.

"We told the two committees that labor will not be satisfied with weasel words, glittering generalities, or the advertising man's glib insincerity.

"This is a critical period in human affairs. Today, as perhaps never before in our history, it is incumbent upon the parties to think clearly and to state honestly their beliefs and their philosophies and to guarantee, as honorable men, that these commitments will be treated as sacred promises.

"That's why we said bluntly that neither party can today adopt a platform that evades responsibility in the field of civil rights, for example, or which pays only lip service to the need for adopting a labor-management statute which outlaws existing inequities.

"We urge both parties to say what they mean, and mean what they say.

"For the American trade union movement is going to make its decision in this crucial election upon the platform declarations, upon the candidates of the parties, and upon the record.

"Both President Meany and I made clear to the Democrats and to the Republicans the plans of the AFL-CIO in the field of political action in 1956.

"We will do our utmost to persuade union members and their families and their friends to register and to vote. We will distribute, as widely as possible, factual information on the candidates and the issues. We will endorse candidates for public office on the basis of their record and platform, regardless of their political affiliation.

AFL-CIO Political Program

"Let me outline briefly to you the

points we emphasized before the platform committees, for they demonstrate that the program of the AFL-CIO is keyed to the national welfare, rather than the selfish advantage of any special region or group.

"Of first importance, of course, is the crucial issue of peace or war.

"The hazardous situation in international affairs, accepted by the fact that intemperate and ruthless dictators possess weapons that can wipe out whole nations overnight, demands the highest type of responsible leadership from both parties. The free world looks to America for such leadership. We must provide it.

"To the workers of America, the preservation of peace and freedom constitutes the most important issue of our time. Without peace, there can be no hope for constructive progress. Without freedom, life would not be worth living.

"Labor squarely faces the fact that the threat to peace and freedom today stems from one source—Soviet Russia. We are not deluded for one moment by the new faces the leaders of the Kremlin put on and take off like masks to fool the gullible. We can not forget that the Communist conspiracy still is aimed at world domination by any means, including war—and will never be satisfied with less. In the continuing struggle between freedom and slavery, the American trade union movement can never and will never be neutral.

Proposed Foreign Policy

"We called upon the parties to map a stronger and more effective foreign policy toward these ends:

1. To unite the free peoples of the world in common cause.
2. To counteract the fatal infection of neutralism in Europe and Asia.
3. To oppose with honest consistency any and all forms of governmental dictatorship.
4. To expose the hypocrisy of Communism.
5. To seek reunification of Germany in freedom.
6. To permit people in the grip of any form of colonialism to choose their own destiny through free elections.
7. To encourage the economic and social progress of all free nations by broader development of international trade and other available means.
8. To provide long-range programs

of economic and technical assistance to under-developed nations and areas that might otherwise succumb to Communism by default.

9. To build the United Nations and its agencies into a more effective instrument for maintaining world peace and promoting human rights, and to give unwavering support to the U. S. policy of denying the admission of any nation whose form of government has been imposed by a foreign power, whose people are denied the fundamental human rights spelled out in the U. N. Charter and whose record shows it has been guilty of aggressive war against the U. S.

10. To hold the door open to negotiations with Soviet Russia for an effective disarmament program or any other honorable steps that would lessen world tensions, but to close the door firmly against appeasement.

"Until agreement can be reached on an acceptable disarmament program, labor recognizes the imperative necessity of strengthening our national defense, in community with other free nations, at whatever cost. This recommendation embraces all forms of armament and weapons that might be used against us by an enemy. We are convinced that the only power that the Communists respect, the only power that will surely deter them from instigating another World War, is superior power.

Economic Expansion Vital

"The AFL-CIO knows that it takes more than military strength to keep America going. In fact, the leaders of the Kremlin long have banked on the assumption that economic collapse would crumble our resistance and that of other capitalist nations.

"Thus, the healthy functioning of our economic system is of vital concern, not only to the well-being of our people, but to our very national security.

"Despite outward appearances of general prosperity, there are disturbing signs that the national economy has been slipping in recent months. Unemployment has assumed serious proportions in a number of consumer industries, especially automobiles. Equally alarming is the sharp decline in farm income, which will, if unchecked, adversely affect the entire nation—labor and business as well as farmers.

"Labor is convinced that the only work-

able solution to this basic and constantly recurring problem is a program of public and private action geared to economic growth and expansion—a program that will provide good jobs not only to our present working force but to the millions of young people who will be looking for employment in the years to come, a program that will provide greater mass purchasing power to keep pace with the rise in productive power, a program that will assure a continually higher standard of living for all the American people.

"The potentialities for economic growth are tremendous. Atomic energy, automation, electronics—all of these can spell great progress for America. Our laboratories are literally pouring out new ideas that create new industries and new production methods. They can—if we plan well—mean new prosperity for our country.

Broaden Consumer Base

"The fundamental key to this new prosperity, we firmly believe, is a redevelopment of a broader consumer base; the realization of a high wage policy which will give America's millions the purchasing power that matches her productive ability.

"To achieve that purchasing power, we recommend these steps:

1. Encouragement of free collective bargaining by federal, state and local governments.

2. Reduction of federal income taxes for families in the low- and middle-income brackets and for small business.

3. Broadening the coverage of the minimum wage law and raising the floor to at least \$1.25 an hour.

4. Legislation to provide assistance to depressed industrial areas where unemployment persists.

5. Modernization of our present inadequate unemployment compensation system and further liberalization of social security, including the adoption of federal insurance against the cost of medical care.

6. Development of a housing program that will bring about the construction of two million new dwelling units a year, including encouragement of private construction of reasonably priced homes for the average family and expansion of public housing and slum clearance projects for low-income groups.

7. Enactment of a comprehensive farm program, embracing price supports, conservation payments, low-interest loans and rural electrification.

8. Government loans, under liberal terms, to stimulate business and farm investment and modernization, especially for small enterprises.

9. Major federal and state programs to meet acute shortages of schools, hospitals, roads and other vital public services. This is perhaps the most urgent domestic responsibility facing the next Congress. It can no longer be neglected without serious damage to the national welfare.

Taft-Hartley Act

"As you all well know, labor has received repeated campaign pledges to correct the manifest injustices that the Taft-Hartley Act imposes upon the nation's workers. Yet the law still stands, virtually in its original form. It still obstructs free collective bargaining. It still makes a mockery of the right of workers to organize into unions of their own choice. It still gives hostile employers a whole arsenal of unfair weapons against unions. Moreover, the inequities of this law have been seriously aggravated by the rulings and interpretations of the present National Labor Relations Board.

"We strongly urged a complete overhaul of the Taft-Hartley Act to make it fair and just to labor and management alike, while protecting the public interest. We further recommended that the discretionary powers of the National Labor Relations Board be spelled out by Congress in the new law. To prevent attrition and amputation of labor's rights at the state level, we call upon Congress to delete from Section 14(B) of the Taft-Hartley law, the language that permits states to enact the so-called 'right to work' laws that are aimed at destroying unions.

"Despite bi-partisan pledges of support, Congress failed to enact legislation broadening the coverage of the Fair Labor Standards Act to millions of retail and wholesale employees who still receive less than the federal \$1-an-hour minimum wage. We urged that this omission be rectified at the earliest opportunity. We also strongly recommended that the Walsh-Healey Public Contracts Act, the Davis-Bacon Act and the enforcement of labor standards laws by the Department of Labor be strengthened.

Civil Rights

"Of great importance to America is

the question of civil rights. Discrimination or segregation based upon race, color, creed or national origin manifestly subverts our basic democratic principles as well as the Constitution itself.

"Specifically, the efforts of certain individuals, groups and even states to thwart the Supreme Court's decision prohibiting racial segregation in the public schools must not be permitted to go unchallenged.

"It is the clear responsibility of the federal government to see to it that the Supreme Court's ruling that segregation in the schools must be eliminated with 'all deliberate speed' is complied with in every state and community in this country.

"It is also up to the federal government to assure every citizen the right to register and vote, the right to protection from mob violence and the right to free access to the courts for enforcement of constitutional guarantees.

"Labor urged both parties to give unequivocal support to enactment by Congress of:

1. An effective and enforceable fair employment practices act.
2. Legislation making lynching a federal crime.
3. A law abolishing state poll taxes as a prerequisite of voting.
4. A provision establishing within the Department of Justice a division under an Assistant Attorney General authorized to deal with civil rights matters.

"We recognize that this program will get nowhere unless the Senate ends its rule permitting filibusters. We therefore called upon both parties to work for amendment of Senate Rule No. 22 to permit a majority of Senators present and voting to limit and close debate.

"Labor will not accept any evasions of federal responsibility to protect the civil rights of all American citizens. There is no greater threat to the internal security of this country nor to the maintenance of effective American leadership in the global struggle against totalitarianism than the denial of liberty, justice and equality of opportunity to our own citizens.

Civil Liberties

"In the matter of civil liberties, we feel that effective measures can be taken to safeguard our nation against espionage and subversion without weakening in the

slightest the fundamental individual freedoms inherent in the American way of life. Security programs should lean over backward to protect the innocent. Congress should prevent harsh and tyrannical treatment of witnesses before its committees. In addition, steps should be taken to improve the operation of industrial security programs and to prevent employers from using them as anti-labor instrumentalities.

"Of course, these are only the highlights of our detailed proposals which covered every important problem which concerns America. But they suffice, I believe, to prove that the AFL-CIO believes and practices its motto: 'What's good for America is good for American labor.'"

"When the conventions and the excitement are over, the AFL-CIO will weigh the platforms and the candidates on the scales of economic and social justice. Party labels will not mean a thing in our judgment. Rather, we will be concerned only with the general welfare.

"Let me conclude by urging you to begin now to do your part of the job, by promoting registration and voting; by acquainting all your members with the record of the candidates; by aiding the AFL-CIO Committee on Political Education with your voluntary contributions.

"You can start the ball rolling today by giving your buck to COPE.

"It's a sound investment in the future of trade unionism and the future of America.

"I am deeply appreciative of the many courtesies that have been extended to me."

Brother Schnitzler then addressed the delegates directly:

"Now that we are off the air we can talk a little trade union talk.

"This much is sure: if President Meany and I get to California much more often than we have in the past couple of months, we will be delegates to this convention!

"I hope you understand President Meany's inability to be here with me. Let me tell you this: Neil and Tommy Pitts never quit working right up to the last minute. But there are a tremendous number of conventions of our affiliated unions going on at the present time, and political conventions as well, and we try to divide up our work. Even though I was here two or three weeks ago, and Neil and Tommy wanted to know if I was coming to your convention, I shook hands

with them and said, 'No. Goodbye. I am going out somewhere, going off to an Executive Council meeting at the end of August, and then I am going to Europe, and we are going to have a general board meeting, and, oh, maybe sometime I will get to see you again.' But here I am with you now, rather unexpectedly.

"President Meany made the presentation to the Platform Committee of the Democratic Party in Chicago last week. Then, as every good plumber, he went on down to the Plumbers International Convention in Kansas City. I just didn't have the heart to deny him the opportunity to spend a little time with his old friends in that great organization, and so I took on the responsibility of presenting the platform of the AFL-CIO to the Platform Committee of the Republican Party, which I did this morning.

Platform Committee Presentation

"There were no doubts or misgivings about our appearance there, but I want to say to you honestly that I was rather shocked at the manner in which we were received, the manner in which we were treated. After the formal presentation, they kept me for approximately an hour for questioning. None of the questions, in my opinion, were vicious. Many of them gave me an opportunity to tell the committee of the operations of this great labor movement of ours. I don't know what impression we made upon them. We won't know until the committee makes its report to the convention. But I thought that you should know that we were treated in a manner somewhat different from the way we used to be treated when we were before platform committees of conventions in the past. In my humble judgment, whatever they did to extend a hand of friendliness or courtesy to me and the three trade unionists from San Francisco who were delegated by your President and Secretary to accompany me, it was all based on this merger of these two great Federations.

"From some of the questions that were asked I could sense that they have probably disappointedly come to the realization that there are no longer two Federations that they might be able to use and play one against the other. I don't look upon this as anything that was extended to me. But in the title position that I hold, when I walked before that committee, I carried with me the name, the prestige, the strength and energy of the fifteen million members of this great organization—and that they knew.

"Something else that caught the committee unaware, and they didn't know what to say about it: there were television cameras, movie cameras, all sorts of radio fellows running in and out, wanting to get this part and the other part. It was something they had never experienced. The minute I got through, everybody tore down his equipment and walked out. And they quickly realized that here was this tremendous interest shown by the news media in a presentation made to the committee by a representative of the AFL-CIO.

"Summing it all up, I thought you ought to know that I was rather pleased with the appearance that I made, and hope that we have in some manner influenced them to write the kind of a platform that the working people of this country so richly deserve.

"I saw most of you just a little while ago when I was up in San Francisco. And every time I leave here—and there is somebody else who feels exactly as I do, and that is the President of our great organization—we always take back with us to the other parts of the country many pleasant memories of the fine associations and friendships that we find here with the representatives of our movement.

Merger—State

"It makes me feel good, even though you have not been able to get everything done possibly that you want to get done, to see President Dias and Johnny Despol, and other representatives of former CIO unions sitting here on the platform. Even though we haven't worked out all the words and crossed all the t's and dotted all the i's, we have, however, got merger in feeling, in spirit and in enthusiasm. And I hope before too much time goes by that you will be completing your arrangements here in this state, and through the unification of these two great movements that you have, go on to greater and greater heights for the members that you represent.

"You know, one of the committee members asked a question this morning and it gives me a chance to make a speech—and I am going to make a speech now, but not too long. He said, 'Well, you know, with this merger, we know President Meany and we know you. We have no misgivings. But we are concerned about the merging of these movements that some day this movement may get into hands other than those that you have at the present time.'

"Now, some you have heard me say

this when I was here last. I said to that committee, and I am going to say to you: In my opinion, there isn't any branch of government, be it administrative, judicial or legislative, that can come up with 27 men that are as high-caliber Americans as those who sit on the present Executive Council of the AFL-CIO.

"And I said to them further: What matters? What matters if there is no George Meany or Bill Schnitzler? Those positions are going to be filled either by members of the present Executive Council, or executive officers of our present affiliated international unions. When you look at the type of leadership we have in these organizations that we will be drawing upon to fill the official positions in this great trade union movement, then I have absolutely no fear but what its entire future will be in good hands, in the kind of hands that will be interested in the welfare of the members that we are so privileged to represent.

"I cannot say too much about Brother Dias or Brother Despol, because I don't know them; I have met them only on a few occasions. Their delegates to their conventions have told me, however, about them.

"But who in America is going to question the kind of people that you have had as your leaders in Tommy Pitts and Neil Haggerty?

Merger—National

"Now, what happened at the national level? Here we had two going Federations—I mean going—both of them were in business, both of them were doing an extremely effective job for their membership. We took these two going organizations and put them together as one. Who now are the officers of the one organization? A combination of those who were formerly the officers of the two Federations. So, by taking all of this quality, all of these good men who have done such a good job for all of the years, and putting them together, we have every right and every confidence to expect that they will continue not only to do as well as they have done, but with a united labor movement behind them, to lead us to greater victories and greater successes than we have ever imagined.

"This is what I said to the committee. And one of these days when you complete the merger of these two great state organizations, you will be making the same kind of a speech that I have. When you put these two great bodies together and take the leaders and blend them together,

then you are going to have a real, going, single organization, speaking out as one voice.

"For what? For themselves? No! For what you hand them to do through the resolutions you bring to these conventions.

"I am going to quit. I will get so excited I will talk for an hour!

"But the future—the future is ours. Each one of us today is cast in an entirely new role. Oh, we have worshiped and eulogized and idolized pioneers that made all of this possible. You, now, are the pioneers of a new era. In the years to come, others will be looking back and talking about you as the pioneers who put these

movements together, and then built up—in the manner that the original pioneers first dreamed of when they founded this trade union movement. And we expect—we have every right to, because of all that you have done—we expect you to measure up to those responsibilities.

"It has been extremely good to be here with you. It is always good to be in California where, in my opinion, are some of the best trade unionists that we have anywhere in the country!

"God bless you and good luck!"

Adjournment

The convention thereupon adjourned at 5:15 p.m., to reconvene at 9:30 a.m., Friday, August 17, 1956.

FIFTH DAY

Friday, August 17, 1956

MORNING SESSION

The convention was called to order at 9:45 a.m. by President Pitts.

INVOCATION

Dr. Joseph Bachman of the Calvary Presbyterian Church delivered the following invocation:

"Almighty God, our Heavenly Father, we pause at the beginning of another day of this great convention to remember Thee, who art our Father and our God; to praise Thee for all the goodness of life that Thou hast bestowed upon us and to pray Thy blessing upon us this day. Guide Thou our every deliberation that all that we say or think or do may glorify Thee. Help us to realize that we serve not ourselves alone, but that we hold a high public function.

"Do Thou save us from betraying the interests of the many for our own enrichment, lest a new tyranny grow up in a land that is dedicated to freedom. Grant us a farsighted patriotism and a steadfast determination to transform our present disorder into a nobler and a freer harmony of the future.

"May Thy spirit, O God, which is ceaselessly pleading within us, prevail at last to bring our business life unto Christ's law of service, so that all may grow into that high consciousness of a divine calling which blesses those who are the free servants of God and the people and who consciously devote their strength to the common good.

"This we pray through Jesus Christ our Lord.

"Amen."

REPORT OF COMMITTEE ON RESOLUTIONS

Chairman Thomas A. Small of the Committee on Resolutions reported for the committee, as follows:

Resolution No. 72—"Statewide or Nationwide Labor Television Program"; **Resolution No. 132**—"Nationwide Labor Public Relations Program."

The committee report:

"The subject matter of these resolutions are similar: namely, the development of a national public relations program.

"Your committee believes that the implementation of this program will require financial and staff programs and, accordingly, recommends that, while concurring in the intent of the resolution, the subject matter be referred to the incoming Executive Council for consideration and action; and that **Resolutions Nos. 72 and 132** be filed.

"It is to be noted, however, that in the 6th Whereas, **Resolution 132** contains an erroneous statement of fact. There are by no means two-thirds of our states which have passed so-called 'right to work' laws."

The committee's recommendation was adopted.

Resolution No. 13—"Appoint Federation Statewide Community Services Committee"; **Resolution No. 160**—"Community Relations."

The committee report:

"The subject matters of these resolutions are similar, namely, the development of a program with respect to community services.

"While concurring in the intent of the resolutions, your committee believes that their implementation will require finances and staffing and, accordingly, recommends that the subject matter be referred to the incoming Executive Council for consideration and action and that **Resolutions Nos. 13 and 160** be filed."

The committee's recommendation was adopted.

Resolution No. 177—"Six-Hour Work Day."

The committee report:

"The subject matter of this resolution involving the shorter workday has been before Federation conventions on prior occasions and has been rejected.

"The reason for rejection was that this is a matter for resolution by each local on an autonomous basis.

"Your committee accordingly, while reaffirming the historic position in favor of a shorter workday and workweek, recommends this resolution be filed."

The committee's recommendation was adopted.

Resolution No. 191—"Financial Aid in Modesto Manslaughter Case."

The committee report:

"The subject matter of this resolution involves establishment of a separate fund and statewide financial appeals.

"We believe the matter should, however, first be investigated by the incoming Executive Council.

"The committee accordingly recommends the subject matter of this resolution be referred to the Executive Council and that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 235—"Reduce Convention Costs to Host Bodies."

The committee report:

"The subject matter of this resolution is concerned with the question of studying the possibility of reducing convention costs.

"It was explained to your committee that sponsors of the resolution are con-

cerned both with the cost being borne by the local unions in the area in which the convention is held for entertainment for the convention delegates generally, as well as the cost borne by the local unions outside of this area sending delegates to the convention.

"Your committee believes there is some merit in the assertion that this constitutes an increasing problem, and accordingly recommends that the subject matter of this resolution be referred to the incoming Executive Council of the Federation for study and action, and that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 195—"Federation-Sponsored Pension Program."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 199—"Pension Fund for Federation Employees."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 196—"Authorize Executive Council to Call Special Merger Convention."

The committee recommended concurrence.

Secretary Haggerty spoke on this resolution, as follows:

"I shall just take a minute of your time, this being the first opportunity I have had to discuss this matter with the convention because the Resolutions Committee did not bring it before you earlier.

"I think it should be noted that the resolution authorizes the Executive Council to call a special convention for the purposes of a merger of the two organizations in this state when our negotiations now under way are completed.

"For your information, we have met a total of about twenty-seven and a half hours with the two committees. We have another meeting scheduled again next month. Our meetings are one day, two days and three days at a time.

"We have encountered some obstacles about which Secretary Despol told you yesterday with respect to the structure and functions and procedure, and so forth. We are working on those matters now, we shall continue to work on them pursuant to the instructions of the parent body, and we shall attempt to complete

a merger at the earliest possible date—a type of merger that you will, of course, support. As you know, after the committees have completed their negotiations, they must return to their respective executive councils and there have the committee report approved, modified or amended, as the case may be; then, pursuant to that authority, they must call a convention of both organizations separately.

"We shall have to call a convention of our organization to consider and approve the Articles and Merger Agreement. The State CIO Council will likewise have to call a special convention for the same purpose. When the agreements are approved by both bodies, then a merged convention is called for the purpose of completing the merger and commencing operations under one head as a single, large organization and not as two as we are at the present time.

"This is just a brief report. I have not attempted to detail it to you because time will not permit, and I am sure that you understand the problems which are inherent in our present negotiations with the two organizations.

"It was my and the Executive Council's ambition to have the merger completed by this convention. We had hoped to be the first large Federation in the country to accomplish this. Our hopes and ambitions have not been realized because of the numerous complications that were unforeseen until we sat down to discuss our common problems. To date, no large Federations have merged. This organization has always been a team player with its parent body and so have your Secretary, President and Executive Council. As a team player, we desired to complete the merger early, but, as I say, complications, unforeseen circumstances, developed and we have been delayed. So we shall try to do it as early as possible, and, if this resolution is passed, let you know when we have completed it and then call the special merger convention."

The committee's recommendation to concur in Resolution No. 196 was thereupon adopted.

Resolution No. 67—"Limit Number of Delegates to State Merger Convention."

The committee report:

"The subject matter of this resolution is concerned with the operations of the so-called merger convention.

"Your committee notes that there are existing committees from both of the affected organizations, apparently partici-

pating in discussions, and that this is more appropriately a matter for consideration and action by the Executive Council and the merger committee.

"Your committee accordingly recommends that the subject matter of this resolution be referred to the incoming Executive Council and that the resolution be filed."

The committee's recommendation was adopted.

Resolution No. 11—"Support and Participate in Community Chest and Other United Campaigns."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 12—"Cooperate and Assist in Development of AID Membership Chapters."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 197—"Endorse and Assist CARE."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 198—"Endorse and Assist American Federation of Physically Handicapped."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 203—"Endorse and Support the City of Hope."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 44—"Contracts and Conditions in American Merchant Marine."

The committee report:

"The committee recommends that the first portion of Resolved (1) be stricken in its entirety because it historically has been the position of the Federation that the determination of contract terms is a matter for resolution by the individual local union and not for direction on a statewide policy basis from the Federation level.

"As so amended, however, the committee recommends concurrence in the balance of the resolution."

The committee's recommendation was adopted.

Resolution No. 125—"Shipbuilding and Repair to be Done in American Yards."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 142—"American Aid to Foreign Nations to be Carried in American Ships."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 7—"Oppose State Purchases From Firms Violating Federal Laws and Court Orders."

The committee report:

"Your committee recommends that the first Resolved be amended by striking in line 6 the word 'presently.' As so amended, your committee recommends concurrence in this resolution."

The committee's recommendation was adopted.

Resolution No. 46 — "Oppose Any Change in Present System of Adopting and Providing School Textbooks."

The committee recommended concurrence.

Delegate Joseph J. Selenski, Allied Printing Trades Council, Sacramento, spoke briefly on the background of this resolution.

The committee's recommendation was thereupon adopted.

Resolution No. 217 — "Obtain Union Card or Work Permit When Employed on Two Jobs."

The committee report:

"Your committee recommends that the second Whereas be stricken since it is inconsistent with the previous action taken by the convention in going on record in opposition to simultaneous employment on two different jobs.

"As so amended, your committee recommends concurrence in the resolution."

The committee's recommendation was adopted.

Resolution No. 64—"Financial Assistance to Unions in Disputes Involving California Association of Employers."

The committee recommended concurrence.

Delegate Albin J. Gruhn, Laborers No. 181, Eureka, spoke in favor of the resolution.

Delegate Edith Glen, Hotel and Restaurant Employees and Bartenders No. 531, Pasadena, suggested that the resolution might include, in addition to the California Association of Employers, "other anti-union employer groups."

Secretary Haggerty then spoke on the resolution, as follows:

"Mr. Chairman and delegates, I want to address you for just a few moments on this very important and vital subject matter.

"The resolution has been recommended for concurrence by the Committee on Resolutions. It encompasses a subject with which we have been dealing for quite some time. Limited funds at our disposal have been disbursed along that line in numerous parts of the state.

"There is no question about the accuracy of the statement contained in the resolution with respect to the activities of the California Association of Employers. It has been going on for quite some time. Where they were strong, united, active and aggressive, our people have overcome the activities of this organization, the latest being in the Sebastopol canneries, as you recall. There, because of the united support of all of our people in California, as well as outside of California, by the united activity of our Federation, the Teamsters and all unions involved were able finally to defeat the Employers' Association, and the unions obtained the type of contract which they had sought in the first instance.

"This will go on for quite some time, and I want you to realize that only by the continuous alertness of our people in all of our organizations can we defeat this continued activity on the part of anti-labor groups.

"It is not just the California Employers' Association, as pointed out by the last delegate. It is other groups which form under different names, sometimes by the same sponsorship, with an agent sent in there to form the new organization under a different title for a particular purpose.

"We did not grow strong because we sat quietly by and let these groups kick us around. We grew strong because we were aggressive, alert, intelligent, and because we did take care of our business as trade unions, we have grown, we have done a job for our people.

"There is a lot more to be done. Our work is never finished. Trade union work continues to go on and on until such time as the aims, objectives and purposes

are accomplished. And they can't be accomplished by somebody sitting back, letting George do it. It is a full-time job for all of our unions and all of their members.

"One of my great concerns is that while we meet annually in these conventions, pass some two hundred and fifty resolutions, adopt about fifteen policy statements, act on about nineteen ballot propositions—and do so after hours and hours of work, with our committees starting on Saturday morning and working until midnight on Saturday, Sunday and Monday sometimes, to bring to us these reports intelligently, with full knowledge of the issues involved after hearing the various sponsors of the resolutions and the opponents, if any—we return to our local unions and our respective communities and do nothing about them. But somebody has been working to make these things happen. By the same token, our defeat of these anti-union groups will only be accomplished by our activity and our alertness.

"I want to call your attention to a new development. Actually, it is not new; it has been going on for a long time. The resolution names the so-called 'right to work' laws. That activity is going on in this state continuously.

"Just recently I learned on good authority that a large sum of money has been appropriated to organize a committee of anti-labor elements in this state, headed up by certain anti-labor publishers who want to pass a 'right to work' bill.

"I have here a clipping from the Los Angeles Times, which, I assume, was mailed to every member of the Assembly and Senate and to every officer in this state. It contains a veiled threat. It points out what happened to the governor in Kansas who had the courage, the intelligence and the understanding to veto a 'right to work' bill. It points out this man was defeated by his own party at this last election in that state. It is set up as a warning to every public officeholder in this state, to every candidate for public office. They all have a copy of this in their hands. It is a clipping of an editorial from the Los Angeles Times. This threat is the first direct public move on the part of this newspaper to scare, if they possibly can, candidates for office and those who hold office. It is a threat to the governor, all down the line, pointing out to him, 'You'd better get in line, or what happened to Hall in Kansas will happen to you in California.'

"This movement is alive, it is aggres-

sive, it is vicious, it is dangerous, it is selfish, it is blind and stupid. But it is here. It is a threat to our organizations, to our people, to our functions, to our methods. We just can't sit by supinely and let it go on without taking action.

"We are trying to keep in touch with all of these maneuvers. I have been in contact with many large employers who will not give their aid and comfort to this type of movement—employers who are happy and content in California. The relationships they have with their unions are what they want. They can sign the type of contract they want to sign without being coerced or threatened by this type of propaganda.

"In our organization throughout the state it behooves all of our delegates and all of our officers and members to see that these employers understand this campaign, and are not intimidated by it and coerced by it and pressured by it, but carry on as they have in the past in an intelligent and understanding manner.

"The record will show that California has without question the best labor-management policy of any state in the union. There is better relationship here between our unions and their employers. There is more harmony. We are continuing to progress. Our economy is high, our social structure is good because we are getting along together. But as long as we have people of this type—and we do have some in this state who don't want harmony, who want to rule or ruin, who are paternalistic in their attitude, who persist in taking the position that they will say what is good and what is bad for the worker, not the worker himself or herself in fact—we must be alert. These anti-labor employers resent the fact that this organization of ours meets every year, with 2,000 or more delegates, to attempt to develop for itself a policy, a program, a procedure for the year to come. Continually, for fifty-six years, this has been going on, and all that time they have never stopped trying to destroy it.

"May I point out to you that there is an element in our organization which takes a free ride. Resolutions are passed which demand assistance, aid, comfort—financial and otherwise. I regret to report to you that in our recent negotiations with our counterpart organization, the state CIO in California, I found myself very much embarrassed. We compared our financial structure, our income, our outgo, our methods of payment and so forth. Much to my surprise, I found the state CIO has about ninety-eight per cent of

their unions affiliated with it, and ninety-eight per cent paying full per capita tax on their members. Unfortunately, that is not true of our organization.

"I had no defense against that statement. Sixty per cent of our unions are paying full tax. That means that forty per cent are paying partial, two-thirds or less. It behooves every member and every officer of our organizations, I think, to see to it that they are paying their full share, not taking a half-way piggy-back ride or an all-the-way ride. When you return to your organizations, your local unions, your councils, take a look at their records, take a look at their books. See the smart secretary, or the one who thinks he is smart, who is paying just on a portion of the membership which he has.

"Our tax is very, very small—one of the smallest in the nation for a large federation of labor. It is four cents a month per member, forty-eight cents a year. The situation is petty and pitiful, but the fact remains it is there. And it is embarrassing, to say the least, to talk to people who say, 'Well, how do you permit this? Why do you allow it?'

"The time will soon come, I am sure, when we won't allow it. You will either be in all the way or you will be out all the way. You can't be halfway out all the time.

"If we are going to meet these facts, these issues, and finance our campaigns, it is not fair to have 60 percent financing them, and 40 per cent just doing a partial job.

"I could not resist the opportunity this resolution presented to relate this to you. It is a sad situation. I do not like to talk about it in public. But this is our convention, this is where these things should be said, and this is where they should be acted upon.

"So, for your information, those are the facts. The dangers are here, they are ever-prevalent, they will never diminish until such time as certain elements pass on to the Great Beyond. And then, maybe somebody else will take their place in the same type of activity.

"We must meet them. We have met them in the past. We have defeated them in the past time after time, because we had the united support of our people.

"So awaken to these dangers! Just don't take these things as they come and say, 'Well, it was a nice speech, but, hell, other things are to be done!' You will wake up some day to find that you can't

do the things which you should do, that you used to do, if you are to get back these losses.

"For the first time in my experience as to work' bill was drafted for introduction an officer of the California State Federation of Labor, there was no 'right to work' bill drafted at the last session of the legislature. For the first time no 'right at the last legislative session! Why? Because you heard the Governor's statement publicly, privately, in the newspapers, on the radio and television that he would never sign such a bill, that he would actively oppose the bill in both houses; and if an attempt were made to put it on the ballot, he would actively work against the measure on the ballot.

"By the same token, about thirty-five Assemblymen and about eighteen or nineteen Senators took the same attitude.

"As long as we can keep that type of friends, we have earned them, we have deserved them, we have proved our worth in having them. We must continue to do exactly that. But don't do it on a part-way measure. Get in there and do it all the way!"

In response to a suggestion by Delegate Herbert Guthmann, Insurance Agents No. 86, Los Angeles, President Pitts stated that Secretary Haggerty's just-concluded remarks would be incorporated into the convention record.

The committee's recommendation on **Resolution No. 64** was thereupon adopted.

Resolution No. 75—"Continue Support of Palm Springs Organizing Campaign."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 76—"Endorse Passage of SB 1950."

The committee report:

"Your committee recommends the Resolved be amended by striking in line 4 'SB 1950' and inserting the following: 'Legislation containing the principles outlined above.'

"As so amended, your committee recommends concurrence in this resolution."

The committee's recommendation was adopted.

Resolution No. 103—"Government Procurement of Dairy Products."

The committee report:

"The subject matter of this resolution is concerned with the preparation and in-

roduction of legislation at the congressional level dealing with the question of government procurement of dairy products.

"While concurring in the intent of the resolution, the introduction and presentation of such legislation is more properly a matter falling within the jurisdiction of the national AFL-CIO rather than your State Federation.

"Your committee, while concurring in the intent of this resolution, recommends that it be filed."

The committee's recommendation was adopted.

Resolution No. 158—"Pay For Jury Duty."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 176—"Protect National Parks, Monuments and Forests."

The committee report:

"The subject matter of this resolution is concerned with the preparation and introduction of federal legislation dealing with national parks, monuments and forests.

"While your committee concurs in the intent of the resolution, the introduction and presentation of such legislation is more properly a matter falling within the jurisdiction of the national AFL-CIO rather than your State Federation.

"Your committee, while concurring in the intent of this resolution, recommends that it be filed."

The committee's recommendation was adopted.

Resolution No. 179—"Increase Budget of Bureau of Vocational Rehabilitation."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 208—"Eliminate License Requirement for Ushers, Ticket Sellers, Box Office Employees and Doormen."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 21—"In Memoriam—Roy F. Walker"; Resolution No. 22—"In Memoriam—Frank T. Shipman"; Resolution No. 23—"In Memoriam—Carl Fletch-

er"; Resolution No. 24—"In Memoriam—Captain Charles F. May."

The committee report:

"The subject matter of these resolutions is similar, namely, In Memoriam resolutions, **Resolution No. 21** relating to deceased Vice President Roy F. Walker, **Resolution No. 22** relating to deceased Vice President Frank T. Shipman, **Resolution No. 23** relating to deceased Vice President Carl Fletcher, and **Resolution No. 24** relating to deceased Vice President Captain Charles F. May.

"Your committee recommends concurrence in each of these resolutions, but also desires to call the attention of the convention to the passing of many other stalwart labor leaders and friends of labor whose names may be unknown to the members of your committee but who certainly have left their impression on the members of the labor movement.

"In addition, however, we should not leave unheralded the activities of uncounted thousands of everyday ordinary members of labor who have passed on since our last convention, but whose work in the final analysis actually insured the success that the labor movement has encountered to date.

"Your committee accordingly recommends concurrence in these resolutions and respectfully requests that when this convention adjourns it do so out of respect to these deceased brothers and sisters mentioned above."

The committee's recommendation was adopted.

Chairman Small then concluded the report of the Committee on Resolutions, thus:

"That completes the report of the Committee on Resolutions. Before I read the committee's names, I would like to say that it is one of the finest committees that I have ever worked with. I can only thank President Pitts for his wisdom in appointing the members of this committee with whom I have served.

"Thomas A. Small, Chairman

"Albin Gruhn

"Robert P. Sanders

"Henry Spiller

"Earl Thomas

"Albert Marty

"Walter Cowan

"Mary Olson

"William E. Pollard

"C. O. Taylor

"J. J. Christian

"Phil Deredi
 "John Hogg
 "Charles Foehn."

On motion by Chairman Small, the committee's report as a whole was adopted by the convention, and President Pitts discharged the committee with thanks.

JUDGE STANLEY MOSK

**Chairman, Jewish Community Council,
 Los Angeles Area**

President Pitts introduced Judge Stanley Mosk, chairman of the Jewish Community Council in the Los Angeles area, who addressed the convention, as follows:

"President Pitts, Secretary Haggerty, members and officers of the State Federation of Labor. I deeply appreciate the courtesy of my good, long-time personal friends, Tom Pitts and Neil Haggerty, in inviting me to be with you today. Through the efficient planning of Histadrut, the General Federation of Labour of Israel, I was privileged to visit that Middle Eastern democracy a few short months ago. In the course of my tour, I was able to make a study of the labor movement in that throbbing area of the world, to see how much it has learned from the American labor movement, and in turn what American labor might learn from its dynamic, though comparatively brief, existence.

"Why is the AFL-CIO interested in Histadrut, the Israel General Federation of Labour? There are several reasons: first, because the Middle East is today's news headlines—Suez, Egypt, Nasser, broken contracts, border incidents, war clouds; second, because Israel is the only democracy in that part of the world and therefore it offers an opportunity for America and American labor to demonstrate how democracies can and must work together cooperatively; and third, because the AFL-CIO leadership has consistently shown an almost fatherly interest in the labor movement of this infant nation.

AFL-CIO and Histadrut

"AFL-CIO President George Meany, in a radio program commemorating the eighth anniversary of the independence of Israel earlier this year, said:

"The American labor movement, from the beginning, strongly favored the establishment of a Jewish national homeland in Palestine. At the end of World War II, we urged our country and our allies to make good their pledge to sanction the independence of Israel.

"When this was finally accomplished eight years ago, we were confident it

would go down in history as a triumph for justice over brute force in international relations and the beginning of a new era of peace, freedom and progress in the Middle East.

"Despite the stormy events of the ensuing years and the threatening crisis which hangs over Israel today, the American Federation of Labor and Congress of Industrial Organizations is still confident that the cause of decency will prevail and that the free world will rally to the defense of this new nation.

"The accomplishments of Israel have been almost miraculous,' continued Mr. Meany. 'It opened its doors to the oppressed and terrorized victims of Hitler's hate. To these unfortunate refugees it offered a new start in life. With their help, flourishing farms and modern towns were created from the desert. When anti-Semitism became a fixed policy of the Communists, additional thousands flocked to the haven of Israel.

"The herculean task of resettling all of these immigrants—providing homes, food, jobs, schools, hospitals—required a great deal of money. Israel desperately needed help. I am proud of the generous way in which American trade unions responded. Of course, the American labor movement for many years has maintained friendly relations with Histadrut. We know that it has done a remarkable job of organizing the workers in Israel, of building their standards and the nation's prosperity at the same time.'

Israel a Workingman's Country

"In evaluating the Histadrut and its activities, one must remember that Israel is essentially a working man's country. One finds there no large concentrations at the extreme ends of the economic scale—no very rich and not many very poor. There are some few who are well off, and—particularly among the newer immigrants from Eastern and African areas—more poor than Israel's great effort has yet been able to absorb into productive employment.

"In between is the great bulk of the population—the small independent or co-operative farmer, the small shop owner, the professional man, the factory hand, the port and construction worker, the teacher, the government worker—groups whose standards of living do not vary greatly from each other.

"In some way, most of these people have a connection with Histadrut and its approximately thirty affiliated trade unions. With a total present membership

of about 850,000, including wife-members, its philosophy and programs have substantially affected the course of Israel's history and have helped to produce a society in which the extremes of riches and poverty do not tend to develop, and in which personal freedom and individual dignity are maintained.

"Histadrut as an organization originally was the creation mainly of the agricultural settlements, of the hired workers in the citrus groves, and of such early agencies as the Agricultural Workers' Union, the Kupat Holim (Workers' Sick Fund), and a wholesale distribution society, all founded between 1912 and 1916. Thus the broad major areas of current Histadrut activity—trade unionism, social welfare and economic enterprise—precede in concept and operation the parent organization and the State of Israel itself.

"There is not anything in Israel comparable to a Wagner Act or a Taft-Hartley Act. Since the trade unions existed before the state and since their membership—now 85 per cent of Israel's workers—was always high, laws have not been deemed necessary to protect the workers' right to organize. Even with the influx of new immigrants, many of them unfamiliar with trade union organization, membership percentages have been maintained, influenced in part by the customs of the country and in part by the very substantial direct benefits offered, such as wage standards, medical services available through Kupat Holim, adult education programs, and labor exchanges (employment service) operated by the trade unions.

"Within the framework of a vigorous trade union philosophy stated at the outset, Histadrut has grown with the country and has in turn contributed to the country's growth through development of worker skills and worker security. However, its aims go far beyond our concepts of unions.

Aims of Histadrut

"First of all, though basically a trade union, it is also an employer—a dual role that seems incongruous to many Americans.

"Most of this cooperative economic development actually grew out of the needs of the early agricultural communities for supplies and for markets for their produce. One of its agencies undertook a distribution network and expanded it as the settlements grew and needed more and more equipment, clothing and seeds. An-

other labor federation agency is now marketing 75 per cent of Israel's fresh produce other than citrus.

"Solel Boneh, a company organized by Histadrut, has become the major construction company in Israel, building roads, houses, schools and other needed structures for the rural and urban communities. Need for materials led it into quarrying, cement and glass manufacture, foundry and ceramic production. Its business philosophy might be described as capitalist initiative with a cooperative orientation.

"Histadrut has led in another field, too: a drive to lower consumer goods prices. Because of its trade union parentage, Histadrut is highly conscious of consumer needs.

"Since the formation of the state, inflation has been a persistent economic problem both for the business man and for the worker. In 1952 Histadrut, recognizing this danger to the state's stability as well as to the worker's welfare, adopted a wage policy which it has maintained since that time, based upon increases in basic wages on a quarterly cost-of-living adjustment system.

Public Officials and Histadrut

"Back in March I was privileged to sit on the platform at Histadrut's thirty-fifth anniversary convention in Tel Aviv. In America a judge concerned with the problems of labor is somewhat unique. But over there I discovered that my presence created remarkably little interest, for the reason that public officials are not merely interested in labor, but are actually members of organized labor.

"A majority of the cabinet members grew up in the labor movement and still actively participate in union affairs. In town after town, I found mayors who were also labor leaders. The executive secretary of Histadrut is the new Minister of Labor for the nation. And the Prime Minister himself, Mr. Ben-Gurion, is a lifelong leader of Histadrut.

"To grasp the full significance of that in terms of our country, it would be comparable if George Meany were to be elected President of the United States.

"This is an indication of how the labor movement in Israel is vitally active in the political life of the nation and of the entire area. Labor people there belong to all the political parties, but fundamentally they have no taste for the extremists of the left or of the right. Yes, like everywhere else, Israel has its hotheaded super-patriots who want to precipitate a war,

on the one hand, and a handful of Communists, on the other hand.

"But down the middle go the majority of Histadrut members, keeping a statesmanlike balance of calm determination, dedication to principle, and devotion to creating a democracy in which the working man and woman will be economically secure in an atmosphere of peace and plenty.

Health Services

"Some areas in which Histadrut pioneered have been taken over by the government, but two major public functions remain in its hands: the operation of the labor exchanges and the largest of Israel's medical agencies, the Kupat Holim, with its over 800 clinics, a dozen major hospitals, rehabilitation and convalescent homes, maternity facilities, and a variety of related services. It is estimated that a million persons, principally Histadrut members and their families, are cared for annually by Kupat Holim. I hope you have seen its exhibit at this convention.

"The major part of health service funds comes from union dues, but employers and the government also contribute. Just last Tuesday, a noteworthy event took place in the Biblical desert city of Beer-sheba: the ground-breaking ceremony for a new Kupat Holim hospital. This was no ordinary 250-bed hospital, for the greater part of its cost is being borne by the International Ladies Garment Workers Union, and it is to proudly bear the name of the ILGWU, a permanent tribute to the meeting of hands across the sea by American and Israeli working men and women.

"You may be interested to know that there are 180,000 Arabs living within the borders of Israel, and that they have full equality of citizenship. Most of the Arabs are engaged in agriculture, but some are in industry. Histadrut has been organizing the Arab farmers and workers, and raising their standards of living, so that along with the political rights and educational opportunities which they enjoy in democratic Israel, they will achieve some economic fulfillment as well.

"This emphasizes how dedicated constructive trade unionism transcends racial, religious and political barriers. It is truly universal.

"If the Israel Federation of Labor, and indeed, the State of Israel as a whole, were permitted to exist in peace, it would in a few short years demonstrate how the entire Middle East, which has been im-

poverished since Biblical days, could be revived for the benefit of all who live there, Christians, Jews, Arabs alike.

"Progress is being made by great strides. But the ever-present threat of war hangs over the heads of Israel workers. The Suez crisis is but the latest manifestation of the warlike maneuvers and faithlessness of the Egyptian war lord, Nasser, who imports his war material and his political ideology from behind the Iron Curtain. The other Arab nations in that area are also controlled by authoritarian, anti-democratic rulers. These dangers have been foreseen by the Israelis the past eight years, but too many western political leaders failed to heed the danger signs.

"With forthrightness and with intelligent planning, the West would be cooperating more fully with democratic Israel, its only consistent friend in the Middle East, and there would have been less likelihood of war in that area.

"Were Israel sold a minimum of strictly defensive arms, Egypt's boldness—with all its 200 Communist MIG planes—would be considerably less today. And Egypt would be even less annoying if the western powers had been insisting upon free sea traffic through Suez for all ships, including those of Israel, which have been barred these past eight years by Nasser's forces.

U. S. Foreign Policy

"Our American foreign policy is not blameless for current Arab arrogance. Do you know that as an American working man, you are barred from employment by American companies working on American military bases in Arab countries, paid for by American tax dollars, if you are of a religious faith not approved by the Arabs? And do you know that our government has abjectly permitted these Arab rulers to tell us whom we shall send as military personnel, in American military uniform, to be stationed on our own bases? And do you know that if you are a tourist, you can not use your American passport to stop overnight in an Arab country if you worship God in a manner the Arabs disapprove?

"Yes, mighty America, cowering before these medieval potentates governing Arab lands, must bear considerable responsibility for present Arab intransigence and belligerence.

"I am delighted that American labor has always been alert to this situation, and has spoken out forthrightly. You

have realized that Israel's labor government has raised standards of living, that this example to Arab workers in neighboring lands has frightened the feudal barons and absentee landowners in political control of the unfortunate Arab countries, that this is what is really behind Arab refusal to sit around a conference table and reach a peaceful solution to problems of boundaries and refugees and mutual recognition.

"At the First Constitutional Convention of the American Federation of Labor and Congress of Industrial Organizations, held in New York on December 7, 1955, a resolution was adopted reaffirming the support of Israel by American labor, and it concluded in this manner:

"American labor greets the Histadrut as the dynamic force in the building of Israeli democracy. We further pledge ourselves to aid the development of free trade unions throughout the Middle East as the most effective instruments for advancing social progress, human freedom and stable, peaceful relations among all the nations of this vital area."

"All Americans salute the AFL-CIO and its leadership for their courage, for their understanding of the principles involved in the Middle East, for their steadfastness to principle over expediency. We are confident you will continue to demonstrate these great qualities."

REPORT OF COMMITTEE ON LABELS AND BOYCOTTS

Charles Brown, member of the Committee on Labels and Boycotts, reported for the committee, as follows:

Resolution No. 63—"Tariff to Protect American Cap Makers."

The committee report:

"The subject matter of this resolution is concerned with the establishment of a tariff to prevent the excessive importation of Japanese caps.

"While the committee concurs in the intent of this resolution, we believe that it is a good medium to express the concern of the committee for the growing lack of interest in union labels.

"Certainly it should not be necessary at a convention of this Federation to stress the purchase of union-made goods under union conditions as opposed to products imported from foreign countries where substandard conditions prevail. It appears, however, that this is necessary, and your committee simply wishes to re-emphasize the desirability and necessity of purchasing only union-made goods.

"With this statement, the committee concurs in the resolution."

The committee's recommendation was adopted.

Resolution No. 6—"Boycott Kohler Company Plumbing Fixtures."

The committee report:

"The committee concurs in this resolution, but desires to add that it has come to the attention of the committee that certain so-called discount houses, supported and, in some instances, recommended by labor organizations, engage in the practice of offering products of this most vicious operator for sale to its customers.

"Your committee accordingly, in concurring in the resolution, further recommends that all of the delegates and affiliated local unions take immediate steps to educate such so-called discount houses to conform with the objectives sought by this resolution.

"With this statement your committee accordingly recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 42—"Demand Bakers' Union Label."

The committee recommended concurrence.

The committee's recommendation was adopted.

Resolution No. 45—"Support Boycott of L. A. Times and L. A. Mirror-Daily News."

The committee report:

"While concurring in the intent of this resolution, your committee desires to stress the necessity of continued and substantial financial aid to the unions involved in this dispute if they are to make any headway in effectively combating the anti-union activities of this historic, compulsory, open-shop policy.

"Your committee accordingly recommends concurrence."

The committee's recommendation was adopted.

Resolution No. 213—"Condemn Anti-Labor Policies of Hartfield Stores."

The committee report:

"The subject matter of this resolution is concerned with the boycott against the Hartfield Stores.

"While concurring in the intent of the resolution, your committee believes the full implementation of this program will require extensive studies and additional contact with interested unions before

the desires of the resolution can be accomplished.

"The committee accordingly recommends, while concurring in the intent of the resolution, that the subject matter be referred to the incoming Executive Council for consideration and action and that the resolution be filed."

Secretary Haggerty spoke as follows in connection with this resolution:

"Mr. Chairman and delegates, I just want to speak for a moment in connection with this resolution and the committee report—in which, of course, I concur—to develop the section of the new rules and regulations for the conduct of state federation and local central bodies on such matters. I don't believe that you are familiar with the rules that we now operate under as promulgated by the Executive Council of the AFL-CIO. A committee, on which I served, was appointed by President Meany some months ago to work out a set of rules and regulations under which we could properly function. This required a visit to Miami, along with President Pitts and Counsel Charles Scully.

"The present rules with respect to boycotts and unfair lists are such that we are compelled, wherever another union might be involved, to contact that union or unions and attempt to ascertain if we can get their support pursuant to the request of the sponsoring union, and then be sure that there are no complications. If there are complications, then we are obliged to take the matter up with the Executive Council of the AFL-CIO and they will make the final decision.

"The committee report is based upon the rules as I have just described them to you. So, for your information, when you write to me in future to declare X Company on the unfair list—the 'We Don't Patronize List'—I shall have to write back and request information from the sponsoring organization as to whether or not another union is involved; if so, what union or unions; take it up with the Councils involved, and so forth, and clarify the situation before we can move."

The committee's recommendation on Resolution No. 213 was thereupon adopted.

Resolution No. 215—"Boycott Montgomery Ward Retail Stores."

The committee recommended concurrence.

Delegate Gay Lilleflore, Food, Drug and Beverage Warehousemen and Clerical Employees No. 595, Los Angeles, on a

point of order, raised the question whether the committee's recommendation on this resolution was not in conflict with the rules and regulations in respect to boycotts and unfair lists where other unions were involved, as, Delegate Lilleflore stated, was true in this case.

President Pitts ruled as follows:

"In view of the issue that exists, this being a national firm, and the rules about which we were just told by Secretary Haggerty, the Chair must rule that this portion of the report is out of order and the resolution in this instance must be filed.

"So ordered."

Committee Member Charles Brown concluded the report of the committee, as follows:

"Your committee is seriously concerned with the necessity of reeducating all members of labor, their families and friends in the true meaning and purpose of a union label, as well as the age-old economic weapons of boycott and unfair lists.

"When we fully realize the widely publicized advance threats of the vicious anti-labor forces in this state and the nation that well-planned and generously financed anti-labor programs will be pressed in the coming year, the scheduled attacks of forces such as the California Employers' Association will make past endeavors seem apathetic compared to those to come.

"Accordingly, we urge the State Federation of Labor to request all international unions, through appropriate representatives, to attend a series of meetings to develop such an educational program which can be fully implemented through the affiliated local unions and councils in the state.

"Your committee believes that if such a program is not immediately instituted, the effectiveness of these identifications of labor may well constantly decline in their usefulness and the obvious advertisements of union work and union service will lose their meaning.

"If such should ever occur, not only will the anti-labor forces be able to pawn off non-union operations without expurpose and reason for the existence of sure of their true nature, but the very this committee will have been destroyed.

"Your committee accordingly moves, as part of its report, the adoption of this suggestion."

The committee's motion was adopted.

Committee Member Charles Brown then stated:

"On behalf of Chairman Jack Goldberger, I wish to thank the members of this committee who worked very hard on these resolutions before them.

"Jack Goldberger, Chairman
 "Kathryn Arnold
 "Archie Goodman
 "Ed Dowell
 "Herbert J. Shoup
 "E. P. Taylor
 "Charles Brown
 "Burnel Phillips."

On motion by Committee Member Brown, the committee's report as a whole was adopted, and President Pitts discharged the committee with thanks.

REPORT OF COMMITTEE ON UNION LABEL INVESTIGATION

Chairman James Symes of the Committee on Union Label Investigation reported for the committee, as follows:

"On behalf of the Committee on Label Investigation, I wish to submit the following report:

"After a thorough investigation and examination of the delegates' credentials, we find that the delegates have co-operated wonderfully. They have done their utmost to have the required amount of union labels on their wearing apparel or person, and this committee extends its appreciation to the delegates for their wonderful cooperation.

"James Symes, Chairman
 "John Ulene
 "Al Wynn
 "Anthony Agrillo
 "Fred Schoonmaker
 "William Leshe
 "Henry C. Wadsworth
 "Edgar Hammer
 "Frank Gorrebeeck."

On motion by Chairman Symes, the committee's report was adopted, and President Pitts discharged the committee with thanks.

REPORT OF COMMITTEE ON OFFICERS' REPORTS

On motion by Secretary Haggerty, seconded by Chairman Edd X. Russell of the Committee on Officers' Reports, the convention voted to dispense with the reading of this committee's report and ordered it printed in the record.

President Pitts read the names of the members of the committee:

"Ed X. Russell, Chairman

"James F. Alexander
 "Charles Flanders
 "Ted C. Wills
 "Fannie Borax
 "M. J. Collins
 "Rexford Elder
 "Jack Laumann."

President Pitts thereupon discharged the committee with thanks.

The report follows:

Report of President Thomas L. Pitts

California labor has given full support to the national AFL-CIO in its drive to aid the free trade unions of the world in their fight against totalitarianism of left and right. On our own borders, the U. S. Mexican Joint Trade Union Committee has played an ever increasing role in eliminating evils of Mexican contract labor in California agriculture. Meanwhile, on the domestic front, the State Federation took proper leadership in education and industrial conferences of national and state character, including the President's White House Conference on Education and the Governor's Industrial Safety Conference. On the state labor level, committees of the California State Federation of Labor and the California CIO Industrial Union Council are meeting to merge the respective organizations. The opening of a Los Angeles office of the California State Federation of Labor marks a new milestone in service to affiliated unions and councils.

Report of Vice President Max J. Osslo for District No. 1

(San Diego and Imperial Counties)

As a defense-impacted area, San Diego continues to reflect sharply the changes in national defense spending. Only during the past year has the level of economic activity increased sufficiently to approach recovery from the 1953-54 recession. Between May of 1955 and 1956 the county percentage of unemployed workers dropped from 5.7 to 2.8 percent. Mexican-U.S. labor cooperation has been a heartening result of across-the-border conferences to eliminate evils of both contract labor and the wetback traffic. The San Diego Union Label and Trades Council has shown continuing growth and is pressing for greater recognition of both the union label and union shop card. The San Diego movement has also continued its active role in such civic undertakings as the Fiesta Del Pacifico and the various chest and welfare campaigns. A larger than ever number of labor representatives has become engaged in the field of public

education, pointing up labor's interest in the well-being of the school system. In the collective bargaining area, the spread of negotiated pension plans has been most noteworthy, now covering 24,600 San Diego workers, a jump of 250 percent in the past year and a half.

**Report of Vice President Jack T. Arnold
for District No. 2**

(Long Beach and Orange County)

Service trades in Long Beach, in conjunction with Central Labor Council, have made notable organizing progress. Teachers and Firefighters unions have been chartered and have already won important recognition. The Building Trades Council now boasts the highest number of affiliates in its history. Outside the immediate Long Beach area, construction has continued on a high level. In Orange county, construction has been relatively slow, although predictions for the next year are that new building expansion will make the county's orange groves a thing of the past. The Central Labor Council has stepped up its political activity in this traditionally anti-labor area and with encouraging success.

**Report of Vice Presidents C. T. Lehmann,
Harvey Lundschen, Elmer J. Doran, Pat
Somerset, Ralph B. Bronson and John T.
Gardner, for District No. 3**

(Los Angeles Proper, Hollywood, North Hollywood, Burbank and San Fernando, Glendale, Pasadena, Pomona, Whittier, and San Bernardino and Riverside Counties)

Wage increases have been won by all building trades. Considerable gains were also achieved among public employees of Los Angeles city and county governments. The regular meeting of building trades secretaries within the southern California area has been reflected by new advances in all concerned counties. The Los Angeles Building and Construction Trades Council organizing drive in Antelope Valley has met with almost astonishing success in this traditionally agricultural area, not only among immediate building trades workers but also among teamsters, machinists and clerks. In general, Southern California teamsters, culinary and motion picture workers have all upped memberships, wages and conditions. San Bernardino and Riverside counties both have shown steady progress in the construction industry.

**Report of Vice President Robert J. O'Hare
for District No. 4**

(San Pedro, Wilmington, Redondo, Inglewood, Venice and Santa Monica)

The building construction activity

throughout the fourth district has been marked by erection of industrial plants, office buildings, stores, gas stations, garages, schools and public buildings. Collective bargaining gains have been negotiated by chemical workers, oil workers, retail clerks, butchers, and building tradesmen.

**Report of Vice President William A. Dean
for District No. 5**

(Ventura, Santa Barbara and San Luis Obispo Counties)

Building construction has been up in Ventura, Santa Barbara and San Luis Obispo counties. Successful labor sponsorship of campaign of John J. Hollister for the State Senate in Santa Barbara county highlighted efforts of the Tri-County LLPE.

**Report of Vice President Paul L. Reeves
for District No. 5**

(Bakersfield to Merced)

Full employment now enjoyed in district, although late fall of 1955 was marred by unemployment in building trades. Residential housing construction not up to last year's high level, but still above average. Highway construction flourishing in Madera, Fresno, Tulare and Kern counties. California Association of Employers has been very active in anti-union drives in Tulare; however, united local action and assistance of State Federation of Labor has overcome most obstacles.

**Report of Vice President C. Al. Green
for District No. 7**

(Stanislaus, San Joaquin and Adjacent Counties)

Employment never higher in district than at present. Numerous non-union contractors have been signed up in construction industry. Retail Clerks in Modesto have signed up all "hill country," or rural area stores. Community activity has been featured by Teamster Blood Donor day every Thursday of year. Miles of new freeways have been started between Stockton and Merced. Not one union has reported retreat in conditions during year.

**Report of Vice President Thomas A. Small
for District No. 8**

(San Mateo and Adjacent Counties)

Union labor joined in recovery program following disastrous flood of last winter which swept through Santa Cruz and Soquel areas. Political action has been promising; in Monterey, two labor-backed candidates for the state legislature were

elected in the June 5 primaries. In city elections, San Jose led way with 100 per cent record in council elections. Tremendous growth has visited industrial areas of Santa Clara and San Mateo counties, with an accompanying upswing in employment. On the union progress front, new labor temple in Watsonville has replaced 20-year-old headquarters. In San Jose, labor's radio program was expanded by five new non-partisan political shows sponsored by Teamsters Local 287, making a total of 19 such weekly sponsored public relations programs. Community activity in San Mateo County has continued at traditional pace with support of new Boys' Club program heading up program. Additionally, San Mateo Labor Council sponsored high school scholarship contest. San Mateo Building Trades Council pushed successful effort for improved sanitation facilities on construction projects.

**Report of Vice President
Arthur F. Dougherty
for District No. 9**

(San Francisco)

Negotiations of culinary unions have been highlighted by dual choice medical plan and new pension clause in contracts. Dual medical program offers workers choice between Kaiser Foundation Health Plan and Continental Casualty Company. Wage and condition progress won by culinary unions in hotels, clubs and motels.

**Report of Vice President Jack Goldberger
for District No. 9**

(San Francisco)

Bay Area Labor Day in 1955 found TV presentation of "State of Unions" giving tribute to all wage earners; program was sponsored jointly by San Francisco and Alameda County Labor Councils. In various activities San Francisco movement gave traditional support to United Bay Area Crusade Campaign; saw San Francisco Labor, official council publication, win national honors for fourth consecutive year; backed six winning candidates in seven races for congressional and state legislative seats; opened merger negotiations with San Francisco CIO Council; helped two small unions win long fights against cemetery and embalmer employers.

**Report of Vice President Harry Lundeberg
for District No. 9**

(San Francisco)

Employment has been on steady upgrade for AFL seagoing personnel, with

no serious unemployment in past year. Enactment of 50-50 bill assuring shipment of at least 50 percent of U.S. relief-to-world cargo in U.S. ships has boosted shipping industry. AFL seamen were successful in beating Bonner Bill which would have placed rigid reactionary controls on hours, wages and working conditions on U.S. subsidy ships. Foreign-built and foreign flag ships continue to threaten prosperity of American shipping industry. AFL seamen have won new wage increases as well as improvements in pension and health and welfare plans. Affiliated fishermen and fish cannery workers now are jeopardized by importation of cheap labor tuna from Japan.

**Report of Vice President
Victor S. Swanson
for District No. 9**

(San Francisco)

A home improvement program backed by labor, industry and civic officials gave needed stimulus to residential construction. Employment high in San Francisco, jurisdiction of Operating Engineers, with new heavy construction projects now demanding more and more personnel. Operating Engineers took leading role in bringing relief to members and general public in northern California flood area. Plumbers and Carpenters strikes this year both successful in nailing down new benefits for workers.

**Report of Vice President Robert S. Ash
for District No. 10**

(Alameda County)

Political action hopes rose following the primaries of June 5 when every AFL-endorsed candidate for the state legislature and Congress qualified for the November run-offs. The creation of Women's Division of the Alameda County Voters League should make for more effective public campaigning. Labor officials have continued to serve on a host of United Crusade, Community Chest, and welfare agencies. Bargaining results have been encouraging, increases having ranged from five to 20 cents an hour. Successful organizing drives have been pushed by the Fire Fighters, Culinary Workers, Warehousemen, Clerks, Office Workers, and Municipal Employees.

**Report of Vice President Paul L. Jones
for District No. 10**

(Alameda County)

The Central Labor Council of Alameda County has organized a committee working on the establishment of a local Union

Label League. General results of elections within the past year were satisfactory. The Building Trades Council has continued to do a good job in coordinating activities of its various affiliates.

**Report of Vice President Howard Reed
for District No. 11**

(Contra Costa County)

All unions and councils in the district can report steady progress. The Culinary Crafts, Machinists, and Garage Employees have all recently signed new contracts calling for wage increases. Numerous unions have broadened their bargaining range to add health and welfare plans and pension plans. New planned construction should keep all building tradesmen employed during the next two years. The local Committee on Political Education has merged AFL and CIO political efforts in Contra Costa county. The East Bay Health and Welfare Council has been established to promote and work for improvement of union health and welfare services in both Contra Costa and Alameda counties.

**Report of Vice President Lowell Nelson
for District No. 12**

(Marin, Sonoma, Napa and
Solano Counties)

The year in the district has been one of solid union accomplishment. Construction has been up in Marin, Sonoma, Napa, and Solano counties. However, Solano county has experienced a definite drop in home construction.

Virtually all crafts have realized collective bargaining gains. An historic recognition victory was won by the Teamster-affiliated apple workers in Sebastopol following a long strike supported by the entire movement.

**Report of Vice President Harry Finks
for District No. 13**

(Sacramento and Northern Counties)

Unions in this district which sprawls over 11 counties have begun to act as a cohesive force, with the results of such cohesion being evident in both economic and political advances. AFL political action was most effective in the June primaries. The Sacramento Central Labor Council had a particularly active year, not only in trade union matters but in community and civic affairs as well.

**Report of Vice President Albin J. Gruhn
for District No. 14**

(Humboldt, Del Norte, Trinity, Tehama,
Mendocino and Lake Counties)

Substantial gains in wages and working conditions were the rule rather than the exception for affiliated unions, with strike action being required in a few instances. The Humboldt Central Labor Council has introduced a high school scholarship program in its community projects campaign. Following a slack winter and early spring period, building trades employment is now booming. Leading the list of successful AFL-backed candidates in the June primaries was Judge L. Christensen, Jr., who was elected to the State Senate from Humboldt county.

**Report of Vice President Robert Giesick
for District No. 15**

(Siskiyou, Modoc, Lassen, Plumas, Shasta
and Sierra Counties)

The new Five-County Central Labor Council has made considerable progress in aiding the organization of workers in the Red Bluff area, with a district office being established in the latter community. Pending start of numerous major construction projects in the northern Sacramento Valley area, unemployment has become a building trades problem. Affiliated local unions of the Northern California District Council of Lumber and Sawmill Workers have affiliated with the Western Council of Lumber and Sawmill Workers to make for more effective industrywide bargaining in Washington, Oregon, Idaho, Montana, California and Nevada. In the four state legislative seats and one congressional seat up in the June primaries, AFL candidates were 100 percent successful.

**Report of Secretary-Treasurer
C. J. Haggerty**

Major developments have commanded the labor scene since our last convention, featured by the national AFL-CIO merger. There has also been an emphasis on international labor interest, with the State Federation being represented both at the ILO sessions in Geneva and in international conferences with the Mexican trade union movement. The opening of our new State Federation office in Los Angeles is a sign of new progress and new labor service in California. During the past year the State Federation has met with the California CIO Industrial Union Council to effect merger on the state level of organization. The 1956 convention will be asked to give our Executive

Council authority to call a special convention to effect merger at the proper and feasible time.

REPORT OF COMMITTEE ON GRIEVANCES

President Pitts announced that, as there were no grievances, there would be no report from the Committee on Grievances.

He read the names of the members of the committee, and then discharged the committee with thanks:

"Earl Wilson, Chairman
 "Pat Somerset
 "George Deck
 "Henry Hansen
 "C. L. Dellums
 "Hugh Caudel
 "Edward A. Doyle
 "Paul E. O'Bryant."

INSTALLATION OF OFFICERS

Delegate Edward H. Dowell, Motion Picture Projectionists No. 297, San Diego, who was vice president of the Federation's District No. 1 from 1926 to 1928, administered the oath of office to the following newly elected officers of the Federation:

President

Thomas L. Pitts

Secretary - Treasurer

C. J. Haggerty

Vice Presidents

District No. 1—Max J. Osslo✓
 District No. 2—Jack T. Arnold.
 District No. 3A—C. T. Lehmann.
 District No. 3B—Pat Somerset.
 District No. 3C—Harvey Lundschen.
 District No. 3D—John T. Gardner.
 District No. 3E—J. J. Christian.
 District No. 3F—James L. Smith.
 District No. 4—Robert J. O'Hare.
 District No. 5—William A. Dean.
 District No. 6—Paul L. Reeves.
 District No. 7—C. A. Green.✓
 District No. 8—Thomas A. Small.✓
 District No. 9A—Harry Lundeborg.
 District No. 9B—Arthur F. Dougherty.
 District No. 9C—Jack Goldberger.
 District No. 9D—Harry Metz.
 District No. 10A—Robert S. Ash.
 District No. 10B—Paul L. Jones.✓
 District No. 11—Howard Reed.✓
 District No. 12—Lowell Nelson.
 District No. 13—Harry Finks.✓
 District No. 14—Albin J. Gruhn.✓
 District No. 15—Robert Giesick.

PRESIDENT PITTS

President Pitts then addressed the delegates briefly, as follows:

"I want to take just a few moments of your time to express to you the appreciation and warm feeling I have this morning for the very wonderful cooperation we have had from the delegation in the largest and greatest convention that this Federation has ever held.

"I must, too, take the time to tell you that I—and, I am sure, all of my colleagues feel the same way about it—am very grateful to you, grateful indeed for the confidence you have given to those whom you selected as the members of the Executive Council of this Federation and who were just installed.

"You came here, and, as you were advised at the opening session of this convention on Monday morning, you found a lot of work to be done. You were very patient, delegates, in handling all of this work—work which cuts out and spells out the program and the policy of this great Federation from now until its next convention.

"You have done a marvelous job in the development of this policy and this program. As we carry on with the administration of the work of this Federation, we hope that we can measure up to each and every desire sought by you delegates in all the matters we have worked with during this week.

"Our road is not easy. It is a rough one. The history of the labor movement has shown that labor's role has always been rough. I dare say, though, that the delegates who participated in this convention understand and know that, and the people who make up the leadership of our unions throughout the state of California are not the kind of people looking for an easy role or an easy job. If you were looking for an easy role or an easy job, you would not be elected to the positions you hold in your organizations; you would not have been elected delegates to this convention.

"So I shall just say to you simply that I am extremely happy about the confidence you have displayed. I accept the position you give me wholeheartedly, with a willingness at all times to do everything that I can to measure up to the responsibilities that are properly mine to the end that we can go on and build a bigger and a greater labor movement in the state of California.

"You realize, of course, that you have

heaped upon the shoulders of the Secretary of this Federation as its executive officer a great mass of work. He doesn't run from work, and I think you all know that. That is why you keep returning him to the job year after year after year. But it is a great burden.

"All of us who are charged with the responsibility of administering your affairs and the problems of our working people in this state are going to have to put our shoulders to the wheel, not singly, not individually, but jointly. We are each going to have to turn to you from time to time, and to those representatives of our unions who unfortunately could not be here in this convention, for the assistance necessary to keep the coordinated active program which you have laid out in this convention rolling smoothly down the road to its final goal and destination.

"I can only say again very simply: I am pleased no end, I am very grateful to you, each and every one, and I will carry out, God willing, my responsibility and my obligations to all of you and to all of those who toil for a living in this great Golden State of ours!"

SECRETARY HAGGERTY

President Pitts then called upon Secretary Haggerty, who spoke as follows:

"At the conclusion of the nominations on Wednesday, I did not wish to take your time to express to you my heartfelt thanks for your confidence in returning me once again to the Executive Secretaryship of this wonderful Federation of Labor. I am not going to repeat Tommy's statements, because I think he was quite clear in the obligations, and so forth, of officers of the Federation—in fact, of all unions.

"The responsibilities of these officers are not just the workload that is naturally there, but because we have to think beyond the 2,000-odd delegates who attend conventions to our 2,700 local unions within the state, 3,100 locals of all unions, AFL-CIO and independents—2,700 in the AFL alone—and to that mass membership behind these delegates and those local unions numbering 1,315,000 members, whose voice you are in this convention, the only organized voice of the workers of our organization in this state. Naturally, we do carry a tremendous burden.

"I know of no greater satisfaction than when a business agent—and I have been a business agent—or a council secretary or

a federation secretary accomplishes something for the people he represents. There is no midway in our business. You either are in Cloud No. 9 because you have accomplished something, or you are down in the doldrums because you have failed to accomplish something. It is a tremendous task and it takes a dedication to the great mass of people whom we serve, and who in turn are the producers, the creators of the wealth of this great state.

"When we go to Sacramento before committees, governmental bodies, representing the 1,300,000 members—and we hope to represent 4,000,000 in the very near future—it is, I believe, a tremendous accomplishment for the person who speaks, for the voice of that number of people, to receive the recognition that is generally afforded him.

"I just want to express to you my sincere thanks for your continued cooperation in the work of this Federation, and to tell you that every time that I correspond, either in writing, by telephone or in personal contact with any of you, I have always received splendid cooperation in the work of this great organization. It is a privilege and a pleasure to serve this organization and its great mass membership, as well as a privilege to know that we are serving the cause, the general welfare of this great state. We are helping to keep the economy alive, build our social structure better, and that is part of the work of an organization devoted to community service as well as its own peculiar direct problems.

"Thank you again for the re-election. My pledge to you is to continue to do in the future even better, if possible, than I have in the past."

IN MEMORIAM

The delegates rose and stood in silence for one minute in memory of the members of the Federation's Executive Council who had passed away during the past year—former Vice Presidents Roy F. Walker, Frank Shipman, Carl Fletcher and Charles F. May—and all other members of unions departed since the last convention.

ADJOURNMENT

Thereupon, at 12 noon, on Friday, August 17, the 54th convention of the California State Federation of Labor was concluded.

Proposed Revision California State Federation of Labor Constitution

Foreword

Following long months of study and discussion, the Executive Council of the California State Federation of Labor submits herewith a revised constitution for consideration by the 54th State Federation convention. Purpose of the proposed revision is to make more efficient and orderly a constitution which over the decades has become partly antiquated and almost completely disjointed.

PREAMBLE

The welfare of California unionism requires that the labor organizations of the state be united by a federation dedicated to their common interests.

To achieve this purpose, the California State Federation of Labor has been established.

We seek to make inviolate the right of our unions to achieve wages, hours, and conditions of labor which will permit the workers of California to live in dignity, sufficiency, and security. Further, we seek to realize programs of state and federal government that will satisfy the requirements of the industrially injured, the disabled, the unemployed, the homeless, the aged, and all in legitimate need.

In all of our endeavors, we have as our primary point of service the public welfare, the common good of society. We reject as narrow and destructive that philosophy which would put the advantage of any segment or group in the nation above the welfare of all the people.

We are pledged particularly to the survival of those freedoms which have so distinguished this Republic. We stand guard over the Constitution and its Bill of Rights, which have assured the people of freedom and justice for all, regardless of race, color, or creed.

Grateful for our labor and national traditions, and aware of our future obligations, we hereby proclaim this constitution as an instrument of progress and orderly conduct.

ARTICLE I

Name

Section 1. This body shall be known as the California State Federation of Labor.

Objects and Principles

Section 2. The objects and principles of this Federation are:

(a) To organize all branches of labor in

order that each may cooperate with the other in establishing and maintaining in the various crafts, industries and callings the highest possible wage rates, working conditions and other benefits, together with a reduction in the number of hours which shall constitute a day's work.

(b) To secure united and harmonious action in all matters directly affecting the interests of the organized workers.

(c) To promote and maintain harmonious relations between employer and employee, to the end that each shall recognize and respect the rights of the other.

(d) To create and give effect to a system whereby the affiliated organizations shall extend to each other moral and material aid when occasion arises.

(e) To study economic and social conditions giving rise to the unequal distribution of wealth, and to pursue policies aimed at effecting a more equal distribution and promoting full employment generally.

(f) To secure the enactment of legislation which will aid labor in obtaining the full product of its toil, safeguard and promote the principle of free collective bargaining, the economic and political rights of workers, and the security and welfare of all the people, and to oppose legislation inimical to those objectives.

(g) To use the good offices of this Federation to bring about the affiliation of all local unions in the state with their appropriate city central and department councils.

(h) To promulgate the principle enunciated by the American Federation of Labor that "the concern of one is the concern of all."

(i) To take political action necessary to carry out the above principles and objectives.

Eligibility

Section 3. The following organizations

shall be eligible to affiliate with the California State Federation of Labor:

(a) All unions chartered directly by the American Federation of Labor.

(b) All central labor bodies chartered by the American Federation of Labor, and those bodies chartered by the Departments of the American Federation of Labor.

(c) All unions and councils chartered by National or International Unions affiliated with the American Federation of Labor.

(d) Such other subordinate bodies as the Executive Council may determine are eligible for affiliation.

Section 4. No union chartered by a National or International Union affiliated with the American Federation of Labor, which secedes, is suspended or expelled therefrom, nor any local union chartered by a National or International Union that has seceded from or that has been suspended or expelled by the American Federation of Labor shall be allowed to affiliate or continue in affiliation with or be recognized by this State Federation of Labor.

ARTICLE II

Convention, General

Section 1. This Federation shall meet in annual convention on the third Monday in September at such place as the preceding convention shall have selected. If in the city selected by the convention the hotel, restaurant and other necessary convention facilities are inadequate or unsatisfactory, or if other good cause is found to exist, the Executive Council is authorized to select another convention city and/or change the convention date.

Section 2. Notice of the convention shall be issued by the Secretary-Treasurer in the form of a "convention call" to all affiliates at least 60 days prior to the opening date of the convention. If after the issuance of the convention call the site and/or date of the convention is changed, a mere notice of such change to all affiliates shall be deemed sufficient to meet the requirement of this Section.

Section 3. The conventions of this Federation shall be composed of duly accredited delegates from such trades and labor organizations as have become affiliated with this Federation and who shall abide by its Constitution and Laws.

Section 4. None other than accredited delegates shall be permitted to address

the convention unless accorded the privilege by a two-thirds vote; provided, that the Secretary-Treasurer shall have the authority to permit guest speakers to address the convention.

Section 5. Local committees on arrangements for the convention shall not use the name of the California State Federation of Labor in the public solicitation of any funds, the sale of tickets, or the sale of advertising space in souvenir programs, etc., nor shall such committees be permitted to solicit funds, the sale of tickets, or the sale of advertising space in souvenir programs, etc., in the territory of the labor movement of any other city. Upon infraction of this rule, it shall be mandatory upon the Executive Council to select another convention city.

Section 6. The rules and order of business governing the preceding convention shall be in force from the opening of any convention until new rules have been adopted.

Section 7. A quorum shall consist of delegates from twelve affiliated unions.

Section 8. The Secretary-Treasurer shall cause to be printed daily the proceedings of the convention. At the beginning of each session of the convention he shall have available for each delegate a printed copy of the proceedings of the day before.

Representation and Voting Rights

Section 9. Each regularly affiliated union shall be entitled to representation as follows: two delegates for the first 500 members or less and one delegate for each succeeding 250 members or major fraction thereof; provided, that no union shall be entitled to more than six delegates. On all questions where a roll-call vote is taken, each delegate shall vote an equal percentage of the membership of the union he or she represents; provided, that all fractional votes shall be eliminated. For the purpose of selecting delegates and for roll-call votes at the convention, the number of members of each union shall be the average monthly number on which per capita tax is paid into the Federation during the 12-month period ending on the last day of the third month immediately preceding the month of the opening date of the convention, as determined by dividing the total amount paid in during such period by forty-eight cents.

Section 10. Central labor bodies and other similar bodies and councils eligible for affiliation under subsections (b), (c) and (d) of Section 3, Article I, shall be

entitled to two delegates. Each delegate shall be entitled to one vote.

Section 11. No proxies shall be allowed, but on a roll-call or per capita vote, one delegate, upon prior written approval of all co-delegates, may vote for the entire delegation.

Section 12. No delegate shall be permitted to represent more than one organization, but delegates from central labor bodies and other similar bodies and councils eligible for affiliation under subsections (b), (c) and (d) of Section 3, Article I, may also represent the unions of their craft, industry or calling.

Section 13. No organization shall be entitled to representation unless such organization has applied for affiliation at least three months prior to the first day of the month of opening date of the convention and no person shall be recognized as a delegate who is not a member in good standing of the organization issuing the credentials at the time he receives credentials from the secretary of the affiliate, provided, that organizations chartered within three months of the opening date of the convention shall be eligible to representation.

Certification of Delegates

Section 14. Delegates and alternates to the convention of the Federation shall be elected or otherwise designated by the affiliate and shall receive credentials from the secretary of such affiliate. A duplicate of same shall be forwarded by said secretary to the Secretary-Treasurer of the Federation at least two weeks prior to the convention.

Section 15. If any alternate presents credentials and is seated in place of the delegate-elect, he or she shall be the recognized representative throughout the remaining sessions of the convention.

Section 16. The Secretary-Treasurer shall prepare a preliminary roll of delegates where no contest is filed, from duplicates in his possession, and such delegates so returned by the Secretary-Treasurer shall have the power to transact business until the report of the Committee on Credentials is received and adopted.

Section 17. Delegates from central labor bodies and other similar bodies and councils eligible for affiliation under subsections (b), (c) and (d) of Section 3, Article I, shall not be seated in the convention unless the local union in which they hold membership in good standing is affiliated with the Federation.

Section 18. In the event credentials are properly presented by any eligible organization for any person who, after a hearing by the Credentials Committee,

(a) is shown to be a member of any organization which is dual to, or antagonistic to the American Federation of Labor or to the principles for which the American Federation of Labor stands, or

(b) is shown to be a member of any Communist, Fascist or other totalitarian group or organization or is shown to have been a member of any such group or organization or to have consistently aligned himself with such group or organization in the course of his conduct and has not previously publicly disassociated himself from such group or organization,

the Credentials Committee shall reject the credentials of such person in its report to the convention, and upon the adoption of the Credentials Committee's report, such person shall not be seated in the conventions of the State Federation of Labor.

Committees

Section 19. Five days prior to the assembling of the regular convention, the President shall appoint not less than three delegates-elect as a Committee on Credentials of delegates-elect who shall apportion the vote of each as provided in Sections 9 and 10 of this Article and report the same to the convention in writing on the first day of the convention. The President, in appointing this committee, shall choose from delegates-elect against whom no contest has been filed, and, if practical, from those residing in the vicinity where the convention is to be held. Members of this committee shall be reimbursed for expenses in an amount determined by the Executive Council.

Section 20. Ten days prior to the assembling of the regular convention, the President shall appoint committees on Resolutions, Legislation, and Constitution, each to consist of not less than five members who shall be reimbursed for expenses in an amount determined by the Executive Council. Following the adoption of the preliminary report of the Committee on Credentials, the President shall appoint also committees on Rules and Order of Business, Grievances, Labels and Boycotts, and Union Label Investigation, each to consist of not less than five members. The committees appointed under this section shall consider all resolu-

tions submitted to the convention and referred to them by the Secretary-Treasurer under Section 22 of this Article, and also all statements of policy, appeals and related matters referred to them by him, and shall report thereon to the convention.

Section 21. The duties of the Union Label Investigation Committee shall be to cite to appear before it, at any time, any number of delegates to ascertain the number of union labels shown upon their wearing apparel or person, and upon failure of any delegate to show five or more union labels, his name may be reported to the convention.

Resolutions

Section 22. All resolutions to be considered by the convention shall be forwarded in triplicate to the Secretary-Treasurer on or before the fifteenth day immediately preceding the opening day of the convention except in instances where such resolutions have been acted upon and approved by regularly constituted and affiliated statewide organizations at conventions or conferences held during the 15-day period immediately preceding the opening day of the convention, in which event such resolutions shall be received by the Secretary-Treasurer not later than 9 p.m. on the day immediately preceding the opening day of the convention. The Secretary-Treasurer shall number the resolutions in the order received, and shall refer them to the proper committee.

Section 23. No resolution shall be received unless signed and sealed by an affiliate of the Federation.

Section 24. The Secretary-Treasurer shall cause all resolutions properly filed with him under Section 22 of this Article and all resolutions, statements of policy and similar matters submitted to the convention by the Executive Council under the authority of Section 8, Article VI to be printed, and copies distributed to the delegates of the convention prior to the opening session thereof or as soon thereafter as practical, but not later than the opening of the second day's session together with the proceedings of the first day. The printing of resolutions shall include the number assigned each resolution by the Secretary-Treasurer, and the name of the committee to which it has been referred, as well as the name or names of the delegate or delegates of the affiliate or affiliates which introduced it and the name and/or number of the affiliate or affiliates.

ARTICLE III

Officers and Elections

Section 1. The regular officers of the Federation shall consist of a President, a Secretary-Treasurer, and twenty-four Vice Presidents.

Section 2. The state shall be divided into fifteen districts, with the number of Vice Presidents to be elected in each district as follows:

District No. 1 (San Diego and Imperial counties), one Vice President.

District No. 2 (City of Long Beach and Orange county), one Vice President.

District No. 3 (Los Angeles City proper, Hollywood, North Hollywood, Burbank, San Fernando, Glendale, Pasadena, Pomona, Whittier, and San Bernardino and Riverside counties), six Vice Presidents. The offices of this district shall be numbered 3A, 3B, 3C, 3D, 3E, and 3F.

District No. 4 (San Pedro, Wilmington, Redondo, Inglewood, Venice and Santa Monica), one Vice President.

District No. 5 (Ventura, Santa Barbara and San Luis Obispo counties), one Vice President.

District No. 6 (Kern, Tulare, Kings, Fresno, Madera, Inyo and Mono counties), one Vice President.

District No. 7 (San Joaquin, Stanislaus, Merced, Mariposa, Tuolumne, Calaveras and Alpine counties), one Vice President.

District No. 8 (San Mateo, Santa Clara, San Benito, Santa Cruz and Monterey counties), one Vice President.

District No. 9 (San Francisco), four Vice Presidents. The offices of this district shall be numbered 9A, 9B, 9C and 9D.

District No. 10 (Alameda county), two Vice Presidents. The offices of this district shall be numbered 10A and 10B.

District No. 11 (Contra Costa county), one Vice President.

District No. 12 (Marin, Sonoma, Napa, and Solano counties), one Vice President.

District No. 13 (Sacramento, Yolo, Colusa, Glenn, Butte, Sutter, Yuba, Nevada, Placer, El Dorado, and Amador counties), one Vice President.

District No. 14 (Humboldt, Del Norte, Mendocino and Lake counties), one Vice President.

District No. 15 (Siskiyou, Modoc, Lassen, Plumas, Shasta, Tehama, Trinity and Sierra counties), one Vice President.

(Note: Upon the adoption of this revised Constitution, a separate motion will be submitted to provide that in Vice-Presidential districts embracing more than one Vice President, the number assigned to each office shall be allocated on the basis of incumbent seniority with the highest letter being assigned to the Vice President with the longest seniority as an incumbent.)

Section 3. Every regular officer shall be elected by a majority of votes cast for all candidates for each respective office. Where there are more than two candidates for an office, and none receives a majority, the candidate receiving the lowest vote shall retire after each ballot.

Section 4. Candidates for elective office shall not be allowed to run for more than one office. All such candidates must be duly accredited delegates to the convention and must be members in good standing of a local union affiliated with the State Federation of Labor and the American Federation of Labor; provided, however, that any incumbent officer, regardless of whether or not he is a delegate, shall be entitled to run for his incumbent office and participate in the convention without voting rights.

Section 5. The terms of officers of the Federation shall be a period of one year, except that the term of office of the Secretary-Treasurer shall be a period of two years; provided, however, that the terms of all officers, commencing with the 1957 convention, shall be for a period of two years. All terms shall commence immediately upon the final adjournment of the convention at which the officers are elected.

Section 6. Nominations for officers and convention city for the succeeding year shall be made on Wednesday of such convention and the election shall be held on Thursday of such convention.

Section 7. The form of the ballot shall be as shown in the sample at the end of this section. It shall contain the names of all candidates for contested offices alphabetically arranged under the proper headings for each office and the name of the city or cities placed in nomination with a blank following each name. The blank shall be of sufficient size for the placing thereon of the number of votes to which the voting delegate is entitled. At the top of each ballot, in addition to a blank for the number of the ballot, shall be left a blank in which shall be written the name of the organization which the delegate represents and another blank in

which shall be written the name of the delegate voting. If a delegate is voting for his entire delegation, he shall submit the written authorization required under Section 11, Article II, at the time he casts his ballot.

(Sample Ballot)

No.....	
Name of Organization.....	
Name of Delegate.....	
(if authorized to vote entire delegation, attach authorization signatures)	
For President	Number of Votes
John Brown	
R. R. Smith.....	
.....	
For Vice President, District 1:	
A. B. A. Johnson.....	
P. E. Tubeman.....	
.....	
For Vice President, District 10:	
Office A:	
D. E. Johnson	
A. E. Smith	
Office B:	
F. R. Black	
C. R. Jackson	
.....	
For Convention City:	
Los Angeles	
San Francisco	
.....	

Section 8. To be eligible to vote for officers of the Federation and convention city, a delegate must have been seated by the convention prior to adjournment Wednesday of such convention.

Section 9. The election shall be in charge of an Election Board of twelve delegates, none of whom shall be candidates at the election at which they serve.

Section 10. The Election Board shall be appointed by the President immediately after nominations are completed.

Section 11. There shall not be more than one member on the Election Board from any one national or international organization.

Section 12. The Election Board shall consist of three Supervisors and nine Tally Clerks. The Secretary shall prepare a sufficient number of ballots (which shall be numbered consecutively, beginning with No. 1), and issue them on roll-call to delegates not later than 11 a.m. on the day of election. After receipt of ballot, the delegate shall be required to

retire immediately to a voting booth, which shall have been prepared by the Secretary and the Supervisors, and mark the ballot. Said ballot shall then be placed in a proper receptacle.

(a) Any accredited delegate may be present and remain where the election is conducted during the hours of voting and during the counting of the ballots by the Election Board, but no delegate shall be permitted, under any circumstances, to solicit votes inside the room where the election is being conducted or in the immediate vicinity of the entrance thereto.

(b) The Election Board shall have the right to eject from the election room any persons who disturb or interfere with the conduct of the election.

Section 13. The nine Tally Clerks shall divide themselves into three equal groups. After the ballots are cast and total number ascertained, the Supervisors shall divide the ballots into three parts as nearly equal as possible, giving each group of the Tally Clerks one portion. After the counting and totaling of votes for all candidates, the Tally Clerks shall return tally sheets in duplicate with all ballots to the Supervisors. After the returns are in, a tabulated sheet in duplicate (containing the result of the election) shall be prepared and submitted to the convention.

Section 14. A ballot shall be rejected if it is so mutilated or disfigured as to be considered invalid by at least nine members of the Election Board. No change in any vote or ballot shall be made by anyone after the ballot is in the custody of the election officers.

Section 15. The following pledge shall be given to the newly elected officers: "I (giving name) hereby pledge upon my most sacred honor that I will faithfully perform the duties of the office to which I have been elected to the best of my ability and for the honor and welfare of the California State Federation of Labor."

Section 16. No officer elected or appointed of this Federation shall endorse or support any candidate for political office who is running for office in opposition to a political candidate endorsed by the Federation in convention or conference or by the Executive Council except under the following condition: Any Federation officer who is opposed to the endorsement of a candidate by the Federation, shall so inform the convention, conference, or Executive Council, at the time of the Federation's endorsement.

Any officer of the Federation endorsing a candidate for political office contrary to the Federation's endorsement shall not be permitted to use his official title as an officer of the Federation in making such an endorsement. If his title as an officer of the Federation is used, he will then issue a signed statement to the press, radio, political committee, and any other organization, denying the endorsement as an officer of the Federation and shall furnish a notarized copy of his denial statement to the Secretary of the Federation along with his written permission for the use of such statement by anyone for any purpose. The Secretary shall then forward a copy of the statement to all central labor bodies in the state who shall, if they wish, release said statement in the press or radio or purchase advertising space in the press or radio time for the purpose of getting such denial before the public. Any officer of the Federation violating this section shall be subject to removal upon filing of charges with the Federation in accordance with the provisions of the Constitution.

ARTICLE IV

Duties of President

Section 1. It shall be the duty of the President to preside at all conventions; to exercise supervision over the affairs of the Federation; to sign official documents when required; to be the custodian of the bond furnished by the Secretary-Treasurer.

Section 2. The President shall submit to the Secretary-Treasurer at the end of each month an itemized account of all money, traveling and incidental, expended by him in the interest of the Federation, and shall report his acts to the annual convention of the Federation.

Section 3. In case of a tie vote other than a roll-call vote at conventions, the President shall cast the deciding vote.

Section 4. The President shall call meetings of the Executive Council when necessary, but at least three times each year, and shall preside over its deliberations. Upon petition specifying the items to be considered, signed by two-thirds of the members of the Executive Council, the President shall call a special meeting of the Executive Council, which shall be restricted to the consideration of the items in the petition.

Section 5. The President shall appoint convention committees in accordance with Sections 19 and 20 of Article II.

ARTICLE V**Duties of Secretary-Treasurer**

Section 1. In addition to those stipulated elsewhere, it shall be the duty of the Secretary-Treasurer:

(a) To take charge of all books, papers and effects of this Federation.

(b) To conduct the correspondence pertaining to his office.

(c) To furnish the elective officers with necessary stationery.

(d) To act as secretary of all conventions and of the Executive Council, and to keep all letters, documents, accounts, etc., open at all times to the inspection of all officers of the Federation.

(e) To receive and collect all moneys due the Federation.

(f) To deposit all funds belonging to the Federation in bank accounts as Secretary-Treasurer of the California State Federation of Labor, as provided in Section 2, Article VIII.

(g) To deposit such money in only such bank or banks as shall have been designated by the Executive Council.

(h) To deposit within one week all money received.

(i) To withdraw none of said money in any manner other than by check, signed by himself and countersigned by the President or a vice president designated by the President, with their official titles.

(j) To maintain suitable offices for the Federation.

(k) To submit to each regular convention a complete statement of all receipts and disbursements for the past fiscal year.

(l) To compile and keep up to date a list of secretaries of affiliated unions, with the post office address of each.

(m) To make a summarized statement of all receipts and expenditures at the end of each quarter, to be audited by an independent certified public accountant, together with a quarterly report from the Executive Council, mailing a copy of such report to the secretary of each affiliated union.

(n) To furnish a surety bond in the sum of \$10,000, to be issued by a bona fide surety company designated by the Executive Council, the premium on which shall be paid by the Federation; provided, that the Executive Council shall have the power to increase this amount if necessary, or upon his removal from office.

(o) To deliver to his successor all money, securities, books, papers and

other property of this Federation in his possession at the expiration of his term in office.

(p) To submit to each convention a detailed report of the activities of the Federation during the preceding fiscal year. (The fiscal year of this Federation shall be from July 1 to June 30, inclusive).

(q) To represent the Federation at all conventions of the American Federation of Labor; provided, that in the event he shall notify the Executive Council of the Federation that he cannot attend the conventions of the American Federation of Labor, then the Executive Council shall designate the President, or some other person if the President is not able to attend, to represent this Federation in his stead.

(r) To cause to be introduced and to support legislation favorable to organized labor before the California legislature and other legislative bodies; to oppose legislation hostile to organized labor, and to gather necessary data to perform these duties.

Section 2. The Secretary shall have the authority and power:

(a) To appoint deputy organizers in any part of the state he shall find it necessary, and to direct their activities, subject to the approval of the Executive Council.

(b) To employ such help as he may deem necessary for the conduct of his headquarters and convention offices, including sufficient stenographic help for the services of the official committees of the convention. In addition, he shall have all the necessary powers to carry on his duties as chief executive officer of the Federation.

Section 3. The Secretary - Treasurer shall retain an attorney or attorneys to represent the Federation in all matters when in his judgment the services of an attorney may be necessary to protect the interests of labor, subject to the approval of the Executive Council.

ARTICLE VI**Executive Council**

Section 1. The Executive Council shall consist of the President, the Vice Presidents and the Secretary-Treasurer.

Section 2. It shall be a duty of the Executive Council, which may be delegated to a duly established legislative committee of the Executive Council, to watch legislative matters affecting the interests of the working people, and to take appropriate steps towards such legis-

lative action as may be necessary and of assistance to the Secretary-Treasurer in carrying out his legislative responsibilities. Either the Executive Council or its legislative committee shall have the authority to review all resolutions adopted by convention action calling for the introduction of legislation, and the Secretary-Treasurer shall cause to be introduced only such legislation as the Executive Council or its legislative committee believes desirable and proper at the time the session of the legislature commences; provided, that the sponsor or sponsors of the resolutions shall be notified accordingly.

Section 3. In case of a vacancy in the office of President by death, resignation or other cause, the Executive Council shall immediately elect one of the vice presidents until his successor is elected.

Section 4. In the event of a vacancy in any office of the Federation other than that of the President, by reason of death, resignation or other cause, the President shall make such vacancy known to the Executive Council and shall call for nominations either at the meeting of the Executive Council in which the vacancy is announced or at the next meeting. In case of vice presidents, all nominees are to be from the same geographical location in which the vacancy occurs. The names of all nominees shall be submitted to the Executive Council, and it shall require a majority vote of the Council to elect. Upon each unsuccessful balloting the name of the candidate receiving the lowest number of votes shall be dropped. In case of vacancy in the office of Secretary-Treasurer, the same procedure shall be followed as in the case of vice presidents, except that there shall be no limitation as to the geographical location in which nominee may live.

Section 5. The Executive Council shall have power, by a majority vote of said Council, to suspend, expel, or otherwise discipline any officer of the Federation for violation of this Constitution, or for any act or conduct detrimental to the Federation or contrary to the established principles and policies of the Federation and of the American Federation of Labor; provided, that the Council shall first accord such officer a fair and impartial trial, upon written notice having been first served upon him, setting forth the time and place of such hearing and the nature of the charges filed against such officer. A member who has been convicted of any offense upon such trial shall have the right to appeal to the next regular convention of the Federation.

Section 6. The Executive Council shall have power to make rules governing matters not in conflict with this Constitution, and shall report all such rules to the convention.

Section 7. It shall be the duty of the Executive Council to furnish each regular convention with a printed report of its action during the past fiscal year.

Section 8. The Executive Council shall have the authority to submit resolutions, statements of policy and similar matters to a convention of the Federation for appropriate consideration and action.

Section 9. The Executive Council, following action by central labor councils or other councils and unions involved, shall have the power to place firms and commodities on the Federation's "We Don't Patronize List," consistent with the policies of the National Federation.

ARTICLE VII

Compensation

Section 1. When attending meetings of the Executive Council, members of the Executive Council shall be paid for necessary traveling expenses (if travel is by automobile, payment shall be computed at not less than ten cents per mile) and not to exceed \$35.00 per diem for expenses and \$15.00 a day for hotel accommodations.

Section 2. When members of the Executive Council are officially authorized to devote their time to the business of the Federation, they shall be paid the sum of \$35.00 per day compensation in addition to necessary traveling expenses (if travel is by automobile, payment shall be computed at not less than ten cents per mile) and expenses for meals and hotel accommodations.

Section 3. The Secretary - Treasurer shall receive a salary of \$2,084 a month in equal payments as approved by the Executive Council.

Retirement

Section 4. As and for recognition of past services rendered, the Secretary-Treasurer shall receive a retirement payment of 50 percent of his monthly salary at the time of retirement, payable monthly in advance, provided that as of the date of retirement as Secretary-Treasurer, he shall have reached the age of at least sixty years and shall have served as an officer of the Federation for at least twenty years, at least ten of which years shall have been served as Secretary-Treasurer of the Federation.

ARTICLE VIII**Revenue**

Section 1. The revenue of this Federation shall be derived as follows:

(a) From each application for affiliation a fee of \$1.00, which shall accrue to the General Fund.

(b) From each affiliated local union a per capita tax of 4 cents per month per dues-paying member; provided, that the minimum tax for locals with a dues-paying membership of less than 50 shall be \$2.00 per month, which shall accrue to the General Fund subject to allocation as provided in Section 3 of this Article.

(c) From each central labor body and other similar bodies and councils affiliated under the provisions of subsections (b), (c) and (d) of Section 3, Article I, \$1.00 a month, which shall accrue to the General Fund.

Section 2. These moneys shall be deposited in bank accounts maintained in the name of the California State Federation of Labor.

Section 3. The per capita tax shall be allocated as follows to the several funds, and a separate accounting shall be made of each:

(a) One-half cent shall be allocated to the Legal Defense Fund of this Federation. Expenditures from this fund may be made only as provided in Section 3 of Article V hereof and for any expense pertaining thereto, nor shall any portion of this fund be transferred to any other fund of the Federation except by two-thirds vote of the Executive Council, and only then, provided the action of the Council, in making such transfer, does not reduce the balance in this fund below \$5,000.00.

(b) Two and one-half cents shall be allocated to the General Fund of the Federation. All of the expense of the legislative work of the Federation in the State Capital; all of the convention expenses and the expenses of the normal operation of the Federation's business, including the conduct of its offices and the payment of salaries other than organizers, shall be paid out of the General Fund. Transfers from this fund to any other fund of the Federation may be made only by two-thirds vote of the Executive Council.

(c) One cent shall be allocated to the Organizing Fund of the Federation. Organizers' salaries and expenses incurred incidental to organizing work shall be

paid for out of this fund. Transfers from this fund to any other fund of the Federation may be made only by two-thirds vote of the Executive Council.

ARTICLE IX**Good Standing**

Section 1. In the event any union fails to pay its per capita tax for a period of two (2) months, it shall be notified by the Secretary-Treasurer in writing, not later than the fifteenth day of the third month, that it will be suspended at the end of said third month unless all delinquent per capita tax is paid. Any union so suspended can only be reinstated by a vote of the Executive Council and upon payment of the three months' per capita tax owed as herein provided, in the amount per month that was last paid, provided, however, that if a union two months in arrears, upon receipt of its notice from the Secretary-Treasurer during the third month that it is about to be suspended, shall notify the Executive Council in writing that it is temporarily unable to pay its per capita tax because all of its funds have been expended in a strike, or because of other good cause, then the Executive Council, when such union makes application for reinstatement, and upon proof of the claim that its funds have been expended in a strike or upon demonstration of the existence of good cause to the satisfaction of the Executive Council, may reinstate the union and waive the reinstatement fee. In extreme cases, because of the exhaustion of funds in a strike or for other good cause, the Executive Council shall have discretionary authority to waive the suspension requirement altogether.

In order to be entitled to vote for officers during the conventions, suspended unions must have been reinstated at least three months prior to the month in which the convention takes place.

ARTICLE X**Autonomy Guaranteed**

Section 1. This Federation recognizes the right of each affiliate to manage its own affairs, and guarantees autonomy to all its affiliates.

ARTICLE XI**Strikes, Lockouts and Boycotts**

Section 1. All affiliated organizations desiring the assistance of the California

State Federation of Labor in labor disputes shall submit to the Secretary-Treasurer of this Federation, for approval by the Executive Council, a full statement of the grievances before a strike occurs. Organizations violating this section shall forfeit all claims upon the Federation for support.

Section 2. Where a lockout occurs, which, upon investigation, proves to have been unavoidable by the affiliate involved, compliance with Section 1 of this Article shall not be necessary. In such instances, the members of the affiliate affected shall be entitled to assistance.

Section 3. Subject to Section 1 of this article, any affiliate having the sanction of its national or international in any strike shall be accorded the endorsement of this Federation, if no jurisdictional dispute is involved between affiliated organizations.

Section 4. The amount of support the Federation may grant shall be determined by the funds it has on hand.

Section 5. In the event of a strike or lockout, only such affiliates shall be eligible to financial support from this Federation as have been in good standing in the Federation for a period of six months prior to the strike or lockout.

Section 6. Applications by affiliates to place firms or commodities on the "We Don't Patronize List" of the Federation shall not be considered by a convention unless the Executive Council of the Federation has had an opportunity to adjust the differences between the affiliate and the employer. The Executive Council, by its own action under authority of Section 9 of Article VI, may place firms or commodities on the "We Don't Patronize List."

ARTICLE XII

Political Action

Section 1. There shall be established a political action body, which shall be the official political arm of the Federation, but which shall function independently of the Federation to meet the need for sound political education, to endorse candidates for office, to encourage workers to register, vote and exercise their full rights and responsibilities of citizenship, and to perform their rightful part in the political life of the state and nation. The Federation, however, shall have exclusive authority to pass upon state ballot propositions.

ARTICLE XIII

Laws in Book Form

Section 1. Immediately after the adjournment of each regular convention, the Secretary-Treasurer shall have printed in pocket form the Constitution and Rules of Order adopted by the convention, on the outside cover of which shall be printed, in addition to the title, the year of the convention, and copies of the book shall be furnished the secretary of each affiliated organization.

ARTICLE XIV

Amendment of Constitution

Section 1. This Constitution may be amended or altered by resolution only at a convention of the Federation. A two-thirds majority of votes cast shall be required.

Section 2. Those sections of the Constitution pertaining to officers and their duties shall go into effect immediately after their adoption.

Section 3. The Constitution as amended at each annual convention, shall be in full force and effect, as a whole, immediately upon adjournment of the convention.

EXPLANATION OF PROPOSED

REVISION

The explanation below follows the proposed revision section by section. Each Section of the revision is related to the section or sections of the present constitution upon which it is based, with a brief description of changes that are considered substantive in nature. No attempt is made to describe the numerous technical and clarifying amendments embodied throughout the revision, except to indicate their presence.

PREAMBLE (page 3)

New "Preamble." Replaces present "Preamble and Declaration of Principles" which has been transferred in amended form to Section 2 of Article I of the proposed revision.

ARTICLE I

Section 1 (page 3)

Same as present Section 1 of Article I.

Section 2 (page 3)

Restatement of the present "Preamble

and Declaration of Principles" under a new subtitle "Objects and Principles," revised as follows:

Subsection (a) is a revised version of Section 1 of the present "Preamble and Declaration of Principles," broadened somewhat to include the objective of establishing and maintaining the highest possible "working conditions and other benefits," as well as wages, among the various crafts and callings, also broadened to include "industries."

Subsection (b) is the same as Section 4 of the present "Preamble and Declaration of Principles."

Subsection (c) is the same as Section 2 of the present "Preamble and Declaration of Principles."

Subsection (d) is the same as Section 3 of the present "Preamble and Declaration of Principles."

Subsection (e) is based on Section 5 of the present "Preamble and Declaration of Principles," revised to include the pursuit of policies aimed at the redistribution of wealth and maintaining full employment.

Subsection (f) is based on Section 6 of the present "Preamble and Declaration of Principles," revised to include the full scope of the Federation's legislative activities.

Subsection (g) is the same as Section 7 of the present "Preamble and Declaration of Principles."

Subsection (h) is the same as Section 8 of the present "Preamble and Declaration of Principles."

Subsection (i) is new, and merely declares the necessity of "political action" to obtain the goals of labor.

Section 3 (page 3)

Consists of eligibility provisions in present Section 3, of Article I, amended to permit the affiliation of "councils" chartered by national or international unions and "such other subordinate bodies as the Executive Council may determine are eligible for affiliation."

Section 4 (pages 3-4)

Same as present Section 4 of Article I.

ARTICLE II

This Article brings together under appropriate subtitles the various provisions scattered throughout the present constitution which relate to the conventions of the Federation.

Section 1 (page 4)

Combines present Sections 1 and 2 of Article II, amended to (1) set the annual convention date as the third Monday in September, instead of August, and (2) permit the Executive Council to change the date of the convention, as well as the convention site, if convention facilities are found to be inadequate or if "other good cause is found to exist."

Section 2 (page 4)

New section. Requires Secretary-Treasurer to issue a "convention call" at least 60 days prior to the opening date of the convention; provides that if the convention site and/or date is changed after issuance of the call, a mere notice of such change to all affiliates shall be deemed sufficient.

Section 3 (page 4)

Same as present Section 2 of Article I.

Section 4 (page 4)

Contains provisions of present Section 1 of Article III, amended to authorize the Secretary-Treasurer to arrange for convention speakers.

Sections 5 and 6 (page 4)

Same as present Sections 3 and 7 respectively of Article II.

Section 7 (page 4)

Same as present Section 8 of Article II, except for a technical amendment.

Section 8 (page 4)

Consists of portions of present subsection (t) of Section 1, Article VI, relating to the printing and distribution of daily proceedings of the convention, restated for purposes of clarification. (Portions of subsection (t) relating to the printing of resolutions are transferred in revised form to Section 24 of this Article).

Section 9 (page 4)

Consists of the first paragraph and subsection (a) and (c) of present Section 7 of Article I, amended for clarification purposes and to change the basis for determining local union representation at conventions. Representation would be on the basis of two delegates for the first 500 members, instead of two for the first 100, and one additional delegate for each additional 250 members, instead of one additional delegate for each additional 100 members. The maximum number of delegates from any one local remains at six. (The remaining portions of present Section 7 of Article I are transferred in

revised form to Sections 10, 11, 12, 14, 15 and 17 of this Article).

Section 10 (page 4)

Consists of subsection (d) and the first sentence of subsection (b) of present Section 7, Article I, revised only for purposes of clarification and incorporation of changes in eligibility provisions made in Section 3 of Article I. (The second sentence of subsection (b) of present Section 7, Article I, is picked up in Section 17 of this Article).

Section 11 (page 4)

Contains the prohibition against proxies in present subsection (e) of Section 7, Article I, amended to allow one delegate from a local to vote for the entire delegation on a roll-call vote if prior written approval is obtained from all co-delegates.

Section 12 (page 4)

Consists of provisions of subsection (f) of present Section 7, Article I, amended for purposes of clarification and incorporation of changes in eligibility provisions made in Section 3 of Article I.

Section 13 (pages 4-5)

Same as present Section 5 of Article I, except for clarifying amendments.

Section 14 (page 5)

Same as present subsection (g) of Section 7, Article I, except clarification changes.

Sections 15 and 16 (page 5)

Same as present subsection (h) of Section 7, Article I, and present Section 4 of Article II, respectively.

Section 17 (page 5)

Consists of the second sentence of present subsection (b) of Section 7, Article I, amended for purposes of clarification and incorporation of eligibility changes made in Section 3 of Article I.

Section 18 (page 5)

Based on present Section 6 of Article I, revised to (1) remove obsolete language and (2) redefine the criteria for denial of seating to delegates who belong to, or are identified with dual or subversive organizations.

Section 19 (page 5)

Same as present Section 6 of Article V, except for necessary changes in the cross reference and the addition of a provision for the reimbursement of expenses of Credentials Committee members in an

amount determined by the Executive Council.

Section 20 (page 5)

Consists of portions of present Sections 7 and 8 of Article V, relating to the appointment of convention committees, combined with present Section 5 of Article II, and revised to (1) delete the appointment of a Committee on Officers Reports, (2) require the appointment of the Committee on Legislation ten days prior to the opening of the convention, instead of after the adoption of the Credentials Committee report as in the case of the Committees on Rules and Order of Business, Grievances, Labels and Boycotts, and Union Label Investigation, and (3) require the appointment of the Committees on Resolutions and Constitution 10 days, instead of one week, prior to the opening date of the convention, and providing for their reimbursement for expenses. A general statement of the function of the various committees is also inserted. (The portions of present Sections 7 and 8 of Article V, relating to the deadline for the submission of resolutions are transferred in revised form to Section 22 of this Article).

Section 21 (pages 5-6)

Same as present Section 6 of Article II.

Section 22 (page 6)

Consists of the provisions of present Section 2 of Article III and portions of present Sections 7 and 8 of Article V, relating to the deadline for the submission of resolutions or propositions, revised and combined to (1) apply the single term "resolutions" in place of "propositions," (2) require all resolutions to be forwarded to the Secretary-Treasurer fifteen days, instead of five days, prior to the opening date of the convention, (3) spell out more clearly the exempt status of resolutions from statewide bodies which meet after the resolutions deadline but before the convention, while setting the deadline for such resolutions at 9 p.m. on the day immediately preceeding the opening day of the convention, instead of 12 noon on the opening day as presently provided, and (4) prohibit the acceptance of resolutions from statewide bodies that are not "regularly constituted and affiliated" with the Federation.

Section 23 (page 6)

Consists of provisions of present Section 3 of Article III, amended to provide that only resolutions that are signed and

sealed by an affiliate shall be received for consideration.

Section 24 (page 6)

Consists of portions of present subsection (t) of Section 1, Article VI, relating to the printing of resolutions, revised for purposes of clarification and broadened to include policy statements, resolutions and similar matters referred to the convention by the Executive Council.

ARTICLE III

Section 1 (page 6)

Same as present Section 1 of Article IV.

Section 2 (page 6)

Consists of provisions in present Section 2 of Article IV, amended to (1) designate offices in vice-presidential districts where there is more than one office and (2) redefine the boundaries of certain vice-presidential districts so that all areas in the state are appropriately assigned and covered.

Section 3 (page 7)

Consists of provisions of present Section 3 of Article IV, amended to remove the portion rendered obsolete by the designation of offices of vice-presidential districts with more than one vice president in Section 2 of this Article.

Section 4 (page 7)

Consists of provisions of present Section 13 of Article IV, amended to (1) prohibit a candidate for elective office from running for more than one office, and (2) permit an incumbent officer who is not a delegate to run for his incumbent office and participate in the convention without voting rights.

Section 5 (page 7)

Consists of provision of present Section 14 of Article IV, amended to provide for a two-year term for all officers commencing with the 1957 convention.

Section 6 (page 7)

Consists of the first sentence of present Section 4 of Article IV, amended for clarification purposes. (The remainder of the Section is transferred to Section 7 of this Article).

Section 7 (page 7)

Consists of all but the first sentence of present Section 4 of Article IV, combined with present Section 12 of Article IV, revised for purposes of clarification and incorporation of the provision inserted in Section II of Article II, which permits

one delegate vote for his entire delegation.

Sections 8, 9 and 10 (page 7)

Same as present Sections 5, 6 and 7 respectively of Article IV, except for clarifying amendments and a minor change in commencement of balloting in present Section 7 from 10 to 11 a.m.

Sections 11 and 12 (pages 7-8)

Same as present Sections 8 and 9 respectively of Article IV, except for clarifying amendments.

Sections 13, 14, 15 and 16 (page 8)

Same as present Sections 10, 11, 15 and 16 respectively of Article IV, except for clarifying amendments in present Sections Nos. 11 and 16.

ARTICLE IV

Section 1 (page 8)

Consists of provisions of present Section 1 of Article V, amended to delete President's duty as an organizer.

Section 2 (page 8)

Same as present Section 2 of Article V.

Section 3 (page 8)

Same as present Section 3 of Article V, except for amendment clarifying that the roll-call exemption in breaking a tie vote applies only to convention roll-calls.

Section 4 (page 8)

Consists of provisions of present Section 4 of Article V, amended to (1) require the President to call at least three Executive Council meetings a year, and (2) provide for special Executive Council meetings upon petition of two-thirds of the Council members. Special meetings would be restricted to the items specified in the petition to the President.

Section 5 (page 8)

Section 5 is a new general provision on the appointment of convention committees by the President, replacing present Sections 6, 7 and 8 of Article V, which have been transferred to Sections 19, 20 and 22 of Article II.

ARTICLE V

Section 1 (pages 8-9)

Section 1 contains all of the subsections of present Section 1 of Article VI, excluding subsections (p) and (s) which are transferred in revised form to Section 2 of this Article, and subsection (t) which is transferred in revised form to Sections 8 and 24 of Article II. Apart from a few

technical and clarifying amendments, the changes in the subsections remaining are as follows: subsection (m) is amended to require that the certified public accountant engaged by the Secretary-Treasurer be "independent" rather than a "union member; present subsection (r), which becomes subsection (q) is amended to permit the Executive Council to designate some one other than the President to attend the conventions of the AFL when neither the Secretary nor the President can attend; and present subsection (u), which becomes subsection (r), is amended to more clearly define the legislative duties of the Secretary-Treasurer.

Section 2 (page 9)

Consists of a combination of present subsections (p) and (s) of Section 1, Article VI, amended to (1) give the Secretary-Treasurer full authority to direct the activities of organizers, subject to the approval of the Executive Council, in addition to the authority to appoint organizers, and (2) provide that the Secretary-Treasurer shall have all necessary powers to carry on his duties as chief executive officer of the Federation.

Section 3 (page 9)

Section 3 transfers the authority of the Executive Council to retain an attorney or attorneys, as provided in present Section 4 of Article VIII, to the Secretary-Treasurer, subject to the approval of the Executive Council.

ARTICLE VI

Section 1 (page 9)

Same as present Section 1 of Article VIII.

Section 2 (pages 9-10)

Consists of provisions of present Section 2 of Article VIII, amended to (1) permit the Executive Council to delegate its legislative duties to a duly established committee of the Council, (2) relate the Executive Council's legislative functions more closely to those of the Secretary-Treasurer, (3) remove the prohibition against the Executive Council endorsing or initiating legislation unless authorized by two-thirds of the Federation membership, and (4) give the Executive Council authority to screen all convention resolutions requiring the introduction of legislation. The latter provision incorporates the substance of Resolution

No. 74, adopted by the 1953 convention of the Federation.

Section 3 (page 10)

Same as present Section 5 of Article V.

Section 4 (page 10)

Same as present Section 4 of Article VIII, except for an amendment providing that nominations to fill the vacancy of an elective office other than President may be made either at the Executive Council meeting in which the vacancy is announced or at the next meeting as determined by the President.

Section 5 (page 10)

Same as present Section 5 of Article VIII, except for clarifying amendment.

Section 6 (page 10)

Consists of provision of present Section 6 of Article VIII, amended to remove the prohibition against the Executive Council adopting rules governing matters in conflict with the constitutions of affiliated unions.

Section 7 (page 10)

Same as present Section 7 of Article VIII, except for clarifying amendments.

Section 8 (page 10)

New section giving the Executive Council specific authority to submit resolutions, statements of policy and similar matters to the conventions of the Federation for appropriate consideration.

Section 9 (page 10)

New section giving the Executive Council authority to place firms and commodities on the Federation's "We Don't Patronize List" following action by central labor bodies involved.

ARTICLE VII

Sections 1 and 2 (page 10)

Same as present Sections 1 and 2 respectively of Article IX.

Section 3 (page 10)

Same as present Section 3, except for technical amendments.

Section 4 (page 10)

Consists of provisions of present Section 4 of Article IX, amended to (1) eliminate the dollar amount of the Secretary-Treasurer's pension and the provision which makes the pension terminable upon death, and (2) provide instead that the pension shall be "50 percent of his monthly salary at the time of retirement, payable monthly in advance."

ARTICLE VIII**Section 1 (page 11)**

Consists of provisions of present Section 1 of Article X, amended to (1) specify in subsection (b) that the two dollar minimum per capita tax relates to unions with a membership of less than 50 and (2) tie monthly dues of central bodies in subsection (c) to the revised eligibility provisions in Section 3 of Article I.

Sections 2 and 3 (page 11)

Same as present Sections 2 and 3 respectively of Article X, except for technical amendment in paragraph (b).

ARTICLE IX**Section 1 (page 11)**

Consists of provisions of present Section 1 of Article XI, amended to (1) give the Executive Council authority to waive the reinstatement fee for delinquent unions when good cause is found to exist, as well as when funds are exhausted in a strike, and (2) permit the Council to waive the suspension requirement altogether for the same reasons.

ARTICLE X**Section 1 (page 11)**

Same as present Section 1 of Article XII, except for technical amendments.

ARTICLE XI**Section 1 (pages 11-12)**

Consists of provisions of present Section 1 of Article XIII, amended to require that unions requesting strike assistance submit their full statement of grievance to the Secretary-Treasurer, instead of the President.

Section 2 (page 12)

Same as present Section 3 of Article XIII, except for a technical amendment exempting lockouts from the requirement in Section 1 of this Article.

Section 3 (page 12)

Consists of provisions of present Section 2 of Article XIII, amended to prohibit automatic endorsement of jurisdic-

tional strikes that have the sanction of internationals.

Section 4 (page 12)

Consists of the provisions of present Section 4 of Article XIII, amended to (1) remove the one-week waiting period for strike assistance, and (2) require the amount of financial assistance granted to be determined exclusively on the basis of funds on hand in the Federation.

Section 5 (page 12)

Same as present Section 5 of Article XIII, except for a technical amendment.

Section 6 (page 12)

Consists of the provisions of present Section 6 of Article XIII, amended to permit the Executive Council, on its own initiative, to place firms or commodities on the "We Don't Patronize List" in accordance with its authority under Section 9 of Article VI.

ARTICLE XII**Section 1 (page 12)**

Section 1 is based on present Section 1 of Article XV, revised to require the establishment of a political action body which shall be the official political arm of the Federation, but which shall operate independently of the Federation. However, exclusive authority to pass upon state ballot propositions is reserved for the Federation.

ARTICLE XIII**Section 1 (page 12)**

Same as present Section 1 of Article XVI.

ARTICLE XIV**Section 1 (page 12)**

Consists of provisions of present Section 1 of Article XVII, amended to (1) permit amendment of the constitution by resolution only at a convention of the Federation, and (2) require a two-thirds majority of "votes cast" to amend.

Sections 2 and 3 (page 12)

Same as present Sections 2 and 3 respectively of Article XVII.

STATEMENTS OF POLICY AND RESOLUTIONS

STATEMENTS OF POLICY

Submitted by the Executive Council of the
California State Federation of Labor

The times require direct and forthright statements of policy from all organizations seeking public understanding in pursuit of their objectives.

Labor commitments in domestic and foreign policy are based on membership attitudes and principles.

To the end of building such attitudes and recalling such principles, the Executive Council presents these policy statements to the 1956 convention.

DIGEST

1. INTERNATIONAL AFFAIRS

- a. Organized labor warns that, despite the actions of the Twentieth Congress of the Communist Party, Soviet imperialism still threatens the peace of the world.
- b. The United States must be prepared to intensify its own offensive in the cause of freedom, peace and social justice.

Adopted, p. 170.

2. FULL EMPLOYMENT AND THE ECONOMY

- a. The existence of serious and growing maladjustments in the economy requires immediate and positive action by both private groups and government if another full-blown recession is to be averted.
- b. Sharing the benefits of rising productivity remains the key economic issue in the maintenance of an expanding and fully employed economy.
- c. The introduction of automation intensifies the problem of keeping purchasing power apace with productivity, and presents new problems of social dislocation and change which require forethought, planning and guidance in the introduction of automated processes.

Adopted, p. 170.

3. TAXATION

- a. Federal action to restore to full operation the progressive character of the federal tax structure through the elimination of loopholes, erosions, and leakages in the tax structure favoring the wealthy, and through the enactment of immediate relief for low- and middle-income taxpayers, remains an immediate goal of organized labor.
- b. The Federation, while opposing all efforts to obtain increased state revenues through the imposition of additional consumer taxes, will continue to press for revision of the state's regressive tax structure in accordance with the principle of ability to pay.

Adopted, p. 170.

4. TAFT-HARTLEY ACT AND LABOR LEGISLATION

- a. Organized labor, in this general and presidential election year, renews its pledge to press for the elimination of the evils of the Taft-Hartley Act and the enactment of a sound and fair national labor relations law based on the principles of the Wagner Act.
- b. President Eisenhower, in seeking reelection, must account to the working man and woman for his unfulfilled and hollow pledges of four years ago to correct the manifest abuses of the Taft-Hartley Act. Such pledges have proved in the inter-

vening years not only to be the "empty theatrical gestures" which the President promised they would not be, but also the "mask and dagger" for efforts of his "big business" Administration to impose additional restrictions on the basic rights of organized labor, which, having failed in Congress, have been partly accomplished by "administrative fiat" through an Eisenhower-packed National Labor Relations Board.

- c. Organized labor, while continuing to press for \$1.25 per hour federal minimum wage and a shorter workweek, will give first priority to the extension of full protection of the Fair Labor Standards Act to all workers in industries engaged in or affecting interstate commerce.
- d. The state minimum wage, presently 75 cents, should be increased to \$1.25 and established as a statutory minimum, with coverage for men as well as women and minors.

Adopted, pp. 170-171, 193.

5. UNEMPLOYMENT INSURANCE

- a. Adequate federal minimum standards with which state unemployment insurance systems must comply are essential to give all Americans, regardless of their state of residence, a measure of protection against the hazards of unemployment.
- b. Apart from the need for raising federal minimum standards, action should be taken on the state level to correct glaring deficiencies in the California unemployment insurance program through the enactment of legislation which would:
 - 1. Increase the maximum weekly benefit from \$33 to \$55.
 - 2. Provide additional benefits for unemployed workers with dependents at the rate of \$5 a week for the first dependent and \$2.50 for each additional dependent.
 - 3. Provide for the retroactive payment of benefits for the present one week "waiting period" to those workers who are unemployed more than one week.
 - 4. Extend full coverage to all wage and salary workers presently denied protection, including agricultural and domestic workers, and employees of non-profit organizations, and city, county and state government.
 - 5. Abolish the California merit rating system.

Adopted, p. 194.

6. UNEMPLOYMENT DISABILITY INSURANCE

- a. The maximum weekly benefit amount should be raised from \$40 to \$55, with additional benefits for dependents as recommended for unemployment insurance.
- b. Provision should be made for retroactive payment of benefits for the seven-day "waiting period" in all cases of non-hospitalized disability lasting more than seven days.
- c. Benefits should be made payable for disabilities caused by or arising in connection with pregnancy.
- d. Full coverage should be extended to all wage and salary workers presently denied protection of the law, including agricultural and domestic workers and employees of non-profit organizations and of city, county and state government.

Adopted, p. 195.

7. WORKMEN'S COMPENSATION

- a. The maximum weekly benefit amount for both temporary and permanent disability should be increased to \$55 so that the average worker who suffers an industrial injury will at least receive a benefit which conforms to the wage-loss compensation standard prescribed in the law itself.
- b. The basic weekly workmen's compensation benefit should be increased to allow for dependency benefits at the rate of \$5.00 per week for the first dependent and \$2.50 for each additional dependent.
- c. Provision should be made for retroactive payment of benefits during the "waiting period" for all disabilities lasting more than one week.

- d. Mandatory coverage should be extended to employment in agriculture and domestic service.
- e. The present arbitrary limitation on the duration of death benefit payments should be removed so as to continue payments to a dependent spouse until death or remarriage, with additional benefits for dependents.
- f. The California law should be amended to provide a program for the rehabilitation of injured workers unable to return to their former jobs, with provision for full payment of disability benefits during the period of rehabilitation, in addition to all other benefits now provided by law.

Adopted, p. 195.

8. SOCIAL SECURITY AND WELFARE

- a. Organized labor hails the enactment of the OASI liberalization bill as a long step in the right direction and a significant victory over the Eisenhower Administration, the American Medical Association, the National Association of Manufacturers and other reactionary forces which strenuously opposed its major humane provisions for the establishment of a disability retirement program and the lowering of the retirement age for women.
- b. The Federation will continue to seek the enactment of a comprehensive prepaid medical care program on the national or state level in order to provide qualitative medical care for all, regardless of income.
- c. The Federation reaffirms past positions in support of the continuation and liberalization of public assistance programs in the state.

Adopted, pp. 196-197.

9. HOUSING

- a. Current housing construction, based on Eisenhower programs to build housing only to the extent that it suits the profit motives of the bankers, builders and realtors, is failing miserably to meet the nation's housing needs both in terms of construction volume and in providing housing at costs most families can afford.
- b. A housing program designed to meet the needs of the nation requires the construction of a minimum of 2 million units a year, with provision for (1) an adequate low-rent public housing program of at least 200,000 units per year to provide decent housing for low-income groups, (2) an effective middle-income housing program, and (3) such other features necessary to round out a comprehensive housing program.

Adopted, p. 197.

10. EDUCATION

- a. Organized labor will continue to extend full support to an expanded school construction program designed to meet the needs of California's growing school population.
- b. The Federation reaffirms its position in support of the organization of teachers into bona fide unions as the only means of assuring wages and working conditions high enough to attract and maintain an adequate supply of competent teachers.
- c. Organized labor, in reaffirming its support for federal aid to education, places the blame for the defeat this year of the Kelley aid bill on a "do-nothing" President, whose refusal to declare that he would uphold the law of the land in the distribution of federal aid made it necessary to introduce the Powell anti-segregation amendment.
- d. Established Federation labor education programs should be continued and expanded as needed.

Sections a and c adopted. Sections b and d adopted as amended, pp. 197-199.

11. CIVIL RIGHTS

- a. The elimination of the poison of bigotry and race prejudice from democracy's bloodstream remains a major objective of organized labor.
- b. The Federation applauds and extends full support to the national AFL-CIO in its

forthright denunciation of White Citizens Councils as "new Ku Klux Klans without hoods" whose purpose is both anti-democratic and anti-union.

- c. The Federation urges statewide mobilization of organized labor behind the California Committee for Fair Employment Practices for the enactment of FEPC legislation with enforcement powers at the 1957 general session of the California legislature.

Sections a and c adopted. Section b adopted as amended, pp. 208-209.

12. WATER AND POWER

The Federation reaffirms its support of maximum and integrated development of the state's water and power resources in accordance with firm anti-monopoly provisions relating to water distribution and public power development.

Adopted, p. 209.

13. BALLOT PROPOSITIONS

Proposition No. 1—\$500 Million State Veterans' Bond Issue. Recommendation: Vote YES.

Proposition No. 2—\$100 Million State School Bond Issue. Recommendation: Vote YES.

Proposition No. 3—\$200 Million State Construction Bond Issue. Recommendation: Vote YES.

Proposition No. 4—Oil and Gas Conservation. Recommendation: Vote NO.

Proposition No. 5—Food in Bars Repealer. Recommendation: Vote YES.

Proposition No. 6—Property Tax Exemption for Church Parking Lots. Recommendation: Vote YES.

Proposition No. 7—Change name of State Assembly. Recommendation: Vote NO.

Proposition No. 8—Legislative Budget Sessions. No recommendation.

Proposition No. 9—Borough Form of County Government. No recommendation.

Proposition No. 10—Architects and Engineers. Recommendation: Vote YES.

Proposition No. 11—Framing County Charters. No recommendation.

Proposition No. 12—State Indebtedness. Recommendation: Vote NO.

Proposition No. 13—Repeal Alien Land Law. Recommendation: Vote YES.

Proposition No. 14—Legislative Employees. No recommendation.

Proposition No. 15—Public Water Supplies: Mutual Water Companies. No recommendation.

Proposition No. 16—Civil and Criminal Appeals. Recommendation: Vote YES.

Proposition No. 17—Constitutional Provisions Relating to Judiciary. No recommendation.

Proposition No. 18—Inferior Court Judges. Recommendation: Vote NO.

Proposition No. 19—State Boundaries. Recommendation: Vote YES.

Adopted, pp. 210-211, 224-225.

I

INTERNATIONAL AFFAIRS

(a) Organized labor warns that, despite the actions of the Twentieth Congress of the Communist Party, Soviet imperialism still threatens the peace of the world.

The shattering reversal in Soviet Russia's internal politics has not reduced the threat which Moscow presents to the free world.

The 20th Congress of Russia's Communist Party piled venom on the Stalin regime, but neither the totalitarian nor imperialistic aspects of his control have been abandoned by the "new" Soviet rulers.

Krushchev and Company still run the domestic and foreign murder machine. Although branding their former colleague and "Führer" a madman, a despot, and a degenerate, Russia's present bosses have paid him the supreme tribute of imitation—the dictatorship still rules at home and Communist puppets in the satellites still gun down hungry workers crying for bread and liberty.

Before Moscow can claim the company of free men and free nations, it must move to:

(1) Abolish the one-party system in the USSR and restore the right to organize free trade unions and democratic political parties.

(2) Grant freedom of the press, assembly, speech and worship to the Russian people.

(3) Agree to internationally supervised free elections in all areas of dispute and tension: Germany, Korea, Poland, and the satellites.

(4) Release all political prisoners and close all concentration camps in Russia and the satellites.

(5) Agree to disarmament through international inspection and supervision of nuclear and other weapons of mass destruction.

(6) Cease all subversive and espionage activities run by the Communist International.

(7) Accept the proposals made by the West (which they rejected at Geneva) for free exchange of ideas and cultural material between the USSR and free countries.

The domestic and foreign policies of

the Russian dictatorship are bound together by the rules of political tyranny. The free world must reject the international cunning of Soviet masters who stand supreme over the broken bodies of Russian workers and peasants.

(b) The United States must be prepared to intensify its own offensive in the cause of freedom, peace and social justice.

The course of events that have marked the various shifts in Soviet tactics in the past year, rather than allaying the fears of organized labor, have served to reinforce our conviction that the enemy we face is a total enemy, which fights freedom in every avenue of human endeavor. As long as this situation continues to exist, the free world has no other choice but to build military strength sufficient to deter and, if need be, defeat possible Moscow-Peiping aggression.

We remain cognizant of the fact, however, that guns alone cannot defeat Communism. The best and only way to avoid war is to be strong enough to convince the would-be aggressor that aggression and war cannot prevail above the will of free men.

Such strength, such power of deterrence—against direct and indirect aggression, against the worldwide Soviet fifth column, the Communist conspiracy—demands much greater unity of policy and action by the free world in furthering peace and freedom. This means great political, economic and cultural unity of aspiration and action by the free world. And for the United States, specifically, this means the adoption of a total foreign policy that meets these needs, as outlined in the comprehensive foreign policy declaration of the AFL-CIO merger convention.

Organized labor in California heartily endorses the AFL-CIO declaration, which calls for:

(a) Integration of our foreign political and economic policies to help other countries increase productivity, raise purchasing power and improve living standards, especially in underdeveloped nations.

(b) Acceptance of the fact that in dealing with rudimentary human problems the world over, primary concern must be with two immediate needs—the need for food, health and irrigation in the underdeveloped countries, and the burning desire for independence and equality.

(c) Dispatch of representatives of democracy to underdeveloped countries with

specific plans, programs and projects to help raise living standards, end colonialism, and win these peoples as equal members of the free world community.

(d) Development in the underdeveloped nations of a firm and effective military defense against Communist subversion and aggression, with positive measures for social and economic betterment.

(e) Categorical rejection of any idea of imposing our form of government or economic system on any other country, and support for free peoples who resist attempted subjugation.

(f) Opposition not only to Communism, but to every other brand of totalitarianism—Falangist, Fascist, Nazi, Peronist or Titoist.

(g) Welcoming as our allies self-reliant independent nations held together by binding principles and cooperating for peace, freedom, and human well-being.

(h) Rejection of all colonialism, the new rising Soviet imperialism as well as the old declining western version. It should be noted in this connection that a final and sharp break with every last vestige of colonialism is cardinal to our foreign policy. As pointed out by AFL-CIO President Meany recently: "We cannot ask—as we should and must ask—for freedom for the people of Poland, Rumania and Czechoslovakia, and at the same time deny the Algerian people national independence and democratic rights. The same thing goes for Cyprus. Our present policy toward the colonialism of our allies makes no sense. And that which makes no sense, cannot make sensible, sound, democratic foreign policy. Without such policy, the democratic world will be lost."

(i) Keeping the door open for negotiations with the Russians while rejecting appeasement, and at the same time building up political unity, economic power and adequate military strength with our allies.

(j) An increase in United States efforts to obtain the release of all "hostages" forcibly detained by Communists.

(k) Maximum efforts to seek gradual, effective disarmament, including international inspection, control and supervision backed by non-vetoable sanctions against violators.

(l) The building up, until disarmament is effective, of sufficient military strength to deter and defeat possible aggression.

(m) Promotion of international cooperation in the atoms-for-peace program, with

the free unions represented in planning and establishing such projects.

(n) A marked expansion of cultural, political and economic relations among countries of the Western Hemisphere.

(o) Adoption by the United Nations of a universal policy of holding free elections in all divided and strife-torn areas, and in the satellite states as well, despite Soviet opposition.

(p) Positive steps by the United Nations to improve economic conditions in the Middle East and to promote peaceful relations among its countries.

(q) Reaffirmation by the United States Great Britain and France of their tripartite declaration of 1950 and its implementation by enabling Israel to obtain arms and other necessities for existence.

(r) Signing by the United States of a mutual assistance pact with Israel which might serve as a model for similar agreements between the United States and the Arab countries, thus paving the way for a middle East mutual security pact organization embracing all the lands of this pivotal area.

(s) Support for the United Nations and its specialized agencies, and a redoubling of efforts to build the United Nations into a more authoritative and effective instrument for maintaining world peace and promoting the fundamental human rights proclaimed in the United Nations charter.

(t) Endorsement of cultural relations with countries behind the Iron Curtain.

(u) Development of the West European Union as a focus of European integration in view of Soviet opposition to German reunification in freedom and to the independence of its satellite countries.

In endorsing these foreign policy recommendations of the united AFL-CIO, we call specific attention to three main areas, also enumerated by the AFL-CIO, in which trade unionists can help the United States in the fulfillment of its historic role of world leadership.

First, through our trade union strength and political action, we can help build an ever better and stronger America, a prosperous and progressive land free from economic and social inequity, and from all racial and every other form of discrimination that serves the purpose of Communist imperialism.

Second, through democratic processes, we can help our nation evolve and execute an effective democratic foreign policy.

Finally, through cooperation and assistance with the International Confederation of Free Trade Unions, we must give moral support and active assistance and aid to free labor everywhere in becoming a most powerful force for furthering social justice, national and human freedom, economic well-being, and world peace.

Adopted, p. 170.

II

FULL EMPLOYMENT AND THE ECONOMY

(a) The existence of serious and growing maladjustments in the economy requires immediate and positive action by both private groups and government if another full-blown recession is to be averted.

Much of the confidence and optimism that accompanied the rapid expansion of economic activity in 1955 has given way during the past six months to growing apprehension among economists regarding the outlook for the economy in the near future.

Although general levels of economic activity have continued to move upward in recent months, with employment, production and sales at record or near record levels, the forces behind the expansion appear to have softened considerably. Not only has the rate of expansion become sporadic; the benefits of expansion are being less and less evenly distributed among the population.

It must be borne in mind also that the upturn that characterized 1955 was not a complete recovery from the recession of 1953-54. Despite the rapid improvement in economic conditions, booming profits, and record dividend payment to stockholders, unemployment and economic distress remained a pressing problem in many communities throughout the year. Farm incomes continued their rapid decline, and business failures, particularly among small enterprises, remained surprisingly high.

These weak spots have not been corrected during the uneven expansion of the first half of the current year. On the contrary, they have been intensified, while pronounced new weak spots have developed to further cloud the economic horizon. The most notable and disturbing of these has been the substantial and serious decline in automobile production and residential construction.

Auto production for the first half of 1956 has been running some 25 per cent

below the levels reached in the same period last year. Unemployment in the industry, at 210,000 in June, continues to mount as further production cuts are put into effect during the current quarter in a frantic effort to work off inventories of some 814,000 unsold autos before the model change-over period begins in late summer. Although call-backs at that time will result in some improvement in the desperate situation of the auto workers, it is extremely doubtful that the demand for new models will be sufficient to establish the industry on anything approaching a full employment basis.

In the construction industry, while millions of low- and middle-income families continue to go without adequate housing, the rate of residential construction has declined from slightly better than 1.3 million units in 1955 to a seasonally adjusted current rate of approximately 1.1 million units. Although the drop in residential construction has been offset by increases in non-residential construction to maintain a fairly high level of construction employment, it cannot be expected that this situation will continue indefinitely without an adequate level of residential construction.

These are but examples. They reflect, however, the major source of economic unrest today; namely, insufficient expansion of consumer incomes to absorb the product of an economy operating near full employment levels.

This is clear in viewing with hindsight the partial recovery that has taken place from the recession of 1953-54. The primary force behind the upturn which began in the fall of 1954, and which continued with great vigor during 1955, was a surge forward in consumer spending. The surge in consumer spending, however, was not based entirely on increased after-tax incomes. Much of the rapid pick-up during 1955 was actually the result of an added stimulus gained through a reduction in family savings and an extraordinary increase in personal debt, which is now being paid back out of current income.

The gains made in after-tax incomes through advancements in wages and other benefits won by organized labor, although substantial, have been neither sufficient to sustain the rate of expansion in personal debt that gave the economy an "extra" but needed boost last year, nor adequate to offset the decline in the rate of debt accumulation experienced in recent months. It must be remembered that, although a sharp rise in consumer debt is always fraught with danger, the danger lies not

in the rise itself, but in the letdown in consumer incomes by way of failure either to sustain a rising debt structure or to offset its decline when the stimulus is needed to maintain full employment.

Thus, we have the major cause of present trouble in the automobile and residential construction industries, which significantly were the two areas in which debt expansion was greatest in 1955. In auto, a 1955 full employment rate of production made possible by heavy borrowing on future income has given way to substantial cutbacks in production, the accumulation of huge inventories of unsold autos, and mass layoffs because of the failure of after-tax income and purchasing power in 1956 to sustain the 1955 full employment production rate. The cutback in residential construction, likewise, is primarily a matter of the failure of consumer incomes to sustain mortgage financing of a 1955 rate and type of private housing construction, combined with the stifling effect of Administration "hard money" policies.

It should be noted further in regard to "hard goods," that the development of weak spots has not been confined to the automobile industry. On the contrary, the wide publicity given to the serious situation that has developed in the auto industry has tended to obscure similar production and employment experiences in the manufacture of a number of household appliances and other durable goods. As indicated in the failure of durable goods employment generally to keep pace with overall increases in total employment in recent months, there has been a marked tendency in the appliance industry to cut back production so that excessive inventories built up over the year may be worked down and production brought into line with 1956 purchasing power.

Obviously, in view of these indications of a widening gap between production and purchasing power, there can be no room for complacency regarding the economic outlook. The forces behind the partial recovery from the 1953-54 recession cannot be expected to supply the stimulus for full employment for an indefinite period in the future. By the same token, it would be foolhardy to sit back and expect anticipated increases in capital outlays for new plant and equipment and in state and local government expenditures to take up any slack that has developed or may develop in the future as a result of inadequate consumer purchasing power. Additional economic strength is needed to provide an environment in which emerging

economic problems can be solved before they develop into malignant growths of a magnitude and character sufficient to throw the economy into another fullblown recession. There is only one source from which that strength can come if it is to be of a lasting nature, and that is from an expansion in consumer disposable incomes. The maintenance of a general condition of prosperity requires positive steps in this direction by private as well as government action.

In the area of collective bargaining, this means a further spread of substantial wage increases, improved health, welfare and pension programs as well as other fringe benefits. These improvements are made possible by the cost reductions of the national economy's output and do not require price boosts. Indeed, reductions in the prices of some goods are not only possible as a result of improving productive efficiency, but they would have a salutary effect on sales. Unit profit margins in many lines can be reduced without any financial harm to companies, as booming profits in most industries indicate.

To add further strength to the consumer sector of the economy, tax relief is required, particularly for low- and middle-income families. Such tax reductions in the year ahead, combined with wage and salary increases, can bolster after-tax personal incomes and help reduce the ill effects that have developed as a result of the sharp rise in consumer debt last year.

An improvement in public services, such as roads, schools, hospitals, would add force to the expansion of economic activities, while at the same time strengthen the fabric of our society. Agriculture, too, requires government action to provide equity by bolstering the incomes of family farmers and to encourage the consumption of agricultural products. The Administration's farm bill enacted by Congress this year fails miserably in this regard.

Other areas for needed action include: development of a comprehensive and practical program of federal aid to rehabilitate economically distressed communities; the boosting of the federal minimum wage to \$1.25 per hour and extension of coverage to millions of low-wage earners who are not now protected by law; development of a federal housing and urban redevelopment program with goals of rehabilitation of urban centers and the construction of two million housing units a year by making financial credit terms more easily available for private and cooperative construction of middle-income housing, as

well as a substantial increase in public housing for low-income families; and finally, abandonment of the remnants of the Administration's "hard money" and tight credit policies.

The national economy need not falter in the year ahead. But its continued expansion and the maintenance of high levels of employment will require action along the above lines.

(b) Sharing the benefits of rising productivity remains the key economic issue in the maintenance of an expanding and fully employed economy.

As indicated in section (a) of this statement, the central issue underlying the present problem of maintaining adequate consumer purchasing power is one of proper sharing of the benefits of increased productivity.

Organized labor has long recognized and accepted the fact that increased productivity provides at once the basis and the limit for the improvement of living standards. Whether or not improvement in productive efficiency actually proves a blessing, however, is dependent upon a wide sharing of its benefits among all groups in the population.

Rising productivity makes possible increases in total production. But goods are produced for consumers. When output rises faster than sales, production is cut and unemployment grows. Failure of markets to grow along with improving productive ability can twist industrial progress into mass unemployment and idle machines. Thus, only if markets expand along with the economy's increasing productive efficiency can our ability to produce be the blessing it should be.

It is for this reason that organized labor and most economists agree that the fruits of rising productivity should be shared by workers through wage increases, improved fringe benefits and reduced working hours, by consumers through lower prices, and by business as well through increased profits from a rising *volume* of sales.

That this has not been the case in our recent economic experience leading to the present concern over the nation's economic future, is easily demonstrated.

According to preliminary estimates by the Bureau of Labor Statistics' economists, output per man-hour in manufacturing industries rose about 10 percent between 1953 and 1955. This sharp rise in produc-

tivity means that manufacturing workers, as a group, could have received a 10 percent increase in the buying power of their wages between 1953 and 1955. There also could have been some price reductions for manufactured goods. But this is not what happened.

Real hourly earnings of workers in manufacturing industries rose only six percent between 1953 and 1955. During the period there were improvements in fringe benefits which may have brought the gain in real hourly earnings and fringe benefits up an additional percentage point to seven percent—much less than the 10 percent rise in productivity.

This seven percent increase in real hourly earnings—by comparison with the 10 percent increase in man-hour output—left ample room for substantial reductions in the wholesale prices of industrial goods. Instead, these prices rose three percent between 1953 and 1955.

Many of the large manufacturing firms in basic industries have increased their profit margins, rather than accepting larger dollar profits on an increasing volume of sales and sharing benefits of rising productivity and reduced costs of production with their customers. An examination of business profits is revealing. Last year's profits, before taxes, of all U.S. corporations were \$43.8 billion—13 percent greater than in 1953. After-tax profits for all U.S. corporations were \$21.8 billion, or 27 percent more than in 1953. In the first quarter of 1956, the seasonally adjusted annual rate of profits increased further to \$45.5 billion, before taxes, and to \$22.7 billion after taxes.

This is clear evidence that the maldistribution of the benefits of increased productivity is the underlying factor in the present sagging of consumer markets and purchasing power.

Virtually every recession and depression experienced by the nation, including the depression of the 30's, has been preceded by such a maldistribution of the benefits of increased productivity. The lesson for action in the present situation, therefore, should be clear to all.

(c) The introduction of automation intensifies the problem of keeping purchasing power apace with productivity, and presents new problems of social dislocation and change which require forethought, planning and guidance in the introduction of automated processes.

The revolutionary nature of automation

rests in its tendency to displace the worker entirely from the direct operation of a machine, through the use of automatic control devices. In distinguishing automation from mechanization, it is important to bear in mind that mechanization means replacement of human *labor* by machines, while automation is replacement of human *control* by machines.

The potential benefits of this new technology are fully recognized and accepted by organized labor. If only a fraction of what technologists promise for the future is true, within a few years automation can make possible a four-day workweek, longer vacations and increased leisure, opportunities for earlier retirement, as well as vast increases in our material standards of living. We recognize also that automation can bring freedom from the monotonous drudgery of many jobs in which the worker today is no more than a servant to the machine, and it can give workers who toil at those tasks the opportunity of developing higher skills.

At the same time, we cannot as a body of organized workers overlook or minimize the many problems which will inevitably arise in making the adjustment to the new technology.

From the standpoint of the national economy, the greatest problem posed by automation is the threat of violent fluctuations in employment and production, if markets do not grow fast enough or sufficiently to absorb the vastly expanded output potential of automated firms. With the spread of automation, instead of average annual productivity increases of three to five percent, the annual rate of rising manpower output in the national economy may reach seven to eight percent or more. The existing problem of keeping purchasing power abreast of rising productivity is thereby intensified and magnified.

But there are also many new areas in which automation presents problems. In regard to worker displacement, the problem is not merely one of finding a new job. By its very nature, automation tends to eliminate unskilled and semiskilled jobs, while creating jobs at a much higher level of skill. Another aspect of the same problem is the displacement of the skilled worker whose skill in operating a machine is replaced by an electronic "brain."

If automation is going to displace any substantial number of workers in either of these two ways, a carefully organized training program to give such workers the opportunity of acquiring the new skills

is a necessary prerequisite to its introduction. Such a training program must take into account the needs of the workers, the fact that most of them will be mature men and women to whom the learning of new skills may not come easily, and that they have to live and support their families while they are acquiring these skills. Such a program requires not merely training facilities and expert vocational guidance; it must also include provision for training allowances to replace lost wages during the training period.

The growth of automated factories also creates problems of dislocation of whole communities, as well as individual workers. Today, there are scores of distressed communities in the nation where hundreds of thousands of workers have been left stranded by shut-down plants, industry migration, closed coal mines and curtailed operation of railroad shops. The impact of automation will tend to create additional pockets of substantial unemployment, even if high employment levels are maintained nationally.

Government assistance in solving problems of such magnitude must not be denied, especially as the new technology of automation becomes widespread and transcends the ability of employers to provide satisfactory solutions to the problems of adjustment. This, however, is not to free the employer of all responsibility in the introduction of automated processes and permit the new technology to follow its own blind course, directed only by the selfish interests of those who would utilize it for their own immediate profit.

In regard to financing the cost of adjustments, if the result of automation is that a large number of workers in a plant have to learn new skills, it is just as reasonable to expect the employer to pay the cost of retraining, including the payment of wages during the retraining period, as it is that he should pay the cost of building the new plant or installing the new equipment.

The financing of costs, however, is secondary to the overriding responsibility to see to it that the economic and social changes produced by automation take place in an orderly and evolutionary manner—towards improved standards of living and social welfare, and extension of leisure and new horizons of individual opportunities for educational and cultural achievements. Such evolutionary changes in the years ahead will require forethought, planning and guidance, not by management separately, but by labor

and management together, in cooperation with an enlightened government which understands the problems as well as the goals of automation, and which accepts its responsibility for the achievement of the one and the prevention and mitigation of the other.

Adopted, p. 170.

III

TAXATION

(a) Federal action to restore to full operation the progressive character of the federal tax structure through the elimination of loopholes, erosions, and leakages in the tax structure favoring the wealthy, and through the enactment of immediate relief for low- and middle-income taxpayers, remains an immediate goal of organized labor.

The federal tax structure, in contrast with the state tax structure, has been built largely upon the principle that taxes should be levied according to the individual's ability to pay. Organized labor fully supports this basic principle, known as progressive taxation.

In recent years, however, so many loopholes and by-passes have been injected into the tax structure, and so much special interest legislation enacted into it—all for the advantage of wealthy individuals and corporations—that its progressive character has been seriously weakened.

The most flagrant example of tax legislation for special interest groups was the tax revision bill of the Eisenhower administration, enacted in 1954.

Under the infamous dividend credit provision contained in the Eisenhower bill, coupon clippers are permitted to exclude the first \$50 (\$100, if married) of their dividends from their taxable income, and to take 4 percent of their total dividends as a direct reduction in taxes. The nature of this concession to wealth should be apparent to all. Only eight percent of all American families own any stocks in corporations. Of these, six-tenths of one percent (about 400,000 families) own four-fifths of the total stock of corporations. In other words 92 percent of all families get no benefit whatsoever from this dividend credit provision, and six-tenths of one percent get the greatest tax reduction from it. Yet this provision costs the federal government \$420 million in tax revenue each year.

Corporate interests were also favored in the Eisenhower measure by the inclusion of the so-called "rapid write-off" provision for plant and equipment. Under this unwarranted concession, a business is permitted to write off two-thirds of the cost of new plant and equipment in the first half of the equipment's life expectancy. Formerly, only one-half the cost could be written off in that period.

It is estimated that the federal government will lose some \$19 billion over 14 years as the full effect of the special tribute to corporations takes hold. If the revenue losses are averaged out over the 14-year period, they amount to \$1.3 billion every year.

Other loopholes and escape clauses, either of long standing or fairly recent origin, also weaken the progressive character of the federal tax structure. These include: a provision which exempts dividends and interest income from tax withholding requirements applicable to wages and salaries; the capital gains provision permitting certain types of income to be taxed at lower rates than they would be under the income tax schedule; the split income device for lowering the tax rate of upper income couples; the family partnership provision which extends the split income concept to the whole family; the stock option device for increasing the income of executives without increasing their taxes; provisions for depletion allowance for extractive industries which permit millionaires and corporations to pay greatly reduced taxes; and finally, the numerous escape devices in the estate and gift tax laws.

A recent study by the national AFL-CIO indicates that these loopholes and escape devices, together with the relatively new ones enacted at the behest of President Eisenhower, are costing the federal government approximately \$9 billion annually.

It must be borne in mind, however, that for every special privilege exemption or special rate of tax, and every amount of unreported income, the government must make up the loss in revenue elsewhere in the economy. Every discrimination in favor of wealthy taxpayers, therefore, eventually means discrimination against another group of taxpayers. In the last analysis, the groups which are forced to make up for the lost revenue are the low- and middle-income taxpayers. This, in effect, places greater burdens of taxation on the lowest income groups.

It is organized labor's position, there-

fore, that two simultaneous steps should be taken to insure a fair tax system that would enable all Americans to share in the cost of their federal government according to their income ability: (1) the loopholes, erosions and leakages in the tax structure should be eliminated; (2) long over-due relief for the low- and middle-income taxpayers must be granted immediately.

In regard to tax relief for low- and middle-income taxpayers, a minimum, immediate cut of \$3 billion can be justified exclusively on the basis of the \$3 billion surplus which the federal government is currently running in its administrative budget. It should be noted also that relief for low- and middle-income families would also meet the needs of the economy by boosting purchasing power. (See Statement of Policy II (a).)

Two suggested methods of accomplishing this goal are to increase exemptions, and/or to reduce or divide the first income tax bracket in half.

At the present time, taxpayers with just a few hundred dollars of taxable income are taxed at the same rate as those with taxable income that is two, three or four times greater. This is not progression—or taxation according to ability to pay. These individuals earning only a small amount of taxable income should be granted tax relief.

A first, necessary step in this direction could provide for an increase of \$100 in the personal exemption from \$600 to \$700, or for application of a 15 per cent, instead of 20 percent, rate on the first \$1,000 of taxable income. Either of these provisions would cost the federal government something less than \$3 billion in lost revenue—the amount of the current budget surplus.

Any amount of savings obtained by action to eliminate leakages, erosions and loopholes, therefore, could be used to provide greater relief for low- and middle-income groups along these lines. Such savings could also be applied to reduce regressive federal excise taxes.

Federal excise taxes, like state and local sales taxes, fall most heavily on those with least ability to pay. It remains the goal of organized labor to work for the elimination of such taxes, as they are no less a factor in the erosion of the progressive character of the federal tax structure than the numerous loopholes, leakages, etc., favoring the wealthy and the corporations outlined above.

(b) The Federation, while opposing all efforts to obtain increased state revenues through the imposition of additional consumer taxes, will continue to press for revision of the state's regressive tax structure in accordance with the principle of ability to pay.

Whereas the federal tax structure is built largely upon the progressive principle of ability to pay, with tendencies toward erosion from the enactment of tax-escape provisions for special interests, the state tax structure, on the other hand, is built essentially on the principle of regression because of the dominance of the state sales tax.

Thus, a full 57 percent of California general fund revenues is derived from this inequitable source of taxation. Another four percent is derived from excises that are similar in nature, thereby raising the regressive base of California taxation to 61 percent of general fund revenues. The state's bank and corporation and personal income taxes, which in themselves are not as progressive as they should be, account for only 14.9 and 12.5 percent of general fund revenues respectively.

In view of these figures, it is not surprising that California ranks among the highest states in the nation in placing a disproportionate share of the tax burden on the backs of workers struggling to maintain a decent standard of living.

What is most disturbing to organized labor in this situation is the apparent acceptance of the sales tax as a fair basis of taxation in recent years by a growing number of legislators. The regressive nature of the sales tax and other taxes based on consumption expenditure may have lost some of its meaning to legislators, but organized labor will never accept such callous disregard of the principle of equal sacrifice in taxation.

The regressiveness of the sales tax and other consumer taxes stems from the fact that it is based on consumption rather than income. The rate of sales tax is proportionate to the amount of consumption expenditures throughout the entire range of income brackets. Yet the ratio of consumption expenditures declines as incomes increases. In other words, those who do not have to spend all their income to maintain an acceptable standard of living pay a lower tax rate as a percentage of their income. This is the essence of regressive taxation.

The point is easily demonstrated. If it were assumed that the present three percent state sales tax applied to all expenditures and that every person or family spent every cent earned, then obviously the sales tax would be proportional; that is, everyone, regardless of income would pay the same percentage of his income in taxes. This, however, is unrealistic, as some people earn enough to save some of their incomes, and some more than others. The moment the concept of savings is introduced, the tax becomes regressive. On the other hand, the exclusion of certain purchases or items makes the sales tax either more regressive or less regressive, and conceivably even progressive, depending upon the items that are excluded and who the income groups are that spend a larger portion of their incomes on the exempt items. With the exemptions in the California sales tax law, which exempts food purchased in retail outlets, the sales tax has been made less regressive, but it remains a regressive tax that falls heaviest on the shoulders of workers.

The extension of the sales tax principle to other items such as cigarettes, as has been proposed in recent years, would have the effect of making the California tax structure more regressive, inasmuch as the cigarette habit does not recognize income distinctions.

Although there exists no statistical data for California alone showing the regressive nature of actual sales tax collections, a recent nationwide survey of local and state sales taxes by the Survey Research Center of the University of Michigan suffices to prove the point. This is the research unit which conducts consumer finance surveys for the United States Federal Reserve Board. According to findings of the Research Center, families with incomes of less than \$2000, for example, pay 5.7 percent of their income in excise and sales taxes, as compared with 2.2 percent for income brackets earning more than \$10,000.

For these reasons, the California State Federation of Labor firmly opposes an attempt to increase state revenues through the imposition of additional consumer taxes which would make the state tax structure more regressive. Complete revision of the California tax structure, however, remains an urgent necessity, and the Federation will continue to press for such a revision.

Excellent opportunity for revision will be present in the near future when the

California legislature is finally forced to face up to the need for a sizeable increase in revenue in order to support the growing fiscal needs of the state. An indication of this need is the \$126 million deficit which the general fund is expected to run this year.

In keeping with the progressive principle of ability to pay, the sales tax, in such a revision, should be either completely removed or drastically reduced, and the personal income and bank and corporation taxes progressively increased in order to make up the losses in revenues. As an additional source of revenue, it remains the position of organized labor that consideration should be given to the as yet almost completely untapped field of inheritance, gift and estate taxes.

Adopted, p. 170.

IV

TAFT-HARTLEY ACT AND LABOR LEGISLATION

(a) Organized labor, in this general and presidential election year, renews its pledge to press for the elimination of the evils of the Taft-Hartley Act and the enactment of a sound and fair national labor relations law based on the principles of the Wagner Act.

The Taft-Hartley Act, which has been law now for almost nine years, is a biased law, without logic, and absolutely unjust to workers of this country. Although the stated policy of this Act, carried over from the Wagner Act, is to encourage the organization of workers into unions of their own choosing and to promote collective bargaining, many of its detailed provisions subvert these professed aims. In actual operation, the Taft-Hartley Act has been used to block union organization, to weaken unions, and to interfere with free collective bargaining.

That the organization of the unorganized has been grievously hampered by this anti-labor act is only too obvious. Prior to the passage of Taft-Hartley, the percentage of organized workers in the economy was increasing at a steady rate. Since its enactment, this rate of increase has been greatly reduced, with the result that two-thirds of the workers remain unorganized. By impeding the unionization of unorganized workers who stand in need

of protection, the Act threatens the standards of all organized labor.

Serious restrictions on organized labor's most basic rights—the rights to picket and strike—are also contained in the Taft-Hartley Act. Strikes and picketing for various purposes, which were legal long before the Wagner Act, are entirely prohibited by Taft-Hartley, and some strikes which are legal even under Taft-Hartley may be enjoined on the theory that they will create national emergencies.

The use of the injunction, which had been virtually stopped in the federal courts by the passage of the Norris-La-Guardia Act in 1932, has been revived by Taft-Hartley. Under the provisions of the Act, the government may seek an injunction in any unfair labor practice case prior to hearing on the merits, and it is actually compelled by the Act to seek such injunctions in certain types of cases.

The Taft-Hartley Act injects the government into the writing of collective bargaining agreements. Whereas under the Wagner Act, unions and employers were generally free to make whatever collective bargaining contracts they thought appropriate, the Taft-Hartley Act restricts the benefits unions may achieve through collective bargaining agreements in numerous respects, including union security, welfare funds, check-off arrangements, strike notices, etc.

The Taft-Hartley Act itself places restrictions on union security arrangements which are wholly unworkable in industries with shifting employment patterns, such as construction, maritime trades, and the canning industry. Even more severe, however, is Section 14 (b)—the genesis of state anti-labor laws, and one of the most vicious provisions of the infamous Taft-Hartley law.

Although the law is supposed to lay down a national labor policy uniformly applicable in all states to industries which affect interstate commerce, Section 14 (b) explicitly encourages states to pass anti-labor laws which go beyond the restrictions of Taft-Hartley. It does this by providing that state laws which are more restrictive of union security than the provisions of Taft-Hartley shall override Taft-Hartley, even as to interstate businesses. On the other hand, state laws which restrict union security less than does Taft-Hartley are superseded as to interstate businesses by Taft-Hartley.

As a result of this Taft-Hartley provision—of the legislative atmosphere engendered by Taft-Hartley and the un-

scrupulous campaigns of employer lobbyists — numerous state legislators have adopted anti-union security laws during the last nine years. At the present time, there are 17 states that have anti-union-security laws in effect. They are: Alabama, Arizona, Arkansas, Florida, Georgia, Iowa, Mississippi, Nebraska, Nevada, North Carolina, North Dakota, South Carolina, South Dakota, Tennessee, Texas, Utah and Virginia. Only two months ago did labor succeed in partially reversing the trend of anti-union security laws by the repeal of such a law in Louisiana, but not without the simultaneous continuation of the anti-labor law's principle to agricultural labor through the enactment of a separate measure accompanying the repealer.

Such anti-labor state laws are justified by their supporters by slogans like "right to work" or "states' rights." "States' rights" and "right to work" as thus used mean only one simple thing: the destruction of unions and the blocking of union organization, so that an employer will have unfettered discretion to hire and fire and can pay his workers less for the same work than organized workers are getting in other states.

Indeed, that also is the purpose of the Taft-Hartley Act behind these so-called "right to work" laws which impose the compulsory open shop on organized labor.

Though Section 14 (b) is only one provision in the Taft-Hartley Act, it in a sense represents the anti-labor thinking which permeates the Act. As such, the many evils in the Taft-Hartley Act must be eliminated, and a fair national labor relations law enacted, based on the sound principles of the Wagner Act.

With the simultaneous convening of a new Congress and the commencement of the new presidential term in January next year, organized labor will press with renewed vigor for the achievement of this long standing objective.

(b) President Eisenhower, in seeking reelection, must account to the working man and woman for his unfulfilled and hollow pledges of four years ago to correct the manifest abuses of the Taft-Hartley Act. Such pledges have proved in the intervening years not only to be the "empty theatrical gestures" which the President promised they would not be, but also the "mask and dagger" for efforts of his "big business" admin-

istration to impose additional restrictions on the basic rights of organized labor, which, having failed in Congress, have been partly accomplished by "administrative fiat" through an Eisenhower - packed National Labor Relations Board.

Solemn Promises

The vicious anti-labor character of Taft-Hartley was expressly recognized by President Eisenhower during the 1952 election campaign, when, at that time, he made solemn promises to eliminate these provisions and bring about a just and fair law. Thus, in a speech to the 1952 convention of the American Federation of Labor, the President (then Candidate Eisenhower) stated:

"I have talked about the Taft-Hartley Act with both labor and industry people. I know the law might be used to break unions. That must be changed. America wants no law licensing union-busting. Neither do I."

In the same speech, he openly proclaimed:

"I will not support any amendments which might weaken the rights of the working men and women."

He praised the Norris-LaGuardia Act which limited labor injunctions, and boasted that it was passed under a Republican Administration. He spoke out specifically on this subject, saying that injunctions "will not settle the underlying fundamental problems which cause a strike."

He spoke out also in defense of the right to strike, saying, "There are some things worse, much worse, than strikes—one of them is the loss of freedom."

The President added that he believed in strong unions, saying "weak unions cannot be responsible," and adding, "This alone is sufficient reason for having strong unions."

He declaimed against the "heavy hand of Government intervention" in labor disputes, and reaffirmed his faith in collective bargaining.

Further, the President expressed his complete confidence that the job of amending the Taft-Hartley Act "can be worked out so that no fair-minded member of labor will consider the results unreasonable."

Finally, he pledged "justice and fairness" in our labor relations laws. To em-

phasize the sincerity of his pledge, he promised:

"It will not be one of those empty theatrical gestures so often made in recent years."

Contradictory Action

Almost four years have elapsed since those fine promises were uttered, and the Taft-Hartley Act remains in our statutes as repugnant to labor as ever before. Those intervening years have demonstrated not only that the President's promises were "empty theatrical gestures," but that they were also the "mask and dagger" for efforts of his Administration to impose additional restrictions on the basic rights of organized labor.

The facts, brought together at the AFL-CIO merger convention, are clear and straightforward.

In March 1953, the House and Senate Labor Committees commenced hearings on Taft-Hartley revision. These hearings were quite extensive: the House Committee hearings lasted from March until the middle of May, while the Senate hearings ran from the latter part of March into June. Numerous witnesses from the ranks of labor and management appeared before the committees, as well as many outside labor relations experts. At no time, however, did anyone appear before the committees to state the position of the Eisenhower Administration. No witness appeared, no Presidential message was sent up, no Administration bill was introduced.

Durkin Episode

President Eisenhower had appointed as his Secretary of Labor, the late Martin P. Durkin, president of the Plumbers' and Pipe Fitters' Union, AFL. Mr. Durkin accepted the directive of President Eisenhower, issued shortly after the new administration took office, to revise Taft-Hartley to eliminate its union-breaking provisions and make it fair and just to labor. Month after month, Secretary Durkin labored to secure a fair implementation of the Administration promises.

Finally, in the late summer of 1953, after detailed negotiations between the White House and the Congressional leaders, the famous 19 amendments appeared. The story of those 19 amendments is unmistakably clear.

With a pledge of full support by the President to Durkin, the amendments were drafted into a Presidential message for delivery to Congress on the Friday

before the first session of the 83rd Congress adjourned. The ensuing delay occasioned by the death of Senator Taft on that very day, and the simultaneous leakage of the contents of the message to the press, gave rise to a virtual invasion of the White House by big business spokesmen bent upon preventing any compromise within the Administration as long as their "figurehead" was in the White House. The pressures of big business proved too great for the President to withstand, and forced him to change his mind. The point was made clear by Vice President Nixon—the man who, as Congressman, was chosen for his anti-labor record to make the wind-up speech in the House in behalf of the enactment of the Taft-Hartley Act in 1947—when he admitted to the press that it was he who finally convinced the President to back out of his agreement because of "unfortunate repercussions" which the amendments would have caused among such important groups of the President's supporters as big business and "states' rights" advocates.

Consequently and justifiably, Mr. Durkin resigned. As the conservative *Wall Street Journal* summed it up:

"Mr. Durkin understood that the bill had been approved by the White House, and the circumstances strongly suggest he was right. That approval withdrawn, he had no choice but to resign."

The failure of the President to submit the amendments to Congress was the turning point which marked the degeneration of the President's objective pretensions into a big business crusade to add to the evils of Taft-Hartley.

Smith Bill Revision Proposals

Thus, during the whole of 1953, the Administration sent no communication to the Congress on Taft-Hartley revision. In January 1954, approximately one year later, President Eisenhower finally sent to Congress a message on revision.

The President's message to Congress on Taft-Hartley amendments and the implementing bill introduced by Senator Smith (R., N. J.), instead of liberalizing Taft-Hartley, proposed a few insubstantial improvements and offered new, severe anti-labor provisions. Far from honoring his pledge of justice and fairness, the President's program would not have rid the Taft-Hartley Act of its union-busting provisions. It would have retained the one-sided, anti-labor injunction along with

other major anti-labor Taft-Hartley provisions.

Severe "States' Rights" Anti-Labor Provisions

Under the pretext of protecting "states' rights," the Eisenhower bill proposed adding two new and dangerous labor provisions which would have extended the "right to work" principle involved in Section 14 (b) so as to give states additional authority to regulate labor relations matters affecting interstate commerce. As such, they were the most critical of the Eisenhower recommendations, stemming as they did directly from the anti-labor drives of the NAM and the Chambers of Commerce.

Specifically, as written into the Administration's bill, the Eisenhower proposals would have (1) permitted any state agency and state court to interfere and assert jurisdiction in any labor dispute where the NLRB declines to exercise its jurisdiction, and (2) authorized the enactment and enforcement by states of laws designed to regulate so-called emergency labor disputes which are deemed to constitute a "clear and present danger" to the health and safety of the people of the state.

Both of the President's recommendations, if enacted, would have seriously diluted the supremacy of federal law over state law in labor relations matters affecting interstate commerce — which labor strenuously opposes. Such dilution would have made a mockery of the concept of a national labor relations law by returning labor relations to the "laws of the jungle."

The first proposal giving the Board complete discretion to decline jurisdiction over any case, would have made it virtually impossible to know from day to day, or even from case to case, just when federal jurisdiction might end and state jurisdiction begin. The only possible result of such a provision would have been to create endless confusion, chaos and uncertainty, what with 48 states and thousands of municipalities making their own determination respecting what constitutes legal labor activity in interstate commerce fields.

Even more dangerous was the second provision, which would have allowed hostile state courts and even police authorities to exercise jurisdiction over labor disputes in commerce, as long as an "emergency" could be found. But what constituted an emergency was left so

vague and indecisive that the term could have been readily seized upon by state courts as authority to enjoin any strike in a public utility or transportation field, as well as in any other field where a serious strike was in progress. It is thus apparent that such a provision would have gone far toward depriving labor of rights otherwise protected under national law, where state law was more rigorous.

The use of the term "clear and present danger," moreover, would have served to invite state attacks upon the great personal rights of free speech and assemblage protected under the First Amendment. The Supreme Court has held that these rights can be disregarded by the states only when a given situation involves a "clear and present danger" to public health and safety. Thus, merely by declaring that such a danger existed, a lower court would have had the authority to enjoin almost any labor activity in a given strike situation, no matter how much merit there might have been in the striking union's position.

In addition to these viciously conceived proposals, the discredited strike vote procedure which had been proven useless in wartime was recommended by the President for insertion into the Taft-Hartley Act.

Smith Bill Rejection

The anti-labor program of the President buried in the Smith Bill was rejected by the Senate in May 1954. Before reporting the bill to the floor, the Senate Labor Committee had eliminated the vicious "strike ballot" provision. The remaining proposals, heavily weighted in favor of big business, were nevertheless reported intact to the floor, where they were defeated by a roll call decision of 50 to 42 to send the Smith Bill back to committee.

During the two years that have elapsed since then, Congress, evenly divided, has held no further hearings on Taft-Hartley, and the Eisenhower Administration has made no further concrete proposals for revision. Instead, it has contented itself with the mouthing of platitudes about the need for action. The Taft-Hartley Act remains unchanged on the statute books.

Administrative Subversion Through NLRB

Though the language of Taft-Hartley has remained unchanged, its interpretation by the National Labor Relations Board has not. On numerous and important issues the Eisenhower-appointed majority on the Board has overturned long

established rulings, and given the Act a new, almost always anti-labor meaning. Indeed, it appears that the Eisenhower members were appointed with that end consciously in mind.

Prior to the Eisenhower Board, Congress has on several occasions reviewed the interpretations given to the Wagner Act and then the Taft-Hartley Act by the Board and the courts. Both before and after Taft-Hartley, several bills which would have changed Board policies had been considered by Congress. Aside from Board changes required by Taft-Hartley, Congress had refused on a number of occasions since 1947 to require changes in other Board policies. This created the obvious implication that Congress had thereby given its approval to such other policies and intended them to be continued in effect.

The Eisenhower Board members, however, have not felt themselves bound by these policies of the old Board. On the contrary, in line with advanced publicity, they have proceeded to promulgate widespread anti-union changes in well-established policies covering a large number of important issues. They have proceeded on the assumption that they had a license to overhaul all of the Board's policies in accordance with the employer-oriented interests of the Eisenhower Administration which appointed them.

Among the most prominent of these policy changes are the following:

(a) **Jurisdiction:** The Eisenhower Board has drastically limited the establishments over which it will assert jurisdiction. This is legislation by administrative action for proposals by the Eisenhower Administration, rejected by Congress in 1954, to restrict federal jurisdiction of labor relations matters affecting interstate commerce.

The result has been not only to deny even the limited protection of the Taft-Hartley Act to millions of workers previously covered, but also to open a wide "uncontrolled" zone in interstate commerce for possible anti-labor actions by employers through the state courts. Workers falling within this zone, although in employment affecting interstate commerce, no longer have the protection of federal law against discriminatory discharges and other employer unfair labor practices. They are not able to obtain NLRB elections to determine their bargaining agent. Yet, as in the Garmon case on appeal to the Supreme Court by the State Federation, workers denied the

benefits of the federal law may have the law's anti-labor provisions applied against them through state court actions.

Among the workers thus deprived of federal law protection are the great majority of those employed in retail stores, power stations, TV and radio stations, daily and weekly newspapers, utilities, service companies, and all small business, even including some defense plants.

(b) **Employer "Free Speech":** Under the guise of protecting free speech, the Eisenhower Board has sanctioned employer statements of plainly coercive character. For example, an employer pre-election statement to the effect that if the union won, the company "would be forced to move the plant" has been held not to warrant setting aside the election. The statement, the Eisenhower Board said, was a "prophecy," not a "threat," and so was "not coercive."

(c) **Captive Audience:** It is no longer an unfair labor practice for an employer to force workers to listen to anti-union tirades on company time and property, without affording the union an opportunity to reply. Moreover, under this Eisenhower Board ruling, an election will now be upset only if the employer addressed the captive audience within 24 hours before the election.

(d) **Majority Union Recognition:** Another reversal of basic policy by the Eisenhower Board was accomplished when it held that an employer may refuse to accept a majority of signed membership cards as proof of a union's majority status. Employers, therefore, are now encouraged to refuse recognition and to defer bargaining until the union goes through a formal Board election.

(e) **Interrogating and Intimidating Workers:** Prior to the Eisenhower-appointed majority on the Board, there existed a long-standing doctrine that it was intimidation and an unfair labor practice for an employer to question his employees about union membership and activities. This most fundamental of doctrines has been overturned by the Eisenhower Board except as to the rankest forms of intimidation.

(f) **Responsibility for Unlawful Strikes:** A new doctrine uncovered by the Eisenhower Board sanctions the discharge of innocent employees when there is an illegal strike, even if such employees had nothing to do with the illegal action.

(g) **Implied No-Strike Clause:** Under another decision, the Eisenhower Board has created a doctrine that a strike may

not take place until the expiration or re-opening date of a contract, even though the 60-day notice required by Taft-Hartley has been given and elapsed, and even though the contract does not contain a no-strike clause.

(h) **"Hot Cargo" Clauses Unenforceable:** Common provisions in collective agreements which permit employees to refuse to handle non-union-made or other "hot goods," until recently have been held to be valid and enforceable by strike and picketing. The Eisenhower majority on the Board, however, has seen to it that they may not be enforced at all by the union.

These are but examples of the abject manner in which the Eisenhower-appointed majority members on the National Labor Relations Board have been, in effect, legislating by administrative action. President Eisenhower cannot escape responsibility to the working man for the appointments he has made to the Board, and thereby the bulk of their anti-labor actions.

This also completes the record of a President and his Administration. It is a record which no trade union member or worker can afford to ignore in an election year.

(c) Organized labor, while continuing to press for \$1.25 per hour federal minimum wage and a shorter workweek, will give first priority to the extension of full protection of the Fair Labor Standards Act to all workers in industries engaged in or affecting interstate commerce.

The increase in the federal minimum wage to \$1.00 per hour, which became effective on March 1 of this year, can be considered by organized labor only as a step in the right direction. By any standard of measurement, \$1.00 per hour remains far from adequate to assure anything like a decent level of living for low-paid workers and their families.

Just as the recommended \$1.25 per hour was fully justified by advances in the cost of living and wages generally when presented to Congress last year in pressing for a greater increase than the one dollar minimum granted (see Statements of Policy, 1955 Proceedings, page 244), so it remains today. Organized labor will continue to press for such a minimum as it focuses attention on the even greater need to extend coverage of the Fair Labor Standards Act to millions of workers arbitrarily denied protection of the law.

Although 24 million workers are currently covered by the new \$1.00 per hour minimum, some 20 million additional workers—45 per cent of all who could be covered—are still outside the law. As long as almost half of the workers who should have protection are denied coverage, the Fair Labor Standards Act remains only half a law. Indeed, since most exempt workers are among the lowest paid groups, it is even less than half a law. The Fair Labor Standards Act cannot effectively do the job Congress intended when it enacted the law in 1938 unless its coverage is extended to the millions of low-paid workers now denied its protection.

Further, since most exempt workers are unorganized, they have neither the protection of the law nor the security and the dignity that results from union organization and a collective bargaining contract. Generally, their wages are set at the lowest possible level to which their employers can force them.

Uncovered workers, in addition, can look to very little protection from the states. Only eight states have minimum wages applying to both men and women workers, 19 have none at all, and some laws that are supposed to protect women provide ridiculous standards, such as 16 cents an hour in Arkansas.

Of the approximate 20 million uncovered workers under federal law, about 13.5 million workers are denied protection because of a narrow interpretation of "interstate commerce" in the Fair Labor Standards Act. By technical amendments in 1949, the definition of production for interstate commerce was sharply restricted, so much so that workers covered by the Taft-Hartley Act's concept of interstate commerce are left out of coverage by the minimum wage law.

The removal of workers from protection is totally inconsistent with the increasing complexity of our economy, which has had the effect of increasingly involving large sectors of our economy in interstate commerce or in a type of competition which is clearly in the interstate market.

Another 6.5 million workers are denied coverage by specific exemptions from protection. One effect of this has been to make coverage dependent not on the nature of the employer's business, but on

the particular activity of a particular employee at a given time. Frequently, two employees may work side by side for the same employer, and yet one employee will be covered, while the other will be denied the benefits of the law.

The largest group excluded from coverage are the nearly 7 million workers in retail trade. Another third of the excluded are about equally divided between service occupations and agriculture, forestry and fishing. Laundry and dry cleaning establishments have 580,000 workers excluded; hotels, 500,000; agriculture, 230,000 farm processing workers and 1.5 million farm hands.

The continued exclusion of retail establishments has drawn particular fire during the past year. More than a million retail trade firms, with less than four employees, constitute 80 per cent of all retail establishments, but they are responsible for only 15 per cent of employment in the industry. On the other hand, 3,000 firms with 100 or more employees constitute only 0.2 per cent of all retail concerns, but they employ 39 per cent of retail wage and salary earners. Because of the growing domination of giant interstate chain organizations, even the staunchest defenders of the retail exemption are beginning to realize that few will still credit their claim that removal of the retail exemption would be detrimental to the proprietors of small local enterprises. Unable to conceal the big business sway over the retail industry, opponents of Fair Labor Standards Act coverage for this particular group have sought to spread other, but just as empty, excuses for retaining the retail exemption.

A minimum step toward full coverage requires the enactment of the recommendations submitted to Congress this year by the AFL-CIO. They include a return to the original concept of "interstate commerce" in the first (1938) Fair Labor Standards Act, and a recommendation that retail service workers should be protected if their employers meet one of the following tests: (1) the firm has five or more establishments, (2) has an annual sales volume of \$500,000 or more, or (3) does 25 per cent or more of its annual sales volume with customers engaged in mining, manufacturing, transportation, communications or commercial business.

The effect of the AFL-CIO minimum

program would be to blanket in some 9,652,000 workers under protection of the law. These would include nearly 4 million retail and service workers, 1.3 million outdoor salesmen, 1.5 million agricultural workers on large farms, 1.4 million construction workers, and about 1.5 million more in miscellaneous occupations.

The failure of Congress to act this year can in part be attributed to the Eisenhower Administration's "do nothing" position. Although the Administration has called for the extension of coverage, it has done virtually nothing in the way of introducing specific legislation to carry out its recommendation. As in the case of Taft-Hartley (see section (b) of this statement), this is another example of big business domination of the Eisenhower Administration.

In addition to extension of coverage and boosting the present minimum to \$1.25, it is also the position of organized labor that length of the workweek in the Fair Labor Standards Act should be reduced. The tremendous advancement in industry productivity in recent years fully justifies such a reduction.

(d) The state minimum wage, presently 75 cents, should be increased to \$1.25 and established as a statutory minimum, with coverage for men as well as women and minors.

Under present law, the state minimum wage is established by industry wage order of the Industrial Welfare Commission, and applies only to women and minors. It is the Federation's position, however, that the minimum should be established by statute and made applicable to men as well as to women and minors. Pending legislative action to accomplish this objective, the Federation will continue to press for an increase in the state minimum before the Industrial Welfare Commission.

The wage orders of the Commission are presently under review, the Commission having decided earlier this year to reopen them, following the boost in the federal minimum. As required by law, industry wage boards, composed of an equal number of employer and employee representatives and a neutral chairman, have been established by the Commission in each of the industries and occupations presently covered by an order. One wage board—that for Order No. 4 covering office, professional and clerical occupations not covered by other orders—has already met,

and other boards will meet in the near future.

A Federation brief fully justifying a \$1.25 minimum was filed with Board No. 4, and similar briefs will be filed with other boards, as well as with the Commission itself as they convene.

Under provisions of the Labor Code, the wage boards are required to report and recommend to the Commission "an estimate of the minimum wage adequate to supply the necessary cost of proper living to, and maintain the health and welfare of women and minors engaged in the occupation, trade, or industry in question." This is the only standard for wage determination provided by the Labor Code, and the same standard governs the authority of the Commission itself, as well as the wage boards.

This limited authority of the boards and the Commission was stressed in the Federation brief, filed with Wage Board No. 4, which pointed out that since the legislature had prescribed a single standard for minimum wage determination, the Boards and the Commission had no authority whatsoever to consider such extraneous employer arguments as ability to pay, employment effect, etc. It was pointed out, therefore, that the only sound way to apply the legislative standard was by measuring the cost of the legislative standard. Utilizing for this purpose the Commission's own minimum cost budget for a single working woman, brought up to date for living costs and increases in the standard of living since it was priced in October, 1950, a clear and straightforward case for a \$1.25 minimum was established.

It should be noted that in the deliberations of Wage Board No. 4—the only board which has thus far met in the present reopening proceedings—the mandate of the legislature was virtually ignored. Rather than confining itself to the legislative directive of measuring a specified standard, extraneous and irrelevant issues were permitted to govern in a recommendation to the Commission that the minimum be increased by 10 cents to a pitiful 85 cents an hour. To add insult to injury, a further recommendation was issued to do away with the present requirement that overtime be paid after eight hours of work a day.

Incredible as the recommendations may seem, they at least serve to demonstrate the need for a statutory minimum.

It is the Federation's position in this connection that minimum wage setting by administrative order can be justified only

if the legislature sets a standard and that standard is strictly applied. On the other hand, in practice, as in the case of Wage Board No. 4 and the Commission itself on previous occasions, other considerations are going to be the determining factor irrespective of the legislative standard, then the minimum wage should be set by the legislature, for it alone has the authority, as an elected body, to make these other considerations.

Adopted, pp. 170-171, 193.

V

UNEMPLOYMENT INSURANCE

(a) Adequate federal minimum standards with which state unemployment insurance systems must comply are essential to give all Americans, regardless of their state of residence, a measure of protection against the hazards of unemployment.

Under the present federal-state unemployment insurance program, aside from a few inadequate federal requirements, the various states are entirely free to establish whatever type of unemployment insurance program they wish, insofar as coverage, eligibility conditions, benefit provisions, and financial and other arrangements are concerned. As a result, there exist today wide variations among state unemployment insurance systems, and a generally inadequate level of worker protection against wage loss in periods of unemployment.

The Eisenhower Administration, rather than advancing a bold program for the raising of federal minimum standards, has merely recognized the existence of a problem, while restricting its activities in the main to the issuance of several naive pleas to the individual states to do something about raising benefits and closing some of the wide gaps that exist among the state programs. Needless to say, these naive pleas have been largely ignored. Where liberalization measures have been won, it has been primarily through the efforts of organized labor operating on the local and state level, as in California, where the State Federation of Labor last year achieved a three dollar increase in the maximum weekly benefit amount, combined with a general liberalization of the state unemployment insurance benefit schedule.

Unfortunately, however, the determined opposition of organized employers to adequate protection, and other difficulties

inherent in the state-by-state approach, have continued to prevent improvements of the kind required for adequate protection of unemployed workers.

The experience of the past year has been to add new weight to the time-proven position of organized labor, reaffirmed at the merger convention of the AFL-CIO last December, that federal action is required to build standards for an adequate unemployment insurance program.

Basic standards should be developed to embrace at least the following:

1. As recognized in the past recommendations of the Federal Advisory Council on Employment Security to the Secretary of Labor, the maximum weekly benefit amount under state laws should be required to equal not less than two-thirds of the average weekly wage in covered employment. Within the limits of this maximum, every qualified claimant should also receive a benefit equal to at least two-thirds of his own weekly wage.

According to data developed by the U.S. Bureau of Employment Security, only a handful of states have a maximum benefit ratio that exceeds 50 percent of average earnings, and in no case is the ratio equal to the recommended two-thirds of average weekly wages. Most states, California included (see section (b)1 of this statement), have maximums far below even 50 percent of average earnings.

2. A uniform duration of at least 26 weeks should be established for all states.

The inadequacy of unemployment benefits today is compounded many times by the short duration in which such benefits are payable in many states. Although 26 weeks is a very short duration period, considering the high rate of exhaustions that occurs even during periods of prosperity, apart from recessions, only 27 states provide for a 26-week duration period. In nine states, according to latest comparative figures, payments continue for 21 to 25 weeks, while in the remaining 12 states, plus Hawaii, the duration is 20 weeks or less, the lowest being 16 weeks.

As an example of the insufficiency of present duration periods, approximately a million and a half workers in the United States exhausted their benefits in the ten-month period between January-November, 1954, during the last recession, and were forced to seek aid elsewhere, usually county indigent aid.

3. Coverage should be extended to the approximately 25 percent of wage and salary workers who are presently ex-

cluded from coverage of the federal-state unemployment insurance program.

Although coverage presently includes approximately 41.6 million workers, there are still 13.4 million unprotected for no valid reason whatsoever. Estimates of major groups now excluded from unemployment insurance protection include 4.6 million employees of state and local governments, 2.0 million employees of small businesses, 1.2 million employees of non-profit organizations, 2.2 million workers in domestic service, 1.8 million agricultural workers, and 500 thousand workers who are excluded by the present narrow definitions of employer-employee relationship.

4. Apart from the extension of coverage, minimum federal standards should be developed to protect workers who enjoy coverage from being denied benefits when they file a claim because of the enactment of inhuman eligibility and disqualification provisions on the state level.

The growing trend in the direction of harsh eligibility and disqualification provisions is a direct outgrowth of the efforts of employers to subvert the purpose of unemployment insurance to gain tax concessions through the operation of so-called "merit rating." These enactments are in outright conflict with the principle that every worker unemployed through no fault of his own should be entitled to unemployment insurance benefits.

5. "Merit rating" in the financing of unemployment insurance should be prohibited by federal law, as the general deterioration of the federal-state unemployment insurance program and its failure to keep pace with advancements in the level of wages can be traced to the existence of this wholly inequitable and uneconomic method of financing the program.

In this connection, the worst of the fears of those who pioneered in the administration of the program have come to be realized. For the nation as a whole, contributions amounted to 2.7 percent of taxable payrolls in 1938-40, but through the operation of "merit rating," were down to 1.2 percent in 1955. Further, measured against total payrolls in covered employment—not just taxable payrolls—employer contribution rates have fallen to a little more than a fourth of the original 2.7 percent of taxable payrolls, which was then equal to almost the same percentage of total payrolls. These reduced tax rates, as indicated in point 4 of this section, have not reflected stabili-

zation through employer incentives, but rather the inhuman denial and restriction of benefits. Tax savings for employers have been bought at the price of the objectives of the program.

The uneconomic nature of "merit rating" is most apparent. During periods of high employment and wages, "merit rating" results in lowered tax rates and works against the accumulation of adequate reserves for use in periods when business conditions deteriorate and unemployment increases. For example, contribution in the U.S. as a percentage of taxable wages have averaged less than 1.5 percent during the profitable post World War II years. Last year, contributions equalled about 1.2 percent. As a result, it is a recognized fact that should a major recession develop, present unemployment insurance reserves would be all but wiped out.

With regard to individual firms, the end effect of "merit rating" is to reduce the rates of industries, which by their very nature, are quite stable, and raise the rates of those industries such as food processing, which are traditionally unstable and seasonal. Thus, if any type of "merit rating" is to be allowed in state programs, rather than requiring individual rating of firms, the federal law should permit reduction in rates on the basis of the unemployment experience of all employers in the state, with due regard for maintaining adequate reserves. Obviously, the reduced rate should be uniform, and applicable to all employers, provided circumstances and the status of reserves as measured against an adequate level of benefits permit such a reduction in the first place.

6. Finally, a federal re-insurance fund as a source of grants-in-aid to states whose benefit reserves are in danger of insolvency should be established.

In this respect, the grossly inadequate "repayable loan" measure enacted by Congress in 1954 with the support of the Eisenhower Administration and employers should be repealed, especially the "tie-in" provision, also advocated by the Eisenhower Administration, which will shortly result in automatic federal grants to the states, regardless of need, which in turn can be used to supplement federal appropriations for employment security administration, thereby undermining even the existing weak and inadequate federal standards for unemployment insurance. (See statement of policy adopted by the 1954 Federation convention, Proceedings, 1954, pp. 267-8.)

By the same token, in supporting the above federal standards, we take this occasion to oppose employer proposals on the national level to abolish the tripartite Federal Advisory Council on Employment Security and similar state advisory bodies, and also the Eisenhower Administration recommendation for basing old-age and survivors insurance benefits on annual reports of earnings, rather than quarterly reports as at present, which constitutes a threat to unemployment insurance.

The Federal Advisory Council on Employment Security, recommended to be abolished by the employers, has in recent years provided constructive advice to the Secretary of Labor on methods of improving unemployment insurance and public employment offices. Employer organizations are supporting a bill to replace the tripartite body with separate consultative groups of labor and management. Provisions for tripartite advisory bodies in the various states, where they exist as in California, would also be eliminated.

In regard to the conversion of OASI wage reports to an annual basis as recommended by the Eisenhower Administration, such conversion would strengthen employer drives to substitute so-called "request reporting" for quarterly reports used by most states in computing unemployment insurance benefits and determining eligibility. The aim of the employer in this drive is to impose a harsh "weeks of work" eligibility test with the institution of "request reporting," so as to render ineligible a large number of so-called seasonal workers presently enjoying unemployment insurance protection, as in California.

(b) Apart from the need for raising federal minimum standards, action should be taken on the state level to correct glaring deficiencies in the California unemployment insurance program through the enactment of legislation which would:

1. Increase the maximum weekly benefit amount from \$33 to \$55.

At the 1955 session of the legislature, the Federation was successful in increasing the maximum weekly benefit amount from \$30 to \$33. The significance of this increase, however, was in its combination with a vastly liberalized benefit schedule which brought increases to most unemployed trade union members, including many so-called seasonal workers.

Under the new benefits schedule, the

major deficiency is the maximum benefit amount, which remains pitifully inadequate by any standard of measurement.

Historically, the maximum benefit amount has not kept pace with the advancement of wages in covered employment. In 1939, for example, during the early years of unemployment insurance, weekly earnings in covered employment in California averaged approximately \$30. The maximum benefit of \$18 at that time equalled about 60 percent of average weekly earnings. Since then, however, average weekly earnings have increased some 183 percent to more than \$85, as compared with an increase in the maximum benefit amount of only 83 percent to \$33. The result has been a drop in the maximum benefit ratio from 60 to 39 percent of average taxable earnings.

California, long considered one of the most progressive states in the field of employment security, now ranks with the lowest third of the states in respect to the effective maximum benefit amount, as measured in terms of average wages in covered employment. In few states, therefore, is the need for action to raise the maximum benefit more pressing.

The failure of the legislature to keep the maximum benefit abreast with wage advancements is also reflected in the almost steady decline in purchasing power of the average weekly benefit, measured again in terms of average weekly wages in covered employment. From 1949 to 1953, for example, the ratio of average benefits to wages declined from 36.2 percent to 29.62 percent, despite an increase in the average benefit paid to unemployed workers in those years from \$22.79 to \$23.34 a week. Only since 1953, as a result of the straight \$5 increase in the maximum benefit in 1954, and the additional \$3 increase last year in combination with the liberalization of the whole benefits schedule, has the purchasing power of the average weekly benefit amount started to climb upward again. Between 1953 and 1955, the ratio of average benefits to wages climbed slightly from 29.6 to 30.8 percent. Since only 5 percent of the claims last year were under the new benefit schedule with the \$33 maximum, it is expected that a further increase in the purchasing power of average benefits will take place this year, but nowhere near enough to meet adequate wage loss compensation standards. That job can only be accomplished under the present benefits schedule by a substantial increase in the maximum benefit amount. When a majority of claimants

receive the maximum benefit amount, as is presently the case, the need for action is only too obvious.

The actual level of the maximum benefit should be set in accordance with the standards of wage loss compensation contemplated in the unemployment insurance program. Traditionally, this has been two-thirds of average weekly wages in covered employment, so that at least the bulk of the claimants will receive adequate wage loss compensation under a proper scheduling of benefits within the limits of the maximum amount established. The two-thirds standard is also in line with past recommendations of the Federal Advisory Council on Employment Security, which the employers now want to abolish for fairly obvious reasons. (See section (a) of this statement.)

With average weekly earnings in covered employment presently at more than \$85 a week, application of the two-thirds principle would require an immediate increase in the maximum benefit amount to over \$56.50. Toward this end, the Federation recommends an increase to at least \$55 at the 1957 session of the legislature.

2. Provide benefits for unemployed workers with dependents at the rate of \$5 a week for the first dependent and \$2.50 for each additional dependent.

There exists scarcely any room for controversy over the fact that the family wage earner is more seriously affected by unemployment than the single worker, especially in view of the present low level of benefits.

The opposition to dependency benefits, rather, stems from the specious position assumed by employers that the payment of benefits on the basis of "needs" would result in a serious breach in the operation of unemployment insurance as a "wage-loss" system. As an organization which traditionally has based all of its demands for liberalization of benefits on the application of the "wage loss" principle, it would hardly appear logical that the Federation should now seek the destruction of that principle in pressing for dependency benefits.

What the employer position fails to comprehend is that the broad criteria for determining the proportion of wage-loss compensation is geared to a variable concept, namely the "non-deferrable living expenses," such as food and shelter, etc. Obviously, the proportion of non-

deferrable living expenses at the lower income levels is greater than those at the higher income level. Thus, the present unemployment insurance benefits schedule provides for higher wage-loss compensation at the lower end than it does at the upper end. This is clear recognition that the portion of wage-loss compensation should be a variable ratio.

By the same token, since the non-deferrable expenses of family wage earners are greater than those of single workers, it is entirely consistent with the wage-loss principle that the proportion of compensation should also vary between these two groups, with a larger proportion going to the family wage earner through the payment of dependency benefits.

In recognition of the consistency of dependency benefits with the wage-loss principle, nine states and the territory of Hawaii and the District of Columbia now provide such benefits. The states are: Connecticut, Illinois, Maryland, Massachusetts, Michigan, Nevada, North Dakota, Ohio, and Wyoming.

3. Provide for the retroactive payment of benefits for the present one week "waiting period" to those workers who are unemployed more than one week.

As repeatedly pointed out by the Federation, since the provision for a one-week "waiting period" in the California program is supposedly designed to give workers an added incentive to secure employment and to relieve the administrative burden of processing small claims, there can be absolutely no justification whatsoever for denying retroactive payment of benefits for the waiting period in cases where the unemployment spell lasts longer than the waiting period itself. It should be noted that retroactive payment for the waiting period would not increase the work-load of the Department of Employment, because once a claim is established, it is processed under the terms of the law.

Persistence of the employers in opposing retroactive payment is another indication that the present harsh waiting period is serving well as another one of those devices to hold benefits down so that employers can reap tax savings through the operation of "merit rating."

4. Extend full coverage to all wage and salary workers presently denied protection, including agricultural and domestic workers, and employees

of non-profit organizations, and city, county and state government.

Organized labor has long accepted unemployment insurance as a wage-loss system with admittedly limited objectives in a dynamic economy. Insofar as these limited objectives relate to the proper denial of protection and benefits to certain workers, such determinations are properly the function of the eligibility and disqualification provisions of the law. Coverage, on the other hand, should and must be universal for all wage and salary workers, if the limited objectives of the program are to be accomplished for all workers without arbitrary discrimination on the basis of blanket coverage exclusions which obscure and obviate the function of eligibility and disqualification provisions.

Blanket coverage exclusions, furthermore, force public subsidization of responsibilities which have been clearly placed upon employers with acceptance of the program of unemployment insurance. Nowhere is this more apparent than in the valley areas of the state where farm workers, arbitrarily denied protection of the law, are forced to seek county relief when they fall out of employment. Fluctuations in county relief cases in these areas follow closely the patterns of employment and unemployment, which is also the case in other areas, but to a less marked degree.

In the past, blanket coverage exclusions have been rationalized by legislators on the basis of either (1) the existence of "administrative" problems, as in the case of domestics and agricultural workers, and (2) the lack of a need for unemployment insurance protection, as in the case of employees of non-profit organizations and government agencies.

In regard to so-called "administrative" problems, these arguments have been completely demolished by the successful, partial extension of OASI coverage to agricultural workers and domestics. This is likewise true in regard to security of employment of government and non-profit employees. In these days of "tight budgets" and "economy-minded" legislators, and the rapid expansion of the operations of non-profit organizations in our economy, the traditional concept of employment security is fast becoming a myth. Attempts to relate the purpose of unemployment insurance exclusively to private enterprise operations, furthermore, amounts to unfair discrimination against the type of enterprise which un-

employment insurance, to a large measure, attempts to preserve through the correction of some of its abuses.

At present, based on 1955 experience, about 3.3 million workers are covered by the California unemployment insurance program. This is about 74 percent of the wage and salary earners in the state which fall within the scope and purpose of the program. Extension of coverage to agricultural and domestic workers, and to employees of non-profit and governmental agencies, as recommended, would boost coverage to near the 100 percent mark.

It should be noted also that, on the average, these groups are more susceptible to unemployment than many occupations presently enjoying protection under the program. This fact is reflected in the discrepancy between covered employment and the number of unemployed who are compensated under the program. Whereas coverage amounts to approximately 74 percent of wage and salary workers, compensated unemployment on the other hand averages less than 60 percent of unemployment. Extension of coverage, therefore, would benefit those most in need of protection.

5. Abolish the California merit rating system.

The basic objections to "merit rating," noted in section (a)5 of this statement, apply equally to California.

Under California "merit rating," an individual account is maintained for every employer contributing to the unemployment insurance fund. Employers are assigned different tax rates according to their past payrolls and individual experience with benefits charged to their accounts. Two schedules exist in the law for the assignment of rates. A so-called "high" schedule provides for individual rates varying from 2.7 percent of taxable payrolls to 1 percent. The "low" schedule, which goes into effect when the balance in the unemployment insurance fund equals 7.1 percent of taxable wages, provides for individual rate variations all the way down to zero contributions.

The so-called low schedule has been in operation for the past three years and is expected to continue in 1956. Last year some 33,000 employers did not contribute anything whatsoever into the fund, thereby escaping completely all potential liability which their operation imposes on the fund. The indefensibility of this situation is only too obvious on its face.

The objections of organized labor to

"merit rating," however, goes beyond the firms escaping all liability, and relates to any individual variation from the standard rate of contribution needed to finance adequate benefits and maintain the solvency of the fund against possible serious recessions and depressions. Unemployment insurance is a social insurance concept, and as such is no different in nature from the federal OASI program, which does not permit individual contribution rates on the basis of individual and family liability on the fund.

It is frequently argued by employers that since workers reap the benefits of the unemployment insurance program and do not pay its cost, organized labor should not be concerned with methods of financing the program. Apart from the fact that workers do pay the costs as they are shifted to consumers of the products of industry, this argument ignores an even more important fact, proven over the years of operation of the program, that the method of financing has a direct bearing on the level of the benefits structure and the accomplishment of the purpose of the program. Any method of financing which diverts attention from the real purposes of unemployment insurance and centers it on the tax rate of individual employers, is of vital concern to workers of this state. There can be no real hope for bringing benefits up to date as long as individual "merit rating," as provided in the California law, permits subversion of the program into a system for unwarranted tax reductions.

Adopted, p. 194.

VI UNEMPLOYMENT DISABILITY INSURANCE

(a) The maximum weekly benefit amount should be raised from \$40 to \$55, with additional benefits for dependents, as recommended for unemployment insurance.

The unemployment disability insurance program in California is a wage-loss system that complements the state unemployment insurance system. As such, the arguments for increasing the maximum weekly benefit for unemployment insurance to \$55 and providing dependency benefits apply with equal force to raising unemployment disability insurance benefits.

It should be noted further that a \$55 maximum on the basis of the extension of the present benefits schedule is entirely within the reach of being financed

by the present one percent tax which workers pay on the taxable portion of their wages, quite apart from the use of large reserves which have been built up over the years of the operation of the disability insurance program.

Department of Employment figures through 1955, after nine and a half years of operation of the program, show that workers have been permitted to draw only 64.63 percent of their wage-earner contributions in benefit payments. Reserves in the state fund as of May 1956, amounted to better than \$146.5 million, exclusive of worker contributions in the amount of \$103.2 million, plus \$22.2 million in accrued interest, held in the unemployment insurance fund and available for disability insurance.

The reason for the piling up of reserves and the low ratio of benefits to contributions over the years is fairly apparent. Through the activities of the insurance lobby in Sacramento, needed liberalization of the benefits structure under the "state plan" has been effectively delayed in order to keep "voluntary plan" benefits down and profits high.

Only within recent years has the level of benefits been raised to a point where the worker is beginning to realize a more adequate proportion of his premium dollars in the form of benefit payments. During the first full year of operation of the disability program in 1947, only 34 percent of wage earner contributions were returned in benefits. The ratio of benefit payments to wage-earner contributions has increased slowly but steadily over the years to the point in 1955 where, under the \$35 maximum benefit that existed prior to the \$40 maximum that became effective this year, workers received 90.0 percent of their contributions back in the form of benefits. Under the current \$40 formula, indications are that the ratio of benefits to contributions will continue at about the same level as under the \$35 formula that existed prior to the beginning of the year. During the first five months of this year, disability fund receipts exceeded disbursements by almost \$5 million, an amount actually larger than was realized during the same period last year when the \$35 benefit formula was in effect.

In the consideration of benefit-contribution ratios, it is important to bear in mind the extremely low proportion of so-called "extended liability" benefit payments born by the voluntary plans. Extended liability benefit payments are those made in respect to uninterrupted

periods of disability which commence after termination of employment; that is, after the worker is already unemployed. These payments are all made out of the state disability fund, irrespective of whether the extended liability claimant is covered under a voluntary plan. Thus over the years, through 1955, \$64.7 million has been paid out of the state disability fund in the form of benefits chargeable to the extended liability account. Under a formula provided by law, the voluntary plans have contributed into the extended liability account only \$7.3 million, thus paying only about 11 percent of the extended liability charges paid by the state plan, even though voluntary plans cover about half of eligible claimants.

In computing voluntary plan contributions to the extended liability account, provision is made for crediting the extended liability account with the interest earned on certain worker contributions paid under the unemployment insurance act prior to the establishment of the disability insurance program. These interest credits currently amount to better than \$3 million a year, and have totaled over the years through 1955, about \$28 million. The interest credits, however, are mere paper transactions, and although they serve to limit the voluntary plan contributions into the extended liability account, the interest amount itself is not actually transferred to the extended liability account. Thus, the state disability fund, since it pays all extended liability charges in the first place, actually pays the amount of the interest credited to the extended liability account without being reimbursed.

The actual transfer to the disability fund of the amount of the interest credits made in the extended liability account, and the use of such funds, together with other interest on reserves in the state disability fund itself, would be sufficient, when added to worker contributions, to finance the recommended \$55 disability insurance formula.

(b) Provision should be made for retroactive payment of benefits for the seven-day "waiting period" in all cases of non-hospitalized disability lasting more than seven days.

The disability insurance law at present requires a waiting period of seven consecutive days of disability for each continuous spell of non-hospitalized disability. With regard to hospitalized cases, however, the waiting period was eliminated by the legislature in 1949 through the efforts of the Federation.

As in the case of unemployment insurance and workmen's compensation (see Statements of Policy V and VII), there can be no justification whatsoever for denial of retroactive payment of benefits for the waiting period when the disability exceeds the "waiting period." In regard to disability insurance specifically, the provision in the law requiring a doctor's certification of the disability bears witness to the existence of such disability and in itself adequately protects the reserve fund from misuse. Furthermore, the denial of benefits for the first week may actually increase the drain on reserves in that such a denial may place monetary limits on medical aid during the early stages of an illness, which in turn may prolong the illness and thereby tend to increase the duration of a claim.

The effect of the denial of retroactive payment of "waiting period" benefits in non-hospitalized cases is to substantially reduce total disability benefits. Last year, "state plan" basic claims (not including hospital claims) averaged 9.5 weeks of compensation, while basic "voluntary plan" claims averaged 4.7 weeks. Had retroactive payment been allowed, the weeks of compensation would have averaged 10.5 and 5.7 respectively. Thus, the denial of such retroactivity reduced total compensation for the average claimant by 10.5 percent in the case of "state plan" claimants, and by 21.3 percent in the case of "voluntary plan" claimants, except where the "voluntary plan" has a more liberal waiting period than required by state law.

There is ample precedent in the "voluntary plans" for liberalizing the stringent waiting period imposed by law in the "state plan." In regard to accident disabilities, a full 76 percent of the private plans, covering about 72 percent of eligible employees, have eliminated the waiting period altogether. About 5 percent of such plans, covering approximately 13 percent of eligible employees, have also reduced the waiting period in cases of illness to three or less days. In a few instances, the waiting period has been completely eliminated for both accident and sickness disabilities.

(c) Benefits should be made payable for disabilities caused by or arising in connection with pregnancy.

This serious omission in the California disability insurance law reflects a failure of the legislature to recognize a major and natural cause of disability among women

who compose a large and essential part of our labor force.

The facts are that a full third of the U. S. labor force is composed of women, and that the proportion of married women has almost doubled in the past two and a half decades. In 1930, only 29 per cent of the working women were married, whereas today well over 50 percent are married. Latest figures of the Women's Bureau of the U. S. Department of Labor show 51 percent married, and an additional 22 percent either separated, divorced or widowed.

It is time the disability law recognizes also that the typical working woman is no longer the stereotyped single girl, living at home, partially supported by her family, working for so-called "pin-money" and awaiting marriage. On the contrary, she is typically married, or has been married; she has worked for several years and will continue to work regularly if given the opportunity, because her income is necessary to prevent the family income from falling below a minimum adequacy level. Numerous studies of the Women's Bureau support these views, and it can be realistically assumed that what is true for the U.S. as a whole is also true of California.

In this light, the extension of benefits to women for pregnancy-connected disabilities is a matter of removing a discriminatory feature against women from the California disability insurance law.

(d) Full coverage should be extended to all wage and salary workers presently denied protection of the law, including agricultural and domestic workers and employees of non-profit organizations and of city, county and state government.

Extension of coverage under unemployment insurance, as recommended in Statement of Policy V, would automatically extend coverage under the disability insurance law. The arguments noted previously thereby apply equally to this section. It should be noted, however, that failure to extend coverage under unemployment insurance should not preclude separate action by the legislature with regard to disability insurance.

Adopted, p. 195.

VII

WORKMEN'S COMPENSATION

(a) The maximum weekly benefit amount for both temporary and permanent disability should be increased

to \$55 so that the average worker who suffers an industrial injury will at least receive a benefit which conforms to the wage-loss compensation standard prescribed in the law itself.

The California wage-loss standard for reimbursement of injured workers is 65 per cent of average weekly earnings, reduced, however, to 61.75 per cent because of a provision in the workmen's compensation law which requires that average weekly earnings be taken as 95 per cent of actual earnings of an industrially injured worker. Even this reduced standard has been precluded by the California legislature from operating fully by the placement of an arbitrary limit on the amount of maximum earning allowable in computing benefits so as to limit the maximum compensation to \$40 and \$35 a week for temporary and permanent disability, respectively. Thus, under present law as amended at the 1955 session of the legislature, the maximum earnings on which temporary disability benefits are computed is \$64.77 (61.75% of \$64.77=\$40), and the maximum earnings on which permanent disability benefits are computed is \$56.68 (61.75% of \$56.68=\$35).

Because of these limitations on maximum earnings, the great bulk of injured workers today receive maximum weekly benefits considerably below 61.75 per cent of their weekly earnings.

Evidence to this effect is found in the latest annual report issued by the State Division of Labor Statistics and Research, analyzing 11,354 disabling work injuries in California during the month of September, 1955. About 72 per cent of all workers injured during that month earned more than \$64.77, the maximum earnings upon which temporary disability benefits are computed, while approximately 83 per cent earned more than \$56.68, the maximum on which permanent disability benefits are computed.

In other words, approximately 72 per cent of temporarily disabled workers and about 83 per cent of permanently disabled workers are receiving benefits of less than 61.75 per cent of their earnings. Taking male workers alone, nearly 79 per cent of those temporarily disabled and about 88 per cent of those permanently disabled are receiving less than intended under the wage-loss standard in our state workmen's compensation law.

Earnings for the average worker injured in September, 1955, according to the figures of the Division of Labor Statistics and Research, amounted to \$83.49.

Thus, even the average injured worker is being deprived of 61.75 per cent wage-loss compensation, as the present \$40 maximum for temporary disability amounts to only 48 per cent of average earnings, while the \$35 maximum for permanent disability is less than 42 per cent of earnings received by the average worker.

It would appear that if a wage-loss standard is to have any meaning whatsoever it should apply at least to the average worker. On the basis of this conservative assumption, it should be possible to compute a realistic maximum weekly benefit for temporary and permanently disabled workers.

As pointed out above, the average injured worker last September earned \$83.49 a week. The increase in earnings since last September, based upon wage trends in manufacturing in California, has been at least \$3.00, thereby increasing the average to \$86.49. By the time the legislature could possibly act, average earnings will have undoubtedly increased by an additional \$2.50 a week to the \$89 figure necessary to justify a \$55 maximum benefit under the present standard of 61.75 per cent wage-loss compensation.

Even if the maximum weekly benefit were raised to \$55, a full 35 per cent of the injured would continue to receive a benefit of less than 61.75 per cent of their earnings, on the basis of the above-mentioned study by the Division of Labor Research and Statistics.

(b) The basic weekly workmen's compensation benefit should be increased to allow for dependency benefits at the rate of \$5.00 per week for the first dependent and \$2.50 for each additional dependent.

While a 61.75 per cent wage-loss compensation may be adequate for an injured worker without dependents, it is obviously inadequate where the injured worker has a family to support, especially under present restrictions placed on the application of the 61.75 per cent wage-loss principle in determining the weekly benefit amount. (See section (a) immediately above.)

The soundness of the principle of dependency benefits was recognized by the legislature in 1949 when it enacted a Federation-sponsored bill providing for a 25 per cent increase in the death benefit due a widow when she has one or more dependent children, and was reaffirmed only last year when this additional allowance for dependents was continued in the liberalization of the death benefit. Since there

is equal justification for granting additional aid for dependents when the wage earner is alive but unable to work, the principle should now be extended to all other compensation cases.

Precedent for dependency benefits may also be found in the workmen's compensation laws of other states. As of November, 1955, 14 states and Alaska were already providing for dependency benefits in disability cases. The states are as follows: Alabama, Arizona, Idaho, Illinois, Massachusetts, Michigan, Montana, Nevada, North Dakota, Oregon, Utah, Vermont, Washington and Wyoming.

(c) Provision should be made for retroactive payment of benefits during the "waiting period" for all disabilities lasting more than one week.

The California workmen's compensation law specifies a "waiting period" of seven days, except in disability cases lasting more than forty-nine days (seven weeks), in which cases provision is made for retroactive payment of benefits for the seven-day "waiting period." The retroactivity provision was enacted in 1949.

It is frequently argued in justification of its retention, that a "waiting period" is necessary to prevent so-called "malingering," avoid excessive administrative overhead, and exclude minor injuries. If this is really the purpose of a "waiting period," then obviously there can be no justification for denying retroactive payment of benefits for the "waiting period" whenever the disability extends beyond such period. Thus, the law should be amended to provide for retroactivity after the seventh day of disability.

The obvious injustice of requiring the disability to continue for 49 days before retroactive payment is permitted is compounded by restrictions that have been placed on weekly benefits. As pointed out in section (a) of this recommendation, the average worker who is temporarily disabled and qualifies for a maximum benefit is compensated for 48 per cent of his weekly wage loss. If he is disabled for 49 days or less, he suffers an additional loss of at least 14 per cent because of the seven-day waiting period. He is therefore compensated for only 34 per cent of his total wage loss.

According to the latest U. S. Department of Labor report on state workmen's compensation laws, 41 states and territories provide for retroactive payment of waiting period benefits after a shorter period of disability than does California.

In addition, seven states that do not make provision for retroactive payment of waiting period benefits have reduced their waiting period to less than the seven days specified in the California law. All totaled, 15 states, and Hawaii, Alaska, Puerto Rico, and the United States in regard to federal employees, have waiting periods of less than seven days.

(d) Mandatory coverage should be extended to employment in agriculture and domestic service.

The weakest provisions in the California workmen's compensation law in regard to mandatory coverage are those which relate to agriculture and domestic service. Farm workers are denied protection if the employer expressly rejects coverage or if his calendar year payroll is \$500 or less. Household domestic workers are excluded if they work less than 52 hours per week per employer, except where the employer elects coverage.

The advantage of such employers to elect coverage is clear and unequivocal. Yet many of them, either through inadvertence or sheer ignorance of the advantages of protection, fail to do so. Consequently, when an injury occurs, the worker involved is forced to go to the courts for compensation. The costs of litigation, however, are so high that the worker is more or less forced to settle out of court for much less than he would be entitled to under the workmen's compensation law, had coverage been mandatory in the first place.

In regard to agriculture, the need for mandatory coverage is made most apparent in the work injury reports of the State Division of Labor Research and Statistics. In 1945, disabling injuries to farm hands numbered 16,170 (a 1,340 increase over 1954) and accounted for 11 per cent of all disabling work injuries in California last year. Farm fatalities in 1955 numbered 79, up from 68 in 1954. Further, the frequency rate of disabling injuries in agriculture continues higher than in all other major industry classifications with the exception of mineral extraction and contract construction. Last year's frequency rate, at 49.5 per 1000 workers, was 42 per cent higher than the average for all industries combined.

Among household domestics, where mandatory coverage is equally pressing, the number of disabling injuries amounted to 1,284 in 1955, including 5 fatalities. These figures, however, relate only to household workers enjoying protection

under the weak provision of the present law. It is estimated that for every domestic accident reported, at least three or four go unreported.

(e) The present arbitrary limitation on the duration of death benefit payments should be removed so as to continue payments to a dependent spouse until death or remarriage, with additional benefits for dependents.

Under present law, where the death benefit is not commuted to a lump sum, payments to dependent survivors are made on the same basis as temporary disability benefits. The duration of the death benefit payments, in turn, is determined by the maximum death benefit amount, which at the 1955 session of the legislature was increased to \$10,000 in cases of total dependency without dependent children, and to \$12,500 for totally dependent widows with one or more dependent minor children. Thus, under present law, the dependent spouse without children, of a deceased worker whose average weekly wage was sufficient to qualify for the maximum temporary disability benefit of \$40, would receive that amount as a death benefit payment for only 250 weeks or approximately 4.8 years ($\$10,000 \div \40). The same dependent spouse with minor children, on the other hand, would receive the \$40 death benefit payments for 313 weeks, or about 6 years ($\$12,500 \div \40).

But these duration periods are computed on the basis of the present inadequate temporary disability benefit. An increase in the temporary disability amount to a realistic level of \$55, as proposed in section (a) of this statement, would accordingly reduce the duration of death benefit payments to 182 weeks, or about 3.5 years in the case of a dependent spouse without minor dependent children, and 227 weeks, or approximately 4.4 years, in the case of a dependent spouse with dependent minor children, assuming, of course, that the deceased worker had earnings sufficient to qualify for the \$55 payment.

The Division of Labor Statistics and Research makes an annual study of dependents of workers killed in industrial accidents which serves to demonstrate the gross inadequacy of the duration of death benefit payments.

During 1955, a total of 767 California workers died in on-the-job accidents recorded by the Division. Study of 741 of these workers revealed that 585, or 79

per cent, had wives whose median age was 41 years and 5 months. Further, 58 per cent of the surviving wives were left with children under 18 years of age; 23 per cent of the widows had three or more children.

Needless to say, a few years' compensation at the temporary disability rate would not begin to make up for the loss of many more years of support which the spouse of a 41 and a half year old widow would have been able to provide had there been no fatal accident. It must be kept in mind, furthermore, that a 41 and a half year old widow, although young in terms of life expectancy, would be severely handicapped in entering the labor market for the first time. Care of the widow's minor children would be an additional employment handicap.

These facts are ample justification for the extension of death benefit payments to a dependent spouse until death or remarriage, with additional benefits for dependents.

(f) The California law should be amended to provide a program for the rehabilitation of injured workers unable to return to their former jobs, with provision for full payment of disability benefits during the period of rehabilitation, in addition to all other benefits now provided by law.

In a very real sense, the shortcomings of the California law in regard to rehabilitation overshadows its many deficiencies in other areas, for no matter how adequate a workmen's compensation program may be in respect to medical care, compensation for wage loss and permanent impairment, it cannot be considered adequate unless it provides for the rehabilitation of the injured worker.

As pointed out in a bulletin on "Workmen's Compensation in the United States," issued by the U. S. Department of Labor in 1954: "When workmen's compensation legislation set out to provide medical care and replace lost income for injured workers, it embarked on a course that could not be complete without a third goal—the rehabilitation of the worker to optimal family, social and economic life." This goal, the Department added, "is potentially the most significant improvement in the concept of workmen's compensation."

Under present California law, except for the requirement for physical restoration through medical, surgical, and hospital care and treatment, no provision

whatsoever is made to assure the worker's return to his former employment, or to some gainful employment wherein he will have income and future opportunities equal to or closely approximating the income and opportunities in the employment for which his injury has disqualified him.

Further, the obligation to the injured is not met through the cooperative agreement presently in effect between the Industrial Accident Commission and the Bureau of Vocational Rehabilitation. When the Commission has reported the case to the Bureau, and payments for temporary compensation have been terminated because the worker's physical condition has been declared to be static, then, except for an award for permanent disability, the legal obligations have been met by the Commission and the employer.

All efforts to fix responsibility in the law for rehabilitation have failed thus far. At the 1955 session of the legislature, for the first time, consideration was given to an interim committee measure which provided for rehabilitation training under cooperative agreement between the Bureau of Vocational Rehabilitation of the Department of Education and the Industrial Accident Commission. The bill was amended, however, a number of times, and finally wound up as a \$25,000 appropriation to the Department of Education, tied to a matching federal appropriation, for study of the problem. Such a study is presently being conducted on a tripartite basis, and it is hoped that a program for action can be developed by the time the legislature convenes in general session in 1957.

The position of the Federation remains unchanged from that adopted at the 1954 convention in Santa Barbara. Justice to the worker demands that rehabilitation benefits be provided under the law in addition to all other benefits. During the period of rehabilitation training, therefore, the injured worker should receive full disability benefits without any reduction in permanent disability payments.

The employer-insurance carrier argument that if rehabilitation benefits are provided, permanent disability payments should be correspondingly reduced, is completely unsound. Permanent disability benefits are a form of reimbursement for impairment; rehabilitation does not remove the impairment. It merely helps the injured worker to lead a more full and useful life in spite of the impairment.

California is already far behind other states which have embarked upon rehabil-

itation programs, however inadequate they may be. These states number 17, in addition to Alaska, the District of Columbia, Hawaii, Puerto Rico, and the United States in regard to federal employees and longshoremens and harbor workers. They are: Arizona, Arkansas, Florida, Massachusetts, Minnesota, Mississippi, Missouri, New Jersey, New York, North Dakota, Ohio, Oregon, Rhode Island, Utah, Washington, West Virginia, and Wisconsin.

Adopted, p. 195.

VIII

SOCIAL SECURITY AND WELFARE

(a) Organized labor hails the enactment of the OASI liberalization bill as a long step in the right direction and a significant victory over the Eisenhower Administration, the American Medical Association, the National Association of Manufacturers and other reactionary forces which strenuously opposed its major humane provisions for the establishment of a disability retirement program and the lowering of the retirement age for women.

The enactment of a social security liberalization bill by Congress this year represents a major victory for organized labor. We commend the Democratic majority and those Republicans in Congress who defied the AMA, the NAM and other reactionary groups, all backed by the full weight of the Eisenhower Administration, to push for passage in the closing days of the 84th Congress.

In addition to other beneficial aspects, the bill contains two major pioneering provisions long advocated by organized labor; namely, a disability retirement program for the permanently and totally disabled, and a reduction in the retirement age for women. In both areas, however, the advance can only be considered as steps in the right direction.

Disability Retirement

The disability retirement provision provides for the payment of OASI benefits to covered individuals who become permanently and totally disabled, but only after reaching the age of 50. It is estimated that 340,000 disabled workers will

benefit from this provision during the first year of operation starting next July. Benefit payments are expected to average about \$75 to \$80 a month for those who meet strict social security coverage and medical requirements, and to total almost \$300 million in the first year.

The step taken by Congress in this new disability program, however, only partially fills the gap left by the 1954 social security amendments when the so-called "wage freeze" provision was adopted. The "freeze" provision merely assured a disabled individual that the benefits he would begin to draw at the age of 65 would not be reduced or lost as a result of the loss of earnings in the interim period between the date of the disability and commencement of benefits at 65. Under the new provision, such an individual would begin to draw benefits when he becomes 50, but no provision is made for benefits for workers who become permanently and totally disabled prior to reaching the age of 50 and who are fully covered by the OASI program.

Organized labor will continue to press for full protection for the totally and permanently disabled as a matter of right, the same as basic benefits, as no one knows when or at what age the catastrophe of permanent and total disability may strike. Such a disaster is just as devastating for a younger worker as an older worker. Indeed, the younger worker has had less time to build up any private savings.

Earlier Retirement for Women

In pressing for earlier eligibility for benefits for women, organized labor has consistently pointed out that this would be a long-overdue recognition of certain facts of life. One of these facts is that men generally marry women younger than themselves. This has the effect of nullifying the eligibility age of 65 for men, since the retiring worker must wait until his wife reaches age 65 before he can qualify for full OASI benefits.

To correct this situation, the new social security amendments permit the wife of a retired worker to start drawing benefits at the age of 62, but the benefit is reduced to 75 percent of the amount she would receive at present under the provision which requires that she be 65.

Working women and widows are also permitted, under the new bill, to start drawing benefits at the age of 62. In the case of the widow, she would begin drawing full benefits at that age, but the working woman who elects to retire at age 62

would draw only 80 percent of the benefit she would receive at age 65. Both wives and working women who elect to retire at age 62 would continue to receive the lower benefit after reaching age 65.

Although organized labor believes that all women should be eligible for *full* benefits at the age of 60, the above amendments reflect substantial progress.

About 800,000 women are expected to take advantage of the lowered retirement age in the first year of operation of the changes, starting in December, this year. The total will include 300,000 working women, the same number of wives of retired husbands, and some 200,000 widows.

Other Provisions

Other provisions in the new social security bill include:

(1) Extension of coverage to about 225,000 additional persons. These include lawyers, dentists and osteopaths. The bulk of those still not included are federal employees, both civilian and military; domestic and farm workers earning less than \$400 a year; and self-employed medical doctors. The goal of organized labor remains universal protection for all wage and salary earners on a mandatory basis.

(2) Continuation of payment of OASI benefits to a disabled child of a deceased worker for an indefinite period as long as the disability occurred before the child was 18. At present, payments for such a child stop when he reaches 18.

(3) An increase in the contribution rate, starting January 1, 1957, by $\frac{1}{4}$ of a percentage point for both employers and employees to pay for the improvements and to keep social security on a sound financial basis. This will increase the contribution rate to $2\frac{1}{4}$ percent on the first \$4200 of taxable earnings for employers and employees. The self-employed contribution rate is increased from 3 to 3 $\frac{1}{2}$ percent.

It should be noted finally that the above improvements do not touch the basic benefits structure of the OASI program. It remains the position of organized labor that benefits of the program are unduly held down by the \$4200 limit on taxable earnings which serve as the base for benefit determination. The \$600 increase in the wage base enacted in 1954 was only a step in the right direction. Adoption of at least a \$6000 tax base is fully justified by increases in wage levels since the OASI program was enacted, and would make

possible a substantial boost in benefits, while at the same time insure the preservation of the wage-related benefit structure embodied in the OASI program.

In line with increasing the wage base, provision should also be made for (1) an annual increment of one-half of one percent of the primary benefit for each year of contributions, (2) a two percent increase in primary benefits for each year of continued employment beyond the age of 65, and (3) the inclusion of "tips" as wages.

These are major objectives for which organized labor will press in the future, in addition to improving upon the limited advancements made this year.

(b) The Federation will continue to seek the enactment of a comprehensive prepaid medical care program on the national or state level in order to provide qualitative medical care for all, regardless of income.

Organized labor, in the development of union health and welfare programs through collective bargaining, has not lost sight of the overriding need for a comprehensive program of national health insurance. On the contrary, as the primary force behind the expansion of voluntary health insurance programs in recent years, no group is more acutely aware of their serious limitations.

The basic facts are these: The number of persons with some form of protection under voluntary plans has now passed the 100 million mark, accounting for approximately 60 percent of the nation's population. Yet, despite the 60 percent coverage, existing health insurance plans are defraying only 21 percent of the nation's \$10.2 billion private medical bill, according to the latest survey of the Social Security Administration, published in December 1955. Thus, the great bulk of medical care expenditures still comes from the individual's pocket on an expensive and often prohibitive fee-for-service basis.

The primary reason for the low percentage of expenditures met by existing plans, despite the much higher rate of coverage, rests in the limited nature of the plans available to the public and unions. Only a small fraction of the plans offer comprehensive medical care, with incentives for preventive medicine, which organized labor seeks for all Americans. Most voluntary plans are of the limited indemnity type underwritten by private insurance carriers, or the Blue Cross and Blue Shield type of plans which em-

phasize benefits for hospital and surgical expenditures during acute illness. Yet this type of service accounts for only about a third of family medical care expenditures. Fees and charges for physicians' services constitute the largest single category of medical costs, but insurance benefits are presently covering only a small portion of these. Further, the limited benefits provided by most existing plans are either reduced considerably for dependents or denied dependents altogether, despite the fact that family dependents incur 80 percent of the family medical bill.

Apart from the limited nature of most existing plans, the great wave of expansion of such plans has largely by-passed those most in need of medical care, and least able to afford it, with 60 per cent of families with annual incomes of less than \$3000 still without any protection whatsoever, not even the limited hospital-surgical protection provided by the limited type voluntary plans that prevail.

It should be noted also that the limited indemnity plans have tended to serve the doctors admirably in their practice of charging what the traffic will bear. Indeed, more than strong grounds for suspicion exists that persons covered by such plans have been left no better off than had they been without coverage. In many respects, indemnity plans can properly be described as "doctors' benefit plans," rather than "employee benefit plans," for they enable doctors to receive higher fees for services to low-income workers than would otherwise be the case, without sacrificing their ability to charge what the traffic will bear to others, regardless of the schedule of maximum benefits in the plans.

In this connection, the AFL-CIO Executive Council's statement, issued several months ago, on the growth of so-called "major medical insurance" is germane.

As the Council pointed out:

"The broader extension of 'major medical expense' or 'catastrophic' health insurance coverage, as has been advocated by some in government and industry, is neither a constructive basis for a national health program, nor an adequate answer to the need for comprehensive prepaid health services.

"Unless accompanied by measures designed to aid in the development and expansion of direct medical service prepayment programs which emphasize preventive care and encourage early diagnosis and treatment, any effort on the part of

the government to promote the 'catastrophic' insurance policies of private carriers can only lead to further inflation of medical costs and deterioration in the quality of medical care, while ignoring the most essential health needs of the public.

"The type of 'major medical expense' or 'catastrophic' insurance policy presently offered by commercial carriers cannot be regarded as a suitable alternative to, or substitute for, a sound basic program of comprehensive insurance protection which provides for diagnosis and treatment in the home or doctor's office as well as in the hospital, and which covers the common as well as the exceptional condition.

"Where a satisfactory basic program of this type already exists, a 'major medical' insurance provision may be useful as a secondary supplement to such a program. The measure of its acceptability, however, should be the extent to which the basic health plan already meets the primary objective—to remove the dollar barrier to comprehensive health services, including preventive care, for the entire family."

In the absence of a national health program to accomplish these objectives, organized labor is giving increasing attention to the development of direct service prepayment plans which, in addition to providing comprehensive medical care, are not subject to abuses found under cash indemnity plans. These plans, although they have recognized shortcomings, are going in the direction which the labor movement wishes to go, providing a sound base for comprehensive medical services which will be able to advance even more effectively with the stimulus of national health insurance.

A national health insurance system which would make complete prepaid health protection available to all Americans, with contributions geared to income, however, remains the goal of organized labor. In the absence of a national system, the Federation will continue to press on the state level for a comparable state program.

Organized labor, it should be pointed out, does not look upon national health insurance as a panacea. We recognize that, to be fully effective, such a system should be coupled with a comprehensive legislative program geared not only to needs, but also to resources. In addition to health insurance, such a comprehensive program should include the following:

(1) Federal assistance to schools training doctors, dentists, nurses and medical

technicians, in the form of grants for construction, equipment, and maintenance of physical facilities, and for student scholarships and research.

(2) Expanded federal matching grants to states and local groups for the construction of hospitals, at least of \$150,000,000 a year authorized under the original Hill-Burton Act, in addition to sums for special types of hospitals added by recent legislation.

(3) A program of federal aid, such as grants and low-interest loans, to further the development of non-profit, direct service, prepayment medical care plans, based on group practice.

(4) Expanded federal aid for medical research and for state and local public health units.

(5) Expanded aid for maternal and child health services, and for programs for physically handicapped children.

(6) Renewed efforts to develop mental health programs which will improve our mental hospitals, increase the facilities and services throughout the nation for care of the mentally ill, and provide for training of psychiatrists and other mental health personnel.

(7) Strengthening of other functions of the U. S. Public Health Service, with especial attention to restoring and increasing its activities for the Pure Food and Drug Administration, for advancing industrial health, and for providing up-to-date maritime hospitals.

(8) Hospitalization insurance for persons receiving old-age and survivors' insurance benefits.

Finally, in the development, through the process of collective bargaining, of plans designed to provide some measure of protection to the health and welfare of wage earners, we note the continuing obligation of affiliated unions to protect the interest of their members in the operation of such plans.

In regard to the question of regulating health and welfare trust funds through legislation, the position of the Federation was clearly demonstrated at the 1955 session of the California legislature.

During the early part of that session, a number of regulatory bills to correct alleged abuses were introduced, which although not necessarily bad in purpose, contained many ill-advised provisions which would have seriously impaired the efficient and continued operation of many funds, rather than correct abuses. In regard to these bills and the overall prob-

lem raised, the Federation assumed then, as it does now, a position of confidence that the vast majority of funds are being operated in accordance with their designed purpose, but that so long as there was any doubt in the minds of the public or the beneficiaries, it was necessary and desirable to enact regulatory legislation.

The Federation accordingly sponsored a bill which would have given the Insurance Commissioner supervisory authority over health and welfare plans, and the necessary power to adopt reasonable rules and regulations consistent with the needs found by the Commissioner to exist. Although the bill passed the Assembly, it was defeated in Senate committee, where it ran headlong into the opposition of powerful banking and employer interests which succeeded in killing the bill. Somewhat shocked by this sequence of events, the Federation and the public could draw only one conclusion, and that was that the interests associated with those who have shouted the loudest about possible abuse of health and welfare funds did not wish to account to the public for their actions in this important field.

It should be noted also that a comparable situation exists on the national level, where the AFL-CIO is supporting regulatory legislation on the national level. Opposition is strongest from those who in the past have screamed the loudest of abuses, for purposes of anti-labor propaganda.

(c) The Federation reaffirms past positions in support of the continuation and liberalization of public assistance programs in the state.

While organized labor has emphasized the development of rounded social insurance programs under which benefits are paid without a needs test, it has also favored improvements in the public assistance provisions of the Social Security Act and in state aid programs for those not adequately reached through social insurance.

Accordingly, we will continue to support federal grants for state and local public assistance programs, more adequate assistance payments to individuals on a basis consistent with human dignity and self-respect, and removal of harsh requirements with regard to eligibility and residence.

Specifically, on the state level, we will continue to support, in the future as in the past, the following:

(1) Enactment of a state program of

aid to the permanently and totally disabled in accordance with the provisions of the assistance provisions of the federal Social Security Act.

(2) State financing and administration of the assistance programs for the aged, the blind, and dependent children.

(3) Elevation of benefit provisions of all state assistance programs in accordance with increases in living costs and living standards.

(4) Repeal of the state relatives' responsibility clauses in assistance programs for the aged and blind.

Adopted, pp. 196-197.

IX HOUSING

(a) Current housing construction, based on Eisenhower programs to build housing only to the extent that it suits the profit motives of the bankers, builders and realtors, is failing miserably to meet the nation's housing needs both in terms of construction volume and in providing housing at costs most families can afford.

No material need of the average family is more neglected than housing. Despite our great resources and abundance of manpower and skills, our nation has been unable to produce enough housing to meet the pressing needs of millions of families.

Last year, which was considered a boom year for housing, approximately 1.3 million housing units were built in this country. The most optimistic forecasts for this year indicate that, at best, construction will not exceed 1.2 million units, and probably will average out at about 1.1 million units.

There is much concern that this rate of housing will not be enough to assure continued economic prosperity. In fact, as pointed out in Statement of Policy II (a), one of the principal reasons for the prevailing uncertainty regarding the economic outlook is the drop in the rate of housing construction. Organized labor is naturally concerned about this, too, as it has long recognized the strategic role housing plays in the national economy. Organized labor recognizes also, however, that it is insufficient to assure only that housing will make its necessary contribution to the nation's economic prosperity. The point is that, regardless of whether housing construction is at annual rate of

1.2 or 1.3 or even 1.4 million units, it will be far less than adequate to meet the nation's housing requirements.

Most low-income families and many middle-income families are forced to live in overcrowded, dilapidated slums located in blighted neighborhoods. Housing conditions of Negroes and other minority families, who have been virtually barred from the market for new private housing, are especially bad. All totaled, at least 15 million families are forced to occupy dwellings which simply do not meet even the minimum standards of decency. But what is even worse, each year that housing construction is less than the minimum required rate to meet needs, more families are being forced into substandard housing.

Thus, if housing construction is maintained at the current rate of between 1.1 and 1.2 million units until 1960, and thereafter, until 1970, increased to say 1.4 million, we will have in 1970, 17 million substandard units still in use—a full two million more than the current number.

The housing industry and programs of the Eisenhower Administration have failed completely to meet this challenging situation. In fact, new housing construction has barely been sufficient to keep pace with the formation of new families and other continuing needs. But it is not only in terms of volume that today's construction is grossly inadequate; most of the houses being built today are also far beyond the financial reach of average American families and those families most in need of adequate housing.

The figures of the Department of Labor in this connection are most enlightening. Last year, the median selling price of new non-farm, one-family houses was \$13,700. In order to afford a \$13,700 house, a family devoting 20 percent of its income to housing would have to have an income of \$7,500. Yet figures recently released by the Federal Reserve Board show that last year only 13 percent of all families in the United States had incomes of \$7,500. The fact is that today's construction, with a growing concentration on larger, more expensive homes, is being aimed primarily at the upper income groups where the market is limited, rather than the millions of low- and middle-income families who constitute America's greatest potential housing market.

Families of average income who are willing to overextend themselves and attempt to purchase a house in today's market are also burdened by excessively high financial charges. In addition to

conventional charges, which are already much greater than most families can shoulder, prospective owners of new homes have increasingly had to bear an additional burden resulting from unreasonable discounts and other charges, especially when it has become necessary to resort to secondary financing through the Federal National Mortgage Association.

The operations of this agency have been so badly mismanaged that, instead of making residential mortgage financing available that would otherwise be lacking, and thereby permitting more families to obtain good housing at costs they can afford, the misplaced emphasis by the Eisenhower administration on a profitable operation of FNMA has tended to force up the cost of housing and either to push the average family out of the housing market altogether, or make it assume a financial burden far heavier than it can bear.

The handling of FNMA is characteristic of the feeble housing program of the Eisenhower Administration. It is a program to build houses, but only to the extent that it suits the profit motives of the bankers and the builders; not to help the people who live in the houses. The Eisenhower Administration during the past four years has demonstrated great dexterity in developing a new doctrine for government aid. The only proper role for government in housing, according to this doctrine, is to help the financiers, contractors and realtors. It's all right to stand back of them and aid them at every turn, but it immediately becomes "socialism" to help people to acquire housing at costs they can afford!

(b) A housing program designed to meet the needs of the nation requires the construction of a minimum of 2 million units a year, with provision for (1) an adequate low-rent public housing program of at least 200,000 units per year to provide decent housing for low-income groups, (2) an effective middle-income housing program, and (3) such other features as necessary to round out a comprehensive housing program.

In recent years the need for a comprehensive program to achieve the goal of good housing for every family has been increasingly recognized and accepted. Our nation cannot evade its responsibility for eradicating slums and slum conditions. Every American has the right to a

genuine opportunity to obtain good housing in a good neighborhood.

A number of comprehensive housing studies have proven conclusively that to make any substantial progress toward this goal would require an annual volume of housing construction of about 2 million units for the next five years, increased thereafter to about 2.4 million. Such a rate of construction would make it possible to reduce the number of substandard dwelling units from the present 15 million to 5 million by 1970.

Certainly, this is the very minimum goal at which our housing program must be aimed. Anything less would mean that the United States, the greatest and most prosperous nation in the world, is unable to build the number of houses needed in order to prevent a larger proportion of families from being forced, for an indefinite period, to live in substandard dwellings.

It is not enough, however, merely to boost the rate of housing construction to 2 million units a year. Two million units of the type of expensive housing presently being marketed could not possibly be absorbed. In order to achieve the goal of two million new units a year, homebuilding activity must also be fundamentally redirected. A major portion of the new homes constructed should be built and marketed at costs within the reach of low- and moderate-income families with incomes below \$5,000 a year, most of whom are now priced out of the private housing market. (See section (a) of this statement.) The core of this program, therefore, envisions a vast expansion of public housing for low-income families, and a new program for middle-income housing that employs new techniques and new methods of financing so that mortgage funds will be made available at low interest rates and for longer amortization periods.

The degree of success which the nation meets in this direction will also determine the rate of progress of slum clearance, for it goes almost without saying that we cannot in good conscience tear down the slums and throw their middle-income inhabitants onto a housing market that is completely out of their reach.

As Ira B. Robbins of the National Housing Conference stated it before a Senate Committee a few months ago:

"Under the present rate of public housing authorizations (and without any middle-income program), it would take 100 years to rehouse only those low-income

families which represent half of those living in substandard homes that were subject to demolition in 1950. We submit that this is no program at all. If we do not have sufficient homes in which to rehouse both families of low- and middle-income, it follows that there can be no program of slum clearance and urban renewal of any substance. That is precisely the spot at which we find ourselves today."

200,000 Public Housing Units

Organized labor shares with all public-spirited groups, such as the National Housing Conference, the sense of urgency to proceed with the public housing job that was contemplated in the Housing Act of 1949, when 810,000 units were authorized to be built in six years. That was a full seven years ago, and we have barely realized 300,000 units. The story of the remaining 500,000 units is in riders to appropriation and allocation bills, sponsored by the real estate lobby, which prevented their construction.

The long delay in carrying out the program, the steady deterioration and expansion of the slums, and the new urgencies created by redevelopment and other public improvement programs being stymied by the lack of housing for unfortunate slum dwellers, all require rapid completion of the 810,000 goal set in 1949. Therefore, an annual rate of at least 200,000 units a year should be established and achieved without further delay.

Organized labor is convinced that only low-rent public housing provides a time-tested formula for meeting the housing needs of low-income families. If there still exists any doubt about this, all one need do is take a quick look at the shoddy record of the so-called FHA low-cost long-term private housing program, once touted by the Eisenhower Administration as the answer to public housing.

In 1954, when Congress was considering the Administration's request for authorization of the 221 program, it was President Eisenhower's Housing and Home Finance Administrator, Albert Cole, who expressed the belief that it would "relieve the pressure upon the need for the public housing program." At the same time, FHA itself was estimating that monthly payments under the program would be \$62.92, or twice as much as low-income families can afford to pay. It was therefore clear from the beginning that even if houses had been built under the 221 program,

they would not have been available at costs low-income families could afford. But the fact is that not a single house has been built under this program.

Now the Administration is recommending that the maximum sales price under the program be increased, in an obvious effort to attract speculative builders to take advantage of its provisions. But all this means is that housing costs under this program, which are already too high for low-income families, would be raised even more. Although this may get a few 221 houses built, the Administration's recommendation is in itself an admission that the program is dead as an alternative to public housing.

Organized labor regrets that the Eisenhower Administration lacks the courage to admit the failure of its FHA 221 program in a more positive manner; that is, by supporting a realistic public housing program to permit early construction of the 500,000 remaining units authorized under the 1949 Housing Act. Instead, the Administration this year came forward with its usual request to keep the public housing program barely alive by the authorization of a pitiful 35,000 units for each of the next two years.

The fate of public housing, in typical fashion, was settled in the closing minutes prior to the adjournment of Congress, with complete victory for President Eisenhower and his vicious real estate supporters.

A comprehensive housing bill introduced by Senator Lehman embodied the 200,000 public units recommended by organized labor, plus an additional 25,000 units a year for the aging. On the Senate floor, this amount was cut to a minimum program of 135,000 units a year until completion of the 1949 program of 810,000 units. An additional 15,000 units a year for the elderly was also authorized in the Senate version over a five-year period.

It was on the House side that the Eisenhower-real estate lobby team wreaked havoc on public housing, while democracy and the needs of democracy's slum dwellers took a back seat. An omnibus housing bill reported by the House Banking Committee provided for 50,000 units of public housing units in each of three years, plus 10,000 units a year for the aging. Even this was too much for the Administration-real estate axis. Success was obtained in reporting the omnibus bill under a closed rule, described as the "toughest gag rule that could be figured out," which permitted only one amendment, in the form

of a substitute bill introduced by an Administration spokesman, incorporating the President's 35,000 units in each of two years to keep public housing limping along in an election year. Provisions for the elderly were made within the limits of the President's 35,000 units. The substitute was adopted amid parliamentary maneuvers to avoid a conference with the Senate on the 135,000 units authorized in the upper house. Success in this aim forced the Senate in the closing minutes of the 84th Congress to accept the program of the Eisenhower-real estate lobby team or have no housing legislation this year.

As Lee F. Johnson, of the National Housing Conference, described the maneuvers: "In my 25 years as a member of the staff of the United States Senate, I have never seen on one piece of legislation, so many legislative tricks, manipulations and deals consummated to make the expressed will of the U.S. Senate so totally ineffective. It was a competent job."

Middle-Income Housing

In recent years the living standards of millions of wage earning families have risen, but despite these income gains, most workers' families are still unable to pay more than \$50 to \$80 a month toward housing expenses (including maintenance and utilities, taxes and all other costs. With rising incomes, the deep desire of workers' families for private home ownership has been reinforced, but it can be realized only if its cost can be reduced to a level moderate-income families can afford. A sound housing program which contemplates 2 million units a year must include as a major plank the means for meeting this growing demand of moderate-income families involving a total monthly housing cost which does not exceed 20 percent of family income. To achieve this end, organized labor proposes a program of low-interest, long-amortization loans for cooperative, non-profit rental and sales housing for middle-income families, meeting adequate standards of construction, space, and availability of community facilities and services. Such loans would be made directly by a National Mortgage Corporation created to administer the program.

The program contemplated is an entirely unsubsidized operation. The Corporation would make loans at a rate based on the cost to the Corporation of capital investment and borrowing from the private market, plus one-half percent to cover the Corporation's overhead, administra-

tive expenses and reserves. At the present time, assuming the Corporation were to invest its funds in long-term federal securities, the rate would be slightly less than 3½ percent.

Mortgage loans made by the Corporation could be amortized over a period of 40 years. At the low rate of interest made possible under this program, long-term amortization would become desirable, since it would not unfairly burden the consumer with high total costs, and would permit a considerable reduction in monthly housing costs as compared with terms involving a higher interest rate and a shorter amortization period.

For example, the monthly charges of a \$10,000 mortgage financed at the current 5-percent effective FHA interest rate for a 25-year amortization period is \$58.50 (\$91 including taxes, insurance and maintenance costs), while the same mortgage financed at 3½ percent for a 40-year period would involve a monthly charge of \$38.70 (\$71 including taxes, insurance and maintenance)—a difference of nearly \$20 a month. Further, it would require an annual income of \$5,460 to carry the 5 percent, 25-year FHA financing, but only \$4,260 for meeting the costs involved in the 3½ percent, 40-year financing.

It can be seen, therefore, that by reducing the financial charge, it would be possible for a far larger proportion of middle-income families to obtain houses at costs they can afford. Housing experts advise that the program would make it possible to market over 500,000 additional dwelling units annually in the years ahead. Together with a program of 200,000 public units for low-income families, the stage would thereby be set for the construction of those 2 million homes a year which are necessary to meet the nation's overall housing requirements.

A sound middle-income housing program embodying the above principles was also incorporated this year in the comprehensive Lehman bill mentioned above. The program, however, has been defeated, again having incurred the opposition of the Eisenhower Administration.

Other Features

Other features contained in the Lehman bill round out the type of housing program which organized labor believes America needs. In addition to a special program designed to meet the particular housing needs of the aging, mentioned above and still pending in Congress, these

include: expansion of federal assistance for a more effective program of slum clearance and urban redevelopment; increased assistance for farm housing; authorizations for necessary housing research; and finally, federal assistance for metropolitan planning, community facilities and improvements.

It should also be noted that organized labor will continue to press for the protection of prevailing labor standards of building trades workers through the enactment of legislation requiring the prevailing wage to be paid to all employees engaged in construction of housing under any program involving federal financial assistance.

Adopted, p. 197.

X EDUCATION

(a) Organized labor will continue to extend full support to an expanded school construction program designed to meet the needs of California's growing school population.

Despite the high rate of school construction in recent years, the shortage of classrooms continues, and is expected to increase in the future unless the rate of classroom construction is stepped up.

Surveys of the State Department of Education place the present shortage of classrooms at approximately 20,000. Of this number, some 17,000 are unfit or unsafe for occupancy, and the remaining 3,000 are needed to eliminate half-day sessions. It is conservatively estimated that the cost of correcting these shortages alone would be \$700 million.

On top of this, we must plan for vast increases in California's school age population. According to the latest Department of Finance report on projected enrollments, issued in July of this year, it is probable that enrollments between the fall of 1955 and the fall of 1960 will show the largest numerical gains of any five-year span since the establishment of free public education in California. New pupils will be added at an average of 13,600 every month of each year, with 9,600 pupils gained in the elementary grades and an average of 4,000 new high school pupils appearing monthly.

Estimates are that provision for such an expansion in enrollments, together with the elimination of existing shortages, will require the construction of over 51,500 elementary and high school classrooms by

1960, at a total estimated cost of approximately \$2 billion. In addition, some 1,250 new junior college classrooms will be needed at a cost of about \$82 million.

Further, there is no let-up in sight. The above figures represent short-term estimates; school planning, however, must also be conducted on a long-term basis.

By 1970, 15 years hence, it is estimated that California will have 162 elementary pupils enrolled for every 100 in the fall of 1955, and 234 high school pupils for every 100 recorded in the school year just completed.

As these long-term figures indicate, the next 15 years will see an emphasis on gains in the number of older pupils. Between 1950 and 1955, only 20 per cent of the public school pupils gained were enrolled in grades 9 to 12. By 1970, however, over one-half of the new enrollees will be high school pupils. And classrooms for high school pupils cost from 40 per cent to practically 100 per cent more per student than do rooms for elementary pupils.

To construct the classrooms needed within the next five years and to plan ahead on the basis of long-term projections, is a challenge which will require resolution, determination, and cooperation of all California citizens.

Organized labor, as primary movers in the establishment of the free public school system, recognizes and accepts its responsibility.

The Federation looks upon our public school system as democracy's first line of defense against totalitarianism of the right and left, and accordingly urges all affiliates to continue their active support of expanded school construction programs on the local level. On the state level, the Federation, in turn, renews its pledge to work with other public spirited groups in the development of a realistic state aid program which will assure equal and adequate school facilities for all children in the state.

(b) The Federation reaffirms its position in support of the organization of teachers into bona fide unions as the only means of assuring wages and working conditions high enough to attract and maintain an adequate supply of competent teachers.

The Federation's position in regard to the current and growing teacher shortage and the need for teachers to rid themselves of "company union" domination by the California Teachers Association and its

local counterparts, was amply stated at last year's convention, and need not be repeated at this time. (See Proceedings, 1955, page 249.) Suffice it to say nothing in the past year has developed to require in any way the alteration of Federation policy.

The teacher shortage, actual and projected, remains primarily an economic problem of elevating the teaching profession to a level where wages and working conditions are sufficiently high to bring back into the profession thousands of qualified teachers lured away by higher paying jobs, to induce students upon completion of their teacher training to actually enter teaching, and to encourage teacher training in numbers sufficient to meet future demand. "Company unionism" is not only incapable of dealing with this basic problem, but also is the major roadblock standing in the way of bona fide trade union organization necessary for its solution.

During the past year, with the assistance of the California trade union movement, substantial progress has been made by the AFL-CIO Teachers Union in broadening the membership base of their organization. In heretofore completely unorganized school districts, several new locals have been formed, and in other districts, such as Los Angeles, tremendous strides have been made in the extension of membership.

Organized labor naturally takes encouragement in these advancements, but at the same time recognizes that, without the protection of the law in the basic right of teachers to join organizations of their own choosing, and to bargain collectively, the limits of future advancement will be determined by the degree of cooperation obtained from the rest of the trade union movement. We cannot rest until teachers in the public school system fostered by organized labor themselves assume their rightful place in the trade union movement.

(c) Organized labor, in reaffirming its support for federal aid to education, places the blame for the defeat this year of the Kelley aid bill on a "do-nothing" President, whose refusal to declare that he would uphold the law of the land in the distribution of federal aid made it necessary to introduce the Powell anti-segregation amendment.

The need for federal aid to education is no longer a debatable issue. Study after study has pointed to the growing nation-

wide shortage of classrooms and qualified teachers which threatens the very foundation of the American public school system. Yet, year after year, under some pretext or other, the narrow and reactionary interests opposed to federal aid have been permitted to block all aid proposals.

During its tenure of office, the Eisenhower Administration has served the anti-federal aid interests well. For three years, under the guise of "study," the President effectively delayed consideration of all federal aid proposals. Finally, when the President's culminating study group—the White House Conference—recorded an overwhelming sentiment for some form of federal aid in December last year, it appeared for a moment that action would be forthcoming this year with the support of a reluctant President.

Circumstances, however, proved otherwise. Contrary to reports of the commercial dailies, the defeat of federal aid this year cannot be blamed on the Powell Amendment to bar aid to states operating racially segregated schools in violation of the law of the land. On the contrary, the amendment was proper and necessary because a "do-nothing" President refused to announce publicly that he would uphold the law of the land in the distribution of federal funds. The Powell Amendment, therefore, played a part in the defeat of the Kelley school aid bill only because of the President's inaction, which necessitated the introduction of the Powell Amendment, thereby making it possible for the opponents to federal aid to use the amendment as a "pretext" for the defeat of the Kelley bill.

In the final analysis, it was the same forces which successfully opposed federal aid in the past that killed federal aid this year, assisted, however, by the same President who for four years has found it necessary to placate these forces by placing their interests above those of educating our children.

The nation can no longer afford to procrastinate in development of a broad federal aid program. As in the past, organized labor will press for enactment of a program which provides direct assistance to states and school districts, not only for public school construction, but also for public school teachers' salaries; for loans and scholarships for needy students; for health and welfare service for all children; and for the eradication of adult illiteracy.

Further, we shall continue to demand proper safeguards in the administration of federal aid. We understand fully the concern over federal control of education.

Throughout the past 35 years, in our outspoken advocacy of aid to education, we have steadfastly maintained that education is primarily a state function. We shall continue to maintain this position, but we will not let it blind our sense of justice. On the contrary, if, as we see developing in some of our southern states today, the conduct of the state results not merely in inadequacy but absolute denial of public educational facilities for any reason, including racial prejudice, then it is the position of organized labor that the need for some federal regulation is self-evident.

(d) Established Federation labor education programs should be continued and expanded as needed.

Established Federation programs in the field of labor education consist of the following: (1) an annual scholarship program granting three \$500 awards to competing high school seniors in California and Hawaii; (2) an annual week-long labor institute; and (3) an annual weekend labor press institute.

All of these programs have proven their practical worth beyond all doubt.

The scholarship program is designed to assist worthy students to finance a college education, while at the same time encouraging a factual study of organized labor's history and present day role in modern society. The winners of this year's three scholarships were selected from 381 applicants from 130 high schools in California and Hawaii.

The annual labor institute offers trade unionists the opportunity to engage in a week of calm and dispassionate study and review of the economic, political and social aspects of broad problems facing the labor movement in the fields of legislation and collective bargaining, as well as in other areas of interest to organized labor. This year's annual institute was devoted entirely to pension planning in collective bargaining and proved to be the most successful held thus far, measured in terms of interest and attendance.

The labor press institute recognizes the important role which the labor press must play in relating current events to the general overall workers' education program. It gives labor press editors an opportunity to discuss common problems relating to financing, circulation, format arrangements, news coverage, etc., so that effectiveness of the labor press may be increased.

Sections a and c adopted. Sections b and d adopted as amended, pp. 197-199.

XI

CIVIL RIGHTS

(a) The elimination of the poison of bigotry and race prejudice from democracy's bloodstream remains a major objective of organized labor.

In the past year the civil rights problem has sharpened into a national crisis. Just as the possibility of nuclear warfare overshadows our foreign policy today, so the possibility of a racial conflict overshadows our domestic policy.

It has been pointed out that the civil rights problem is like a volcano, smoking and bubbling in full view of the nation and the world. But it is a volcano that has been there a long time, and organized labor has never lost sight of it.

The chain of events in the South that brought about its eruption serves as a warning that action can no longer be delayed. The whole struggle for civil rights—for equal treatment under law and equal opportunity for every man, woman and child, regardless of race, creed, or national origin—must be carried forward relentlessly and tirelessly until victory is won. There must be no delay in this struggle for reasons of political expediency—or any other. Organized labor has no sympathy whatsoever with any doctrine of expediency that places party unity above human rights, making such unity an end in itself. This is the road we have traveled in Congress for the last 78 years without the passage of a single piece of major civil rights legislation.

The demand by one-eighth of our population for the full minimum rights of citizenship—and for all the protections which our Constitution affords to each and all—cannot be postponed, denied or repressed.

Organized labor must and will demand action in the new Congress on a broad legislative front to:

1. Establish an effective federal FEPC to prevent discrimination in employment.

2. Make federal funds for education, housing, and welfare available only to those programs and projects that comply with Constitutional bars against segregation and other forms of discrimination.

3. Make lynching and other assaults by public officials or private citizens, acting either in concert or individually, on persons or property because of race, color, religion or national origin, a federal crime.

4. Wipe out interference with the right

to register or vote in primary or general federal elections, and abolish the poll tax.

5. Create a Civil Rights Division within the Department of Justice, headed by an Assistant Attorney General, with authority to protect civil rights in all sections of the country.

6. Establish a permanent Federal Commission on Civil Rights to make continuous appraisals and to recommend action with respect to civil rights problems.

7. Eliminate remaining segregation and other forms of discrimination in interstate travel.

8. Eliminate the filibuster in the Senate and remove the dictatorial powers of the House Rules Committee.

In setting forth this minimum program for action, we pledge full support to the Committee on Civil Rights established by the merger convention of the AFL-CIO last December. We are confident that with the added strength and enthusiasm the newly merged federation and its Civil Rights Committee will contribute to the struggle for human rights, organized labor can bring greater vitality to the task of completing democracy's unfinished business.

(b) The Federation applauds and extends full support to the national AFL-CIO in its forthright denunciation of White Citizens Councils as "new Ku Klux Klans without hoods" whose purpose is both anti-democratic and anti-union.

White Citizens Councils, which were launched in Mississippi following the Supreme Court decision outlawing segregation in public schools, have become rallying points throughout the South for the defiance of the Supreme Court decisions upholding constitutional rights. The Councils have united themselves with other racist groups such as the State Rights Councils, the Patriots of North Carolina, the Virginia Defenders of State Sovereignty, as well as a number of smaller groups, to form a federation under the deliberately misleading name of "Federation for Constitutional Government."

Field reports show that there are now over 500 local and county units within 44 area and state organizations in 15 southern and border states. Although many are paper organizations which have as yet shown little sign of activity, the bulk of the estimated 200,000 members involved are in the White Citizens Councils and other active racist groups mentioned above.

As the AFL-CIO Civil Rights Committee has pointed out in a statement of denunciation adopted earlier this year by the AFL-CIO Executive Council, economic boycott and intimidation of Negroes are the chosen instruments of the hate-mongering campaigns of the White Citizens Councils and their like. Hatred, however, is the breeder of brutality, and many acts of violence have come in the wake of this campaign.

Not all of the victims of the White Citizens' drive have been Negro. White Protestant ministers have been forced to resign their churches, and educators have been deprived of their posts for their concurrence in the U. S. Supreme Court anti-segregation decision.

The AFL-CIO has also pointed out that there is a close link between the White Citizens Councils and associated organizations in the Federation for Constitutional Government with the drive to weaken and destroy trade unions. Documented research shows that many of the members of the various committees of the Federation for Constitutional Government can be identified as the most vicious of anti-union leaders and sponsors of state "right-to-work" laws. Definite moves have been made by the White Citizens Councils' leaders to form independent union centers in the South and chop away union membership from AFL-CIO affiliates.

Underscoring this has been a special report to the Jewish Labor Committee's recent Trade Union Conference on Civil Rights by H. L. Mitchell, President of the AFL-CIO National Agricultural Workers' Union, in which he declared that the Councils may "set the labor movement back ten years." Mitchell reported that the Councils also have definite ties to anti-labor organizations in the North, and predicted White Citizens Council cells in Detroit and other northern cities within a year.

Mitchell's warnings, in turn, have been underscored by race-baiting Senator Eastland, who has made it only too clear that the Council movement is not to be confined to the South. Eastland declared: "It is essential that a nationwide organization be set up. It will be... a people's organization to fight the AFL-CIO, to fight the NAACP, and to fight all the conscienceless pressure groups who are attempting our destruction..."

Organized labor in California agrees wholeheartedly with the AFL-CIO analysis that the ominous pattern followed by these "new Ku Klux Klans without hoods"

resembles the pattern of the growth of Nazism and other totalitarian movements which fed on hatred and defied constitutional democracy.

The movement of White Citizens Councils and their ilk gnaws at the very foundations of our free society. The disruption and disunity sown by them must be vigorously stamped out before they sap the strength of America at home and of its leadership in the free world.

(c) The Federation urges statewide mobilization of organized labor behind the California Committee for Fair Employment Practices for the enactment of FEPC legislation with enforcement powers at the 1957 general session of the California legislature.

In the absence of mandatory fair employment practices legislation on the federal level, our Federation is irrevocably committed to the enactment of such legislation on the state level.

The necessity of FEPC legislation in California has been adequately demonstrated and established in previous statements of policy (see, for example, Proceedings, 1955, pp. 252-3), and need not be restated at this time. Suffice it to say that continued opposition to FEPC legislation by reactionary California employer groups, in the face of a clearly established need and a preponderance of favorable experience in a number of states and cities with FEPC laws, only demonstrates prejudice that confirms the need for action.

At present, some 15 states and 40-odd municipalities have enacted fair employment practices legislation. The overwhelming weight of experience under these laws demonstrates that they have opened many opportunities for minority workers previously closed to such workers on a purely discriminatory basis. "Disgruntled" job seekers have not swamped commissions with complaints, as predicted by employer groups prior to enactment. Fair employment practice laws, where they exist, have neither interfered with so-called employers' "rights" nor created new problems for either business or communities. On the contrary, the record is replete with examples of employers formerly opposed to FEP legislation who under their operation have freely testified in regard to their satisfactory operation and encouraging experience.

It should be noted also that in states with enforceable laws (eleven at present)

have also been accomplished with little or upgrading and expansion of opportunities no use of compulsory powers.

With this wealth of experience to dispel fears of FEPC, organized labor believes there is nothing that can stop its inevitable enactment once the full weight of such experience is carried to the public and our legislators.

Toward this end, organized labor in California has been working closely for the past several years with other public spirited groups that make up the California Committee for Fair Employment Practices. Although progress has been slow, it has been encouraging and steady.

At the 1953 session of the legislature, the Committee failed by one vote to get a full FEPC measure out of committee. Two years later, at the 1955 session, passage of a full-fledged FEPC measure was obtained through the Assembly by a substantial majority vote. Although the bill was tabled in the Senate Committee on Labor, a full committee hearing awakened the Senate to the issue.

In the legislative year ahead, our goal is within sight, but it can be reached only if organized labor begins mobilizing for the final push behind the California Committee for Fair Employment Practices.

Sections a and c adopted. Section b adopted as amended, pp. 208-209.

XII

WATER AND POWER

The Federation reaffirms its support of maximum and integrated development of the state's water and power resources in accordance with firm anti-monopoly provisions relating to water distribution and public power development.

Organized labor has long recognized that, despite California's favorable position in regard to climate, soil, forests, minerals and other natural resources as well as human resources, there are absolute limits on future growth which will be determined primarily by the availability of land, water and electric power. Without water and power in the quantities and places necessary at the times of need, and at prices which will permit and encourage individual and collective enterprise in both agriculture and industry, it is a foregone conclusion that California

will neither be able to keep its growing population and labor force fully employed nor develop toward the ideal envisaged by her people.

In recognition of these facts, the Federation has for many years been in the forefront of the fight for integrated development to keep the supply of water and power abreast of California's growing needs, while at the same time insisting that such development shall proceed in accordance with public policies designed to ensure widest possible distribution of the benefits of water and power developed at the taxpayer's initial expense.

Selfish interests seeking monopoly of land, water and power are constantly trying to make such resources their own. As the history of the Central Valley Project clearly shows, the corporate farmers and the private power interests who seek escape from the excess lands and public power provisions of national law have no qualms about pursuing their selfish ends to the point, if necessary, of blocking any and all future development of water and power projects.

Responsibility for the tragedy of last December's floods can be laid to a large measure at the doorsteps of these forces. It is an accepted fact that the flooding of Yuba City, one of the major areas of devastation, was a direct result of the opposition of the PG&E and the excess landholders to federal construction of the Feather River project as part of the comprehensive Central Valley plan of the U.S. Bureau of Reclamation. Had the federal dam been constructed on the Feather River as planned, the tragedy of Yuba City would have been considerably lessened, if not completely prevented.

These very monopoly forces which have blocked completion of the Central Valley Project now stand ready to capitalize on the fruits of their earlier disruptive activities by using the upsurge of demand for flood control to the end that they may obscure the equally great need for all the other multiple purposes which must be served through sound water and power development, and thereby capture monopoly rights over irrigation benefits and power development.

Literally, California is at the crossroads in water and power development.

As indicated above, the master plan of the U.S. Bureau of Reclamation for comprehensive and integrated development of the Central Valley has been ripped apart, with the construction of the remaining units slowly grinding to a halt.

On the Feather River, the monopoly forces, which succeeded several years ago in blocking federal construction under reclamation law, are now within a hair's breadth of getting construction started on the \$1.5 billion state Feather River project which not only appears to be economically infeasible but would consume four times as much power as it would produce, and in the process destroy enough power for 500,000 jobs. Inclusion of the San Luis Dam site in the state project as necessary to transport water over the Tehachapis has thus far succeeded in blocking urgent federal construction of San Luis to save some 500,000 acres on the San Joaquin Valley's West Side from being returned to desert in a matter of a few years. In turn, if federal construction and tie-in with the Trinity Diversion Project is defeated by the monopoly forces behind the state Feather River Project, the PG&E would be in a better position to grab the power at Trinity River in accordance with its fantastic "partnership" proposal supported by the Eisenhower administration. Trinity power is needed to lift delta water up 200 feet to the San Luis Dam site, inasmuch as an earlier source on the north fork of the Kings River above Pine Flat Dam was given to the PG&E by the Eisenhower Administration when it first assumed office.

On top of this, would-be water and power liberals who have traditionally fought alongside labor against the monopoly grab of our water resources, have now indicated that they are ready to lie down in the path of the "monopoly" steamroller. The Engle "small projects" bill passed this year by Congress (and presently on the President's desk at the time of writing) would permit federal subsidies up to \$5 million per unit to local agencies for water and power projects without the application of the standard excess lands provision with regard to irrigation benefits derived from federal subsidies. Experts agree that the Engle bill will eventually lead to the total destruction of the 55-year old reclamation law's safeguard against monopoly.

These are but a few examples of the havoc created by the special interests in their amoral drive to capture our limited resources.

In answer to this challenge, and to protect our water and power resources for the common benefit, the Federation has joined forces with the small farmer and consumer groups in the formation of the California Water and Power Users Association. The aim of the Association, now two years old, is to raise the voice of the

people in outrage and in opposition to the disruptive and destructive tactics of the monopolists, and to press for maximum and integrated development so as to protect our resources for the common benefit.

The key principles and objectives of the Association follow closely those of organized labor. They are:

General Principles

1. Development of California's water resources in the public interest should be in conformity with integrated river-basin plans for flood control, irrigation and other water uses, navigation, power production, and other beneficial purposes.

2. Rates for water sales from public projects should be such as to meet no more than the costs necessary of repayment, so that cheap water will encourage agricultural, industrial, and residential development.

3. Anti-monopoly and anti-speculation provisions in federal law must be enforced for all federal or federally subsidized projects, and parallel laws enacted on the state level and enforced on all state or state subsidized projects.

4. Electric power sales from public projects should repay power production costs, a just share of the joint costs of reservoir construction and operation, and such other share of total costs as to ensure water prices within agriculture's ability to pay.

5. Atomic knowledge is and should remain the property of all the people of the United States. Use and development by both public and private enterprise should be encouraged but in no case should patents, licenses or other devices be permitted to transfer our basic rights in atomic power or its applications away from the people of the nation.

6. Recreation and wildlife resources, among the greatest producers of social and economic values in our state, must be given adequate consideration in all water resource planning.

7. Legislative action by our legislature and the Congress must aggressively further the public interest in water resource development and in water and power administration. Information and assistance must be given our lawmakers toward these ends and the public kept informed of voting records thereon.

8. National and regional bodies whose

aims are similar to ours must be encouraged and assisted in their work at Washington and elsewhere.

Special Principles for California Water Planning

9. There must be evolved a basic plan for developing a balanced economy in the state, together with resultant necessary estimates for balanced water allocations between the needs of rural and urban areas and among agricultural, business, industrial, and domestic consumers.

10. Present peaceful processes of adjusting water rights by stipulation and agreement must not be disturbed by hasty mandatory adjudication or legislative action.

11. Determinations of water reservations for use in counties of origin must be made by the state only after careful study of and hearing on development plans and forecasts evolved by the official governing and water bodies of such counties.

12. The present water needs of the Sacramento Valley, the mountain areas, and the lower river delta areas must be determined at an early date to permit the rational development of projects in water deficient areas of the state.

13. It must be the responsibility of areas of water deficiency or need to prepare and document development plans and forecasts for their areas which demonstrate their water deficiencies and needs before any consideration shall be given their requests for actual allocation of surplus waters.

14. Studies looking toward measures to conserve, recover, and re-use water must be made for application to both rural and urban areas and for all types of use.

15. Prospective losses of potential tax revenues to rural counties from public development of reservoir sites rather than private ownership must be offset by provisions for "in lieu" payments or other arrangements.

16. Sound planning must be immediately commenced to provide water to the areas of the San Joaquin Valley still facing deficiencies, especially on the West Side and in the lower basin areas of that valley.

17. Planning must be commenced by the state toward assisting Southern California toward obtaining additional water for normal expansion of industry and population without detrimental effect on the actual or potential water or power situation of the other areas of the state.

18. All plans and reports proposing construction of water projects to be wholly or partially built, financed, or operated by the state shall be accompanied by statements showing clearly the following data:

a. In what manner the project shall operate to complement, integrate with, or conflict with, the Central Valley Project as operated by the U.S. Bureau of Reclamation, existing water, irrigation, or utility districts, any other federal projects, other state or local projects, the reclamation laws of the United States, or existing laws of the State of California.

b. The number, nature, extent, location, and ownership of any properties which will receive water or other benefits therefrom.

c. The financial feasibility of the project, that is, how the project will be financed and paid for, including repayment sources and schedules.

d. The social feasibility or desirability of the project, that is, how California as a whole will benefit by the project.

Special Principles Related to Electric Power

19. We support the existing provisions of federal law relating to the generation, transmission, distribution, and sale of power produced at public projects.

20. Preference of access to publicly produced power must continue as a right to public agencies and cooperatives, at rates, places and voltages designed to meet their abilities and needs.

21. Public agencies and cooperatives must be given continued federal aid wherever necessary, in the establishment of their distribution systems, and in the establishment of transmission lines to firm-up and integrate public power supplies.

22. Atomic power licenses and subsidies must be available to public agencies at all levels and degrees of involvement in the production of public power.

23. Rates charged public agencies for public power shall not be based on the so-called "market values" established by private utilities but rather on the accepted past practices of the Bureau of Reclamation and other federal power marketing agencies.

24. The federal and state governments should take all necessary steps to ensure that public power sold to private utilities is resold to consumers at such rates as to

assure that all publicly created benefits reach the public in the form of the lowest possible rates.

25. The federal and state governments should also take such steps as may be necessary to ensure that benefits allowed private utilities through federal and state action, respectively, such as from tax concessions and accelerated amortization subsidies, are passed on to the public in the form of the lowest possible rates.

26. Electricity produced from atomic plants of agencies under federal control must be marketed in conformity with federal laws relating to hydro power.

27. Regulation of electric utilities by state and federal bodies must be improved, assisted, and held to a high level of performance in the public interest.

28. Agencies and officials of the federal government must, wherever pertinent, participate in ratemaking processes of both state and federal bodies, in the interest both of the government's costs and on behalf of the general public.

29. Utility ratemaking processes must be actively participated in by producer and consumer groups so as to prevent rates being based upon inflated valuations and wasteful expenditures or set to yield unfair profits.

30. Lobbying and other political activities of private utilities must be watched and investigated, and federal and state law enforcement agencies should fully discharge their public obligations to hold all utilities to strict observance of the law.

Adopted, p. 209.

XIII

BALLOT PROPOSITIONS

The Executive Council of the Federation makes the following recommendations regarding the propositions which will appear on the November, 1956 general election ballot:

Proposition No. 1—\$500 Million State Veterans' Bond Issue

Recommendation: Vote YES

This legislative referendum, which constitutes the Veterans Bond Act of 1956, authorizes the issuance and sale of state bonds not exceeding the sum of \$500 million to be used by the Department of Veterans Affairs in assisting California war veterans to acquire farms and homes.

Proposition No. 2—\$100 Million State School Bond Issue

Recommendation: Vote YES

This constitutional amendment directs the issuance and sale of \$100 million of state bonds to provide loans and grants to school districts for (a) school sites, construction and equipment, and (b) housing and equipment for the education of the physically handicapped or mentally retarded minors.

Proposition No. 3—\$200 Million State Construction Bond Issue

Recommendation: Vote YES

This constitutional amendment authorizes the issuance and sale of \$200 million of state bonds to carry out the Governor's building program contemplated in the State Construction Program Bond Act of 1955. Said act provides for use of the bond money, as appropriated by the legislature, for buildings and building sites for state educational institutions, mental and correctional institutions, and other state facilities. It requires that not less than \$60 million of the bond proceeds shall be available for state colleges.

Proposition No. 4—Oil and Gas Conservation

Recommendation: Vote NO

This initiative measure would enact the California "Oil and Gas Conservation Act" which (1) prohibits "waste," defined as production methods which reduce the maximum economic quantity of oil or gas ultimately recoverable by good engineering practices, (2) provides for unit operation of pools to increase the ultimate recovery on agreement of the lessors and lessees of three-fourths of the pool, (3) creates a California Oil and Gas Conservation Commission to prevent "waste" by any necessary and proper orders, including orders limiting production, but only to the extent necessary to prevent "waste," (4) provides for the pooling of spacing units in new pools, (5) provides that the Commission's orders shall protect correlative rights, and (5) provides for enforcement and administration.

Proposition No. 5—Food in Bars Repealer

Recommendation: Vote YES

This constitutional amendment removes the present constitutional provision which permits the service of intoxicating liquors only in bona fide hotels, restaurants and other public eating places, and authorizes

the enactment of legislation to permit the service of alcoholic beverages in public premises in which food need not be served. In addition, it restricts the presence of minors in such establishments, and incorporates the existing ban on service or sale of alcoholic beverages to persons under 21.

Proposition No. 6—Property Tax Exemption for Church Parking Lots

Recommendation: Vote YES

This constitutional amendment provides that the property tax exemption for churches shall, until the legislature provides otherwise, extend to adjacent or non-adjacent property necessary and reasonably needed for and used exclusively for a church parking lot, if such parking lot is required by law and has not been rented or used commercially during the preceding year.

Proposition No. 7—Change Name of State Assembly

Recommendation: Vote NO

This constitutional amendment changes the name of the Assembly of the California legislature to "House of Representatives," and the title of "Assemblyman" to "Representative."

Proposition No. 8—Legislative Budget Sessions

No Recommendation

This constitutional amendment requires the budget session of the state legislature to convene in February of each even-numbered year instead of March. While the length of the budget sessions would still be limited to 30 calendar days, the legislature would be authorized to take a recess of not to exceed 30 calendar days after the introduction of the budget bill, which recess would be excluded in determining the length of the session. Also, provision is made for the payment of expenses of committee members assigned to consider the budget bill during such recess.

Proposition No. 9—Borough Form of County Government

No Recommendation

This constitutional amendment authorizes the establishment by county charter of a borough form of government either for all or any part of an unincorporated territory of the county. The amendment would allow the exercise of county powers by a borough through provision in a

county charter, and permit the charter to provide for the administration of such boroughs.

Proposition No. 10—Architects and Engineers

Recommendation: Vote YES

This constitutional amendment provides that the state civil service requirements shall not prevent the legislature from adopting laws permitting the state to employ private architects and engineers when work cannot be performed by a state agency staff within the required time.

Proposition No. 11—Framing County Charters

No Recommendation

This constitutional amendment allows one year, instead of six months, for preparation of a proposed county charter by the board of freeholders.

Proposition No. 12—State Indebtedness

Recommendation: Vote NO

This constitutional amendment sets the maximum permissible term of statutory state bond issues at 50 instead of 75 years. It declares that full publicity is given to state bond propositions in ballot pamphlets prepared by the Secretary of State, and therefore eliminates the requirement that such propositions be published for three months in a newspaper in each county. It also authorizes the legislature to reduce authorized bond issues to lesser amounts than fixed by the bond propositions.

Proposition No. 13—Repeal Alien Land Law

Recommendation: Vote YES

This initiative repealer, submitted to the voters by the legislature, repeals the inoperative law of 1920 (declared unconstitutional in 1952), which formerly denied aliens ineligible for citizenship the right to hold real estate in California.

Proposition No. 14: Legislative Employees

No Recommendation

This constitutional amendment authorizes the legislature to provide for the selection of legislative officers, attaches and employees, deleting existing limita-

tions regarding the method of hiring and the amount of daily payroll during legislative sessions.

Proposition No. 15—Public Water Supplies: Mutual Water Companies

No Recommendation

This constitutional amendment authorizes the state and each political subdivision, district and city to acquire shares of mutual water company stock for the purpose of securing public water supplies. It repeals existing provisions limiting such rights to certain public agencies.

Proposition No. 16—Civil and Criminal Appeals

Recommendation: Vote YES

This constitutional amendment deletes the present time limits within which a Supreme Court hearing may be ordered after a decision by a District Court of Appeal. It authorizes the Judicial Council to fix such time limits by rule.

Proposition No. 17—Constitutional Provisions Relating to Judiciary

No Recommendation

This constitutional amendment repeals a provision which formerly regulated salaries of superior court and appellate judges. It also repeals another provision dealing with the former Supreme Court Commission.

Proposition No. 18—Inferior Court Judges

Recommendation: Vote NO

This constitutional amendment makes the judge of a justice court eligible for an office as judge of a superseding municipal court established before January 1, 1960, even though he is not an attorney, where he has served as an inferior court judge continuously since November 7, 1945.

Proposition No. 19—State Boundaries

Recommendation: Vote YES

This constitutional amendment empowers the legislature to change, alter and redefine California's state boundaries in cooperation with adjoining states, subject to the approval of Congress. It also authorizes legislation to adjust property taxes as required by such boundary changes.

RESOLUTIONS

Prepaid Medical Health Benefits For Public Employees

Resolution No. 1—Presented by W. J. Bassett and Thomas Ranford of Central Labor Council, Los Angeles; Harold P. Camp of State Employees No. 361, Compton.

Whereas, Organized labor has as one of its major objectives the adequacy of compensation and working conditions for all who labor; and

Whereas, The adequacy of compensation is related to economic costs faced by the worker for his necessities of life, including the costs of maintaining his health; and

Whereas, It has been shown that a prepaid medical health plan is an effective way of meeting the economic hazard of sickness and injury among large groups of employees, and that such programs have been recognized by most employers as a significant benefit to their employees; and

Whereas, The State of California and each of the counties, cities and other political subdivisions must offer adequate inducements to secure the rightful share of competent employees in the interest of the proper performance of business and that such inducements must therefore be comparable with those prevailing throughout industry in the state; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor urge the State of California, all cities, counties and other political subdivisions to adopt the program of forward-looking management by instituting a prepaid plan of health and medical care benefits for all public employees.

Referred to Committee on Resolutions.
Adopted as amended, p. 227.

Establish U. S. Academy of Science and Research

Resolution No. 2—Presented by Paul M. Sapp of Government Employees No. 922, San Francisco.

Whereas, The peace of the world and the security and welfare of the United States in this atomic age is greatly dependent upon its scientists and technicians; and

Whereas, Recent studies, as reported in "Business Week" magazine, reveal that Russia is graduating from her schools more trained technicians than the United States; and

Whereas, Many of the young people in

the United States attending high school and college, because of lack of funds, are forced to seek employment and cut off, defer or limit their education; and

Whereas, The talents of our young people should be developed for the good of the individuals and the benefit of the nation; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record to petition our Congressmen and Senators to have established in the United States Department of Health, Education and Welfare, an agency to be known as "The Academy of Science and Research," or similar title; and be it further

Resolved, That such "Academy of Science and Research" be authorized to hold an annual nation-wide competition for students graduating from high school, the thousand highest qualified competitors to have their tuition, fees and other expenses paid in an accredited university or college of their choice to the extent of \$6,000 for a full academic course selected to adequately develop their scientific talents and train them for careers in the fields of science and research; and be it further

Resolved, That this project be supported by appropriations of Congress of \$6,000,000 annually plus administrative expenses.

Referred to Committee on Resolutions.
Adopted, p. 199.

Prevailing Wage and Additional Benefits For State Construction Employees

Resolution No. 3—Presented by Lowell Nelson and William Leshe, Solano County Building and Construction Trades Council, Vallejo; Willard Tuttle and A. N. Gauthier, Santa Barbara County Building and Construction Trades Council, Santa Barbara; W. J. DeBrunner, San Diego County Building and Construction Trades Council, San Diego; and Bryan P. Deavers and James F. Ward, State Building and Construction Trades Council of California, San Francisco.

Whereas, The State of California Personnel Board has adopted a policy establishing classifications and pay plans for certain construction trades and related classes in the state service; and

Whereas, This action was taken at the conclusion of an open hearing held before the State Personnel Board in Sacramento Friday, June 1, 1956; and

Whereas, The State Federation of La-

bor and other employee organizations and state departments did appear to protest and offer facts against the proposed establishment of new casual employment classes at a lower wage rate than prevailing in the area where work is to be performed; and

Whereas, The recommendations made by the staff of the State Personnel Department is not factual in survey results and therefore discriminatory in findings against certain classes of employees, employed by the state; and

Whereas, The prevailing wage structure is in jeopardy for state employees engaged in maintenance and repair and construction work; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor favor the introduction of legislation at the next session of the legislature to provide definitely for prevailing wage rates plus health and welfare payments, unemployment insurance, pensions and travel expense benefits for state employees performing skills of construction crafts in maintenance, repair and construction work for the State of California.

Referred to Committee on Legislation.
Adopted, p. 243.

Workmen's Compensation and Disability Insurance From State Funds, Not Private Carriers

Resolution No. 4—Presented by Lawrence E. Evans of California Pipe Trades Council, San Francisco.

Whereas, The Workmen's Compensation and Unemployment Disability laws were created to protect workers from loss of income due to industrial injury, unemployment or physical disabilities due to illness; and

Whereas, There are constantly recurring legislative efforts to repeal or weaken those state enactments calculated to protect workers; and

Whereas, Such efforts stem not only from reactionary employers but from interests privately competitive to public funds accumulated largely, or entirely, from the contributions of the workers themselves; and

Whereas, Since the enactment of this legislation there has been a great many abuses committed against the workmen and their families by the private insurance companies by using their money and influence to deprive the workmen of their rights under these laws; and

Whereas, State-controlled, state-collect-

ed and state-distributed funds have been shown to have been relatively free from such pressure group manipulations as dictate the policy of private insurance carriers; therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor urge all local unions affiliated with the Federation to withdraw their support from all private workmen's compensation and unemployment disability insurance carriers immediately, and to require that all members, at all times, be afforded full actuarial protection through state-administered funds, free of financial, coercive or political influence.

Referred to Committee on Resolutions.
Non-concurred, p. 196.

Abolish Waiting Period Where Injury Lasts More Than 7 Days

Resolution No. 5—Presented by Lawrence E. Evans of California Pipe Trades Council, San Francisco.

Whereas, The Workmen's Compensation Act provides that there shall be a waiting period of seven (7) days prior to the payment of benefits following an industrial injury; and

Whereas, This provision of the Workmen's Compensation Act imposes undue and unwarranted hardships on the employee and his family; therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as approving that the Workmen's Compensation Act be amended to provide that compensation will be paid retroactive to the date of injury in all cases where the injury is of more than seven (7) days duration.

Referred to Committee on Legislation.
Adopted, p. 216.

Boycott Kohler Company Plumbing Fixtures

Resolution No. 6—Presented by Lawrence E. Evans, of California Pipe Trades Council, San Francisco.

Whereas, The Kohler Company, a plumbing ware firm, located near Sheboygan, Wisconsin, has kept its employees, members of Local 833, AFL-CIO, on strike since April 5, 1954, and has engaged in various unfair labor practices; and

Whereas, This same Kohler Company broke a strike on an AFL federal union in 1934 at which time Kohler deputies killed two pickets and wounded 47 with gunfire; and

Whereas, The president of the com-

pany, Herbert V. Kohler, has bragged of personally carrying a club in both 1934 and 1954 strikes and has condoned the presence of tear gas and machine guns in his plant in the current dispute; and

Whereas, The company conduct during this strike has been characterized by such acts as refusal to meet with the union, rejection of all arbitration proposals, eviction of striking employees from company-owned homes and apartments, cancellations of life and hospitalization insurance of strikers, discharge of 90 strike leaders including all local union officers and stewards, and recent refusal to reinstate strikers on grounds that the company commitments to newly hired strikebreakers are more important than the 23,000 years of seniority represented on the Kohler picket lines; and

Whereas, The contract proposals of striking Local 833, AFL-CIO, are standard, reasonable, American trade union demands, such as, seniority, pensions, hospital insurance, arbitration of grievances and wages comparable with those of the company's competitors; and

Whereas, The vicious tactics of the Kohler Company are a negation of the accepted American practice of good faith in collective bargaining and constitutes a contagious threat to all trade unions; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor commend the steadfast and heroic struggle of the Kohler strikers against the industrial feudalism of the labor-hating Kohler Company and express its continuing support to Kohler Local 833, AFL-CIO; and be it further

Resolved, That the California State Federation of Labor urge all affiliated organizations to further the legal primary boycott of Kohler Company plumbing fixtures by (1) refusing to buy and urging others to refrain from buying Kohler ware; (2) active solicitation of the assistance of plumbers, plumbing contractors, plumbers' unions and AFL building trades councils on the local level in making it difficult for the Kohler Company to sell its scab-made ware; and be it further

Resolved, That the California State Federation of Labor urge the Defense Department, the Veterans Administration and other federal agencies to refrain from granting contracts to the Kohler Company or appropriating government funds for the purchase of its products

while it persists in its violations of the nation's labor laws.

Referred to Committee on Labels & Boycotts.
Adopted with statement, p. 271.

Oppose State Purchases From Firms Violating Federal Laws and Court Orders

Resolution No. 7—Presented by Lawrence E. Evans, of California Pipe Trades Council, San Francisco.

Whereas, The purchase of goods or services from a strike-bound firm implies approval of that firm's policies and conduct, and such purchases bring with them also the possibility of picket lines, litigation and inferior quality; and

Whereas, It is the best public policy for one arm of government and one subdivision to uphold the legal processes of another arm of government. It should be the policy of the sovereign State of California not to purchase goods or services from a firm that is presently in violation of federal labor laws, such as unfair labor practice convictions by the NLRB and continued non-compliance; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record that, as a matter of public policy, it is undesirable for the sovereign State of California to purchase any goods or services from firms presently violating federal labor and court orders; and be it further

Resolved, That this convention go on record as being opposed to the State of California purchasing any goods or services from firms presently violating federal labor laws and court orders.

Referred to Committee on Resolutions.
Adopted as amended, p. 264.

Transfer of Fire Fighters Contributions From State Retirement System to County System

Resolution No. 8—Presented by Wray H. Nansel, Cecil Hicks, Jr., Sidney W. Howard, Charles Weist, Milton R. Farrell and Bernard Dickey, of Fire Fighters Union No. 1014, Whittier.

Whereas, The California State Assembly Committee on Municipal and County Government has been studying the feasibility of functional consolidation of city and county services, including the unification of all fire fighting agencies in Los Angeles County into one Metropolitan Fire Department; and

Whereas, A consolidation of the Fire Departments in Los Angeles County

would result in a terrific savings to the tax-payer through the mediums of reduced overhead, increased efficiency, more thorough coverage of all areas and reduced insurance rates and at the same time provide an adequate amount of manpower and equipment for any emergency regardless of size or location; and

Whereas, The state legislature has recognized these values of a consolidated Fire Department, and in the 1953 and 1955 sessions of the California legislature provided the necessary changes in the state laws to permit either on a trial basis or on a permanent basis, the consolidation of one or all of the city fire departments with the Los Angeles County Fire Department; and

Whereas, In 1952, an attempt to merge one small city with the Los Angeles County fire department failed, not because of any lack of desire on the part of either party, but because of an oversight on the part of the legislature and proponents of consolidation. The merger failed because it was impossible to transfer retirement funds from the State Retirement Fund to that of the county retirement fund; and

Whereas, The Los Angeles County Fire Fighters Association, Local 1014 recognizes the need for this minor but vitally important legislation and has prepared the necessary amendments to eliminate this last remaining obstacle to the efficient consolidation of the Fire Service; and

Whereas, The County Fire Fighters have presented this proposed legislation to the State Assembly Interim Sub-Committee on Functional Consolidation and retirement problems; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor be on record as being in full support of this legislation to be presented at the next session of the legislature. This legislation provides for the transfer of all contributions, employees' and the city's portion as well, from the State Retirement System to the County Retirement System. It further provides complete protection to the transferring employee such as, the cost to the employee in direct relation to his total time employed as a fireman. The amendments eliminate the last remaining obstacle to the functional consolidation of the fire departments of Los Angeles County.

Referred to Committee on Resolutions.
Filed, p. 251. See Resolution No. 31.

Communities to Determine Type of Fire Protection They Desire

Resolution No. 9—Presented by Wray

H. Nansel, Cecil Hicks, Jr., Sidney W. Howard, Charles Weist, Milton R. Farrell and Bernard Dickey, of Fire Fighters Union No. 1014, Whittier.

Whereas, The phenomenal growth of Los Angeles County has resulted in numerous jurisdictional changes, particularly in the field of incorporation of communities into general law cities; and

Whereas, The reason for these incorporations is primarily for boundary protection against annexation to adjacent cities, the preservation of community pride, the desire to run their community on a functional basis rather than on a political basis; and

Whereas, The last four communities to incorporate have retained Los Angeles County fire protection in lieu of establishing their own fire department because of the financial impossibility to equal the level of service provided by the county fire department; and

Whereas, Existing laws do not provide any permanency to an agreement between a city and the county fire department and such an arrangement is dependent solely on the integrity of the city council because the law now permits a cancellation of such an agreement on a moment's notice. It is quite possible for a community to wake up some morning without any fire protection; and

Whereas, In all cases where county fire protection is retained, it is the desire of the people of that community, and the county fire fighter is very concerned in the fact that a law or laws permits any three members of a city council to cancel an agreement that so directly affects the lives and property of all of the people in a city that has retained county fire protection; and

Whereas, There are several more communities now considering incorporation on the basis of retaining county fire protection. The welfare of 1500 county fire fighters, their families and the very structure of one of the most efficient fire departments in the nation is in jeopardy. This department represents an investment of \$6,500,000 on the part of all taxpayers in Los Angeles County, protecting the lives and property of 1,300,000 people within its own jurisdiction, an organization capable of handling several major conflagrations at one time. It is a major segment of the civil defense organization and major disaster plan of Los Angeles County; and

Whereas, The County Fire Fighters are affiliated with the International Associa-

tion of Fire Fighters, AFL-CIO, California Federation of Labor; therefore be it

Resolved, That the 54th convention of the California Federation of Labor be on a record as being in full support of legislation to be presented at the next session of the legislature. This legislation is so designed as to provide the right of self determination to the people in the selection of what type of fire protection they desire. The legislation further provides for the fire fighters and the people they serve, the degree of permanency and security for good fire protection to keep pace with the growth of each community affected.

Referred to Committee on Legislation.
Adopted, p. 251.

**Survivors' Benefits for Death of
Fire Fighters From Non-Service-
Connected Illness or Injury**

Resolution No. 10—Presented by Wray H. Nansel, Cecil Hicks, Jr., Sidney W. Howard, Charles Weist, Milton R. Farrell and Bernard Dickey, of Fire Fighters Union No. 1014, Whittier.

Whereas, Members of the Los Angeles County Fire Department and other member departments of the 1937 Retirement Act are aware that certain provisions of the 1937 Act have not kept pace with other retirement systems and the OASI provisions of Social Security; and

Whereas, It is the desire of the Los Angeles County Fire Fighters to correct this inequity so that security for their families is provided for; and

Whereas, There is no apparent reason why a widow and/or her children should be discriminated against in the case of a non-service connected death when the 1937 Act provides off-duty protection for the employee in case of a non-service connected disability; and

Whereas, The actual cost of such a provision is so small it is difficult to measure in terms of dollars and cents; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor favors legislation providing survivors benefits to the widows and families of professional fire fighters who die from any non-service connected illness or injury; and be it further

Resolved, That the California State Federation of Labor shall submit and support such legislation at the next general session of the California State Legislature.

Referred to Committee on Legislation.
Adopted, p. 251.

**Support and Participate in Community
Chest and Other United Campaigns**

Resolution No. 11—Presented by W. J. Bassett and Thomas Ranford, of Los Angeles County Central Labor Council.

Whereas, For many years the labor movement in California as well as nationally has advocated the principle of federation in fund-raising, planning and the maintenance of high standards of service for voluntary health, welfare and recreation agencies; and

Whereas, Over the years the local and national health and welfare projects and agencies have had the active interest and participation of the membership of organized labor; and

Whereas, The new National AFL-CIO Community Services Committee has, with the approval of the AFL-CIO Executive Council, adopted as basic principles that the union member has a responsibility to his community, that he must be concerned about the availability of adequate health, welfare, and recreational services for the whole community, and that unions be encouraged to continue the policy of financing, supporting and participating in existing social service agencies rather than to establish direct social services of their own; and

Whereas, Support for Community Chests, United Crusades (such as the United Bay Area Crusade) and other united campaigns should be buttressed by participation of union members in the activities, plans and programs of all voluntary health and welfare agencies through serving on the policy-making boards, councils and other committees of Community Chests, United Crusades, and their federated service agencies; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor call upon its affiliated local unions and their membership in all communities where Community Chests and Councils, United Crusades, Associated In-group Donors, or other united campaigns exist, in accordance with the type of fund-raising federation approved by the labor movement in the respective communities, urging the participation of organized labor in these activities, and loyally, actively and generously to support the local Community Chest or other federal fund-raising campaign.

Referred to Committee on Resolutions.
Adopted, p. 263.

**Cooperate and Assist in Development
of AID Membership Chapters**

Resolution No. 12—Presented by W. J. Bassett and Thomas Ranford, of Los Angeles County Central Labor Council.

Whereas, It is the expressed policy of the National AFL-CIO to support local efforts toward voluntary federated fund-raising in lieu of the ever-increasing individual fund-raising appeals; and

Whereas, Leadership of the AFL, CIO and Railroad Brotherhoods in the Los Angeles industrial area, recognizing labor responsibility to support private health and welfare charities, in 1950 formed the Labor Welfare Council, thereby giving impetus to the establishment of the successful voluntary donors' organization, AID (Associated In-group Donors); and

Whereas, AID members support Community Chest agencies, American Red Cross, American Cancer Society, Arthritis and Rheumatism, City of Hope, Crippled Children's Society, Los Angeles County Heart Association, Multiple Sclerosis Society, Sister Kenny Foundation and/or any other "favorite charities" named by the donor; and

Whereas, AID tri-partite (labor-management-public) boards of directors have been established in Long Beach, Kern County, Ventura County, San Bernardino County, as well as in Los Angeles County; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor call upon the leadership and membership of the area councils, trade departments, international and local unions in the above-mentioned geographic areas to cooperate and assist in the development of the AID membership chapters in their respective areas.

Referred to Committee on Resolutions.
Adopted, p. 263.

**Appoint Federation Statewide Community
Services Committee**

Resolution No. 13—Presented by W. J. Bassett and Thomas Ranford, of Los Angeles County Central Labor Council.

Whereas, The California State Federation of Labor believes that what is good for the community is good for labor; and

Whereas, The community services program is designed to help the whole community as well as its union members, and under the new AFL-CIO it has already brought aid and comfort in personal and

community emergencies to both our union members and citizens generally; and

Whereas, During floods and other disasters, during periods of unemployment, layoffs and strikes, it has served labor well; it has brought the services of our community agencies to the people and thousands of trained union counsellors have helped their fellow workers and their neighbors meet their immediate needs; and

Whereas, Medical care, hospitalization, legal aid, housing, child welfare, blood banks, recreation and public assistance are some of the many health and welfare services this program has provided, and through it, thousands of union men and women have volunteered for community planning and organization and have taken active part in federated fund-raising and community-wide budgeting activities; and

Whereas, These programs and others implemented by the Community Services Committee are being effectively carried out through former AFL state and local offices, former CIO state and local offices, as well as merged AFL-CIO offices; and

Whereas, The continually expanding activity of the Committee has developed in union members a great responsibility toward community affairs and is gradually making our community agencies more representative of the people and more responsive to the people's needs; therefore be it

Resolved, By this 54th convention of the California State Federation of Labor that:

1. The California State Federation of Labor congratulates the national AFL-CIO Community Services Committee and extends to it appreciation of past and present work and program.

2. The Secretary be instructed to appoint a statewide Community Services Committee to work on a state level for the improvement of public and private health, welfare and recreational services.

3. This convention strongly urges all local unions which have not already done so to establish Community Services Committees both in behalf of their own members and of the communities in which they live and work.

Referred to Committee on Resolutions.
Adopted, p. 262.

**Condemn IAC Panels for Incorrect
Interpretation and Application of Act**

Resolution No. 14—Presented by Howard Reed and Alton M. Clem of Contra Costa Building and Construction Trades

Council, Martinez; Carpenters No. 642, Richmond.

Whereas, The recent decisions of Panels I and II of the Industrial Accident Commission of the State of California has decreed that the liability for temporary disability payments and medical care involving two or more successive injuries shall be apportioned; and

Whereas, Said apportionment of temporary disability payments can and does deprive an employee of the maximum disability payments and medical care under the California Workmen's Compensation Act, and the insurance carriers accrue substantial benefits from said apportionment of temporary disability payments; and

Whereas, Said apportionment of temporary disability payments and medical care is conducive to prolonged litigation and the resulting deprivation of the injured employee from the benefits therefrom; and

Whereas, The California Workmen's Compensation Act purports that it shall render speedy justice without undue litigation and delay; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor condemn and censor Panels I and II of the Industrial Accident Commission of the State of California for their incorrect interpretation and application of the California Workmen's Compensation Act.

Referred to Committee on Resolutions.
Adopted, p. 196.

Speed Up Payment of Workmen's Compensation Benefits

Resolution No. 15—Presented by J. F. Cambiano and E. T. Aronson of California State Council of Carpenters, San Francisco.

Whereas, The present Workmen's Compensation laws in the state of California are very lax in requiring prompt payments of compensation to an injured employee; and

Whereas, Whenever an employee is injured, without any source of income, for him or his family, he is immediately thrown into a position of spending his savings or going into debt in order to support his family; and

Whereas, At such times of distress is when an employee needs financial assistance the most; and

Whereas, When an employee is unemployed, due to no work available, he is able to receive unemployment payments within three weeks and is also in a posi-

tion to seek employment, but when an employee is out of work because he is injured, he waits to receive any compensation payments for as much as six months or more in many cases; therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record against these delays in making payments to injured employees by the compensation carriers of the employer; and be it further

Resolved, That the California State Federation of Labor do all within its power to have legislation enacted which will make it a misdemeanor for the employer and the compensation carrier, for failure to make compensation payments to an injured employee within thirty (30) days from the time the employer or compensation insurance carrier was notified of the injury.

Referred to Committee on Legislation.
Adopted as amended, p. 216.

Prevailing Wage and Other Benefits For State Construction Employees

Resolution No. 16—Presented by James T. Harvey of Building and Construction Trades Council of Sacramento-Yolo Counties, Sacramento; Carl B. Stauss, Lathers No. 109, Sacramento.

Whereas, The Personnel Board of the State of California in their meeting on June 2, 1956, reversed the decision of payment of prevailing wages to Building Trades maintenance employees made by a previous Personnel Board in a meeting held in San Francisco, February 18, 1942; and

Whereas, Such action taken on June 2, 1956, can be considered as a cut in the wage rate for building trades maintenance employees of the State of California who have been paid on the prevailing wage rate for the past fourteen years; and

Whereas, The action taken at the meeting of the Board on June 2, 1956, is discriminatory, as only certain maintenance crafts were removed from the prevailing monthly rate; therefore, be it wage rate of pay and placed on a lower

Resolved, That the 54th convention of the California State Federation of Labor introduce legislation at the next session of the legislature to provide for the payment of prevailing wage rates and other benefits as in agreements of craftsmen employed on casual or permanent maintenance, repair, and construction work by the State of California.

Referred to Committee on Legislation.
Filed, p. 243. See Resolutions Nos. 3 and 70.

Resolution No. 17

Withdrawn at request of sponsors, p. 179.

**Employer to Pay Attorneys' Fees
In Compensation Cases**

Resolution No. 18—Presented by Henry Hansen of San Joaquin County Central Labor Council, Stockton.

Whereas, The benefits under the Workmen's Compensation Law of California are very small; and

Whereas, In any case where an injured employee or the dependents of a deceased employee seek benefits under the provisions of the Workmen's Compensation law by filing an application with the Industrial Accident Commission, the attorney's fees paid to the attorney representing the injured employees or the dependents of the deceased employee are deducted from the meagre benefits allowed under the Workmen's Compensation Act and thus charged to the injured employee or the dependents of the deceased employee; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record to take the necessary steps to amend the Workmen's Compensation law of California to provide that an attorney representing the injured employee, or the dependents of the deceased employee, shall receive an attorney's fee commensurate with the value of the services rendered, not less than \$75.00 in each case, which attorney's fee shall be set by the Industrial Accident Commission; and that such attorney's fee shall be chargeable as costs against the employer or the employer's insurance carrier, or both, in any case where the applicant before the Industrial Accident Commission shall be the prevailing party on at least one of the issues involved in the matter before the Industrial Accident Commission.

Referred to Committee on Legislation.
Adopted as amended, p. 216.

**Forbid State Employees Holding Two
Jobs Except in Emergency**

Resolution No. 19—Presented by Harry Finks and Albert Marty of Sacramento Central Labor Council.

Whereas, It is generally the rule that the average state employee's age limits his ability to handle two jobs at one time and to give the proper service expected on either job; and

Whereas, The federal government and the Sacramento city government have put a limited ban on the holding of two jobs

by employees because time off the job is intended for rest and should be used for same; and

Whereas, No emergency such as war, flood, etc., exist at present and there is no actual need for state employees to hold two jobs while there are unemployed people in private industry trying to get one job in order to support their families; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor use its efforts to enact a law in the 1957 California state legislature which would forbid state employees to hold two jobs, but if permission is granted in emergency cases, the employee must state his extra place of employment, hours worked, and compensation received.

Referred to Committee on Legislation.
Adopted, pp. 242, 244.

**Night Work Differential For
State-Employed Janitors**

Resolution No. 20—Presented by Harry Finks and Albert Marty of Sacramento Central Labor Council.

Whereas, Janitors working in the state buildings work later night hours than the state college and university janitors; and

Whereas, The state college and university janitors receive higher wages for less work and responsibilities; and

Whereas, It is the established policy of the federal government, and in many cases, of private industry, to pay a night differential for work performed between the hours of 6:00 p.m. and 6:00 a.m., and in its latest contract, the City and County of San Francisco has established a night differential of 10 cents an hour and up; and

Whereas, It must be recognized that the janitors are the only state classification working nights on a regular schedule, and therefore are not able to spend regular hours with their families as do other state employees; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor pursue the matter of an increase of 5 per cent above and beyond the July 1 increase in salary for said night janitors, said 5 per cent to constitute a night work differential.

Referred to Committee on Resolutions.
Adopted, p. 227.

IN MEMORIAM

Roy F. Walker

Resolution No. 21—Presented by Execu-

tive Council, California State Federation of Labor, San Francisco.

Whereas, Brother Roy F. Walker, vice president of District No. 15 of the California State Federation of Labor from 1948 to 1952, passed away in September, 1955; and

Whereas, Brother Walker spent a large part of his too brief span of life in devoted service to the ideals and principles of organized labor; and

Whereas, His achievements on behalf of labor brought him the affection and respect of all who came in contact with him or benefited from his efforts; and

Whereas, Brother Walker will be greatly missed and long remembered, and the labor movement in our state is the poorer for his loss; therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor, upon adjourning this meeting, shall, by a moment of silence, express its sorrow at the death of this brother, and its gratitude for the generosity of spirit and deed which characterized his activity on behalf of the workers in California.

Referred to Committee on Resolutions.
Adopted, p. 267.

IN MEMORIAM

Frank T. Shipman

Resolution No. 22—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, Brother Frank T. Shipman, vice president from 1936 to 1940 of what is now District No. 14 of the California State Federation of Labor, was taken by death in October, 1955; and

Whereas, Brother Shipman served the labor movement faithfully and well for many years in the northwest part of the state, an area where organization was difficult to establish and hard to maintain, but where unionism has nevertheless burned with a bright, steady flame for decade after decade; and

Whereas, By act and example, his contributions to organized labor have been many, and his loyalty to the principles of the American labor movement outstanding; and

Whereas, His passing is mourned by all who knew him over the years as friend and brother; therefore, be it

Resolved, That when the 54th convention of the California State Federation of Labor adjourns, we shall express, by a moment of silence, our regret at the loss

of this brother and our appreciation of his generous and devoted services to the labor movement.

Referred to Committee on Resolutions.
Adopted, p. 267.

IN MEMORIAM

Carl Fletcher

Resolution No. 23—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, Brother Carl Fletcher, vice president of the California State Federation of Labor's District No. 2 from 1937 to 1941, passed away on November 5, 1955; and

Whereas, Brother Fletcher served long and faithfully, not only within the organized labor movement itself, but in public office as well, where he was a worthy spokesman and loyal representative of the working people, first as mayor of his own city, Long Beach, and later, for years, as member of the State Assembly; and

Whereas, His life was an expression of his devotion to the principles of the American labor movement, and his loss will be keenly felt by the many to whom he was an inspiration and a guide; therefore, be it

Resolved, That when the 54th convention of the California State Federation of Labor adjourns, it will mark with a moment of silence the passing of Brother Fletcher, and so convey our regret at his passing and our appreciation of his great services to the labor movement.

Referred to Committee on Resolutions.
Adopted, p. 267.

IN MEMORIAM

Captain Charles F. May

Resolution No. 24—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, Death came on May 18, 1956, to our Brother, Captain Charles F. May, who served as a vice president of the California State Federation of Labor's District No. 9 from 1941 to 1946; and

Whereas, His record as a staunch and devoted trade unionist during many years of untiring activity on behalf of the officers and other members of the American Merchant Marine is a proud one for organized labor to remember; and

Whereas, Throughout his life in labor, he translated into action and lived by the highest principles of the American labor movement, contributing much in wisdom

and foresight to the strengthening of that movement; and

Whereas, He will be greatly missed by all who knew him as friend and fellow-unionist; now, therefore, be it

Resolved, That when the 54th convention of the California State Federation of Labor adjourns, we shall mark, by a moment of silence, the passing of Brother May, and so express our regret at his loss and our gratitude for the great services he rendered organized labor over the years.

Referred to Committee on Resolutions.
Adopted, p. 267.

State to Provide Prevailing Conditions When Hiring Casual Labor

Resolution No. 25—Presented by Lawrence E. Evans, of California Pipe Trades Council, San Francisco.

Whereas, We feel that a great inequity exists in the State of California, in the hiring of casual employees by the state; and

Whereas, Civil Service employees receive paid vacations, sick leave, retirement plan, group insurance and the Civil Service Employees Association receive definite benefits at a cost to the taxpayers; and

Whereas, Casual employees hired by the State of California do not enjoy any of the benefits enjoyed by the Civil Service employees; and

Whereas, The State of California has made no provisions to care for casual employees that are hired to perform specialized jobs for the state; therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record that all craftsmen employed by the State of California be paid health and welfare benefits negotiated with contractors in the industry in which they are regularly employed; and be it further

Resolved, That all benefits negotiated with outside employers in any area, the prevailing conditions be recognized in the hiring of casual labor by the State of California; and be it further

Resolved, That this convention instruct its incoming officers to sponsor and support legislation at the next session of the legislature that will correct this condition.

Referred to Committee on Legislation.
Filed, p. 243. See Resolutions Nos. 3 and 70.

Oppose Relaxation of Women's 8-Hour Law

Resolution No. 26—Presented by Phyllis

Mitchell, Anna Marie Grace, Zoe Garoni and Edwin B. Love, of Office Employees Union No. 3, San Francisco.

Whereas, Management, for the most part, is interested in a maximum amount of return on dollars invested and a minimum amount of output in dollars for overhead and labor costs; and

Whereas, This theory has been firmly implanted by management into the thinking of the California Federation of Business and Professional Women's Clubs (whose members are primarily office and clerical workers), who are attempting to have legislation enacted within the State of California for the purpose of furthering the ambitions of those women who, for the most part, are underpaid for their services but carry titles vested upon them by their employer which would tend to place them in an executive capacity in every sense excepting their salary bracket. They now claim that they cannot gain advancement in their positions because the law will not allow them to work more than eight hours per day; and

Whereas, The California Federation of Business and Professional Women's Clubs are now asking the legislature to enact legislation for the purpose of allowing management to use the word "emergency" in relation to work in excess of a work day of eight hours. Management, by using the word "emergency" could require or permit high-titled and low salaried employees to work on an overtime basis by resorting to oral psychology and the age-old "promise of advancement" theory to foster a "sun-up to sun-down" work day under the guise of the use of the word "emergency"; and

Whereas, The proposed change in the law would have an adverse effect upon females who are currently working and advancing into higher paying positions that could be classified as executive and junior executive positions under the current eight-hour law which does not contain an "emergency" clause; and

Whereas, We protest any proposed change in the law to exceed the eight-hour work day by the inclusion of the "emergency clause" gimmick; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor officially go on record in protest against the reactionary amendment proposed by the California Federation of Business and Professional Women's Clubs and its attempt to destroy the benefits that organ-

ized labor has fought to win and preserve; and be it further

Resolved, That all central labor bodies in the state of California be informed of the position of the State Federation of Labor on this issue and that they be urged to support and publicize this protest.

Referred to Committee on Resolutions.
Filed, p. 193. See Resolution No. 53.

Payments From Trustee Funds to be Made to All Public Employees

Resolution No. 27—Presented by J. F. Cambiano and E. T. Aronson, of California State Council of Carpenters, San Francisco.

Whereas, The last session of the state legislature enacted Section 53205.5 of the Government Code permitting "local agencies" to make payments to so-called Trustee Funds established pursuant to Sections 10202.8 or 10270.5 of the Insurance Code the same as other employers for their employees; and

Whereas, There are numerous employees employed by other than "local agencies" such as the state, itself; and

Whereas, There is no justification for the distinction between these types of public employees; now, therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record that the law be amended so as to permit payments to all employees in the state in any type of governmental employment; and instruct its incoming officers to introduce the proper legislation that will accomplish this result.

Referred to Committee on Legislation.
Adopted, p. 242.

Tariff Regulations for Protection of American Tile Industry

Resolution No. 28—Presented by Leonard Williams and Charles W. Besser, of Brick and Clay Workers District Council No. 11, Los Angeles.

Whereas, Since January 1956, there has been an increase in the sale of imported Japanese and other foreign-made ceramic tiles to the tune of 16 percent of our domestic production; 76 percent of this came from Japan, Spain and Mexico. This also represents a 763 percent increase in the past 6 years and comprised 8.66 percent of all tile used in the United States in 1955; and

Whereas, From present information there is a tremendous expansion of manufacturing facilities in Europe, Mexico and

Japan which will give those countries greater amounts of tile to export to the United States to the detriment of American industry and therefore a threat to the job security and wage standards and living conditions of the large segment of our members in the Brick and Clay Workers Union; and

Whereas, Self-preservation is the first law of nature and our members have much to lose in the unfair competition of these products manufactured at pittance wages and sweat shop conditions; and

Whereas, There are no fair trade practices or fair competitive wage and salary policies to create fair competition on these products; and

Whereas, Present policies of our government are to be governed by the unfair, unfounded quotas and tariff set by GATT (General Agreement on Tariff and Trades), through an international agency that is not responsive to the needs and desires of the clay workers of the United States; and

Whereas, The Congress of the United States is directly responsible and sensitive to the needs of our people who elect them to do our government business for us; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor urge Congress to regain or retrieve this control over the tariff policy of our country and see to it that a system of control and tariff regulations be made that will provide fair competition in the market for the proper protection of our members who depend upon the tile industry for a living and the raising of our families; and be it further

Resolved, That necessary legislation be provided for the retraining and rehabilitation of those workers already displaced by the unfair unrestricted imports of ceramic tile and dinnerware products made in Mexico, Europe and Japan under poor labor conditions and pittance wages that are undermining our American standard of living and job security built up at great sacrifice and by diligent labor; and be it further

Resolved, That we call upon the public and organized labor to protect our American standard of living by purchasing only union-made in America ceramic tile and dinnerware.

Referred to Committee on Resolutions.
Adopted, p. 225.

Eliminate Waiting Period in Workmen's Compensation Law

Resolution No. 29—Presented by Leonard Williams and Charles W. Besser, of Brick and Clay Workers District Council No. 11, Los Angeles.

Whereas, The present Workmen's Compensation laws were designed to take care of a very important phase of our industrial life in the United States; that of eliminating an inequity to the loss of an industrial worker when he receives an injury that knocks him and his family out of his earnings when they receive an industrial injury; and

Whereas, The present laws are antiquated insofar as providing full compensation for an injury they receive in the course of their employment that only causes him that 7 days' loss; and

Whereas, In our society of today with our high living standards a worker cannot take even a day's loss without hardships and workers are faced with an unfair loss due to injuries that cause only a few days' loss that is not covered by present laws, thus creating an inequity to the detriment of the workers; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor instruct its incoming officers to draft a law that will give workmen's compensation to an injured worker regardless of the number of days he should lose as a result of a compensable injury.

Referred to Committee on Legislation.
Filed, p. 216. See Policy Statement VII and Resolution No. 5.

Arbitration Procedure for Fire Fighters

Resolution No. 30—Presented by Ray Shukraft and Glyn Lister, of Federated Fire Fighters of California, Fresno.

Whereas, Fire fighters are interested in perfecting the services they are rendering to the public; and

Whereas, Public welfare demands that satisfactory relations exist between fire fighters and their municipal employers; and

Whereas, Fire fighters are as interested also in improving their working relations and conditions of employment as are employees in other services and in industry; and

Whereas, The Executive Board of the Federated Fire Fighters of California has been instructed to initiate legislation in the California State Legislature providing

for arbitration procedure in disputes between fire fighters and their respective employers; and

Whereas, A resolution of this intent was passed at the 1950 convention of the American Federation of Labor, with a further resolve that all state federations be instructed to assist in the securing of passage of such legislation at the State Legislature of each state; therefore be it

Resolved, That the 54th Convention of the California State Federation of Labor approve of such legislation, and the California State Federation of Labor legislative representatives be instructed to give all possible support to secure passage of such legislation.

Referred to Committee on Legislation.
Adopted, p. 251.

Transfer of Fire Fighters Retirement Funds

Resolution No. 31—Presented by Ray Shukraft and Glyn Lister of Federated Fire Fighters of California, Fresno; and Wray H. Nansel, Cecil Hicks, Jr., Sidney W. Howard, Charles Weist, Milton R. Farrell and Bernard Dickey of Fire Fighters No. 1014, Whittier.

Whereas, Functional consolidation of services in counties of the State of California is presently being studied by the Assembly Interim Committee on Municipal and County Government; and

Whereas, The consolidation of the fire fighting agencies in counties is a definite part of the study by this committee; and

Whereas, There are 45 cities and one county fire fighting agency in Los Angeles County, that are now being considered by a 30-man committee for consolidation; and

Whereas, There are a number of city fire fighting agencies desirous of a merger of their fire departments with that of the Los Angeles County Fire Department; and

Whereas, This type of consolidation is impossible because of the lack of proper legislation to provide transfer of funds from the State Retirement System to that of the Los Angeles County Retirement System; and

Whereas, The problem of transferring state retirement funds to that of county retirement systems, is statewide, and affects all firefighting agencies in the state of California; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor adopt a policy of assistance to Los Angeles

County, Local 1014 and the Federated Fire Fighters of California for the presentation and passage of legislation to correct this situation.

Referred to Committee on Legislation.
Adopted, p. 251.

Hernia, Heart and Pneumonia Under State Compensation Insurance

Resolution No. 32—Presented by Ray Shukraft and Glyn Lister of Federated Fire Fighters of California, Fresno; and Wray H. Nansel, Cecil Hicks, Jr., Sidney W. Howard, Charles Weist, Milton R. Farrell and Bernard Dickey of Fire Fighters No. 1014, Whittier.

Whereas, Since the inception of Section 3212, Div. 4 of the Labor Code, there have been many cases wherein the final ruling of the Industrial Accident Commission has resulted in unfair settlement to fire and police employees who have suffered disability as a result of heart, hernia and pneumonia ailments; and

Whereas, The intent of such code is presumed to mean that heart, hernia and pneumonia are occupational hazards of fire fighters and policemen; and

Whereas, It has long been recognized by eminent medical authorities that fire fighters and policemen, because of the hazards of the occupations, are subjected in a greater degree to the occurrence of heart, hernia, and pneumonia injuries than the average industrial worker; and

Whereas, After ten years of active service, it has also been recognized by medical authorities that such injuries are service-connected, arising from and directly attributed to the hazards of employment; and

Whereas, Every year injured employees are being compelled, at considerable expense, to hire attorneys in order to get fair settlements on heart, hernia and pneumonia injuries; therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor adopt a policy of assistance to Los Angeles County, Local 1014 and the Federated Fire Fighters of California to amend the California State Labor Code, Div. 4, Section 3212, Para. 2: such hernia, heart trouble or pneumonia so developing, or manifesting itself in such cases, shall be presumed to arise out of and in the course of employment. This presumption is disputable, **BUT ONLY IN THE EVENT THE EMPLOYEE HAS LESS THAN TEN (10) YEARS SERVICE**, but otherwise,

may be controverted, the commission is bound to find in accordance with it.

Referred to Committee on Legislation.
Adopted, p. 251.

Reports of Condition Under State Compensation Insurance

Resolution No. 33—Presented by Ray Shukraft and Glyn Lister of Federated Fire Fighters of California, Fresno; and Wray H. Nansel, Cecil Hicks, Jr., Sidney W. Howard, Charles Weist, Milton R. Farrell and Bernard Dickey of Fire Fighters No. 1014, Whittier.

Whereas, The State Compensation Insurance Fund is primarily an insurance company; and

Whereas, The State Compensation Insurance Fund and the Industrial Accident Commission should realize that they have a responsibility towards the employee, as well as the employer; and

Whereas, It is beginning to appear that they are getting too large to consider the feelings of the employee, thus forgetting one of the laws of the rights of human beings; and

Whereas, More and more cases are being brought to the attention of the makers of this resolution, that are being abused from a psychological and neurological standpoint; and

Whereas, It has definitely been established by prominent psychologists and neurologists that damage to the neurologic and psychotic personality of the employee can result from the failure of the insurer to keep the patient informed; and

Whereas, Statistically, more and more patients have to be treated for neurological ailments, one of the causes being directly attributable to the employee being kept in complete obscurity as to the facts of his illness or injury; therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor adopt a policy of assistance to Los Angeles County, Local 1014 and the Federated Fire Fighters of California to amend the State Labor Code, Div. IV, Chap. 7, Sec. 4051, to read as follows:

The employee shall receive a factual report of his condition and progress from the doctor, doctors, hospital or agency from which he is receiving, or has received treatment. Said report to cover the period of his treatment, if of short duration, or in cases of treatments of long duration, a progress report shall be sent

to the employee not less than once per month.

Referred to Committee on Legislation.
Adopted, p. 216.

Hours of Duty of Fire Fighters

Resolution No. 34—Presented by Ray Shukraft and Glyn Lister of Federated Fire Fighters of California, Fresno; and Wray H. Nansel, Cecil Hicks, Jr., Sidney W. Howard, Charles Weist, Milton R. Farrell and Bernard Dickey, Fire Fighters No. 1014, Whittier.

Whereas, For many years this resolution has turned up in many forms; and

Whereas, In each case, when presented to the state legislature, it has been defeated; and

Whereas, A blanket sixty (60) hour bill would very likely meet with defeat again, unless a new type of approach is used; and

Whereas, It has been established as a fact that previous bills have been defeated by small cities and small departments; and

Whereas, We understand the problems of the smaller departments and realize that a mandatory 60-hour bill could mean the dissolution of paid departments, due to the inability of the population to pay the necessary taxes; and

Whereas, It is not our intent to harm or jeopardize the livelihood of the membership in the smaller departments; and

Whereas, We need their help in the passing of this all-important legislation; therefore be it

Resolved, That the 54th Convention of the California State Federation of Labor approve this resolution and instruct their legislative representatives to assist in legislation to amend the State Labor Code, Div. II, Part 2, in addition to the five chapters now existing, a new chapter, to be known as Chapter Six, pertaining directly to the working hours of fire fighters. This chapter to definitely define:

1. What is known as a "Working Shift." (i.e. Two Platoon basis—A working shift for professional fire fighters shall be from 8 a.m. of the day reporting on duty, until 8 a.m. of the following day, thus constituting 24 consecutive hours of "On Duty" or working hours).

2. What is known as a "Off Duty Shift" (i.e., Two Platoon basis) a "Off Duty" shift for fire fighters shall be from 8 a.m. of the morning of completion of a

"On Duty" shift, until 8 a.m. of the following day, thus constituting 24 consecutive hours of "Off Duty").

3. A maximum work week of not over 60 hours at monthly salary, hours over and above will be compensated by over-time pay or time off, for paid fire fighters shall be mandatory for:

a. Cities, Counties or Fire Protection Districts meeting the following conditions:

1. Having fire departments of 100 paid personnel or over.

2. Fire departments protecting the lives and property of 200,000 persons, or over.

3. Serving an area with an assessed valuation of \$100,000,000 or over.

Referred to Committee on Legislation.
Adopted as amended, p. 251.

Resolution No. 35

Withdrawn at request of sponsors, p. 242.

Right to Organize for Fire Fighters

Resolution No. 36—Presented by Ray Shukraft and Glyn Lister, of Federated Fighters of California, Fresno; and Glyn Lister and Douglas Lindsay, Fire Fighters No. 778, Burbank.

Whereas, The trend is for fire fighters to seek legislation to acquire an arbitration procedure, and

Whereas, This legislation is most desirable and every effort should be expended toward that end in the state of California; and

Whereas, There is small doubt that this goal will someday be reached; however, the fact remains that an arbitration procedure law would be useless to many fire fighters until a law is passed to grant them the right to organize; and

Whereas, This law has not been passed in the state of California; therefore be it

Resolved, That the 54th Convention of the California State Federation of Labor in convention, adopt a policy of assistance to Burbank, Local 778, and the Federated Fire Fighters of California for the presentation and passage of legislation to grant to fire fighters the right to organize.

Referred to Committee on Legislation.
Adopted, p. 251.

Oppose Integration of Federal Fire Fighters and Federal Security (Guard) Forces

Resolution No. 37—Presented by Ray Shukraft and Glyn Lister, of Federated

Fire Fighters of California, Fresno; and Bay Area Federal Fire Fighters, Oakland.

Whereas, The practice of integrating police and fire departments having proved a failure in a vast majority of cities where it has been tried; and

Whereas, The International Association of Fire Chiefs, the National Fire Protection and the National Board of Fire Underwriters have condemned this practice of integration as impractical and a step backwards from the forward march in the training of professional fire fighters; and

Whereas, The science of police work and the modern technical and scientific training of the professional fire fighter are two separate and distinct branches of modern security and should not be tied together except as a cooperative effort in the prevention of fire and crime; and

Whereas, The practice of some of the installations in the Department of Defense and other federal agencies to integrate the fire fighters and the Security (Guard) Force does not increase the efficiency of either department; therefore be it

Resolved, That the 54th Convention of the California State Federation of Labor, adopt a policy of action to oppose this practice in all federal installations and continue to oppose it in all cities; and be it further:

Resolved, That this resolution be presented to the next convention of the AFL-CIO.

Referred to Committee on Resolutions.
Adopted, p. 225.

Oppose Federal Fire Fighters Performing Tasks of the Other Crafts

Resolution No. 38—Presented by Ray Shukraft and Glyn Lister, of Federated Fire Fighters of California, Fresno; and Bay Area Federal Fire Fighters, Oakland.

Whereas, Federal Fire Fighters are hired for the express purpose of fire prevention and fire protection and related duties; and

Whereas, The federal government has a staff of painters, carpenters, plumbers and other types of craftsmen on all established installations; and

Whereas, The performing of such unrelated work as painting, carpentry, and plumbing by fire fighters tends to create a condition of disharmony between the crafts and the fire fighters; and

Whereas, The fire fighters' hourly scale

is in most cases, far below that of the other skilled crafts; therefore, the assignment of fire fighters to unrelated duties tends to break down morale, and will eventually create a hardship on the personnel in the other crafts by the gradual elimination of their position; and

Whereas, This practice violates the very principle upon which organized labor was founded; therefore be it

Resolved, That the 54th Convention of the California State Federation of Labor, adopt this resolution and instruct the officers to take whatever action they deem necessary to stop such practices within all federal installations; and be it further

Resolved, That the California State Federation of Labor present this resolution to the next convention of the AFL-CIO.

Referred to Committee on Resolutions.
Adopted, p. 225.

Increase Pay of Deputy Labor Commissioners

Resolution No. 39—Presented by Floyd J. White and Ralph Abel, of Kern County Central Labor Council, Bakersfield, and California State Conference of Plasterers and Cement Masons, San Francisco.

Whereas, Wages, hours, and working conditions are the major considerations of organized labor and of all wage earners, and are enforceable by law as terms of a contract or agreement; and

Whereas, Organized labor is vitally interested in the enforcement of employment contracts or agreements; and

Whereas, The Division of Labor Law Enforcement, also known as the Office of the State Labor Commissioner, is the sole state agency authorized by law to accept assignments of wage claims for collection without charge to the employee, and to enforce all labor laws not specifically assigned to another agency; and

Whereas, The State Labor Commissioner's office is charged with instituting criminal proceedings through the courts for flagrant violations of any of the labor laws, including health and welfare payments in behalf of wage earners; and

Whereas, In addition to criminal actions, the Labor Commissioner may file civil suits in the courts for collection of wages, and penalties for nonpayment of wages, expense accounts; file liens for employees, process claims for damages for misrepresentations of conditions of employment; accept and process claims

for vacation pay, severance pay, workmen's compensation awards, etc.; and

Whereas, The State Labor Commissioner's office enforces child labor laws, and institutes criminal actions arising therefrom; and

Whereas, The Labor Commissioner and his deputies have the power of subpoena to compel the attendance of witnesses, and to take testimony under oath at hearings scheduled by them, in places scheduled by them, and at the time scheduled by them; and

Whereas, The Department of Industrial Relations in which the Labor Commissioner's office plays a major part has always been fostered by the State Federation of Labor; and

Whereas, The laws on the statute books have been expressly passed by the legislature for the protection of the wage earner to be enforced by the Commissioner, and have been passed with the urging and approval of the State Federation of Labor and its officers; and

Whereas, The State of California has but one Labor Commissioner, with less than 40 deputies and 14 officers to serve the entire population of approximately 14 million people in California; and

Whereas, The State Federation of Labor and organized labor as a whole, has always demanded an adequate wage for the skills and knowledge and training required for a job; and

Whereas, The importance of the powers and duties of the Labor Commissioner and the benefits of his office to labor as a whole cannot be overly emphasized; and

Whereas, At the present time the salary of a Deputy Labor Commissioner starts at \$481 per month and progresses each year thereafter for the next three years at 5 per cent each year until a maximum of \$583 per month is reached, and from which approximately 10 per cent is deducted for retirement benefits; and

Whereas, In addition to the fact that present Deputy Labor Commissioners are underpaid by at least \$250 per month, the salary is not such as to attract sufficient persons with the necessary qualifications to adequately and efficiently staff the Labor Commissioner's staff for the maximum benefit of the wage earner at large; and

Whereas, Deputy Labor Commissioners are at present in the third lowest classification in the Department of Industrial Relations; therefore be it

Resolved, That the 54th convention of

the California State Federation of Labor go on record as advocating that the wage rate of Deputy Labor Commissioners start at a minimum of 60 per cent of the State Labor Commissioner's salary and increase a minimum of five percent each year for three years to a minimum of 75 per cent of the Labor Commissioner's salary; and be it further

Resolved, That a committee of five be appointed to assist the President, Vice Presidents, and Secretary of the California State Federation of Labor for the coming year to achieve the recommended increase in salary for Deputy Labor Commissioners.

Referred to Committee on Resolutions.
Adopted as amended, p. 227.

UI and UDI Coverage for Employees of Non-Profit Organizations

Resolution No. 40—Presented by Jimmy Murphy, Agnes Granger and John K. Robinson of Hospital and Institutional Workers Union No. 250, San Francisco.

Whereas, Section 634 of the Unemployment Insurance Code excludes so called non-profit organizations from coverage under the Unemployment and Disability Compensation Act of the State of California; and

Whereas, This exclusion has created serious hardships to the thousands of wage earners in the state of California who are employed by various "non-profit organizations," such as hospitals; schools, sectarian cemeteries, etc.; and

Whereas, Workers in such organizations are subject to the hazards of unemployment and disability, but are denied the protection that is afforded to other wage earners under the laws of this state; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor hereby goes on record calling for the elimination of the existing exclusion of services in Section 634 of the Unemployment Insurance Code and shall include this subject in its legislative program; and be it further

Resolved, That we support all efforts to bring hospital workers and other related employees under the full protection of the California Unemployment Insurance Code.

Referred to Committee on Legislation.
Adopted, p. 214.

Oppose Relaxation of Women's 8-Hour Law

Resolution No. 41—Presented by Jimmy Murphy, Agnes Granger and John K. Rob-

inson of Hospital and Institutional Workers Union No. 250, San Francisco.

Whereas, Certain groups in California are seeking to weaken the existing eight-hour day for women; and

Whereas, Any relaxation of the standard eight-hour law for women in California would be a step backward and would break down employment standards that have taken years to achieve; and

Whereas, Any weakening of the present eight-hour law could lead to further efforts of some employer groups to take away other protective labor legislation; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor hereby goes on record opposing any relaxation of the standard eight-hour law for women in California, and shall include this subject in its legislative program.

Referred to Committee on Resolutions.
Filed, p. 193. See Resolution No. 53.

Demand Bakers' Union Label

Resolution No. 42—Presented by Henry Bartosh of Bakery and Confectionery Workers Union No. 85, Sacramento.

Whereas, An allout campaign has been launched by the Ninth and Tenth District Councils of the Bakery and Confectionery Workers International Union of America representing the Pacific Coast States, to have all manufacturers under our jurisdiction use the Bakers' Union Label on all of their products; and

Whereas, The majority of the bread products manufacturers on the Pacific Coast and many candy manufacturers have signed the Bakers' Union Label agreements; and

Whereas, Many means of advertising the Bakers' Union Label is being done by our international and local unions, including the presentation every year of the Bakers' float in the Rose Bowl Parade; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record to urge its affiliated organizations to use all possible means to have their members to insist that all bakery and confectionery products that they purchase bear the Bakers' Union Label, and that a facsimile of the Bakers' Union Label be published in all union publications, and a copy of this resolution be placed in all meeting places and halls of affiliated organizations; and be it further

Resolved, That a copy of this resolution be sent by the California State Federation

of Labor to the Oregon and Washington State Federation of Labor for their adoption and approval.

Referred to Committee on Labels & Boycotts.
Adopted, p. 271.

Investigate and Halt Operations of Manpower, Inc., Western Employers, etc.

Resolution No. 43—Presented by Robert S. Ash and Joseph Souza of Alameda County Labor Council, Oakland.

Whereas, The Central Labor Council of Alameda County has received numerous complaints from affiliated unions and delegates concerning the activities of such "questionable" businesses as Manpower, Inc., and Western Employers; and

Whereas, There is plausible reason to believe that the short-cut methods used by such organizations are injurious to the labor movement generally; and

Whereas, Such practices appear certain to affect the morale of the workers and individuals; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor instruct the incoming Executive Council to investigate this situation; and be it further

Resolved, That if further investigation warrants, the Executive Council request the attorney and Secretary of the Federation to prepare proper legislation to curtail such activities for the next state legislative session.

Referred to Committee on Legislation.
Adopted, p. 250.

Contracts and Conditions In American Merchant Marine

Resolution No. 44—Presented by Albert A. Coleman and John W. Parsons of Boilermakers Union No. 39, Oakland.

Be it Resolved:

(1) That the 54th convention of the California State Federation of Labor go on record as being opposed to all future contracts where management insists on more than one year's duration of contracts. A contract of more than one year's duration works a hardship on labor unions of all crafts.

(2) That this convention go on record as protesting all shipbuilding going to the East Coast; we want our fair share of shipbuilding on the West Coast as set up by our Congressmen Maillard and Shelley.

(3) That all American ships flying foreign flags and owned by American capital

hire American labor, crews, ship repairs, etc.

(4) That where American capital is used for shipbuilding, those ships be built by American yards using American labor.

Referred to Committee on Resolutions.
Adopted as amended, p. 263.

Support Boycott of L. A. Times and L. A. Mirror-Daily News

Resolution No. 45—Presented by George H. Bowling and Charles L. Brown of Allied Printing Trades Council, Los Angeles.

Whereas, The publishers of the Los Angeles Times and the Los Angeles Mirror-Daily News have, since the year 1881, consistently fought the labor movement and its objectives in California; and

Whereas, The influence of the Los Angeles Times and the Mirror-Daily News has been used consistently to destroy the trade union movement and undermine union wages and standards of living in Southern California; and

Whereas, The Otises and the Chandlers have spearheaded the open shop drive in Southern California since 1896 through the columns of the Los Angeles Times and have played a dominant role in organizing the Merchants and Manufacturers' Association, the Neutral Thousands, the Southern Californians, Inc., and other such organizations dedicated to the destruction of the organized labor movement in California; and

Whereas, The Los Angeles Times and Mirror-Daily News have consistently opposed the unionization of their employees and have traditionally operated on an open shop, non-union basis; and

Whereas, The Los Angeles Times has been on the official "We Do Not Patronize" list of the American Federation of Labor, California State Federation of Labor and the Los Angeles Central Labor Council for the past 54 years, and its afternoon publication, the Mirror, has been on the "We Do Not Patronize" list since it first started publishing under non-union conditions in 1948, the Daily News since purchased by the Times Corporation in 1954; and

Whereas, The printing trades unions in Los Angeles are conducting an extensive program through the Union Label Committee of the Allied Printing Trades Council to inform all members of organized labor of the anti-union policies of the Los Angeles Times and Mirror-Daily News with the ultimate objective of extending to the employees of the Times and Mirror-

Daily News the full benefits of AFL organization; therefore be it

Resolved, That this 54th convention of the California State Federation of Labor endorse and approve the campaign of the Union Label Committee of the Los Angeles Allied Printing Trades Council; and be it further

Resolved, That the California State Federation of Labor extend all possible assistance to inform the members of organized labor of the anti-union policies of the Los Angeles Times and the Los Angeles Mirror-Daily News, and appeal to each member to purchase only those newspapers which display the Allied Printing Trades Union Label; and be it further

Resolved, That the officers of the California State Federation of Labor be instructed and authorized to take any steps deemed necessary to assist and aid the Union Label Committee of the Los Angeles Allied Printing Trades Council in its program; and be it finally

Resolved, That the California State Federation of Labor call upon every AFL union in California to extend unqualified support, moral and financial, to the program of the Union Label Committee of the Los Angeles Allied Printing Trades Council.

Referred to Committee on Labels & Boycotts.
Adopted with statement, p. 271.

Oppose Any Change in Present System of Adopting and Providing School Textbooks

Resolution No. 46—Presented by Joseph J. Selenski of Allied Printing Trades Council, Sacramento; C. Roy Heinrichs of East Bay Cities Allied Printing Trades Council, Oakland; Joseph Baird, California Allied Printing Trades Conference, San Francisco.

Whereas, A report issued by the Subcommittee on Textbooks of the Assembly Interim Committee on Education proposes a Constitutional Amendment that will change the system of adopting textbooks for California's public elementary schools; and

Whereas, Data compiled by the Federal Selective Service Administration shows that students who have received their education in the elementary schools of California have as high, if not higher scholastic rating in comparison with students from other states; and

Whereas, California, as the fastest growing state in the nation, finds an extremely large percentage of its population shifting about within the state, thus making emi-

nently desirable the use of identical textbooks in all the public elementary schools in the state; and

Whereas, Savings of many millions of dollars per year are made by our present system of supplying textbooks to the public elementary schools in California, thus benefiting taxpayers of this state by returning much more educational value for each dollar spent than would be possible by any other method of adoption and production of basic elementary school textbooks; and

Whereas, By far the great majority of textbook "publishers" in the nation today are not in the business of producing textbooks, but are merely "jobbers," who give said publishers the best price, regardless of the working conditions under which the books are produced and regardless of the wages paid the workers in the plants of the cheapest bidder; and

Whereas, There are in the United States places where such "publishers" can and do obtain textbooks produced under substandard and non-union conditions which do not obtain in California; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as opposing any change being made in the present system of adopting and providing textbooks for the public elementary schools in California; and be it further

Resolved, That the California State Federation of Labor Convention support this position in the coming legislative session.

Referred to Committee on Resolutions.
Adopted, p. 264.

Welfare Plan for Employees of State Printing Office

Resolution No. 47—Presented by Joseph Selenski of Allied Printing Trades Council, Sacramento.

Whereas, The wages paid the employees of the State Printing Office are set by the State Personnel Board; and

Whereas, The State Personnel Board uses the union contracts of the Sacramento Printing Trades as a standard for setting the prevailing rates paid in the State Printing Office; and

Whereas, All union contracts of the Sacramento Printing Trades contain welfare plans; and

Whereas, All union contracts of the Sacramento printing trades have two rates of pay; one for those employees who are eligible for the welfare plan and one for

those employees who are not eligible for the welfare plan. Those who are not eligible for the welfare plan receive payment in lieu of welfare benefits; and

Whereas, The State Personnel Board refuses to accept the responsibility of paying the employees of the State Printing Office a prevailing rate which includes a welfare plan or a prevailing rate which includes payment in lieu of a welfare plan; and

Whereas, The State Personnel Board states that the legislature of the State of California has not delegated to them the power to authorize the payment of such welfare plans; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as favoring and supporting legislation in the 1957 regular session of the California state legislature which will make it legal for the State Personnel Board to pay the printing trades employees of the State Printing Office prevailing rates which include a welfare plan or prevailing rates which include payment in lieu of welfare plan.

Referred to Committee on Legislation.
Adopted with statement, p. 243.

Oppose Proposition 4

Resolution No. 48—Presented by W. J. Bassett and Thomas Ranford of Los Angeles Central Labor Council.

Whereas, The Initiative Proposition No. 4 is not rightly named "Conservation Bill", as it goes much further than just conservation of crude oil and gas;

1. It sets up politically appointed commission which is given excessive authority in

(a) Mandating unification of oil pool operations

(b) Setting production allowables

(c) Setting well-spacing rules

(d) Making rulings on company's operations with right to restrict these operations in the name of conservation.

2. The rules and regulations contained in the Bill are not directed toward conservation, but are directed toward controls —

(a) 75 percent of lessor or lessee can mandate the other commission determination of maximum efficient production—which will not cause dissipation of reservoir energy.

3. To force unification of a field does not mean that following such unification

that more efficient or conservative production program will be followed by the unit operator.

4. There is also no language in the Bill to mandate the use of secondary recovery methods in a unit operation, nor is there any guarantee that the unit operator will use the best engineering methods, etc.

5. That our experience with unit operators proved that such unit operations require less manpower and have caused lay-offs from membership.

6. That the attempt at formulating a proper and workable definition of such terms as what comprises waste, good engineering practice, maximum recovery, etc., is impossible because no two experts — petroleum engineers, or geologists — agree as to a definition.
and

Whereas, The California State Federation of Labor is for a good workable conservation program, but we feel that Proposition No. 4 goes beyond what is necessary and proper; and

Whereas, We further feel present laws and rules, if properly enforced, can and have accomplished what Proposition No. 4 purports to do; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as opposing Proposition No. 4.

Referred to Committee on Resolutions.
Adopted, p. 210.

Enforce Equal Pay Law

Resolution No. 49—Presented by Harold Stearn of Office Employees Union No. 29, Oakland.

Whereas, The State of California has in effect an equal pay law which provides that the wage rate shall be based on the job and not on the sex of the worker; and

Whereas, A recent employer survey indicated that men employed as office workers are paid an average of forty (40) dollars per month more than women performing similar work; therefore be it

Resolved, That this 54th convention of the California State Federation of Labor go on record to request the Governor of California and the Department of Industrial Relations to properly enforce the equal pay laws.

Referred to Committee on Resolutions.
Filed, p. 194.

Resolution No. 50

Withdrawn at request of sponsors, p. 250.

Oppose Relaxation of Women's 8-Hour Law

Resolution No. 51—Presented by Harold Stearn of Office Employees Union No. 29, Oakland.

Whereas, The State of California has as part of the Labor Code, Sections 1350 and 1351 which state that, unless exempted by Sections 1352 and 1352.1, no female may be employed for more than eight (8) hours a day or forty-eight (48) hours a week; and

Whereas, Several groups are attempting to change the law so as to permit females to work ten (10) hours a day without payment of overtime; and

Whereas, A ten (10) hour day would be detrimental to the health and welfare of female workers; therefore be it

Resolved, That this 54th convention of the California State Federation of Labor go on record in opposition to relaxing the eight (8) hour day for females; and be it further

Resolved, That the Governor of California and the members of the California state legislature be informed of this action.

Referred to Committee on Resolutions.
Filed, p. 193. See Resolution No. 53.

Support Proposition 4

Resolution No. 52—Presented by Louie J. Hougardy, Hershal G. Beu and Nathaniel Hays, Boilermakers No. 285, Long Beach, and James C. Killeen and Rex Dobbs of Dry Dock and Ordnance Painters No. 1501, Long Beach.

Whereas, Conservation of our natural resources is important to all segments of our economy in California, and enhances the opportunities for continuous employment for hundreds of thousands of people for years to come; and

Whereas, Conservation measures have been instituted by farmers in the use of the soil to increase production of crops, and similar programs have been carried out to conserve our great forests, and our wild-life in the mountains and streams of this state; and

Whereas, The discovery of new oil reserves in California is not keeping pace with the needs of our rapidly expanding industry and the demands of people; and

Whereas, To meet this deficiency, ever-increasing amounts of oil are having to be imported into this state from other countries; and

Whereas, Experience has shown that

unit operation of our oil fields, as provided in the Oil and Gas Conservation Act, would assure maximum recovery without waste, and in many cases would double the recoverable amount of this essential natural resource in California; and

Whereas, This increase in reserves would provide long-term job and wage benefits for hundreds of thousands of Californians and would insure, for the direct benefit of all the people of the state, the continued tax revenues to federal, state, and local governments from this three-billion-dollar a year industry; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor, knowing full well the critical necessity to stabilize employment and to conserve our natural resources, does hereby go on record as supporting the Oil and Gas Conservation Act, on the November ballot; and does furthermore urge all its members and our fellow citizens of the State of California to give this Act their fullest and active support, as an enlightened service to the state and nation.

Referred to Committee on Resolutions.
Non-concurred, p. 210.

No Relaxation of Women's 8-Hour Law

Resolution No. 53—Presented by Frank Gorrebeeck and Edward H. Ponn of San Francisco Labor Council, San Francisco; W. J. Bassett and Thomas Ranford, Los Angeles County Central Labor Council, Los Angeles; and Walter Cowan, Culinary Workers Joint Executive Board, of Los Angeles.

Whereas, The California Federation of Business and Professional Women's Clubs is waging an intensive campaign to increase the eight-hour day for women, "in an emergency"; and

Whereas, This campaign has been given some recognition by the State Senate whose Labor Interim Committee has held a number of meetings and hearings; and

Whereas, It is our opinion that any relaxation of the standard eight-hour law for women in California would be a retrogressive step which would result in breaking down fair employment standards which have been achieved over the years only with the greatest of effort against determined opposition by those forces which are least interested in social progress; and

Whereas, The confinement of this relaxation of the eight-hour law to "emer-

gencies" is not a saving clause as labor has learned that unscrupulous employers use "emergencies" only as a device to avoid their obligations; and

Whereas, There is no question that the present staff of the Division of Industrial Welfare is totally inadequate to cope with violations of such a law; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor does hereby go on record in opposition to any relaxation of the standard eight-hour law for women in California, and shall include this in its legislative program.

Referred to Committee on Resolutions.
Adopted as amended, p. 193.

Make Fringe Benefits Part of Prevailing Wage Structure of Public Works Employees

Resolution No. 54—Presented by Albert C. Burlingame, R. R. Abramson, Walter W. Bielawski, Electrical Workers No. 340, Sacramento; Sheet Metal Workers No. 75, Vallejo, and Sheet Metal Workers, Tri-State Council, San Francisco.

Whereas, Fringe benefits, such as contributions to health and welfare plans, pension or retirement plans, vacation plans, and so forth, are generally prevalent in almost all union collective bargaining agreements; and

Whereas, No provision presently seems to be legally provided by the laws of this state whereby contributions to such health and welfare plans, pension or retirement plans, or vacation plans must be made as part of the prevailing wage standards applied to the construction of public works; and

Whereas, The result of such failure of the state legislature to provide for contributions to such plans as part of the payment of prevailing wages is to depress the standards of union members employed on public works below the benefits enjoyed by them in private construction work; and

Whereas, Such failure to provide for contribution by governmental bodies in this state to health and welfare plans, pension or retirement plans, and vacation plans results in an evasion of the prevailing wage rate provisions of the state laws, and the payment of less than prevailing wages; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as favoring that the Execu-

tive Secretary and the Executive Council take whatever steps might be necessary to sponsor and support legislation which would designate that fringe benefits, such as health and welfare plans, pension or retirement plans, and vacation plans, in addition to any other fringe benefits, shall be considered to be a part of the prevailing wage structures for the purpose of determining prevailing wage rates, and that such fringe benefits shall be paid to employees on public works in like manner as is customary in private industry and subject to the same legal benefits and detriments.

Referred to Committee on Legislation.
Filed, p. 243. See Resolutions Nos. 3 and 70.

Public Employers to Negotiate With Organized Public Employees

Resolution No. 55—Presented by C. O. Taylor and John W. Quimby, Central Labor Council, San Diego; and Otto W. Hahn, County & Municipal Employees Union No. 127, San Diego.

Whereas, For years it has been the public policy of the state of California that negotiation of terms and conditions of labor should result from voluntary agreement between employer and employee and that there be freedom of association and organization of employees, and of the exercise of their right to designate representatives of their choosing to negotiate the terms and conditions of employment and that in doing so the employer and employee shall be free from interference, restraint or coercion whereby in industry in this state there has been developed a high level of industrial labor unionization and of economic prosperity with friendly relations between industrial employers and organized employees; and

Whereas, The courts of the state have recognized the right of employees in the state, county, and municipal services to organize, to choose representatives to represent them in discussing their problems with their public employers and in appearing before legislative and administrative bodies without however the recognized right of public employers to negotiate binding working agreements and definition of employment conditions in the form of signed bilateral understanding; therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor pledge the force of united labor in California to have introduced and enacted legislation which will authorize public

employers at the state, county, and municipal levels to negotiate with their organized employees through chosen representatives of the latter, to reduce such understandings to writing for stipulated times of effectiveness and to sign for the public employer such bilateral working agreements and to be bound by the terms thereof so long as such terms are not in conflict with state laws and or provisions of applicable charters.

Referred to Committee on Legislation.
Filed, p. 217. See Resolution No. 84.

Support AFL-CIO Fight For Civil Rights In the South

Resolution No. 56—Presented by George Hardy, Building Service Employees Union No. 87, San Francisco.

Whereas, The labor movement has established itself as one of the real champions of civil rights and of democracy for all, regardless of race, religion or national origin; and

Whereas, The AFL-CIO has proudly and correctly adopted a position of full support for full civil rights for all Americans; and

Whereas, The supporters of civil rights are almost always supporters of labor, as witnessed by the fact that in no state where there is a FEPC law is there a "right to work" law; and

Whereas, The enemies of full civil rights are almost always the enemies of labor, as witnessed by the fact that in no state where there is a "right to work" law is there a FEPC law; and

Whereas, Some unionists in the South have allowed themselves to be led by agents of the White Citizens Councils, who are not only enemies of integration in the schools but enemies of labor as well; and

Whereas, These misguided members in the South have attacked the democratic civil rights policies of the AFL-CIO, and a few have even threatened to bolt the AFL-CIO; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record in full support of the strong civil rights policies of the AFL-CIO; and be it further

Resolved, That we call on our brothers and sisters in the South to put aside their prejudices in the interest of union solidarity across all racial barriers; and be it still further

Resolved, That we urge the unions in

the South to use the good offices of the AFL-CIO and its affiliates to develop a program for combating discrimination and the ignorance on which prejudice is based; and be it finally

Resolved, That we pledge ourselves, at this convention, to do everything possible to eradicate the practice of discrimination which may remain in our own labor movement.

Referred to Committee on Resolutions.
Adopted with statement, p. 209.

Oppose Relaxation of Women's 8-Hour Law

Resolution No. 57—Presented by James W. Cross, Commercial Telegraphers No. 34, San Francisco; George W. Hageman, Commercial Telegraphers No. 208, Oakland; Phyllis Stanick, Merle C. Wissler, Gertrude Palmquist, Katherine Flanigan, Commercial Telegraphers No. 48, Los Angeles; and Commercial Telegraphers No. 150, San Diego.

Whereas, Women employed in California have been protected by the State Labor Code for the past 45 years from having to work more than eight hours during any one day or more than 48 hours in one week; and

Whereas, Intensive efforts are presently being made by non-union groups to amend this provision of the Labor Code which protects women from long hours of labor; and

Whereas, If such efforts succeed in destroying the protection against excessive working hours for women it will mean a backward step of 45 years; and

Whereas, Many women in the telegraph industry will be forced out of work because many older women cannot carry the burden of longer hours of work and many others have home responsibilities which do not permit them to work overtime; and

Whereas, Employers would rely on the use of overtime to meet fluctuations of work load rather than an adequate and stable force, thus creating unemployment; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record in opposition to any relaxation of the standard eight-hour law for women in California.

Referred to Committee on Resolutions.
Filed, p. 193. See Resolution No. 53.

Prevent Unnecessary Delay in Payment of Compensation Claims

Resolution No. 58—Presented by Tho-

mas W. Mathew and Stanley Graydon of Building and Construction Trades Council of Orange County, Santa Ana.

Whereas, The method of expediting and the machinery for handling compensation and disability claims is either antiquated or is in dire need of overhauling; and

Whereas, Hardships are being caused through many unnecessary delays to claimants; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor instruct its legislative representative to draw up the proper legislation and use any and all means to correct these inequalities.

Referred to Committee on Legislation.
Filed, p. 216. See Resolution No. 15.

Appreciation of Federation's 1956 Pension Conference

Resolution No. 59 — Presented by Charles Robinson and J. R. Johnson, Jr., Laborers, Northern California District Council, San Francisco; and H. C. Rohrbach and W. Loyd Leiby, Laborers, Southern California District Council, Los Angeles.

Whereas, Health, welfare and pension benefits are needed to supplement the present inadequate benefits being provided by the government; and

Whereas, Unions are negotiating for welfare and pension benefits as part of collective bargaining agreements; and

Whereas, It is recognized that these are subjects which require union negotiating committees and their representatives to be completely armed with detailed technical, actuarial and other information in order that they may negotiate the best benefits possible; and

Whereas, The California State Federation of Labor recognizes this need and therefore held a conference on pension and other benefits in collective bargaining in Monterey, California, in April of this year, in order that the affiliated unions, through their designated representatives, would secure considerable education and information; and

Whereas, The excellent attendance at this conference and the great value to the affiliated unions have been confirmed enthusiastically and with high praise by all those attending; now, therefore, be it

Resolved, (1) That this 54th convention of the California State Federation of Labor expresses its deep appreciation to President Thomas Pitts, Secretary-Treas-

urer C. J. Haggerty, Research Director Jack Henning, and the executive officers for their splendid leadership and planning in making this conference and its success possible; and be it further

Resolved, (2) That we express our appreciation to The Martin E. Segal Company, the University of California, and the others who presented the information and guidance which contributed to its success.

Referred to Committee on Resolutions.
Adopted, p. 199.

Provide For Complete Information on Deductions From Wages

Resolution No. 60—Presented by Charles Robinson and J. R. Johnson, Jr., Laborers, Northern California District Council, San Francisco; and H. C. Rohrbach and W. Loyd Leiby, Laborers, Southern California District Council, Los Angeles.

Whereas, An employee should be entitled to have furnished to him specific information as to wages paid, including all deductions, hours worked, rate of pay, period of time covered and address of employer; and

Whereas, Most all employers conform to this practice; and

Whereas, Under the existing and applicable section of the Labor Code the employer is only directed to itemize deductions; and

Whereas, The failure of some employers to supply all the information works to the employees' disadvantage in attempts to establish wage claims before the California Labor Commission; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor decide that the Federation shall sponsor legislation to amend Section 226 of the Labor Code as follows:

"S 226. Every employer shall semi-monthly or at the time of each payment of wages furnish each of his employees either as a detachable part of the check, draft, or voucher paying the employee's wages, or separately, an itemized statement in writing showing all deductions made from such wages and setting forth thereon the period of time covered by such payment of wages, the number of hours worked, the employees' name, rates of pay and rates of premium pay, if any, and setting forth the employer's name and mailing address; provided, all deduc-

tions made on written orders of the employee may be aggregated and shown as one item."

Referred to Committee on Legislation.
Adopted, p. 217.

Prevent Contractors From Using Another's Contracting License

Resolution No. 61—Presented by Albert C. Burlingame, R. R. Abramson, Walter W. Bielawski, Electrical Workers' No. 340 Sacramento; Sheet Metal Workers No. 75, Vallejo; Carl B. Stauss, Lathers No. 109, Sacramento; and Sheet Metal Workers, Tri-State Council, San Francisco.

Whereas, The Contractors Licensing Laws in the state of California are inadequate to protect both the interest of the public and the rights of the workers in the receipt of their full wages; and

Whereas, One of the primary evils against the public and the working man which has arisen results from the practice whereby an unlicensed contractor uses the license of an employee or a purported officer of a company engaged in construction work to enable an individual or officer to engage in construction work in this state; and

Whereas, This practice results in many fly-by-night and financially irresponsible contractors moving from job to job, leaving unpaid debts and unpaid wages behind them, and operating always under the license of somebody else; now, therefore, be it

Resolved, By this 54th convention that the California State Federation of Labor take whatever steps may be necessary, including the introduction of legislation which will protect and insure working men and the public at large against the practice of unscrupulous contractors using another party's contracting license; and be it further

Resolved, That legislation should be prepared and sponsored by the State Federation of Labor providing that all contractors shall be required to post adequate bonds protecting workers against loss of wages, and the public against loss as a result of a contractor's activities in the conduct of his business.

Referred to Committee on Legislation.
Adopted, p. 217.

Add Civil Penalty For Failure to Make Health and Welfare Payments

Resolution No. 62—Presented by Claude S. Penn and Jack White of Hotel and

Restaurant Employees Union No. 550, Bakersfield.

Whereas, Section 96 of the California Labor Code authorized the office of the State Labor Commissioner to take assignment of wage claims and incidental expense accounts and advances for collection; and

Whereas, Health and welfare plans are of great benefit to wage earners; and

Whereas, If health and welfare payments are not currently paid to the fund, the affected employees are without insurance coverage and are denied the benefits; and

Whereas, In 1955, Section 227 of the California Labor Code was added to provide a criminal penalty for wilful failure of an employer to pay health and welfare payments to be enforced by the Labor Commissioner; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor instruct its officers to take the proper steps to introduce and foster the necessary legislation to authorize the office of the State Labor Commissioner, also known as the Division of Labor Law Enforcement, to take assignments of and enforce the payment of health and welfare plans through the civil as well as the criminal courts as is presently provided for.

Referred to Committee on Legislation.
Adopted, p. 217.

Tariff to Protect American Cap Makers

Resolution No. 63—Presented by Cap Makers Union No. 22, Los Angeles.

Whereas, We favor in principle free trade and the economic development of underdeveloped countries to the extent that it helps workers in foreign countries without creating hardship for our own workers; and

Whereas, It becomes now absolutely clear that cap makers working on summer caps cannot remain employed competing with underpaid Japanese labor, especially when these Japanese caps are brought to this country as "paper product," almost free of duty; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor call on the Tariff Commission of the U.S., Washington, D. C., to reclassify imported caps, to establish a justified tariff, and to limit the import of Japanese caps; and be it further

Resolved, That this convention calls on

all organized workers to insist on the Union Label when buying caps or hats.

Referred to Committee on Labels & Boycotts.
Adopted with statement, p. 271.

Financial Assistance to Unions in Disputes Involving California Association of Employers

Resolution No. 64—Presented by Thomas A. Small and Ruth M. Bradley, San Mateo Central Labor Council.

Whereas, The California State Federation of Labor has been on record for a number of years in condemnation of the viciously anti-labor California Association of Employers headed by W. M. Caldwell; and

Whereas, The union-destroying activities of the California Association of Employers have not diminished, but, instead, have increased to such an extent that this organization is rapidly becoming the rallying point for a well-financed and well-organized drive to wipe out labor's gains in California and to deprive thousands of employees of basic collective bargaining rights through the promotion of so-called "right to work" legislation and similar anti-labor measures; and

Whereas, The California Association of Employers concentrates its primary efforts against labor in small industries and induces small employers to permit it to represent them against their employees and their unions; and

Whereas, Many of the unions affiliated with the State Federation which are the principal victims of the anti-labor attacks by the California Association of Employers are financially unable to cope with this unceasing drive against labor; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor hereby authorizes the Secretary of the Federation, in order to provide the most effective means possible for the protection of all of organized labor against the anti-labor activities of California Association of Employers, to provide financial assistance from the funds of the Federation to any affiliated union which becomes involved in a dispute with any employer or employers represented by the California Association of Employers, when in the judgment of the Secretary such financial assistance is needed to effectively resist the anti-union activities of the California Association of Employers.

Referred to Committee on Resolutions.
Adopted, p. 264.

Provide Sufficient Personnel to Enforce State Housing Laws

Resolution No. 65—Presented by Albin J. Gruhn, Central Labor Council of Humboldt County, Eureka.

Whereas, The U.S. Bureau of Labor Statistics has reported a national eight per cent decline in private housing construction during the first four months of the present year, and in thirteen counties of southern California in the first five months of this year there was a decline of 13.7 per cent in construction volume, and in Los Angeles-Orange County a decline of 16.7 per cent; and

Whereas, This decline is adversely affecting employment in the California building trades; and

Whereas, The last decennial federal housing census disclosed that there are over one-half million substandard or dilapidated dwelling units in California; and

Whereas, The federal government is encouraging and proffering financial aid to states and communities in housing rehabilitation programs; and

Whereas, California communities have been slow in organizing housing conservation, rehabilitation and slum prevention and correction programs; and

Whereas, The Los Angeles City Department of Building and Safety has issued permits in a four-year period for the rehabilitation of 10,268 dwelling units at a permit valuation of \$3,480,475, which indicates that a statewide, coordinated housing rehabilitation program embracing the over one-half million substandard or dilapidated dwelling units in the state would produce building construction at a valuation of approximately \$169,500,000; and

Whereas, The Division of Housing in the California State Department of Industrial Relations is authorized by the California Labor Code, Division 2, Part 5, Housing, to encourage communities in planning, zoning, enforcement of city and county building codes and housing ordinances; and

Whereas, The Division of Housing is authorized by statute to secure enforcement of the State Housing Act and the Earthquake Protection Law by the designated city and county enforcement agencies or to enforce these laws directly when local agencies fail to enforce them; and

Whereas, The State Commission of Housing in its 1954 printed annual report to the Governor reported that the Division

of Housing is understaffed for the fulfillment of its duties; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor request that the Honorable Goodwin J. Knight, Governor of California, direct that the State Department of Finance provide in the budget to be presented to the next session of the legislature for personnel required by the Division of Housing for a sound housing conservation and rehabilitation program and for the Division's enforcement and administrative duties under the State Housing Act, the Earthquake Protection Law, the State Trailer Park Act, the State Auto Court, Resort, and Motel Act, and the State Labor Camp Act, to the end that healthful, safe housing conditions be provided for all the people of California; and be it further

Resolved, That copies of this resolution be sent to the Honorable Goodwin J. Knight, Governor of California, Ernest B. Webb, Director of the State Department of Industrial Relations, and to M. J. McDonough, Chief of the Division of Housing.

Referred to Committee on Resolutions.
Adopted, p. 197.

Legislation to Protect Union Health and Welfare Plans

Resolution No. 66—Presented by J. L. Childers and A. M. Silva of Building and Construction Trades Council of Alameda County, Oakland.

Whereas, Health and welfare and pension plans are accepted parts of union contracts; and

Whereas, The cost of our plans is directly affected by state legislation in this field as in the case of the recently passed bill making it mandatory for district hospitals to charge the same rates as private hospitals in the area; and

Whereas, Limitations in the law cause additional costs, particularly laws relating to insurance coverage, and to limitations on group practice and self-insurance; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor instruct its incoming officers to set up a committee, with technical assistance as necessary, to propose and screen legislation relating to our interests in the field of health and welfare and pension plans.

Referred to Committee on Legislation.
Adopted, p. 217.

Limit Number of Delegates to State Merger Convention

Resolution No. 67—Presented by Wil-

liam Dean of Painters Union No. 715, Santa Barbara.

Whereas, Within the next year there will probably be a merger convention held; and

Whereas, It would be impractical to try and hold such a convention with the number of delegates ordinarily in attendance; and

Whereas, The California Labor League for Political Education has one delegate from each local or council; therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor shall decide that, when a merger convention is called, the delegates be limited to one delegate from each local union, who will be entitled to vote his membership; and be it further

Resolved, That all local and state councils be entitled to one delegate with one vote.

Referred to Committee on Resolutions.
Filed, p. 263. Subject matter referred to Executive Council.

Condemn Proposition 4

Resolution No. 68—Presented by William Kilpatrick, Joseph Belardi, C. T. McDonough, James Bracisco, Jewel Short and Gust Smirnis of Cooks Union No. 44, San Francisco.

Whereas, The interests of labor are directly harmed by Proposition No. 4, the monopoly bill to curb California's oil and gasoline production, thus causing unemployment, higher gasoline prices and higher taxes; and

Whereas, The same forces that are financing Proposition No. 4 are planning to finance "right to work" legislation, seeking to put it on the ballot in the near future by initiative action in the same manner as was Proposition No. 4; and

Whereas, Proposition No. 4 has been strongly condemned as a job-cutting, price-boosting oil monopoly bill by several California labor groups, including the Los Angeles Central Labor Council, the joint AFL-CIO Committee on Political Education (COPE) of Los Angeles County, the Greater Los Angeles Industrial Union Council, the AFL-CIO Oil, Chemical and Atomic Workers California District Council, and the Brotherhood of Locomotive Firemen and Enginemen; and

Whereas, Proposition No. 4 would cost the jobs of 10,000 oil field workers and as many as 30,000 workers in trades and industries supplying and supporting the oil industry, harmfully affecting building

crafts, railroad employees, teamsters, steelworkers, auto workers, rubber workers, and all union men and women; therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor strongly condemn Proposition No. 4 as an anti-labor monopoly bill which means fewer jobs, higher gas prices and higher taxes, and that we urge a "No" vote at the November 6 election.

Referred to Committee on Resolutions.
Adopted, p. 210.

State and Local Governments to Contribute to Construction Employees' Pension Funds

Resolution No. 69—Presented by Ralph A. McMullen and J. J. Christian of Los Angeles Building and Construction Trades Council.

Whereas, An increasing number of local unions affiliated with various building trades councils have negotiated pension plans covering their members with employers in private industry; and

Whereas, Members of the various local unions affiliated with the building trades councils are employed by the State of California and its political subdivisions performing comparable work but do not receive the pension benefits received in private employment; and

Whereas, The failure of the state and its political subdivisions to provide for such pension payments creates an inequity between persons employed in private industry and those employed by the state and its political subdivisions; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor decide to introduce legislation to provide that the State of California and its political subdivisions and any municipality shall have the authority to contribute to pension funds established by unions and employers in the same manner and on the same basis as private employers.

Referred to Committee on Legislation.
Adopted, p. 241.

Fringe Benefits to be Part of Per Diem Wages of State Construction Employees

Resolution No. 70—Presented by Ralph A. McMullen and J. J. Christian of Los Angeles Building and Construction Trades Council.

Whereas, An increasing number of affiliated local unions of various building trades councils have negotiated various

fringe benefits into their collective bargaining agreements, including health and welfare, pensions, vacations and similar benefits; and

Whereas, The present provisions of the California Public Works Act requires the contractors to provide for the payment of prevailing wage scales, but fails to make any requirement that the contractor pay the various fringe benefits negotiated with private employers; and

Whereas, The failure of the law to require the contractors to provide for the payment of said fringes creates an inequity and works to the disadvantage of both union employees and contractors who abide by the union conditions; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor decide that the law be amended to read as follows:

"Per diem wages shall be deemed to include hourly employer contributions for health and welfare, pension, vacation and similar purposes, when the term 'per diem wages' is used in this chapter or in any other statute applicable to public works."

Referred to Committee on Legislation.
Adopted, p. 243.

Support Labor's Daily

Resolution No. 71—Presented by C. C. Haug of Typographical Workers Union No. 46, Sacramento.

Whereas, It has been consistently demonstrated that the daily press of this country is anti-labor in tone, and, with very few exceptions, has opposed the issues which labor has championed throughout its existence; and

Whereas, It is important for working people to get an objective account of the news which directly affects their welfare; and

Whereas, There is a labor's daily newspaper—Labor's Daily—printed, published and sponsored by the International Typographical Union, which is the only daily newspaper expressing the views, aims and aspirations of the organized labor movement of America; and

Whereas, Labor's Daily, in its coverage of all labor news, has been an inspiration to all unions fighting to preserve their rights and defend themselves from attack; and

Whereas, Labor's Daily has provided for union men and women of America a source of information on the economic

and political questions affecting them never before available to labor; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor commends Labor's Daily for its fine news coverage and editorial policy; and be it further

Resolved, That this convention be recorded as urging all delegates to central labor bodies and members of all affiliated unions to support and promote the circulation of labor's only daily newspaper.

Referred to Committee on Resolutions.
Adopted as amended, p. 226.

Statewide or Nationwide Labor Television Program

Resolution No. 72—Presented by Cecil O. Johnson, of Central Labor Council of San Pedro and Wilmington.

Whereas, That now is the time of utmost importance to labor to deliver its facts and messages to the public and especially the working people of America; and

Whereas, The time and inclination of the average person considers neither pamphlets nor speeches and the recreation time of a vast majority of Americans is spent watching television in the home; and

Whereas, To get a message to the people through this medium requires substantial funds and the knowledge and talents of persons in that field; and

Whereas, It is the opinion of a great number of labor representatives that the American public should be acquainted with the aims and purposes of the labor movement, which can best be served by a weekly or semi-monthly television program, sponsored by the American Federation of Labor and Congress of Industrial Organizations, both as a statewide and/or nationwide telecast; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor take this matter under consideration and look into the feasibility of the inauguration of such a television program, either on a statewide or nationwide level, and take whatever steps are necessary to bring this about.

Referred to Committee on Resolutions.
Filed, p. 261. Subject matter referred to Executive Council.

Protest the Muzzling of Postal Employees

Resolution No. 73—Presented by Robert P. Sanders of California Federation of Post Office Clerks, Huntington Park.

Whereas, The Postal Service is a vitally essential public service, and the people have a right to know what's right and what's wrong with it; and

Whereas, The best source of dependable information about the service comes from the ranks of clerks and carriers, not from political appointees in command; and

Whereas, A public service is the people's business, and no bureaucrat has the right to censor or suppress news about it; and

Whereas, The Post Office Department has seen fit to issue Section 744.442 of the Postal Manual of March, 1956, which states:

"A. Information relating to the policies and decisions of the Post Office Department will be released only through official channels. Employees shall not engage in campaigns for or against changes in the service or furnish information to be used in such campaigns unless prior approval has been obtained from higher authority.

"B. If an employee has justifiable reasons for favoring or opposing changes in the postal service, he shall contact the proper officials and await specific instructions before engaging in local hearings or activities;" and

Whereas, By part 741. of this same manual, employees are restrained from advising with each other, by means of bulletin boards located in locker and swing rooms, without prior censorship by the postal officials in charge of the installation, concerning matters which may be held to be controversial by the postal official in charge, who is, in most instances, directly and solely responsible for whatever controversy exists; therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record condemning this restriction of postal employees as a violation of their constitutional rights; and, be it further

Resolved, That this resolution, or a similar resolution, be directed to the national convention of the AFL-CIO for further protest to the Congress.

Referred to Committee on Resolutions.
Adopted, p. 227.

Endorse Work of Coro Foundation

Resolution No. 74—Presented by Jack Goldberger of Newspaper and Periodical Drivers No. 921, San Francisco; co-auth-

ors: Harry Lundeborg, Victor S. Swanson, and Arthur F. Dougherty.

Whereas, The Coro Foundation of San Francisco, a non-profit, non-partisan public trust, is dedicated to securing more intelligent handling of public affairs and is engaged in programs designed to secure more able men and women in public affairs, higher ethical and moral standards of political behavior, and a better understanding of government-politics; and

Whereas, The Coro Foundation is engaged in programs of education and research to achieve these goals, including a practical program of training young men and women for community leadership in which, for the past ten years, the foundation has placed its trainees in labor unions for periods of up to eight weeks in order that they might obtain a first-hand understanding of the aims, problems and methods of organized labor; and

Whereas, The graduates of this program have gone into careers in business and government with good will toward the labor movement; and

Whereas, The Coro Foundation programs in the San Francisco Bay Area have wide labor support, including endorsements by the San Francisco Labor Council, the Building and Construction Trades Council of San Francisco, the Bay Cities Metal Trades Council, the Bay District Joint Council of Building Service Employees, the Local Joint Executive Board of Culinary Workers, Bartenders and Hotel Service Workers, and the Sailors Union of the Pacific; and 43 unions affiliated with the California State Federation of Labor have supported the Coro Foundation by taking trainees into their organizations; and

Whereas, The Coro Foundation is now expanding its operations to include a Southern California branch located in Los Angeles and desires the informed support, goodwill and endorsements of Southern California unions; and

Whereas, The California State Federation of Labor is interested in the more intelligent handling of public affairs and greater public understanding of the operation of our governmental-political system, as well as a better public understanding of the labor movement; be it therefore

Resolved, That the 54th convention of the California State Federation of Labor endorse the work of Coro Foundation and urge its affiliated unions to support this worthwhile endeavor.

Referred to Committee on Resolutions.
Adopted, p. 199.

Continue Support of Palm Springs Organizing Campaign

Resolution No. 75—Presented by Burnell W. Phillips and H. R. Cotner, of Central Labor Council, Riverside.

Whereas, The California State Federation of Labor at convention in San Diego in August, 1955, gave full support to the Riverside Central Labor Council, Building Construction Trades Council, Painters District Council, Culinary and Bartenders Union No. 535 and various other crafts with jurisdiction in the Palm Springs area; and

Whereas, These various unions, supported by action of the State Federation of Labor and other major union groups all over California, are engaged in a determined drive to bring union protection to thousands of overworked, underpaid employees in the Palm Springs resort area; and

Whereas, The Palm Springs employers Association still refuses to negotiate with the Culinary and Bartenders Union in good faith; and

Whereas, The Palm Springs employers support the philosophy of so-called "right to work" laws with the claim that every individual should be free to work regardless of union affiliation, but AFL-CIO members view the employer stand as one in which employers want individuals to work for free instead of receiving union wages and working conditions; therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor support the continuation of the Palm Springs organizing campaign until successful conclusion has been reached.

Referred to Committee on Resolutions.
Adopted, p. 266.

Endorse Passage of SB 1950

Resolution No. 76—Presented by Robert S. Mathers, Laundry and Dry Cleaning Workers Joint Council No. 2, Los Angeles.

Whereas, There has been a law on the statute books of the State of California for several years for the purpose of regulating the dry cleaning industry, such as licensing all operators, setting certain standards, fixing minimum prices, etc.; and

Whereas, The minimum price portion of this law has been under constant attack by the so-called "cut rate" cleaners who do not maintain standards and working conditions satisfactory to the Laun-

dry and Dry Cleaning Workers' International Union, Joint Council No. 2 and affiliated locals; and

Whereas, These attacks have resulted in a decision of the California Supreme Court that this portion of the law is unconstitutional; however, the court pointed out the defects in the law as written and suggested legislation to correct this defect; and

Whereas, Such legislation has been started in the California Legislature in the form of SB 1950, now pending in a Senate Interim Committee; and

Whereas, This bill has been and will be opposed by the so-called "cut rate" cleaners who have organized a very powerful lobby; and

Whereas, It is very important to the employees in the laundry and dry cleaning industry that a stable condition prevail, in order that they may share in the benefits from same by being able to negotiate better wages, hours and other conditions of employment; and

Whereas, It is the unanimous decision of all the dry cleaning unions in the state of California that all possible aid and assistance be given the support of this bill and/or other legislation of a similar nature; and

Whereas, The convention of the Laundry and Dry Cleaning Workers' International Union Joint Council No. 2, assembled in San Francisco on July 28, 1956, unanimously went on record as adopting this resolution and favoring the passage of SB 1950; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as favoring the passage of SB 1950 and instruct its legislative representatives to further the passage of this very important legislation.

Referred to Committee on Resolutions.
Adopted as amended, p. 266.

Social Security For Public Employees

Resolution No. 77—Presented by Loring S. Wheeler of Building Service Employees Union No. 411, Sacramento.

Whereas, A great deal of interest was shown by state workers when they voted on Social Security in November, 1955; and

Whereas, Their reason for turning it down was the manner in which it was presented, calling for integration into the present retirement system; and

Whereas, The lower bracket workers of the State of California would suffer

rather than benefit by such integration; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor instruct the incoming officers to sponsor a bill before the 1957 legislature giving state workers and other public workers their rights to Social Security not as a part of, but in addition to, the present retirement system at the same time and without integration or other changes in the benefits of either.

Referred to Committee on Legislation.
Adopted, p. 218.

Seniority By Law For Postal Employees

Resolution No. 78—Presented by John W. MacKay, David R. Berger, J. B. Matthews, and Ben Jacobs of Post Office Clerks Union No. 64, Los Angeles.

Whereas, In the Postal Service there is a variety of positions in the clerical force in addition to the distribution of mail and such positions are designated as preferred positions; and

Whereas, There is a great deal of leeway in employee assignments to such preferred positions; and

Whereas, Such assignment to job vacancies is often at the discretion of the head of the division or the postmaster; and

Whereas, All postmasters do not choose to recognize seniority agreements, but arbitrarily assign employees to preferred choice assignments because of favoritism, relationship, or other factors; and

Whereas, Many senior employees are thus denied assignments to positions of a preferred nature; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as endorsing seniority by law in the Postal Service; and be it further

Resolved, That this resolution or a similar resolution be presented to the next convention of the American Federation of Labor-Congress of Industrial Organizations asking for the support of legislation embracing seniority by law in the Postal Service.

Referred to Committee on Resolutions.
Adopted, p. 227.

Union Recognition for Postal Employees

Resolution No. 79—Presented by John W. McKay, David R. Berger, J. B. Mat-

thews, and Ben Jacobs of Post Office Clerks No. 64, Los Angeles.

Whereas, The Lloyd-LaFollette Act of 1912 repealed the vicious "Gag Orders" previously issued by President Theodore Roosevelt which prohibited postal employees from contacting their Congressmen for improved working conditions; and

Whereas, Over forty years have intervened during which no additional or specific recognition has ever been accorded postal unions, despite the tremendous development of organized labor in private industry; and

Whereas, Postal employees and their unions are still dependent upon the ability of their representatives in convincing postal officials that certain privileges considered basic to other unions will work to the advantage of the Postal Service as well as the employees; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as endorsing the principle of union recognition for postal employees; and be it further

Resolved, That this resolution be sent to the two Senators and all Congressmen from the State of California.

Referred to Committee on Resolutions.
Adopted, p. 227.

Aid Postal Unions in Combating Anti-Union Policies of the Post Office Department

Resolution No. 80—Presented by John W. MacKay, David R. Berger, J. B. Matthews, Ben Jacobs of Post Office Clerks No. 64, Los Angeles.

Whereas, The Post Office Department, under the administration of Postmaster General Arthur E. Summerfield, has issued various changes and additions to the Post Office Manual, an official publication of the Post Office Department containing rules and regulations affecting the internal operations of the Postal Service, with Chapter 700 incorporating regulations pertaining to personnel; and

Whereas, Certain recently issued parts of the chapter on personnel clearly indicate an anti-union personnel policy, specifically Parts 741, 743, 744, and 716; and

Whereas, Part 741 prohibits any organizational activity by any postal union on the work room floor or a post office; and

Whereas, Part 743 prohibits posting of controversial matter on bulletin boards

and requires official approval of all matter posted; and

Whereas, Part 744 prohibits postal employees from discussing Postal Service problems with anyone outside the Postal Service without prior approval of higher officials, thereby constituting a "gag" on all postal employees which denies the Constitutional rights of postal employees as United States citizens; and

Whereas, Part 716 includes regulations allowing postmaster selection of personnel in changes of assignment or advancement to higher clerical levels without due recognition of seniority rights; and

Whereas, These and other additions to the Postal Manual have been designed to curtail the activity of postal unions and to discourage postal personnel from affiliating with such organizations; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record in opposition to the harrasing and anti-union edicts issued by the Post Office Department in the Postal Manual, and request the Postmaster General to rescind these parts of the Postal Manual; and be it further

Resolved, If such action proves unsuccessful, copies of this resolution be sent to the members of Congress and the U. S. Senate in the State of California requesting their support in having Parts 741, 743, 744, and 716 removed from the Postal Manual.

Referred to Committee on Resolutions.
Adopted, p. 227.

Thirty-Five Hour Work Week For Postal Employees

Resolution No. 81—Presented by John W. MacKay, David R. Berger, J. B. Matthews, Ben Jacobs of Post Office Clerks No. 64, Los Angeles.

Whereas, Sixteen percent of private industry is at present working less than forty hours per week; and

Whereas, The government printing employees are negotiating for a thirty-seven hour work week; and

Whereas, The coming advent of automation, a thirty-five hour work week, and a sound unemployment insurance program are moves in the right direction to secure full employment; and

Whereas, The creation of a shorter work week will make more regular clerical assignments in the Postal Service; now therefore, be it

Resolved, That the 54th convention of

the California State Federation of Labor go on record as favoring the adoption of a thirty-five hour work week of seven hours a day for five days a week for all postal employees.

Referred to Committee on Resolutions.
Adopted, p. 227.

"Right to Work" Laws

Resolution No. 82—Presented by John W. MacKay, David R. Berger, J. B. Matthews, Ben Jacobs of Post Office Clerks No. 64, Los Angeles.

Whereas, Many states have adopted laws under the guise of "right to work", designed to destroy labor unions and make them ineffective; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as opposed to any such "right to work" laws which may be introduced in the California legislature and if and when such occurs, shall register protests to the state senators and representatives and call upon all local affiliates to do likewise.

Referred to Committee on Resolutions.
Filed, p. 171. See Resolution No. 168.

Repeal Hatch Act

Resolution No. 83—Presented by Matthew V. Barulich and Max B. Torres, Post Office Clerks No. 2, San Francisco; and John W. MacKay, David R. Berger, J. B. Matthews, Ben Jacobs, Post Office Clerks No. 64, Los Angeles.

Whereas, The Bill of Rights should apply to all citizens of the United States; and

Whereas, Freedom of speech, political action, collective bargaining, and a public conscience is forbidden the federal civil service employees; and

Whereas, This injustice reduces these employees to the status of second-class citizens; therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as opposed to the Hatch Act as oppressive and unjust, wherein it refuses the constitutional guarantees under the Bill of Rights; and be it further

Resolved, That this resolution be presented to the next convention of the American Federation of Labor - Congress of Industrial Organizations asking for support of legislation to repeal the Hatch Act.

Referred to Committee on Resolutions.
Adopted, p. 228.

**State Public Policy on Collective
Bargaining to Include Public
Employees' Organizations**

Resolution No. 84—Presented by Donald K. Henry and J. Paul McGinnis of California State Federation of Teachers, Sacramento.

Whereas, Section 923 of the Labor Code declares that the public policy of this state is to encourage labor organizations and collective bargaining; and

Whereas, The Attorney General and the District Court of Appeals have ruled that this statute does not permit public legislative or governing bodies to negotiate or enter into collective bargaining agreements with organizations of public employees; therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor instruct its legislative representatives to draft, introduce, and actively support legislation at the next session of the legislature, amending Section 923 of the Labor Code to provide specifically that its provisions may be followed by a public legislative or governing body in dealing with organizations of public employees.

Referred to Committee on Legislation.
Adopted, p. 217.

Fair Labor Practices in Public Schools

Resolution No. 85—Presented by Donald K. Henry and J. Paul McGinnis of California State Federation of Teachers, Sacramento.

Whereas, The teachers in California are often coerced and intimidated by various school administrations into joining an organization controlled by administrators; and

Whereas, Company unions are by their very nature undemocratic; and

Whereas, Classroom teachers should have the right to join a bona fide union composed of classroom teachers only, without having to suffer discriminatory and coercive treatment by their administrations; and

Whereas, School boards are public bodies and responsible for the actions of the administrators whom they appoint; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record urging school boards to adopt policies preventing reprisals against teachers who join the Teachers' Union; and be it further

Resolved, That this convention urges all

its affiliates to work toward securing statements of fair labor practice policies from local school boards, specifically through central labor councils and local unions addressing resolutions to these boards indicating the need for printed policies guaranteeing fairness and impartiality toward teachers who may join the Teachers' Union.

Referred to Committee on Resolutions.
Adopted as amended, p. 198.

**Commending Federation and Other Bodies
For Assistance in Teachers' Union
Organizing Drive**

Resolution No. 86—Presented by Donald K. Henry and J. Paul McGinnis of California State Federation of Teachers, Sacramento.

Whereas, The California State Federation of Labor at its last convention supported a resolution designed to encourage membership in the Teachers' Union through the development of a summer work program; and

Whereas, The support of the Federation's Executive Council, the central labor councils and the affiliated locals to the Teachers' Union organizing drive has been generous and active, resulting in great membership gains for the Teachers' Union; and

Whereas, The developing summer work program gives every promise of great success due to the excellent cooperation between Teachers' Union locals and other union bodies; and

Whereas, Building the Teachers' Union is one of the most significant ways in which the labor movement can help in improving the educational system; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor commends the work that has been done with the Teachers' Union and urges all affiliates to continue their support of the teachers' summer work plan and other programs designed to encourage membership in the Teachers' Union.

Referred to Committee on Resolutions.
Adopted as amended, p. 198.

Fair Hearing for Probationary Teachers

Resolution No. 87—Presented by Donald K. Henry and J. Paul McGinnis of California State Federation of Teachers, Sacramento.

Whereas, One of the major causes for the present teacher shortage is the tyr-

rannical treatment and arbitrary dismissal of probationary teachers by those school administrators who seek to avoid giving tenure to the teacher, thereby maintaining low salary levels; and

Whereas, The California State Federation of Teachers has sponsored legislation which would give every probationary teacher the right to know the reasons for his or her dismissal; and

Whereas, The California State Federation of Labor has gone on record in previous conventions in support of the right of every probationary teacher to know the reasons for his or her dismissal; and

Whereas, It is a part of the American tradition that public employees be given a public hearing when they feel they are being unjustly dismissed; and

Whereas, Many teachers are dismissed every year without the right of such a hearing, since adequate statutory protection does not exist; therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor instruct its legislative representatives to support actively Teacher Union legislation at the next session of the legislature to amend Section 13583 of the Education Code to provide that the right to hearings as now guaranteed to probationary teachers in the San Francisco and Los Angeles school systems by this section be guaranteed to all probationary teachers in the state.

Referred to Committee on Legislation.
Adopted, p. 244.

Broaden California Teacher Tenure Law

Resolution No. 88—Presented by Donald K. Henry and J. Paul McGinnis of California State Federation of Teachers, Sacramento.

Whereas, The present tenure laws of the State of California, as set forth in the Education Code, permit school districts of less than 850 average daily attendance to deny tenure to teachers who have served the full probationary period satisfactorily; and

Whereas, The recent study conducted by the State Assembly Interim Education Committee, under the direction of Assemblywoman Dorothy Donahoe, proves that teachers in the smaller districts desire tenure protection, contrary to the long-standing misrepresentations of the CTA company union; and

Whereas, The tenure laws have proven to be of great benefit to our system of

public education, and are recognized as the basic job security for public school teachers; therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor instruct its legislative representatives to support actively Teacher Union legislation at the 1957 session of the California legislature amending the Education Code to extend the benefits of tenure to all school districts in the state, regardless of size.

Referred to Committee on Legislation.
Adopted, p. 244.

Provide Teacher Placement Services

Resolution No. 89—Presented by Donald K. Henry and J. Paul McGinnis of California State Federation of Teachers, Sacramento.

Whereas, The present shortage of qualified classroom teachers is partly due to the lack of a public placement service for teachers in the State Department of Employment; and

Whereas, The teachers of the state who seek employment are obliged to apply to a company union or to private agencies, both of which charge high fees for their services; and

Whereas, The experience of many other states indicates that teacher placement through the state employment service is feasible; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor supports the creation of a teacher placement service in the State Department of Employment and instructs its legislative representatives to support actively Teacher Union legislation designed to set up such a service.

Referred to Committee on Legislation.
Adopted, p. 244.

Minimum Salary for Teachers

Resolution No. 90—Presented by Donald K. Henry and J. Paul McGinnis of California State Federation of Teachers, Sacramento.

Whereas, The present low salaries of teachers works a considerable hardship on those who educate the children of the nation; and

Whereas, The prevailing low salaries contribute greatly to the shortage of skilled teachers now facing the state and the nation; and

Whereas, There will be in California a shortage of 17,000 teachers a year for

the next ten years, a situation which will be reflected in poorer education for the children, who must attend double and even triple sessions, who are deprived of many special services, and who often must put up with less highly skilled teachers; and

Whereas, Low teachers' salaries mean that teachers must often hold one or more jobs in addition to teaching during the school year as well as during holidays; and

Whereas, The time and energy taken from teaching by such outside jobs is taken from the children being taught; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor supports a minimum salary of five thousand dollars a year for all teachers in the state of California and directs its legislative representatives to support actively Teacher Union measures at the next session of the legislature which would guarantee such a minimum salary for teachers.

Referred to Committee on Legislation.
Adopted, p. 244.

Expose Slanted Materials in the Public Schools

Resolution No. 91—Presented by Donald K. Henry and J. Paul McGinnis of California State Federation of Teachers, Sacramento.

Whereas, It is a well known fact that many of the textbooks and other materials used in our public schools reflect an anti-labor bias and are often written and edited by persons who are subsidized by such groups as the National Association of Manufacturers; and

Whereas, Prejudices against labor and its organizations are instilled into school children through such materials which ignore or distort labor's positive role in American society; and

Whereas, Labor has always opposed the attempts of any group to dominate the schools, to dictate content or to determine curricula, believing that teachers should be free to pursue truth, communicate knowledge, and exercise their difficult craft without outside interference; and

Whereas, There are excellent and unbiased textbooks and unit outlines for courses in the social sciences concerning the true role of labor in American history; therefore be it

Resolved, That the 54th convention of

the California State Federation of Labor urges its affiliates to set up local educational commissions to help guard against the adoption of slanted materials in the public schools and to combat the attempts of interested groups to use the schools to present only their views to the children of America.

Referred to Committee on Resolutions.
Adopted, p. 199.

Name Schools After Labor Leaders

Resolution No. 92—Presented by Donald K. Henry and J. Paul McGinnis of California State Federation of Teachers, Sacramento.

Whereas, It is customary to name our schools after the great men and women of American history to the end that their names may be for a time placed before impressionable minds as guide and inspiration; and

Whereas, Labor proudly numbers in its ranks men and women whose lives have inspired millions of Americans, and whose contributions to national progress are generally recognized; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor urges its affiliates to request of local school boards that they name new public schools after our great labor leaders.

Referred to Committee on Resolutions.
Adopted, p. 208.

Permanent Child Care Centers

Resolution No. 93—Presented by Donald K. Henry and J. Paul McGinnis of California State Federation of Teachers, Sacramento.

Whereas, The American labor movement has always been concerned with the improvement of the welfare of the nation's children; and

Whereas, The child care centers established in California over ten years ago have amply demonstrated their efficacy in bettering that welfare; and

Whereas, The child care centers are in constant danger of destruction since they lack permanent statutory status; and

Whereas, The employees at child care centers have no job security whatever as a result of the precarious situation of these centers; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor instruct its affiliates to take local action to preserve and broaden the children

care program, and directs its legislative representatives to take appropriate legislative steps to establish the child care centers on a permanent basis; and be it further

Resolved, That this convention directs its legislative representatives to prepare, introduce and support legislation revising the Education Code so as to extend civil service job protection to child care employees.

Referred to Committee on Legislation.
Adopted, p. 244.

Conservation of the National Heritage

Resolution No. 94—Presented by Donald K. Henry and J. Paul McGinnis of California State Federation of Teachers, Sacramento.

Whereas, The natural wealth, in forests, rivers, and mineral resources, of this country constitutes a priceless national heritage; and

Whereas, There are those who would appropriate this heritage to their own private use, raiding the national parks and forests, pre-empting water power and irrigation sites, draining the great reservoirs of offshore oil; and ignoring and flouting the public interest in their search for private wealth; and

Whereas, School children, as the heirs to our natural wealth and as users of our national parks, beaches and forests, should understand the need and meaning of conservation; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor, in opposing the wasteful private exploitation of natural wealth, supports the efforts of teachers to teach conservation of the national heritage to school children.

Referred to Committee on Resolutions.
Adopted, p. 208.

University of California Collection of Trade Union Materials

Resolution No. 95—Presented by Donald K. Henry and J. Paul McGinnis of California State Federation of Teachers, Sacramento.

Whereas, There is at the University of California Library in Berkeley a comprehensive collection of labor union publications; and

Whereas, A program is underway to enlarge this collection in order to make more facts about the labor movement

available to University faculty and students and to the public; and

Whereas, Such a program will benefit the public and the labor movement as well as the University; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as supporting this program and instructs the Secretary-Treasurer to aid this program in every way possible; and be it further

Resolved, That copies of this resolution be sent to affiliated local unions in California and to the President of the University.

Referred to Committee on Resolutions.
Adopted, p. 208.

Labor Representation on State Personnel Board

Resolution No. 96—Presented by O. J. Lindell, Dave Williams, Charles Cannon, William Manbeck, J. T. Wagner and J. D. Osborn of Pile Drivers Union No. 34, San Francisco.

Whereas, The present California State Personnel Board has, in the past, and in the recent ruling affecting per diem union workers, seen fit to defy the wage policies and disregard the interests of organized labor; and

Whereas, It is the policy of organized labor to seek representation on government agencies directly affecting the welfare of its members; now, therefore, be it

Resolved, That this 54th convention of the California State Federation of Labor petition the Governor of the State of California to appoint a representative of labor to the State Personnel Board so that labor's position may be more accurately represented in the rulings of the Board.

Referred to Committee on Resolutions.
Adopted, p. 228.

Increased Industrial Accident Payments

Resolution No. 97—Presented by O. J. Lindell, Dave Williams, Charles Cannon, William Manbeck, J. T. Wagner and J. D. Osborn of Pile Drivers Union No. 34, San Francisco.

Whereas, The increase in weekly payments for temporary and permanent disability under the State Industrial Accident Code has not kept pace with comparable increases in the cost of living; and

Whereas, The present payment formula of 95% of 65% of the weekly wage

makes a maximum payment of \$40 a week inequitable and absurd under today's living conditions; and

Whereas, An increase in disability payments under the Federal Longshoremen's and Harbor Workers' Act of from \$35 to \$54 per week became effective on July 26 of this year for injuries on covered work occurring after that date; now, therefore, be it

Resolved, That this 54th convention of the California State Federation of Labor go on record to introduce legislation at the next session of the state legislature making the formula of 95% of 65% of the weekly wage apply throughout the range of Industrial Accident payments and to drop the \$40 ceiling now in effect.

Referred to Committee on Legislation.
Adopted, p. 216.

Increase Disability Insurance Payments

Resolution No. 98—Presented by O. J. Lindell, Dave Williams, Charles Cannon, William Manbeck, J. T. Wagner and J. D. Osborn of Pile Drivers Union No. 34, San Francisco.

Whereas, Disability insurance at the time of its institution in California was based on a percentage of the wages earned at that time, and was calculated to give a fair measure of relief to the disabled worker; and

Whereas, Labor efforts to keep somewhere within reach of greatly increased living costs has resulted in necessarily higher wages; and

Whereas, Disability payments have lost all relationship with wages and the cost of living; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record to use all its efforts and influence in the California legislature to bring about a system of disability payment which recognizes the original intent of gearing disability payments to existing wage levels and the present cost of living.

Referred to Committee on Legislation.
Filed, p. 215. See Policy Statement VI.

Fringe Benefits Included In Prevailing Wages

Resolution No. 99—Presented by O. J. Lindell, Dave Williams, Charles Cannon, William Manbeck, J. T. Wagner and J. D. Osborn of Pile Drivers Union No. 34, San Francisco.

Whereas, In recent years organized

labor has won fringe benefits through collective bargaining and economic action which have become equal to if not of greater importance than the wage increases themselves; and

Whereas, Organized labor has consistently fought to incorporate major negotiated cost items in prevailing government wage laws; now, therefore, be it

Resolved, That this 54th convention of the California State Federation of Labor go on record to introduce legislation at the next session of the state legislature to amend the state prevailing wage law so that it will include the fringe benefits paid the workers of a given trade, as well as the prevailing wage scale.

Referred to Committee on Legislation.
Filed, p. 243. See Resolutions Nos. 3 and 70.

Abolish Waiting Period for Unemployment and Disability Insurance

Resolution No. 100—Presented by Vernon L. Pankey of California State Council of Cannery Workers, Oakland.

Whereas, Many workers, by the temporary and intermittent nature of their jobs, are subject to periods of unemployment during the year; and

Whereas, The periods of unemployment between jobs can be many, resulting cumulatively in a great amount of lost time uncompensated by unemployment insurance; and

Whereas, The elapsed time from the first day after layoff to the date of payment of the first unemployment insurance benefits now may be greatly increased by the substitution of a "calendar" for a "flexible" week, and by arbitrary assignment by the Department of Employment of specific report days; and

Whereas, In consequence, workers subject to many layoffs are discriminated against; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as recommending to the legislature, abolition of the 7-day waiting period now required by Section 1253-d of the California Unemployment Insurance Code and of the corresponding section requiring a waiting period for disability insurance.

Referred to Committee on Legislation.
Concurred in intent, filed, p. 214.

Resolution No. 101

Withdrawn at request of sponsors, p. 193.

California Unemployment Insurance Appeals Board

Resolution No. 102—Presented by Paul D. Jones and C. W. Chapman of Teamsters Joint Council No. 42, Los Angeles.

Whereas, The California Unemployment Insurance Appeals Board has in some cases placed interpretations on Section 1264 of the California Unemployment Insurance Code, which appear to be contrary to our belief of the original intent of the legislature when Section 1264 was enacted; and

Whereas, Such misinterpretation in the instance of a spouse of a veteran receiving some small disability payment may at some time cause unnecessary hardship to fall upon the persons considered in Section 1264 of the Unemployment Insurance Code; and

Whereas, One of the cases involving the above referred to misinterpretation of Section 1264 for reference is Case No. 6401; therefore be it

Resolved, That this 54th convention of the California State Federation of Labor requests the Secretary to use every available resource at his command to obtain from the California Unemployment Insurance Appeals Board proper interpretation and application of Section 1264 of the California Unemployment Insurance Code to the end that decisions such as the one in Case No. 6401 will no longer prevail.

Referred to Committee on Resolutions.
Adopted, p. 194.

Government Procurement of Dairy Products

Resolution No. 103 — Presented by Ted C. Wills and John Kikkert of Creamery Employees and Drivers No. 517, Fresno.

Whereas, Military and United States Government establishments are now the biggest users of dairy products, such as milk, ice cream, dried milk, butter and cheese; and

Whereas, In other matters involving procurement, notably in the construction industry, all government contracts are protected on the basis of the prevailing wages, through the Davis-Bacon Act; now, therefore, be it

Resolved, That this 54th convention of the California State Federation of Labor shall go on record instructing the Secretary of the Federation and his legislative staff, to prepare and present to Congress

through the regular legislative channels, proper legislation that will prevent the possibilities of government procurement offices purchasing dairy products at cut rate prices, from non-union plants in competition with union plants without forcing the non-union plants to pay the prevailing wage rates.

Referred to Committee on Resolutions.
Concurred in intent, filed, p. 266.

Increase Personnel of Industrial Accident Commission

Resolution No. 104—Presented by Ralph A. McMullen and J. J. Christian of Los Angeles Building and Construction Trades Council.

Whereas, Within the Department of Industrial Relations there is a body known as the Industrial Accident Commission; and

Whereas, Chapter 3, Section 5502 of the Workmen's Compensation Act reads:

"The hearing, unless otherwise agreed to by all the parties thereto, shall be held not less than 10 days nor more than 30 days after the filing of the application."; and

Whereas, The average time in the Los Angeles office of the Industrial Accident Commission is 82 days from date of filing application until date of hearing; and

Whereas, In the Los Angeles office of the Industrial Accident Commission there is a backlog of approximately 5,000 pending cases; and

Whereas, The purposes of the Workmen's Compensation Act is to speedily expedite all controversial workmen's compensation cases; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor call upon the State Department of Finance, the Legislative Auditor and the legislators to provide the required personnel to comply with Section 5502 of the Act; and be it further

Resolved, That copies of this resolution be sent to Commissioners of the Industrial Accident Commission, the Director of the State Department of Finance, the Legislative Auditor and each member of the Assembly and Senate.

Referred to Committee on Resolutions.
Adopted, p. 196.

Modification of the Waiting Period For Unemployment and Disability Insurance

Resolution No. 105—Presented by Ver-

non L. Pankey of California State Council of Cannery Workers, Oakland.

Whereas, There is some actuarial and administrative justification for requiring a 7-day waiting period for those experiencing a brief period of unemployment or of disability; and

Whereas, Many workers experience lengthy periods of unemployment or of disability without hospitalization; and

Whereas, Under the Workmen's Compensation Law the waiting period becomes payable after seven weeks of continued disability; and

Whereas, Under Section 1027 of the Unemployment Insurance Code, the maximum benefits chargeable against employers' accounts paid to any one individual for any one benefit year, shall not be in excess of eighteen times the weekly benefit amount of that individual; and

Whereas, Whether industrially or non-industrially disabled, the effect of disability upon the worker is identical, the provisions of the Workmen's Compensation Code and the Disability Insurance Program should be made similar in respect to the waiting period; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as recommending to the legislature (1) an amendment making the provisions of the waiting period for disability insurance comparable to those in effect under the Workmen's Compensation Law; and (2) an amendment to the effect that on an individual's becoming eligible for the eighteenth week of unemployment insurance benefits, he also receives payment for the 7-day waiting period.

Referred to Committee on Legislation.
Filed, p. 214. See Policy Statement V.

Increase Unemployment Insurance Benefit To \$40 a Week

Resolution No. 106—Presented by Vernon L. Pankey of California State Council of Cannery Workers, Oakland.

Whereas, The State Unemployment Insurance Act of 1935 was enacted to alleviate the hardship of workers who were unemployed through no fault of their own; and

Whereas, The \$15 maximum benefit of 1935 amounted to 61% of the average weekly earnings in all industries in California, the present maximum of \$33 has

dropped to approximately 30% of the average weekly earnings; and

Whereas, Qualifying base period wages have been raised from \$300 to \$600 at the last session of the legislature; and

Whereas, The cost of living in California has risen and continues to rise since the maximum benefit was established; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as recommending to the legislature a \$40 weekly maximum benefit as a step forward, attaining the same ratio of benefits to average earnings as was originally established.

Referred to Committee on Legislation.
Non-concurred, p. 215.

Prevent Double Penalties for a Single Refusal of Work

Resolution No. 107—Presented by Vernon L. Pankey of California State Council of Cannery Workers, Oakland.

Whereas, According to many Appeals Board decisions, many claimants may be and often are subjected to indefinite disqualification for unavailability simultaneously with a fixed disqualification of 10 weeks for a single refusal of suitable work; and

Whereas, Such claimants cannot begin to satisfy the fixed disqualification until found available for work; and

Whereas, In consequence, many claimants are held ineligible for benefits for excessive periods of time; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as recommending to the legislature an amendment of Section 1257-b by adding "unless also found ineligible under Section 1253-c."

Referred to Committee on Legislation.
Adopted, p. 215.

Prevent Excessive Periods of Ineligibility

Resolution No. 108—Presented by Vernon L. Pankey of California State Council of Cannery Workers, Oakland.

Whereas, The Appeals Board has ruled that a claimant cannot satisfy the provisions of Section 1260 by obtaining suitable employment unless his registration with the Department of Employment was valid; and

Whereas, Many claimants return to work while subject to a fixed disqualifi-

cation and have not previously complied with the provisions of Section 1260 relative to a valid registration with the Department; and

Whereas, In consequence, after incurring a second period of unemployment, they are nonetheless held ineligible until the previous disqualification has been served; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as recommending to the legislature an amendment for Section 1260 by adding in line 11 after the words "register for work," "or in which he obtains suitable employment, whichever is the earlier."

Referred to Committee on Legislation.
Adopted, p. 215.

Abolish Disqualification For Domestic Circumstances

Resolution No. 109—Presented by Vernon L. Pankey of California State Council of Cannery Workers, Oakland.

Whereas, Many workers, and in particular many women workers, are morally compelled to leave their employment for domestic reasons; and

Whereas, It is against public policy for domestic reasons; and

Whereas, It is against public policy to impose a penalty upon actions dictated by duty toward spouse or children; and

Whereas, The provisions of Section 1253-c, if properly administered by the Department, would prevent a claimant from drawing benefits while unavailable because of domestic reasons; and

Whereas, An amendment to Section 1032, which added "leaving for domestic circumstances" as an additional cause for a favorable ruling, would meet the legitimate interests of employers; and

Whereas, Many claimants disqualified for leaving work for domestic reasons find their domestic problems gravely aggravated by this inequitable disqualification; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as recommending to the legislature the outright repeal of Section 1264.

Referred to Committee on Legislation.
Adopted, p. 215.

Period of Ineligibility for Leaving For Domestic Circumstances

Resolution No. 110—Presented by Ver-

non L. Pankey of California State Council of Cannery Workers, Oakland.

Whereas, Many workers, and in particular, many women workers, are morally compelled to leave their employment for domestic reasons; and

Whereas, It is against public policy to impose a penalty upon actions dictated by duty toward spouse or children; and

Whereas, The provisions of Section 1253-c, if properly administered by the Department, would prevent a claimant from drawing benefits while unavailable because of domestic reasons; and

Whereas, An amendment to Section 1032, which added "leaving for domestic circumstances" as an additional cause for a favorable ruling, would meet the legitimate interests of employers; and

Whereas, Many claimants disqualified for leaving work for domestic reasons find their domestic problems gravely aggravated by this inequitable disqualification; and

Whereas, Seasonal and casual workers who are genuinely desirous of obtaining steady employment are often unable to purge themselves of this indefinite disqualification because their intermittent earnings in any one week may not equal their weekly benefit amount; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as recommending to the legislature an amendment to Section 1264 eliminating the phrase "For the duration of the ensuing period of unemployment and".

Referred to Committee on Legislation.
Adopted, p. 215.

Equable Conditions for All Unemployment Insurance Claimants

Resolution No. 111—Presented by Vernon L. Pankey of California State Council of Cannery Workers, Oakland.

Whereas, Sections 1277, 1281-A and 2652 of the California Unemployment Insurance Code with respect to qualifying wages, such as the 75 per cent rule and the elimination of "lag quarter" earnings, annually disqualify thousands of workers genuinely attached to the labor market, although they have earnings of more than \$600 in covered employment; and

Whereas, The Appeals Board has held that the only wages that can be used to avoid ineligibility under the provisions of these sections, are "wages in covered

employment," it follows that many thousands of unemployed workers are found ineligible although they have earned more than \$600 in covered employment because their other wages have been earned in such non-subject employment as agriculture, domestic, employment out of state, employment by federal, state or municipal governments. Consequently, in those occupations and areas where workers shift from covered to uncovered employment, claimants who have in fact been fully employed for the previous eighteen months may nevertheless be ineligible; and

Whereas, The lag quarter and 75% rules bear most onerously upon senior citizens, the handicapped and members of minority groups who by employer preference are consistently the last hired and the first terminated; and

Whereas, Such inequity and discrimination is in contradiction to the stated purpose of the Unemployment Insurance Code of "providing benefits for persons unemployed through no fault of their own"; and

Whereas, In times of serious depression and recession, Section 1277 will have the tendency to limit workers' unemployment benefits to a one-year period; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record to seek the enactment of legislation that will offer more equitable conditions to all claimants for unemployment insurance benefits; and be it further

Resolved, That this convention go on record as advocating the repeal or amendment of Sections 1277, 1281A and 2652 of the California Unemployment Insurance Code.

Referred to Committee on Legislation.
Adopted, p. 215.

Raise From \$3 to \$8 the Earnings Deductible From Weekly Benefits

Resolution No. 112—Presented by Vernon L. Pankey of California State Council of Cannery Workers, Oakland.

Whereas, When the unemployment program was enacted in 1935, \$3 represented 20% of the maximum weekly benefit amount and approximately 10% of the average weekly earnings; and

Whereas, Since 1935 when \$3 was set as the amount of deductible earnings, maximum weekly benefits and average

weekly earnings have more than doubled; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as recommending that the legislature amend the Unemployment Insurance Code so that the amount of earnings non-deductible from unemployment insurance be raised from \$3 to \$8.

Referred to Committee on Legislation.
Adopted, p. 215.

Insure Prompt Payment of Benefits After Appeal to the Appeals Board

Resolution No. 113—Presented by Vernon L. Pankey of California State Council of Cannery Workers, Oakland.

Whereas, Decisions of the Appeals Board are habitually delayed beyond the sixty days provided by Section 1337; and

Whereas, Such delays create hardship to claimants; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as recommending to the legislature, an amendment to Section 1337 to the effect that if the Appeals Board fails to render a decision within the time limits specified by Section 1337, benefits shall immediately be paid to the claimant with the proviso that such benefits shall not be charged to any employer's account if the belated decision of the Appeals Board finds the claimant ineligible.

Referred to Committee on Legislation.
Adopted, p. 215.

Modification of the Presumption of Unavailability Arising From A Pattern of Seasonal Employment

Resolution No. 114—Presented by Vernon L. Pankey of California State Council of Cannery Workers, Oakland.

Whereas, In many decisions the Appeals Board has held that a pattern of seasonal employment gives rise to a presumption that the claimant is not genuinely in the labor market; and

Whereas, Many thousands of seasonal workers reside in communities where there are virtually no opportunities for employment except during the season; and

Whereas, In some seasonal industries the inability or unwillingness of most employers to provide employment is evidenced by their "negative balance" in their unemployment insurance account; and

Whereas, The rule of the Appeals

Board that a pattern of seasonal employment raises a presumption of unavailability is not only contrary to the facts but is arbitrarily used by the Department of Employment to disqualify many seasonal workers genuinely desirous of obtaining employment; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as recommending to the legislature an amendment of Section 1253-c to the effect that a pattern of seasonal employment only shall not give rise to any presumption of unavailability in the case of any individual who has earned 50% or more of his base period wages in the employment of employers with a negative balance in their unemployment insurance account.

Referred to Committee on Legislation.
Adopted, p. 215.

Increase Hospital Benefits Under Disability Insurance

Resolution No. 115—Presented by Vernon L. Pankey of California State Council of Cannery Workers, Oakland.

Whereas, The costs of medical care have risen considerably since the legislature established \$10 as the daily rate for hospitalization benefits under the disability insurance program; and

Whereas, Lengthy hospitalization is a risk against which most workers cannot adequately insure themselves; and

Whereas, Contributions from workers to the fund are now sufficient to permit some liberalization of benefits; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as recommending to the legislature that the daily rate for hospitalization benefits be raised to \$15 and that the period be extended from twelve to fifteen days.

Referred to Committee on Legislation.
Adopted, p. 216.

Commend John F. Fixa, Postmaster of San Francisco

Resolution No. 116—Presented by Matthew V. Barulich, Emmet C. Andrews and Max B. Torres of Post Office Clerks No. 2, San Francisco.

Whereas, Postmaster John F. Fixa of San Francisco has displayed his keen interest in labor, and in good labor-management policies; and

Whereas, John F. Fixa, during his ten

years as head of the San Francisco Post Office, has operated on an "open door" policy to the labor organizations within the San Francisco Post Office; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as commending Postmaster John F. Fixa for this administration which has resulted in excellent labor-management relations as well as outstanding personnel relations.

Referred to Committee on Resolutions.
Adopted, p. 227.

Commend California State Federation of Labor for Assistance to Yuba City-Marysville Flood Victims

Resolution No. 117—Presented by Matthew V. Barulich, Emmet C. Andrews and Max B. Torres of Post Office Clerks No. 2, San Francisco.

Whereas, The principles of the labor movement beseech all to intercede when community and civic assistance is needed; and

Whereas, In the winter of 1955-1956 many fellow labor affiliates, as well as people in all walks of life, lost home, subsistence and even human life during the devastating floods in the Yuba City-Marysville area, as well as other parts of the state; and

Whereas, The excellent liaison work of Secretary C. J. Haggerty, President Thomas Pitts, John Henning and all officers of the California State Federation of Labor between the agencies handling relief work in the flood areas resulted in the most complete assistance to all; so, therefore, be it

Resolved, That the delegates assembled at the 54th convention of the California State Federation of Labor go on record commending the officers of the Federation for their humane and ever-diligent action which resulted in displaying the American Way in action by labor.

Referred to Committee on Resolutions.
Adopted, p. 210.

Compensatory Time for Postal Employees

Resolution No. 118—Presented by Matthew V. Barulich, Emmet C. Andrews and Max B. Torres of Post Office Clerks No. 2, San Francisco.

Whereas, It is established practice in private industry to provide premium pay

for service performed on Saturdays, Sundays and holidays; and

Whereas, Postal employees are often required to work on Saturdays, Sundays and holidays, for which service they receive only hour for hour time off; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as favoring immediate legislation by Congress to require time and one-half compensatory time for all work performed on Saturdays, Sundays and holidays, except when such service is paid for at the regular overtime rate.

Referred to Committee on Resolutions.
Adopted, p. 227.

National Policy on Postal Employees' Grievances

Resolution No. 119—Presented by Matthew V. Barulich, Emmet C. Andrews and Max B. Torres of Post Office Clerks No. 2, San Francisco.

Whereas, There are prevalent throughout the country today many grievances which are identical or similar in nature; and

Whereas, These grievances stem from the same source; namely, the policies of the Post Office Department in regard to personnel; and

Whereas, Without being within the statutes of laws which require the government to act upon grievances within a prescribed formula; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as favoring legislation by Congress which would bring about a policy of handling personnel grievances within the Postal Service agreed to through arbitration by both management and labor within the Postal Service; and further be it

Resolved, That this resolution be presented to the next convention of the American Federation of Labor asking for support of legislation covering these principles.

Referred to Committee on Resolutions.
Filed, p. 227. See Resolution No. 79.

Postal Substitutes' Overtime Pay

Resolution No. 120—Presented by Matthew V. Barulich, Emmet C. Andrews and Max B. Torres of Post Office Clerks No. 2, San Francisco.

Whereas, Time and one-half pay for

overtime has long been the established practice in private industry; and

Whereas, It is the policy of the Post Office Department to work hourly rate substitutes for periods in excess of forty hours per week in contravention to laws that apply to private industry; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as favoring immediate legislation by Congress to provide time and one-half pay for overtime in excess of 8 hours per day and/or 40 hours per week, for all substitutes employed in the Post Office.

Referred to Committee on Resolutions.
Adopted, p. 227.

Recognition of Union Postal Organizations

Resolution No. 121—Presented by Matthew V. Barulich, Emmet C. Andrews and Max B. Torres of Post Office Clerks No. 2, San Francisco.

Whereas, The postal employees do all within their power to affiliate with and be part of organized labor; and

Whereas, It is the law of the land through various federal labor boards that unions must be recognized; and

Whereas, Not one of the laws do affect Post Office employee unions insofar as being recognized; and

Whereas, The Post Office employee unions understand both their true moral place in labor as they also understand the position of management; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record that Congress approve legislation providing postal employees with official recognition of their respective unions in such a manner as to require the Post Office Department to consult with the postal unions on all matters affecting working conditions and that other basic union rights other than the right to strike, be established, and that postal employees be given a statutory right of recognition, and to consultation on matters affecting their own welfare; and be it further

Resolved, That the Secretary of the California State Federation of Labor be instructed to advise all California Congressmen and Senators of this action; and be it further

Resolved, That this resolution be presented to the next convention of the American Federation of Labor asking for

support of legislation covering these principles.

Referred to Committee on Resolutions.
Filed, p. 227. S.e Resolution No. 79.

Civil Rights

Resolution No. 122—Presented by O. J. Lindell, Dave Williams, Charles Cannon, William Manbeck, J. T. Wagner and J. D. Osborn of Pile Drivers No. 34, San Francisco.

Whereas, Organized labor has made its position known on the issue of civil rights and the equality of justice, fully realizing that the best interests of labor are commensurate with those minority groups who strive to raise the standard of living for themselves along with our nation's standards, and who also seek to broaden our nation's democratic institutions in the interests of all working men and women; and

Whereas, The NAACP has over the years been in the forefront of the fight for civil rights and equality of justice for all and these efforts are symbolic of man's ideals for liberty and the pursuit of happiness; and

Whereas, The State of Alabama, acting in an arbitrary way, contrary to the ideals held in our Constitution, by demanding the NAACP to hand over to the State of Alabama its membership lists and activities records for use against the NAACP, has fined that organization \$100,000 in contempt of court; and

Whereas, Organized labor would in a like position consider such a demand unthinkable; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as condemning the action of the court and so notify the Governor and the Attorney General of the State of Alabama.

Referred to Committee on Resolutions.
Adopted, p. 209.

Check Registration of Union Members

Resolution No. 123—Presented by Joseph A. AuBuchon, James Ray, Robert Roth, James A. Conkle, and Norman T. Allen of Typographical Workers No. 174, Los Angeles.

Whereas, It is a well-known fact that many members of organized labor do not take the trouble to register to be eligible to vote, and if labor is to retain the social and economic gains of the past, it must

preserve them at the ballot box; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record that every local union in California should make a file of its members by Assembly and Congressional Districts so that the registration of union members may be checked.

Referred to Committee on Resolutions.
Adopted as amended, p. 226.

Copy of UI or UDI Determination of Ineligibility to be Sent to Employee's Local Union

Resolution No. 124—Presented by H. J. LaLonde and T. E. George of Shipyard & Marine Shop Laborers No. 886, Oakland.

Whereas, Many members of unions do not fully realize their rights of appeal from a determination that they are not eligible to receive state unemployment or disability benefits; and

Whereas, The employer and the employee are both notified of such determination as interested parties; and

Whereas, The local union to which the employee belongs is also an interested party to such determination and would be of invaluable assistance to its members if it were aware of the facts of the determination; now, therefore, be it

Resolved, That this 54th convention of the California State Federation of Labor go on record instructing the incoming officers of said Federation to use their best offices to secure such amendments to the California Unemployment Insurance Act as are necessary to require that a copy of all determinations of ineligibility be sent to the union to which the employee belongs.

Referred to Committee on Legislation.
Adopted, p. 215.

Shipbuilding and Repair to be Done in American Yards

Resolution No. 125—Presented by H. J. LaLonde and T. E. George of Shipyard & Marine Shop Laborers No. 886, Oakland.

Whereas, The shipbuilding and repair industry has, for many years, been one of the major sources of employment in and around the San Francisco-Oakland Bay Area; and

Whereas, The Armed Forces of the United States, and private industry are now, and have been for many years, taking ship building and repair to foreign countries, therefore depriving many thousands of skilled and semi-skilled American

citizens from obtaining gainful employment in the shipyards; and

Whereas, Many feeder industries dependent upon the shipyards to sell their products have been forced to reduce their operations, resulting in a vast loss of man hours worked; and

Whereas, If such conditions are to be perpetuated, the above-mentioned industries will cease to exist, and gainful employment in these industries will be only a page in history reflecting a complete lack of understanding and concern for both the industries and the American citizens who have devoted their lives to ship building, repair, and allied industries in this area; and

Whereas, In recent years the average take-home pay for the workers dependent upon the shipyards for employment has reflected the lowest earnings ever recorded; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record protesting the practice of farming out to foreign countries any work in any industries that result in diminishing opportunity for the American workmen and women to earn a decent living; and, be it further

Resolved, That this resolution be distributed to all AFL-CIO Councils, the AFL-CIO, the Metal Trades Department, AFL-CIO, and other appropriate union bodies, requesting their concurrence.

Referred to Committee on Resolutions.
Adopted, p. 264.

Establish Women's COPE Committees

Resolution No. 126—Presented by O. J. Lindell, Dave Williams, Charles Cannon, William Manbeck, J. T. Wagner and J. D. Osborn of Pile Drivers Union No. 34, San Francisco.

Whereas, A recent Western States Conference of COPE revealed that vital and significant political results have been obtained by women's groups in Texas cities and other areas; and

Whereas, Women's political groups are now developing in some California cities through the sponsorship and encouragement of COPE; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor urge the National COPE to take the necessary steps to establish similar women's committees in all of its state and area subdivisions; and be it further

Resolved, That the California State

Federation of Labor use all of its appropriate facilities to work for, and in cooperation with the National COPE to bring about accomplishment of the above objectives.

Referred to Committee on Resolutions.
Filed, p. 236. Subject matter referred to CLLPE Executive Council.

Amend Government Code For State Employees

Resolution No. 127—Presented by O. J. Lindell, Dave Williams, Charles Cannon, William Manbeck, J. T. Wagner and J. D. Osborn of Pile Drivers Union No. 34, San Francisco.

Whereas, It is the policy of the labor movement that all members should participate in the benefits derived from membership in a given craft of the labor movement; and

Whereas, It is also the policy of the labor movement to attempt to prevent any employer of labor from undercutting the established wages and working conditions of the crafts; and

Whereas, The State of California has recently instituted a policy of putting per diem employees on a monthly salary thereby reducing their income over \$100 per month in some instances; and

Whereas, The construction crafts now enjoy fringe benefits (pension, paid vacations, health and welfare) that are superior to the benefits paid by the State of California; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor sponsor legislation at the 1957 session of the legislature to amend the Government Code to provide that all building construction trades and related classes shall be covered by the prevailing wages and conditions that exist in private employment.

Referred to Committee on Legislation.
Filed, p. 243. See Resolutions Nos. 3 and 70.

Prohibit Denial of Public Employees' Right to Union Membership

Resolution No. 128—Presented by Robert S. Ash and Joseph Souza, Central Labor Council of Alameda County; Charles J. Garoni, Carpet, Linoleum & Soft Tile Workers No. 1290, Oakland; E. H. Vernon, A. J. Hayes, J. E. Clark, DeWayne Williams and C. W. Englund, Automotive Machinists No. 1546, Oakland.

Whereas, The City of Oakland, by action of the Chief of Police, the City Manager and the City Council, ruled that a mem-

ber of the police department could not join or belong to a legitimate labor union, stating that their reasons for taking such a position was because there would be a conflict of interest; and

Whereas, Several other cities have in the past several years, through executive or departmental order or by city council action, ruled that certain city employees could not join a labor union; and

Whereas, Penalty for violation of such order would be loss of job; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor instruct the Secretary-Treasurer, of the California State Federation of Labor to draft suitable legislation which would prohibit a political sub-division of the State of California, by rule, departmental order or ordinance, to deny the right of any employee to join or remain a member of an AFL-CIO union.

Referred to Committee on Legislation.
Adopted, p. 242.

Endorse National Prepaid Health Insurance

Resolution No. 129 — Presented by Claude A. Heinig of Lumber & Sawmill Workers, Redwood District Council, Eureka.

Whereas, Due to the enormous growth in population and the shortage of doctors, dentists and hospitals and the high fees and rates charged; and

Whereas, The voluntary health insurance plans do cover only a small majority of the people at a very high cost, with coverage mostly on surgery, there are millions of Americans who cannot afford the health protection they should have; and

Whereas, By the adoption of a national health insurance program there would be enough funds made available through scholarships and maintenance funds to train thousands of doctors, dentists and nurses and build hospitals, clinics and health centers which would make available to everyone, without cost, services of doctors, specialists, laboratory services, drugs and medicines; and

Whereas, Millions of children who need eye glasses, dental care and medical treatment would be benefited; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as opposing the view point on national health insurance by the

American Medical Association, the Southern Medical Association, the U. S. Chamber of Commerce and all other groups who oppose the adoption of a national health insurance plan; and be it further

Resolved, That this convention of the California State Federation of Labor go on record as endorsing a national prepaid health insurance plan.

Referred to Committee on Resolutions.
Adopted, p. 197.

Secure Additional Safety Inspectors

Resolution No. 130—Presented by Jesse Bernard, Joe H. Dixon, Dutch Epperson, Chester Mucker, Charles Robinson and Ike Few of Hodcarriers and Laborers No. 294, Fresno.

Whereas, During the past year a consistent effort has been made by the safety inspectors from the Department of Industrial Relations to curb and eliminate many injuries in construction work; and

Whereas, Many deaths and injuries did occur during the past year; and

Whereas, These deaths and injuries may have been prevented if a more thorough investigation of a construction job site were conducted by a safety job inspector; and

Whereas, Due to the limited number of safety inspectors in the State of California, adequate inspection is totally impossible; and

Whereas, Progress has been made and there is positive evidence that safety inspectors have minimized these injuries and have helped in establishing safety standards on construction jobs; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record to help secure additional safety inspectors.

Referred to Committee on Resolutions.
Adopted, p. 226.

Social Security and Welfare

Resolution No. 131—Presented by Leon McCool, Marius Waldal, Raymond Lane and Gustave Toensing of Carpenters No. 1622, Hayward.

Whereas, The progressive program for the liberalization of the Old Age and Survivors' Insurance System enacted during the last four years is commendable and has been received favorably by labor as a forward step towards preserving, improving and extending the social security system; and

Whereas, Despite the far-reaching im-

provements in the federal Old Age and Survivors' Insurance program now enacted into law, much remains to be accomplished in the needed liberalization which the American laborer is entitled to receive based upon the present increasing productivity and the economic welfare of our nation; and

Whereas, A liberalization of the social security system provides for two things: first, it provides for security and happiness for the needy aged and dependents and younger people who have become totally disabled in later years; second, it acts as a stabilizing factor in our economy, especially during unemployment because it provides for buying power and eliminates workers from the labor market; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record favoring further liberalizing the Federal Old Age and Survivors' Insurance program by increasing benefits, lowering the retirement age of women to 60; and be it further

Resolved, That the base upon which the benefits are computed be raised from \$4200 to \$5400 per year to allow for a substantial raise in social security benefits; and be it further

Resolved, That the Secretary of the California State Federation of Labor prepare communications to the AFL-CIO and request that they prepare proper legislation for introduction at the next session of Congress.

Referred to Committee on Resolutions.
Adopted, p. 197.

Nationwide Labor Public Relations Program

Resolution No. 132—Presented by Leon McCool, Marius Waldal, Raymond Lane and Gustave Toensing of Carpenters No. 1622, Hayward.

Whereas, Organized labor has been the leading outstanding force which has fostered and led the fight for better social and economic conditions, with the result that organized working people of these United States have reached the highest standard of living in the world; and

Whereas, The objectives of organized labor have been, are now and shall be to improve the conditions and living standards for all the people, especially to bring about a higher standard of living amongst the low-income group, which constitutes the majority of the population of the United States; and

Whereas, The merger of the American

Federation of Labor and Congress of Industrial Organizations into one organization gives labor a united front with which to continue to work for the increased prosperity of our economic structure and the welfare of the laboring classes; and

Whereas, A continued prosperity of any economic structure or any form of government, depends upon the buying power of the masses; and

Whereas, The enemies of organized labor, either because of selfish personal greed or ignorance of the workings and functions or operation of our private ownership system of economics, have through the years past, and more so now, presented to the public a wholly distorted picture of the objectives of organized labor, through propaganda in newspapers, over the radio and on television; and

Whereas, This vicious propaganda has been used against labor in the legislative bodies of the different states, as well as in the Congress of the United States, with the result that "right to work" laws (right to scab laws) have been passed in two-thirds of our states, while other states have passed laws restricting union activities and undermined the security of labor; and

Whereas, If the general public were aware of all the benefits obtained through organized labor in behalf of society as a whole and the welfare of the laboring people, they would not elect candidates who would support these anti-labor laws; and

Whereas, It is essential that the general public be fully informed of the need for organized labor by being informed of the objectives and past accomplishments of labor in behalf of society in general by raising the standard of living; therefore be it

Resolved, That this 54th convention of the California State Federation of Labor go on record in favor of having a nationwide public relations program established for the American people, bringing out the objectives of unionism, the past results of organized labor in the United States and the world at large, and the urgent need to defend our collective bargaining; and be it further

Resolved, That the Executive Council of the California State Federation of Labor use their good and important office to urge the AFL-CIO International to prepare a nationwide public relations program.

Referred to Committee on Resolutions.
Filed, p. 261. Subject matter referred to Executive Council.

\$1.50 Minimum Wage

Resolution No. 133—Presented by Leon McCool, Marius Waldal, Raymond Lane and Gustave Toensing of Carpenters No. 1622, Hayward.

Whereas, Officials of the American labor movement have conducted a thorough campaign during the last two sessions of the Congress of the United States in behalf of an increase in the minimum wage scale under the Fair Labor Standards Act; and

Whereas, They have been only partially successful in obtaining the goal of \$1.25 per hour set by the American Federation of Labor, inducing Congress to raise the minimum to \$1.00 per hour; and

Whereas, This is a commendable raise, considering the past performance of the Congress, but it does not meet the fair and realistic minimum of \$1.25 requested by labor; and

Whereas, The real need for a fair minimum wage scale can only be measured from time to time, depending upon the cost of living and the comparative wage scale throughout the nation; and

Whereas, The average scale throughout the nation has risen to the extent that the \$1.00 minimum granted two years ago is now outmoded and another raise in the minimum scale comparable to the average raise in wages is justified; and

Whereas, Low wages do not only create hardship and distress upon the low-income earners, but low wages breeds illness, illiteracy, crime and juvenile delinquency by being forced to live in the slum districts of the cities; and

Whereas, The objective of the nation as well as the objectives of organized labor should be to place human welfare before capital rights; and

Whereas, Low wages do not only produce poverty and misery but increase the cost of social and community service; therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record recommending extending the minimum wage protection of the Fair Labor Standards Act of the United States to \$1.50 per hour, and to notify the AFL-CIO, requesting they sponsor and support proper legislation to obtain the \$1.50 per hour minimum wage scale in the United States; and be it further

Resolved, That the officers of the California State Federation of Labor sponsor and support legislation at Sacramento to

obtain a fairer minimum wage law covering both men and women.

Referred to Committee on Resolutions.
Concurred in desire, filed, p. 193.

More Safety Inspectors

Resolution No. 134—Presented by Leon McCool, Raymond E. Lane, Marius Waldal and Gustave Toensing of Carpenters No. 1622, Hayward.

Whereas, The population of the state of California has increased in leaps and bounds and the industrial production has and is increasing correspondingly; and

Whereas, Especially the construction industry has increased in commercial construction, as well as in home building, to the extent that there are not enough safety inspectors; and

Whereas, Industrial accidents have increased proportionately, and a large number of these accidents are due to faulty safety provisions on the job; and

Whereas, The Industrial Accident Commission of the State of California is lacking funds to place enough safety inspectors in the field to properly supervise safety conditions; therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record requesting the incoming legislature to increase the appropriation of the California Industrial Accident Commission to allow for a sufficient number of safety inspectors; and be it further

Resolved, That the Executive Council of the California State Federation of Labor prepare proper legislation for introduction at the next session of the legislature and use the influence of the office to accomplish this, at the next session of the legislature.

Referred to Committee on Resolutions.
Filed, p. 226. See Resolution No. 130.

Investigate Insurance Companies

Resolution No. 135—Presented by Leon McCool, Raymond E. Lane, Marius Waldal and Gustave Toensing of Carpenters No. 1622, Hayward.

Whereas, The Industrial Accident Commission of the State of California has established certain minimum rates to be paid doctors and surgeons for the services to an injured worker; and

Whereas, Numerous doctors and surgeons state that the minimum rate set by the Commission is being discounted by certain insurance companies; and

Whereas, Our membership is being de-

nied the thoroughness of proper consultation and service brought about, to a large degree, by the practice of discounting the doctor's fee established by the Commission, because doctors who have a large practice do not solicit or care to handle industrial accident cases; and

Whereas, This discounting the minimum rate set by the Commission has a tendency of eliminating many of the better doctors and surgeons who might be needed in serious injury accident cases; therefore, be it

Resolved, That this 54th convention of the California State Federation of Labor go on record requesting a thorough investigation of this practice of discounting the rate set by the Commission for industrial accident cases; and be it further

Resolved, That the Executive Council refer this to the appropriate state agency and assist such agency in correction of the above-stated situation.

Referred to Committee on Resolutions.
Adopted, p. 196.

Proposed Amendments to Workmen's Compensation Act

Resolution No. 136—Presented by A. Boyarsky, F. Jones and Dave Fishman of Painters No. 1348; and O. T. Satre and Julius L. Bence of District Council of Painters No. 36, Los Angeles.

Whereas, Experience in administration of the California workmen's compensation law has revealed that there exist inadequacies, inequities and injustices in the law and its administration; and

Whereas, The present law deprives the workingman of the benefits to which he is rightfully entitled and causes hardship and suffering among workers and their families; and

Whereas, Employers and insurance carriers have consistently sought to cause needless and unjustified delays in the payment of compensation and furnishing of medical treatment to injured workers; and

Whereas, The present procedures of the Industrial Accident Commission allow just such delays; and

Whereas, There are insufficient funds appropriated to the Industrial Accident Commission to enable it to fulfill its obligations under the law for a speedy determination of cases and the furnishing of benefits to injured workers; and

Whereas, Benefit levels in the present law are unrealistic and inadequate in the

face of the high and continuing rising earning power of the California worker; and

Whereas, The Industrial Accident Commission in the interpretation of the workmen's compensation law has taken certain positions which are highly detrimental and result in deprivation of substantial benefits to injured workingmen; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor call upon the legislature of the State of California to make the following urgently needed changes in the workmen's compensation law of this state:

(a) **Medical Care:** Each injured worker shall have the right to select his own doctor for the care of his industrial injury.

(b) **Temporary and Permanent Disability Indemnity:** Benefits should be fixed at 75 per cent of the injured worker's average earnings during the period of his disability; maximum weekly disability benefit should be set at \$100.00.

(c) **Death Benefits:** Benefit should be fixed at \$15,000.00, and the spouse of the deceased worker who died as a result of industrial accident should receive a pension equivalent to two-thirds of the deceased worker's average earnings, with an additional allowance of 10 per cent of the deceased worker's average earnings for each additional dependent.

(d) **Permanent Total Disability Benefits:** Benefits for permanently and totally injured workers should be paid on a wage-loss basis, and based on his impaired earning capacity.

(e) **Apportionment of Effects of Injury:** The original intent of the workmen's compensation law, that industry takes the man as he finds him, shall be legislatively reaffirmed. In no event shall there be any apportionment of temporary disability, medical benefits, or for pre-existing non-symptomatic or non-disabling conditions. The worker shall not be required to bear any portion of the loss occasioned by the permanent disability imposed upon him by his industrial injury.

(f) **Rehabilitation:** Provision should be made in the law for both medical and vocational rehabilitation, and the support and maintenance of the injured worker and his family during periods of medical and vocational rehabilitation.

(g) **Petitions for Reconsideration:** The time for filing petitions for reconsideration after decision shall be cut from

twenty to ten days. The Commission should be required to hear cases within thirty days after they are filed, and decisions in all cases should be issued with the highest degree of dispatch.

(h) **Delay in Payment of Compensation:** Employers and insurance carriers who unnecessarily delay the payment of compensation and the furnishing of benefits should be required to pay interest on back compensation, from the date on which compensation should have first been paid.

(i) **Attorney's Fees:** The employer or insurance carrier shall be required to pay the attorneys' fees of the injured worker in addition to the award made to him by the Industrial Accident Commission; and be it further

Resolved, That this convention call upon the Department of Finance of the State of California to make sufficient funds available to the Industrial Accident Commission so that it may fulfill its function under the law and expeditiously and speedily handle all cases. It is necessary to appropriate sufficient funds in order to increase the staff of referees and clerks, to provide additional office facilities, and to increase the salaries of Medical Bureau examiners of the Industrial Accident Commission so that the calibre and number of doctors employed by the Commission may be substantially increased; and be it further

Resolved, That this convention condemns the procedure that allows newly appointed referees of the Industrial Accident Commission to be selected mainly from employer and insurance groups, and calls upon the Civil Service Commission and the Industrial Accident Commission to create procedures whereby more impartial referees may be selected.

This convention further calls upon the Secretary-Treasurer of the State Federation of Labor to forward a copy of this resolution to each member of the state legislature, and to the members of the Industrial Accident Commission; and be it finally

Resolved, That the Secretary-Treasurer of the California State Federation take the necessary steps to assure the intent and purpose of this resolution becoming a part of the law governing workmen's compensation in the state of California.

Referred to Committee on Legislation.
Adopted as amended, p. 217. See Policy Statement VII.

Uniform Permanent Disability Ratings

Resolution No. 137—Presented by A. Boyarsky, F. Jones and Dave Fishman of Painters No. 1348; and O. T. Satre and Julius L. Bence of District Council of Painters No. 36, Los Angeles

Whereas, The amount of workmen's compensation for permanent disability is calculated by a permanent disability rating determined by a Permanent Disability Rating Specialist of the Industrial Accident Commission's Staff; and

Whereas, A recent report of the Senate Interim Committee on Workmen's Compensation Benefits reveals that there exists a vast difference between permanent disability ratings made in identical cases in various parts of the state; and

Whereas, The Permanent Disability Rating Bureau as presently constituted appears to be making no effort to equalize and standardize permanent disability ratings throughout the state to allow injured workmen the full measure of permanent disability which the law contemplates they shall receive; now, therefore, be it

Resolved, That this 54th convention of the California State Federation of Labor call upon the Industrial Accident Commission to institute an investigation of the operation of the Permanent Disability Rating Bureau, and to take such action as will assure uniformity of permanent disability ratings throughout the state and which will assure to the injured worker the full measure of compensation benefits to which he is rightfully entitled under the law; and be it further

Resolved, That a copy of this resolution be sent to all the members of the Industrial Accident Commission of the State of California; and be it further

Resolved, That the Secretary-Treasurer of the California State Federation take the necessary steps to assure the intent and purpose of this resolution becoming a part of the law governing workmen's compensation in the State of California.

Referred to Committee on Legislation.
Concurred in intent, filed with instructions to Federation's officers, p. 217.

Federation to Make Thorough Study of Workmen's Compensation Act

Resolution No. 138—Presented by A. Boyarsky, F. Jones and Dave Fishman of Painters No. 1348; and O. T. Satre and Julius L. Bence of District Council of Painters No. 36, Los Angeles.

Whereas, The present workmen's compensation law of the state of California

was written at the turn of the century; and

Whereas, Society has progressed from the horse and buggy to the atomic age, but the law designed to cover the injured workingman and its administration has failed to keep pace with the changing times; and

Whereas, The benefits of the workmen's compensation law exist as part of the workingman's earning power and should be administered for his benefit and furnish to him as a matter of right, to be accepted with dignity rather than be doled out as charity and taken with humiliation; and

Whereas, The modern concept of workmen's compensation requires that it is the function of the law to restore the injured worker to his fullest earning capacity, providing him with adequate medical treatment, prompt, correct and adequate cash benefits and rehabilitation; and

Whereas, No study has been made by organized labor and other persons interested in the problem of the industrially injured worker in the past forty years, and the problems arising under the outmoded law have created an urgent need for a new and modern approach and concept of workmen's compensation in the state of California; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor direct its President to appoint a committee of fifteen members, which committee shall work in conjunction with attorneys in all parts of this state who represent injured workmen in proceedings before the Industrial Accident Commission, and which committee shall be charged with the duty of conducting a thorough study into the inadequacies of the present law and its administration, and looking to recommendations for legislative and other changes which will meet the present needs of the injured worker. This committee is directed to report its findings and recommendations to the 1957 convention of the State Federation of Labor; and be it further

Resolved, That the Secretary-Treasurer of the California State Federation take the necessary steps to assure the intent and purpose of this resolution becoming a part of the law governing workmen's compensation in the state of California.

Referred to Committee on Resolutions.
Non-concurred, p. 195.

Clarify Provisions Covering Disability Benefits for the Mentally Ill

Resolution No. 139—Presented by Raymond Cirimeli, George A. Hunt, Peter Josephs, Harry Powell, Manuel Martinez and Alfred Silva of Milkdrivers and Dairy Employees Union No. 302, Oakland.

Whereas, Section 2626, Unemployment Insurance Code, provides that disability includes both mental and physical illness; and

Whereas, Section 2678 provides that persons confined pursuant to commitment or court order in an institution "as a dipsomaniac, . . ." are disqualified from receiving benefits; and

Whereas, The Department of Employment has denied benefits to many mentally ill persons upon the ground that the mental illness was associated with the consumption of alcoholic beverages; and

Whereas, Many voluntary private disability insurance carriers are denying benefits for the same reason; and

Whereas, Many mentally ill persons, as well as others, are inclined to the consumption of alcohol to drown or escape their problems; and

Whereas, Mental illness is so prevalent that one-half of all hospital beds are occupied by the mentally ill; and

Whereas, Mentally ill persons should be entitled to the same consideration and the same benefits as physically ill persons, even though such illness, whether physical or mental, be contributed to in some degree by the use of alcohol; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor decide that Section 2678, Unemployment Insurance Code, be amended so as to make it clear that the disqualifications do not apply to persons committed to an institution for or being treated for mental illness caused by alcohol.

Referred to Committee on Legislation.
Adopted, p. 216.

Sections 2710 and 2801 of California Unemployment Insurance Code

Resolution No. 140—Presented by Raymond Cirimeli, George A. Hunt, Peter Josephs, Harry Powell, Manuel Martinez and Alfred Silva of Milkdrivers and Dairy Employees Union No. 302, Oakland.

Whereas, Under regulations of the Department of Employment, mentally ill patients committed to state hospitals are

denied hospital benefits (\$10 for 12 days); and

Whereas, This regulation is based upon the Attorney General's opinion in Volume 14 Opinions, page 101, which holds that a court commitment does not meet the requirements of Section 2801, Unemployment Insurance Code, which says "confined pursuant to orders of his physician"; and

Whereas, The purpose of this wording in Section 2801 was, of course, to prevent hospital claims being made unless the treatment was ordered by a physician; however, it inadvertently cuts off patients committed by a court, although a court order is more mandatory than an order of the patient's physician; and

Whereas, There is another provision in Section 2710 which permits a claim to be supported by the certificate of the registrar of a county hospital but does not prescribe the type of certificate where the patient is in a state hospital; and

Whereas, There is no valid reason for discrimination against mental patients; very often they are unable to earn a living for long periods and the denial of hospital benefits leaves them that much less with which to rehabilitate themselves after leaving the hospital; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor decide that Section 2710 and Section 2801 of the Unemployment Insurance Code relating to hospital benefits be amended to include a provision which will allow any eligible claimant who is hospitalized in a state hospital in California to qualify for benefits with a certificate from the superintendent of such state hospital stating the dates of such confinement; and be it further

Resolved, That Section 2801 shall be amended to provide for the receipt of disability as provided for in the Act for an eligible individual when confined pursuant to orders of a physician, or by reason of commitment or admission to a state hospital.

Referred to Committee on Legislation.
Adopted, p. 216.

Demolition or Wrecking of Dwellings and Structures

Resolution No. 141—Presented by Truman Thomas and William H. Brickell of Construction & General Laborers No. 185, Sacramento; and Harry Finks and Albert

Marty of Central Labor Council, Sacramento.

Whereas, The demolition of dwellings and other structures has been given or awarded to persons other than firms qualified and bonded to do this class of work; and

Whereas, This work of demolition is of a hazardous nature and the records of the Construction Division of the Industrial Safety Committees show a very high percentage of injuries in this category; and

Whereas, The injuries to persons in this classification are mostly due to people who wreck these dwellings not being qualified in that industry; and

Whereas, Most cities and counties in awarding or selling to individuals who are not demolition contractors generally require that a bond be posted all the way from \$25,000 to as high as \$350,000 for the protection of themselves against suit should any injury to the employees or public occur, but this is not so in the State of California; and

Whereas, The State of California is the biggest violator, as its agents do award to persons other than demolition contractors the wrecking and removal of buildings on right-of-ways as well as sites for permanent buildings; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor decide to introduce legislation in the next session of the state legislature to make it mandatory that any person or persons, or contractors, be bonded for at least \$25,000 for the performance and safety of the project bid upon to be demolished.

Referred to Committee on Legislation.
Adopted, p. 251.

American Aid to Foreign Nations to Be Carried in American Ships

Resolution No. 142—Presented by Harry Lundeborg, Ed Wilson, Jimmy Dimitratos, Arthur Benjamin, R. G. Anderson and Paul Scharrenberg of Sailors' Union of the Pacific, San Francisco.

Whereas, Fifty percent of the cargoes provided by American aid to foreign nations are carried in foreign-flag ships, although American ships are available for that purpose; and

Whereas, By this arrangement, American taxpayers are assessed billions of dollars for aid to foreign nations and by unfair interpretation this aid has been

extended to foreign shipowners who operate in direct competition with American ships; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor protest the use of such foreign aid to the disadvantage of American seamen employed in the American merchant marine; and be it further

Resolved, That we urge the American Federation of Labor to present such protest to the Congress of the United States, together with a request to make it mandatory that American aid to foreign nations shall be carried in American ships whenever available.

Referred to Committee on Resolutions.
Adopted, p. 264.

National Association For the Advancement of Colored People

Resolution No. 143—Presented by Max Feldman and Isidor Stenzor of Cloakmakers' Union No. 55; Sarah Steinberg and Max Mont of Cloakmakers' Union No. 58; Al Hernandez of Cloak Cutters' Union No. 84; Fannie Borax and Norman Bolsky of Ladies' Garment Workers' Union No. 96; Benjamin Surasky of Ladies' Garment Workers' Union No. 97; John Ulene and Samuel Otto of Sportswear and Cotton Garment Workers' Union No. 266; Sam Schwartz of Ladies' Garment Workers' Union No. 445; Ladies' Garment Workers' Union No. 451; Harry Scott of Ladies' Garment Workers' Union No. 482; Sigmund Arywitz of Ladies' Garment Workers' Union No. 496; Mary Grant of Ladies' Garment Workers' Union No. 497; and Joe Oviedo of Ladies' Garment Workers' Union No. 512—all of Los Angeles.

Whereas, The National Association for the Advancement of Colored People is playing an honored leadership role in the struggle to bring about full and complete equality of all people regardless of race, color, religion or nationality; and

Whereas, The struggle to bring about equality of opportunities and living standards of all people is a continuing one against bitter bigoted opposition; and

Whereas, Brutality and violence have often been used against leaders of the NAACP in an effort to stem its successes; and

Whereas, This violence can be viewed as an inverted tribute to the accomplishments of this organization in its march to bring about universal recognition of the

dignity and worth of every human being; and

Whereas, The NAACP has worked closely with the labor movement in this dedicated campaign to bring to all people the sense of freedom, feeling of equality, and desire to enjoy better standards of living that is the essence of our democracy; therefore, be it

Resolved, That this 54th convention of the California State Federation of Labor, mindful of all gains and advances made through the dedicated efforts of the NAACP in past years, once again extends its fraternal greetings and endorsement to the National Association for the Advancement of Colored People, and in the realization of how much there is yet to be accomplished, calls upon every affiliated central body, council, and local union to give all possible assistance and cooperation to this organization in our joint crusade to give our democratic aspirations the same meaning and fulfillment for all people.

Referred to Committee on Resolutions.
Adopted, p. 226.

Italian-American Labor Council

Resolution No. 144—Presented by Max Feldman and Isidor Stenzor of Cloakmakers' Union No. 55; Sarah Steinberg and Max Mont of Cloakmakers' Union No. 58; Al Hernandez of Cloak Cutters' Union No. 84; Fannie Borax and Norman Bolsky of Ladies' Garment Workers' Union No. 96; Benjamin Surasky of Ladies' Garment Workers' Union No. 97; John Ulene and Samuel Otto of Sportswear and Cotton Garment Workers' Union No. 266; Sam Schwartz of Ladies' Garment Workers' Union No. 445; Ladies' Garment Workers' Union No. 451; Harry Scott of Ladies' Garment Workers' Union No. 482; Sigmund Arywitz of Ladies' Garment Workers' Union No. 496; Mary Grant of Ladies' Garment Workers' Union No. 497; and Joe Oviedo of Ladies' Garment Workers' Union No. 512—all of Los Angeles.

Whereas, The Italian-American Labor Council is a nationwide organization composed of American workers of Italian origin; and

Whereas, The major objective of this organization is the maintenance of close fraternal ties between the American labor movement and the democratic Italian labor movement; and

Whereas, This organization has made outstanding contributions in the field of international relations through its ability to communicate directly the principles,

ideals, and methods of democratic trade unionism to the industrial workers of Italy; and

Whereas, By so doing, the Italian-American Labor Council has been able to give great assistance to the American Federation of Labor and Congress of Industrial Organizations in the implementation of its relations with the world labor movement; therefore be it

Resolved, That this 54th convention of the California State Federation of Labor reaffirms previously expressed endorsements of the Italian-American Labor Council and offers its warmest fraternal greetings to this organization, extending congratulations for its outstanding record of achievement.

Referred to Committee on Resolutions.
Adopted, p. 226.

Community Service Organization

Resolution No. 145—Presented by Max Feldman and Isidor Stenzor of Cloakmakers' Union No. 55; Sarah Steinberg and Max Mont of Cloakmakers' Union No. 58; Al Hernandez of Cloak Cutters' Union No. 84; Fannie Borax and Norman Bolsky of Ladies' Garment Workers' Union No. 96; Benjamin Surasky of Ladies' Garment Workers' Union No. 97; John Ulene and Samuel Otto of Sportswear and Cotton Garment Workers' Union No. 266; Sam Schwartz of Ladies' Garment Workers' Union No. 445; Ladies' Garment Workers' Union No. 451; Harry Scott of Ladies' Garment Workers' Union No. 482; Sigmund Arywitz of Ladies' Garment Workers' Union No. 496; Mary Grant of Ladies' Garment Workers' Union No. 497; and Joe Oviedo of Ladies' Garment Workers' Union No. 512—all of Los Angeles.

Whereas, The Community Service Organization is an organization serving the Mexican-American community, and has many branches throughout the state of California devoted to the program of community improvement through better employment opportunities, better housing, better educational opportunities, and better public services; and

Whereas, The Community Service Organization has made giant strides in the accomplishment of these goals; and

Whereas, The Community Service Organization, through its members, large numbers of whom are trade union members, functions in close harmony with the labor movement in their common program of community activities; and

Whereas, The Community Service Organization has received commendation

and endorsement from past conventions of the California State Federation of Labor; therefore, be it

Resolved, That this 54th convention of the California State Federation of Labor once again extends to the Community Service Organization its fraternal greetings, congratulates it upon its continuing progress, and calls upon all affiliates to continue all possible cooperation to add further successes to this organization's important and necessary program.

Referred to Committee on Resolutions.
Adopted, p. 226.

National Urban League

Resolution No. 146—Presented by Max Feldman and Isidor Stenzor of Cloakmakers' Union No. 55; Sarah Steinberg and Max Mont of Cloakmakers' Union No. 58; Al Hernandez of Cloak Cutters' Union No. 84; Fannie Borax and Norman Bolsky of Ladies' Garment Workers' Union No. 96; Benjamin Surasky of Ladies' Garment Workers' Union No. 97; John Ulene and Samuel Otto of Sportswear and Cotton Garment Workers' Union No. 266; Sam Schwartz of Ladies' Garment Workers' Union No. 445; Ladies' Garment Workers' Union No. 451; Harry Scott of Ladies' Garment Workers' Union No. 482; Sigmund Arywitz of Ladies' Garment Workers' Union No. 496; Mary Grant of Ladies' Garment Workers' Union No. 497; and Joe Oviedo of Ladies' Garment Workers' Union No. 512—all of Los Angeles.

Whereas, The National Urban League and its local affiliates are devoted to a program of creating new employment opportunities and improved living facilities for members of minority groups; and

Whereas, The problems improving the living standards of minorities are continually complex in the large industrial areas due to constant population increases; and

Whereas, The program of the Urban League of bettering medical facilities, educational opportunities, housing, and employment for minority group members, particularly Negroes, is an ever expanding one, responding to increasing needs; therefore, be it

Resolved, That this 54th convention of the California State Federation of Labor reaffirms the endorsement given the National Urban League and its local affiliates at past conventions, and recommends to all central bodies, councils, and local unions that they support the Urban League in their home communities and aid it in its activities.

Referred to Committee on Resolutions.
Adopted, p. 226.

Histadrut

Resolution No. 147—Presented by Max Feldman and Isidor Stenzor of Cloakmakers' Union No. 55; Sarah Steinberg and Max Mont of Cloakmakers' Union No. 58; Al Hernandez of Cloak Cutters' Union No. 84; Fannie Borax and Norman Bolsky of Ladies' Garment Workers' Union No. 96; Benjamin Surasky of Ladies' Garment Workers' Union No. 97; John Ulene and Samuel Otto of Sportswear and Cotton Garment Workers' Union No. 266; Sam Schwartz of Ladies' Garment Workers' Union No. 445; Ladies' Garment Workers' Union No. 451; Harry Scott of Ladies' Garment Workers' Union No. 482; Sigmond Arywitz of Ladies' Garment Workers' Union No. 496; Mary Grant of Ladies' Garment Workers' Union No. 497; and Joe Oviedo of Ladies' Garment Workers' Union No. 512—all of Los Angeles.

Whereas, The Histadrut is an honored section of the world's free trade union movement; and

Whereas, As the Israeli Federation of Labor, the Histadrut plays a major role in the life of Israel and continues to build that nation as a middle eastern bulwark of democracy; and

Whereas, In addition to functioning as the labor movement of Israel, the Histadrut also maintains industrial establishments, cooperatives, training schools, medical institutions, and agricultural centers to help build the economy and serve the people of its nation; and

Whereas, The American labor movement has aided the Histadrut unstintingly in the accomplishments of its objectives; and

Whereas, The California State Federation of Labor has at past conventions endorsed the Histadrut; therefore be it

Resolved, That this 54th convention of the California State Federation of Labor reaffirms the endorsement of the Histadrut and once again extends its fraternal greetings to the organization that has contributed so much to the building of a new democratic nation; and be it further

Resolved, That all affiliated central bodies and local unions be urged to continue their fine cooperation with the Histadrut.

Referred to Committee on Resolutions.
Adopted, p. 226.

Political Education

Resolution No. 148—Presented by Max Feldman and Isidor Stenzor of Cloakmak-

ers' Union No. 55; Sarah Steinberg and Max Mont of Cloakmakers' Union No. 58; Al Hernandez of Cloak Cutters' Union No. 84; Fannie Borax and Norman Bolsky of Ladies' Garment Workers' Union No. 96; Benjamin Surasky of Ladies' Garment Workers' Union No. 97; John Ulene and Samuel Otto of Sportswear and Cotton Garment Workers' Union No. 266; Sam Schwartz of Ladies' Garment Workers' Union No. 445; Ladies' Garment Workers' Union No. 451; Harry Scott of Ladies' Garment Workers' Union No. 482; Sigmond Arywitz of Ladies' Garment Workers' Union No. 496; Mary Grant of Ladies' Garment Workers' Union No. 497; and Joe Oviedo of Ladies' Garment Workers' Union No. 512—all of Los Angeles.

Whereas, The American labor movement has a social program and a political point of view which can be implemented only through successful enactment of legislation by the United States Congress and the legislative bodies of governmental sub-divisions; and

Whereas, The merger of the American Federation of Labor and the Congress of Industrial Organizations has created a single unified organization with a great electoral potential; and

Whereas, While the American labor movement, without any attempt at dominating the nation, has the obligation, as the powerful exponent of a point of view, to give fullest possible expression to its program before the voting public; and

Whereas, It is necessary if American labor is to bring its program to the public, that all efforts be mobilized and coordinated so that the voters can be reached in every community however small or remote; and

Whereas, The year 1956 is a crucial year, with the outcome of the elections of next November having great bearing on the welfare of organized labor and its program of social progress; and

Whereas, Any successful program of political education must entail full participation of every segment of the labor movement in a coalition effort with all liberal forces devoted to the principles of democratic social action; therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor calls for an intensified campaign of political education involving all local unions and their membership, seeking every avenue of community activity consonant with the practices and principles of the AFL-CIO, so that the 1956 effort of organ-

ized labor and its allies to bring to the American public the issues and a realization that only those candidates should be elected to public office who will serve the people in their efforts for a fuller and more secure life.

Referred to Committee on Resolutions.
Filed, p. 226. Subject matter referred to
CLLFE Executive Council.

Federal Aid to Education

Resolution No. 149—Presented by Max Feldman and Isidor Stenzor of Cloakmakers' Union No. 55; Sarah Steinberg and Max Mont of Cloakmakers' Union No. 58; Al Hernandez of Cloak Cutters' Union No. 84; Fannie Borax and Norman Bolsky of Ladies' Garment Workers' Union No. 96; Benjamin Surasky of Ladies' Garment Workers' Union No. 97; John Ulene and Samuel Otto of Sportswear and Cotton Garment Workers' Union No. 266; Sam Schwartz of Ladies' Garment Workers' Union No. 445; Ladies' Garment Workers' Union No. 451; Harry Scott of Ladies' Garment Workers' Union No. 482; Sigmund Arywitz of Ladies' Garment Workers' Union No. 496; Mary Grant of Ladies' Garment Workers' Union No. 497; and Joe Oviedo of Ladies' Garment Workers' Union No. 512—all of Los Angeles.

Whereas, During the year, 1955, there were held Conferences on Education in every state and territory of the United States, climaxed by a White House Conference on Education held in Washington, D. C.; and

Whereas, It was the universal finding that the foremost needs of our educational system are the training and procurement of more teachers and the construction of additional classrooms and other facilities; and

Whereas, Most communities cannot afford the financial outlay necessary adequately to meet these needs; and

Whereas, The American people cannot afford the breakdown of the educational system in any part of the country; and

Whereas, The public policy of the United States is that there must be no segregation of individuals in the public schools; and

Whereas, Despite this, the Congress voted down legislation designed to fill the great needs of public education in the United States; therefore be it

Resolved, That this 54th convention of the California State Federation of Labor calls once more for enactment of legislation that will give assistance to the school system of the nation for teacher procure-

ment, classroom construction, and other activities such as transportation of school children, free lunch programs, etc.; and be it further

Resolved, That such financial assistance be withheld from those school districts which flout the federal policy of integration of all schools, this aid ultimately being rendered to those districts immediately upon their compliance with this policy.

Referred to Committee on Resolutions.
Adopted, p. 198.

Civil Rights

Resolution No. 150—Presented by Max Feldman and Isidor Stenzor of Cloakmakers' Union No. 55; Sarah Steinberg and Max Mont of Cloakmakers' Union No. 58; Al Hernandez of Cloak Cutters' Union No. 84; Fannie Borax and Norman Bolsky of Ladies' Garment Workers' Union No. 96; Benjamin Surasky of Ladies' Garment Workers' Union No. 97; John Ulene and Samuel Otto of Sportswear and Cotton Garment Workers' Union No. 266; Sam Schwartz of Ladies' Garment Workers' Union No. 445; Ladies' Garment Workers' Union No. 451; Harry Scott of Ladies' Garment Workers' Union No. 482; Sigmund Arywitz of Ladies' Garment Workers' Union No. 496; Mary Grant of Ladies' Garment Workers' Union No. 497; and Joe Oviedo of Ladies' Garment Workers' Union No. 512—all of Los Angeles.

Whereas, The decisions of the United States Supreme Court providing for integration of the public schools of the nation, with the resounding declaration that people who are kept separate cannot be equal, has given tremendous impetus to the drive to establish for the Negro people full equality in every phase of life; and

Whereas, In their opposition to this great gain, racists, bigots, and proponents of white supremacy have reverted to many of the practices of the Ku Klux Klan, using murder, bombing, fire, and terror as weapons to hold back the natural advances of the Negro people; and

Whereas, The establishment of the White Citizens' Councils has introduced a new element, the cold pogrom of economic boycott; and

Whereas, In numerous trials and grand jury presentments, ranging in nature from acquittal of white murderers to persecution of Negroes who prefer to walk rather than ride on segregated busses, it has been demonstrated that

Negroes cannot get justice in areas where the doctrine of white supremacy reigns; and

Whereas, Full rights and protection under the law must be given to all people; and

Whereas, The ability to exercise their right of ballot, protection from terrorism, and respect for their basic rights as human beings are paramount needs for the Negro people if the principles of American democracy are to have meaning; and

Whereas, The civil rights program recently presented to the United States Congress by the Eisenhower Administration embodied too little in content, was presented too late, and was supported by the Administration too feebly to have had any hope of being able to survive the expected opposition from a number of Congressmen who traffic in hatred and (profit from) bigotry; therefore, be it

Resolved, That this 54th convention reaffirms the traditional position of the California State Federation of Labor that all people, of whatever race, creed, color or nationality, are equally entitled to the rights and protection guaranteed in the Constitution of the United States and recognized as the natural rights of man; and, be it further

Resolved, That this convention recognizes that the enjoyment of these rights can be obtained and preserved only through federal legislation which will

1. Prohibit segregation in all activities which come under the federal jurisdiction.

2. Repeal the poll tax in all states where it presently exists, and use the enforcement powers of the federal government in a most expeditious manner in any case where a citizen is denied the right to vote either by legal subterfuge or the use of force.

3. Provide that lynching or the use of terror in the denial of civil rights is an offense against federal law and provide for the jurisdiction of United States Courts in trying such violations; and, be it further

Resolved, That this 54th convention of the California State Federation of Labor calls upon the President of the United States and the members of the next United States Congress to formulate and enact such a legislative program as to establish and guarantee to all men, women and children resident in the United States

the full enjoyment of the rights that are theirs as human beings.

Referred to Committee on Resolutions.
Adopted, p. 208.

Housing

Resolution No. 151—Presented by Max Feldman and Isidor Stenzor of Cloakmakers' Union No. 55; Sarah Steinberg and Max Mont of Cloakmakers' Union No. 58; Al Hernandez of Cloak Cutters Union No. 84; Fannie Borax and Norman Bolsky of Ladies' Garment Union No. 96; Benjamin Surasky of Ladies' Garment Workers' Union No. 97; John Ulene and Samuel Otto of Sportswear and Cotton Garment Workers' Union No. 266; Sam Schwartz of Ladies' Garment Workers' Union No. 445; Ladies' Garment Workers' Union No. 451; Harry Scott of Ladies' Garment Workers' Union No. 482; Sigmund Arywitz of Ladies' Garment Workers' Union No. 496; Mary Grant of Ladies' Garment Workers' Union No. 497; and Joe Oviedo of Ladies' Garment Workers' Union No. 512—all of Los Angeles.

Whereas, Despite the great increases in home building during the last ten years, the needs of the American people for proper housing have not yet even begun to be satisfied; and

Whereas, The high costs of home building has eliminated an overwhelming portion of the population from building or purchasing their own homes; and

Whereas, The needs of the lower income groups for decent housing can best be satisfied by public housing which will provide homes at fair rentals and at the same time serve as a yardstick in the charge of rentals for private housing in the same area; and

Whereas, The public housing program of the United States government has in recent years been lagging, thus retarding satisfaction of the need for public housing on the part of the people; and

Whereas, The program of the Eisenhower administration to start only 35,000 units of housing a year for the next two years is pitifully inadequate to meet the great need for increased public housing; and

Whereas, The demand for public housing is common to all people, should be provided to all people on the basis of need, and should be in compliance with the policies of non-segregation enunciated by the United States Supreme Court; therefore be it

Resolved, That this 54th convention of

the California State Federation of Labor deprecates the deliberate reduction of the United States public housing program, and urges that this program be expanded once again to provide the people with more homes, on a non-segregated basis, to fill their need for a better life.

Referred to Committee on Resolutions.
Filed, p. 197. See Resolution No. 174.

Revision of McCarran-Walter Act

Resolution No. 152—Presented by Max Feldman and Isidor Stenzor of Cloakmakers' Union No. 55; Sarah Steinberg and Max Mont of Cloakmakers' Union No. 58; Al Hernandez of Cloak Cutters' Union No. 84; Fannie Borax and Norman Bolsky of Ladies' Garment Workers' Union No. 96; Benjamin Surasky of Ladies' Garment Workers' Union No. 97; John Ulene and Samuel Otto of Sportswear and Cotton Garment Workers' Union No. 266; Sam Schwartz of Ladies' Garment Workers' Union No. 445; Ladies' Garment Workers' Union No. 451; Harry Scott of Ladies' Garment Workers' Union No. 482; Sigmund Arywitz of Ladies' Garment Workers' Union No. 496; Mary Grant of Ladies Garment Workers Union No. 497; and Joe Oviedo of Ladies' Garment Workers' Union No. 512—all of Los Angeles.

Whereas, The McCarran-Walter Immigration Act is an unfair, discriminatory law, which, by preserving the old national origins quota, denies the boon of migration to the United States to those nationalities most in need of it; and

Whereas, Revision of this law by Act of Congress has been called for by both major political parties; and

Whereas, As long as this law remains intact, it makes a sham of the dream of freedom which has been presented by America to hundreds of thousands of oppressed people throughout the world, and denies to worthy individuals who would in their own persons and the persons of their children make the same great contribution to the welfare of this nation as has been made by immigrants and their families in glowing degree throughout the history of America; and

Whereas, The obvious need to bar undesirable individuals must not be used as a blanket excuse for eliminating the great number of deserving immigrants; therefore be it

Resolved, That this 54th convention of the California State Federation of Labor calls upon the President of the United States and the members of both houses of the United States Congress to initiate

and enact legislation to amend the McCarran-Walter Immigration Act so that its unfair, unjust and discriminatory provisions will be removed, restoring this nation once again to the pre-eminent position it once held before the entire world as the haven for the persecuted and oppressed peoples of all nations.

Referred to Committee on Resolutions.
Adopted, p. 209.

Prepaid Public Health Insurance

Resolution No. 153—Presented by Max Feldman and Isidor Stenzor of Cloakmakers' Union No. 55; Sarah Steinberg and Max Mont of Cloakmakers' Union No. 58; Al Hernandez of Cloak Cutters' Union No. 84; Fannie Borax and Norman Bolsky of Ladies' Garment Workers' Union No. 96; Benjamin Surasky of Ladies' Garment Workers' Union No. 97; John Ulene and Samuel Otto of Sportswear and Cotton Garment Workers' Union No. 266; Sam Schwartz of Ladies' Garment Workers' Union No. 455; Ladies' Garment Workers' Union No. 451; Harry Scott of Ladies' Garment Workers' Union No. 482; Sigmund Arywitz of Ladies' Garment Workers' Union No. 496; Mary Grant of Ladies' Garment Workers' Union No. 497; and Joe Oviedo of Ladies' Garment Workers' Union No. 512—all of Los Angeles.

Whereas, The catastrophic suddenness of serious illness usually brings a tragic bankruptcy to the workingman who almost never can find himself in a position to meet its costs; and

Whereas, The unpredictable nature of serious illness and the general high cost of living makes budgeting for medical expenses almost impossible in the planning of the low or medium income wage earner; and

Whereas, It has been demonstrated through successful undertakings such as unemployment and disability insurance and old age survivors' insurance that governmental agencies are best adapted for carrying out programs where there is widespread social participation; and

Whereas, A program of health insurance must provide for preventive medical care as well as medical and surgical care and hospitalization when illnesses occur; and

Whereas, Such a program must also include increasing the number of doctors and nurses, expanding facilities for their training, and construction of new hospitals; and

Whereas, This program can be effective

only if it includes all the people in the nation, inasmuch as limited participation plans cannot provide for expansion of facilities to the degree needed; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor finds that the need for a federal prepaid health insurance program under supervision of the Department of Health, Education, and Welfare is greater than ever before, and urges that enabling legislation be enacted so that such a program may be inaugurated.

Referred to Committee on Resolutions.
Adopted, p. 197.

Fair Employment Practices

Resolution No. 154—Presented by Max Feldman and Isidor Stenzor of Cloakmakers' Union No. 55; Sarah Steinberg and Max Mont of Cloakmakers' Union No. 58; Al Hernandez of Cloak Cutters' Union No. 84; Fannie Borax and Norman Bolsky of Ladies' Garment Workers' Union No. 96; Benjamin Surasky of Ladies' Garment Workers' Union No. 97; John Ulene and Samuel Otto of Sportswear and Cotton Garment Workers' Union No. 266; Sam Schwartz of Ladies' Garment Workers' Union No. 455; Ladies' Garment Workers' Union No. 451; Harry Scott of Ladies' Garment Workers' Union No. 482; Sig-mund Arywitz of Ladies' Garment Workers' Union No. 496; Mary Grant of Ladies' Garment Workers' Union No. 497; and Joe Oviedo of Ladies' Garment Workers' Union No. 512—all of Los Angeles.

Whereas, Each year, additional states and municipalities adopt legislation providing for fair employment practices for members of minority groups within their respective jurisdictions; and

Whereas, In every case, greater opportunities for better jobs, with the higher standard of living brought about thereby, have meant better housing, better health, better education, and a heightened self-respect for individuals benefited; and

Whereas, The people of the United States have shown clearly that they are on the road to full integration of all citizens in all walks of life, though bigots and racists are doing all in their power to slow the progress towards full enjoyment of human rights; and

Whereas, This progress is a source of pride while the delays are a source of shame to the people; and

Whereas, The enactment of such legislation will hasten the processes that would

be delayed for many years if left to voluntary action; and

Whereas, A major effort on the part of the California Committee for Fair Employment Practices, with the support and participation of the California State Federation of Labor, was successful in bringing about passage of fair employment practices legislation by the California Assembly during the 1955 legislative session, but failed to win passage in the Senate, having been lost in the Senate Labor Committee; therefore be it

Resolved, That this 54th convention of the California State Federation of Labor recognizes the great need for passage of fair employment practices legislation at all levels of government; refers to the officers of the State Federation the matter of preparation and support of necessary legislation to secure enactment by both houses of the California state legislature the needed laws to bring about a fair employment practices commission with enforcement powers in the state of California; and refers to the incoming Executive Council the matter of communicating with the President of the United States and the members of the United States Congress to acquaint them with the opinion of this body in favor of national enactment of this legislation.

Referred to Committee on Resolutions.
Adopted, p. 209.

Permanent Child Care Centers

Resolution No. 155—Presented by Max Feldman and Isidor Stenzor of Cloakmakers' Union No. 55; Sarah Steinberg and Max Mont of Cloakmakers' Union No. 58; Al Hernandez of Cloak Cutters' Union No. 84; Fannie Borax and Norman Bolsky of Ladies' Garment Workers' Union No. 96; Benjamin Surasky of Ladies' Garment Workers' Union No. 97; John Ulene and Samuel Otto of Sportswear and Cotton Garment Workers' Union No. 266; Sam Schwartz of Ladies' Garment Workers' Union No. 455; Ladies' Garment Workers' Union No. 451; Harry Scott of Ladies' Garment Workers' Union No. 482; Sig-mund Arywitz of Ladies' Garment Workers' Union No. 496; Mary Grant of Ladies' Garment Workers' Union No. 497; and Joe Oviedo of Ladies' Garment Workers' Union No. 512—all of Los Angeles.

Whereas, Failure of the California state legislature to provide for child care centers on a permanent basis effects a hardship on working mothers who need the services of such child care centers; and

Whereas, There is no foreseeable limita-

tion of the need for an expanded and continuing program of child care centers; and

Whereas, It is a disservice to the hundreds of thousands of working mothers who must worry about care and supervision for their small children to keep them in doubt as to whether or not they will be able to depend upon the centers in the near future; and

Whereas, The services already performed by the child care centers program give irrefutable testimony to their need; therefore, be it

Resolved, That this 54th convention of the California State Federation of Labor directs its officers to prepare and strive for the passage of appropriate legislation by the next session of the California state legislature to place the child care center program on a permanent footing.

Referred to Committee on Legislation.
Filed, p. 244. See Resolution No. 93.

Jewish Labor Committee

Resolution No. 156—Presented by Max Feldman and Isidor Stenzor of Cloakmakers' Union No. 55; Sarah Steinberg and Max Mont of Cloakmakers' Union No. 58; Al Hernandez of Cloak Cutters' Union No. 84; Fannie Borax and Norman Bolsky of Ladies' Garment Workers' Union No. 96; Benjamin Surasky of Ladies' Garment Workers' Union No. 97; John Ulene and Samuel Otto of Sportswear and Cotton Garment Workers' Union No. 266; Sam Schwartz of Ladies' Garment Workers' Union No. 455; Ladies' Garment Workers' Union No. 451; Harry Scott of Ladies' Garment Workers' Union No. 482; Sigmund Arywitz of Ladies' Garment Workers' Union No. 496; Mary Grant of Ladies' Garment Workers' Union No. 497; and Joe Oviedo of Ladies' Garment Workers' Union No. 512—all of Los Angeles.

Whereas, Through two decades of unremitting activity the Jewish Labor Committee has been the instrumentality through which hundreds of thousands of trade union members have participated in the nationwide efforts to combat discrimination and intolerance; and

Whereas, The Jewish Labor Committee has at all times maintained the closest ties of fraternity with the labor movement in conducting campaigns of education and action to implement ideals of American democracy; and

Whereas, This organization is devoted to the struggle against totalitarianism and has been in the forefront in combat-

ting Communist efforts to infiltrate and damage the labor movement; and

Whereas, Previous conventions of the California State Federation of Labor have given the Jewish Labor Committee wholehearted endorsement; therefore, be it

Resolved, That this 54th convention of the California State Federation of Labor reaffirms its commendation and endorsement of the Jewish Labor Committee and urges all affiliates to continue their cooperation with this valuable institution of the labor movement.

Referred to Committee on Resolutions.
Adopted, p. 226.

Taft-Hartley Act

Resolution No. 157—Presented by Max Feldman and Isidor Stenzor of Cloakmakers' Union No. 55; Sarah Steinberg and Max Mont of Cloakmakers' Union No. 58; Al Hernandez of Cloak Cutters' Union No. 84; Fannie Borax and Norman Bolsky of Ladies' Garment Workers' Union No. 96; Benjamin Surasky of Ladies' Garment Workers' Union No. 97; John Ulene and Samuel Otto of Sportswear and Cotton Garment Workers' Union No. 266; Sam Schwartz of Ladies' Garment Workers' Union No. 455; Ladies' Garment Workers' Union No. 451; Harry Scott of Ladies' Garment Workers' Union No. 482; Sigmund Arywitz of Ladies' Garment Workers' Union No. 496; Mary Grant of Ladies' Garment Workers' Union No. 497; and Joe Oviedo of Ladies' Garment Workers' Union No. 512—all of Los Angeles.

Whereas, In recent years, in order to expedite immediate relief from the unfair Taft-Hartley anti-labor law, efforts have been made to concentrate on securing amendments removing its most unjust provisions rather than repeal of the law in its entirety; and

Whereas, This law, conceived in spite and administered in hatred for the goals and objectives of organized labor is so fundamentally unfair to the labor movement in most respects and details that to counteract its poison would require so extensive a change as to include nearly all of its provisions; therefore, be it

Resolved, That this 54th convention of the California State Federation of Labor lay the groundwork for a concerted campaign during the coming Congressional session to bring about the enactment of legislation that will effect a complete change or outright repeal of the Taft-Hartley law.

Referred to Committee on Resolutions.
Filed, p. 171.

Pay For Jury Duty

Resolution No. 158—Presented by Max Feldman and Isidor Stenzor of Cloakmakers' Union No. 55; Sarah Steinberg and Max Mont of Cloakmakers' Union No. 58; Al Hernandez of Cloak Cutters' Union No. 84; Fannie Borax and Norman Bolsky of Ladies' Garment Workers' Union No. 96; Benjamin Surasky of Ladies' Garment Workers' Union No. 97; John Ulene and Samuel Otto of Sportswear and Cotton Garment Workers' Union No. 266; Sam Schwartz of Ladies' Garment Workers' Union No. 455; Ladies' Garment Workers' Union No. 451; Harry Scott of Ladies' Garment Workers' Union No. 482; Sigmund Arywitz of Ladies' Garment Workers' Union No. 496; Mary Grant of Ladies' Garment Workers' Union No. 497; and Joe Oviedo of Ladies' Garment Workers' Union No. 512—all of Los Angeles.

Whereas, The Bill of Rights in the Constitution of the United States guarantees to all individuals the right to trial by a jury of his peers; and

Whereas, A working man placed on trial is entitled to have sitting on his jury other working men; and

Whereas, Wage workers when serving on juries usually lose earnings from their employment during the period of service, thus being deprived of all revenue other than the inadequate "jury pay" provided by law; and

Whereas, The end result is that great financial hardship is worked upon those who perform jury service; and

Whereas, It is proper that there be no disability against individuals in the performance of duties prescribed by law; therefore, be it

Resolved, That this 54th convention of the California State Federation of Labor recommends to all affiliates empowered to negotiate agreements with employers that efforts be made to provide in future agreements that employees will continue to receive their regular wages while engaged in jury service.

Referred to Committee on Resolutions.
Adopted, p. 267.

Minimum Wage

Resolution No. 159—Presented by Max Feldman and Isidor Stenzor of Cloakmakers' Union No. 55; Sarah Steinberg and Max Mont of Cloakmakers' Union No. 58; Al Hernandez of Cloak Cutters' Union No. 84; Fannie Borax and Norman Bolsky of Ladies' Garment Workers' Union No. 96; Benjamin Surasky of Ladies' Garment

Workers' Union No. 97; John Ulene and Samuel Otto of Sportswear and Cotton Garment Workers' Union No. 266; Sam Schwartz of Ladies' Garment Workers' Union No. 455; Ladies' Garment Workers' Union No. 451; Harry Scott of Ladies' Garment Workers' Union No. 482; Sigmund Arywitz of Ladies' Garment Workers' Union No. 496; Mary Grant of Ladies' Garment Workers' Union No. 497; and Joe Oviedo of Ladies' Garment Workers' Union No. 512—all of Los Angeles.

Whereas, The cost of living, temporarily at a plateau, is now continuing to increase; and

Whereas, The lowest paid workers will be the first to suffer a depression of their already low standard of living in the face of such increased living costs; and

Whereas, In their efforts to seek the increase in the federal minimum wage, leaders of organized labor demonstrated that the minimum wage should be set at no less than \$1.25 an hour; and

Whereas, Workers in the state of California need and should have a minimum wage higher than the 1955 established federal minimum wage of \$1.00 an hour; and

Whereas, Such a minimum wage should be at least \$1.25 an hour; therefore be it

Resolved, That this 54th convention of the California State Federation of Labor expresses itself in favor of an increase in the minimum wage for the state of California to \$1.25 an hour, and refers to officers of the Federation the matter of preparing and supporting necessary legislation or other activities to bring this about.

Referred to Committee on Resolutions.
Adopted, p. 193.

Community Relations

Resolution No. 160—Presented by Max Feldman and Isidor Stenzor of Cloakmakers' Union No. 55; Sarah Steinberg and Max Mont of Cloakmakers' Union No. 58; Al Hernandez of Cloak Cutters' Union No. 84; Fannie Borax and Norman Bolsky of Ladies' Garment Workers' Union No. 96; Benjamin Surasky of Ladies' Garment Workers' Union No. 97; John Ulene and Samuel Otto of Sportswear and Cotton Garment Workers' Union No. 266; Sam Schwartz of Ladies' Garment Workers' Union No. 455; Ladies' Garment Workers' Union No. 451; Harry Scott of Ladies' Garment Workers' Union No. 482; Sigmund Arywitz of Ladies' Garment Work-

ers' Union No. 496; Mary Grant of Ladies' Garment Workers' Union No. 497; and Joe Oviedo of Ladies' Garment Workers' Union No. 512—all of Los Angeles.

Whereas, The Constitution of the American Federation of Labor and Congress of Industrial Organizations provides for a full time Department on Community Relations charged with the responsibility of representing the AFL-CIO in community activities and implementing the AFL-CIO program in this area; and

Whereas, This recognition of the importance of community relations underscores the need for a permanent alliance of all individuals and institutions in the community who agree on a democratic, forward looking social program for the American people; and

Whereas, The labor movement as the great mass organization of the working people can give direction and leadership to this coalition of the community; and

Whereas, The labor movement's activities within the community gives daily evidence that organized labor is concerned with the general welfare of the public along with the economic interests of its members; and

Whereas, Through the agency of community activities organized labor will be able to do more to implement its social program aimed toward building a better and stronger economy with a happier life for all the people; and

Whereas, The efforts to bring about better human relations, improvements in public education, and a greater responsiveness on the part of public officials to human needs are stronger when rooted in the home community; therefore be it

Resolved, That this 54th convention of the California State Federation of Labor urges all affiliated central bodies, councils, and local unions to continue and increase whenever possible their activities within their own communities in accordance with the community relations program of the AFL-CIO.

Referred to Committee on Resolutions.
Filed, p. 262. Subject matter referred to Executive Council.

Amend Certain Provisions in State Contractors' License Law

Resolution No. 161 — Presented by Loyd M. Myers and James P. Edgar of Building & Construction Trades Council of Fresno and Madera Counties, Fresno.

Whereas, The California state contractors' licensing law states that the primary

purpose of the law is for the protection of the health, safety and general welfare of all those persons dealing with persons engaged in the building contracting vocation, and the affording to such persons of an effective and practical protection against the incompetent, inexperienced, unlawful and fraudulent acts of building contractors whom they contact; and

Whereas, The State of California requires that every person, co-partnership, corporation or other type of association shall have a valid contractor's license; and

Whereas, To secure such a license, sufficient experience must be shown by some member or employee of the firm, to assure to a reasonable degree that the law will be upheld; and

Whereas, If an employee is the one who qualified, there is no requirement that he work only for one firm, or do anything at all except sign the application for a license; and

Whereas, There are cases where one person qualified for the license on a number of firms, even though all others connected with those firms are not qualified in any way to carry on such a business; and

Whereas, There are cases where a so-called responsible managing employee received only token wages and does little if anything for the company; and

Whereas, In some cases this said employee even works for another firm and is not even in the same state; and

Whereas, This meets the letter of but not the intent of the law; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor approve the Federation's joining with the State Building Trades Council in getting introduced at the next session of the state legislature, an amendment to the contractors' license law, that would require any firm who lists a responsible managing employee as the one who qualifies for the license to pay such person not less than the prevailing wage rate in the area for supervising employees who work for other employers doing the same type of work for which he qualifies, and that such employee shall not, at the same time he is acting as the qualifying employee for one firm, act in that capacity for another firm, nor that he be on the payroll of another firm, and must at all times be a bona fide employee within the intent of this law.

Referred to Committee on Legislation.
Adopted as amended, p. 242.

Increase Income Tax Exemptions in Lower Income Brackets

Resolution No. 162—Presented by Leon McCool, Marius Waldal, Raymond Lane and Gustave Toensing of Carpenters Union No. 1622, Hayward.

Whereas, Taxes are as old as civilization and the idea of taxing the other fellow is the first thought when it comes to tax to raise revenue; and

Whereas, The present Administration recommended a number of changes be made in the payment of federal income taxes; and

Whereas, The changes made were in favor of those in the higher income brackets and those in the lower brackets were not given any tax relief because it was said the economy could not afford it at that time because it would unbalance the budget, and it was stated at that time that it was necessary to give tax relief to those in the upper brackets to stabilize the economy and promote new production to balance the budget; and

Whereas, The budget has been balanced and it is said the economy is stabilized and the country is enjoying an unheard-of prosperity; and

Whereas, Production is at the all-time high, the consumption of production is lagging behind because of lack of purchasing power which may cause unemployment; and

Whereas, It is now the time to give tax reduction to those in the lower income brackets, because tax reduction should be made equally to all persons commensurate with their ability to pay; and

Whereas, A tax reduction in the lower brackets will increase the purchasing power which is necessary to absorb the increased production to avoid unemployment; and

Whereas, The easiest, fairest and most just way to give tax reduction is by increasing the exemptions in the lower income brackets; therefore, be it

Resolved, That this 54th convention of the California State Federation of Labor go on record as being in favor of a substantial increase in income tax exemptions in the lower brackets; and, be it further

Resolved, That the Secretary of the California Federation of Labor prepare a proper resolution to be presented to the AFL-CIO Executive Council request-

ing them to sponsor legislation to this effect.

Referred to Committee on Resolutions.
Adopted, p. 170.

Enforce Specifications for Labor Camp Housing

Resolution No. 163—Presented by Loyd M. Myers and James P. Edgar of Building and Construction Trades Council, Fresno and Madera Counties, Fresno.

Whereas, The state law requires that labor camp housing meet certain specifications; and

Whereas, There is no clear-cut specification governing the construction of nor the minimum standards which must be met in buildings that are constructed for speculation, or for sale to the general public; and

Whereas, In all too many cases this results in sub-standard housing being built and sold to unsuspecting buyers who know little if anything about building materials or construction methods; and

Whereas, We believe that all persons have the same right to have decent housing; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor instruct its incoming officers to use its facilities to get legislation introduced at the next session of the state legislature that would require any builder, whether licensed or not, meet the minimum building specifications that are required in labor camp housing.

Referred to Committee on Legislation.
Non-concurred, p. 243.

More Safety Inspectors

Resolution No. 164—Presented by Loyd M. Myers and James P. Edgar of Building and Construction Trades Council of Fresno and Madera Counties, Fresno.

Whereas, All too many construction workers have been seriously injured or even killed in preventable accidents; and

Whereas, It is a proven fact that adequate inspection and instruction by trained safety engineers reduce this type of accident rate by a great many percentage points; and

Whereas, The State Division of Industrial Safety has and is doing an excellent job with its limited number of safety engineers in the field; and

Whereas, We believe that the lives and limbs of the workers are of such importance that no monetary value can be

established for their loss; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as being in favor of adding more construction safety inspectors; and be it, further

Resolved, That we use our good offices to help get adequate financial support for this program

Referred to Committee on Resolutions.
Filed, p. 226. See Resolution No. 130.

Tighten State Contractors' License Law

Resolution No. 165—Presented by Loyd M. Myers and James P. Edgar of Building and Construction Trades Council of Fresno and Madera Counties, Fresno.

Whereas, The State of California requires persons or firms to be licensed before attempting to perform the duties of a contractor; and

Whereas, The reasons for this requirement are of such obvious importance, there is no need to enumerate them; and

Whereas, It is left to the discretion of the district attorney whether any charge of acting as a contractor without being licensed shall be prosecuted; and

Whereas, This does not encourage nor does it allow a license law examiner to take any action other than report a violation; and

Whereas, In most cases where a violation is reported and a citation issued, if the offender pleads guilty, and no penalty given him, this penalizes those contractors who abide by the law; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor approve the Federation joining with the State Building and Construction Trades Council in getting legislation introduced at the next session of the state legislature, that would bar anyone found guilty of acting as a contractor without being properly licensed from taking the examination for such a license for a period of six months, thus assisting the licensed and legitimate contractors being protected as well.

Referred to Committee on Legislation.
Adopted as amended, p. 242.

Prevailing Wage Rate For All Employees on Jobs paid For From State Funds

Resolution No. 166—Presented by Loyd M. Myers and James P. Edgar of Building

and Construction Trades Council, Fresno and Madera Counties, Fresno.

Whereas, There is much confusion and much discontent with the interpretation given by some of our public agencies, to the term "prevailing wage"; and

Whereas, There needs must be some legal interpretation of the meaning or the law must specifically state its intent; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor instruct the incoming officers to use the Federation's powers to attempt to get legislation introduced in the next session of the state legislature that would require any employee on any job, whether he be the employee of a public or private agency, to be paid not less than the prevailing wage rate, including the cost of all the fringes that will or would affect him or his family on all work where public funds over which the state has control, or has the approval of, are used to pay for such work, whether in whole or in part; and be it further

Resolved, That the prevailing wage rate be interpreted to mean the wage rate that is paid to employees who perform work of a like nature and who are covered by a collective bargaining agreement that affects the majority of those who are employed in private industry in like occupations on other than "public work."

Referred to Committee on Legislation.
Filed, p. 243. See Resolutions Nos. 3 and 70.

Prohibit Deduction of Earned Vacation and Holiday Pay From Unemployment Insurance Benefits

Resolution No. 167—Presented by Stanley Jordan of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, In the past, the Unemployment Insurance Act was interpreted and applied correctly to mean that prior earned vacation or holiday pay received during periods of unemployment were not deductible from unemployment insurance benefits; and

Whereas, In recent years and at the present time vacation pay and holiday pay earned during prior work periods is deducted from our members' unemployment insurance benefits; and

Whereas, This requirement constitutes a wage rate reduction; and

Whereas, Unemployment insurance benefits should be paid during periods of un-

employment regardless of the fact that an unemployed member receives prior earned vacation or holiday pay during his period of unemployment; and

Whereas, The present procedure and practice causes considerable hardship to our members, particularly where repayments are required by the Department of Employment due to vacation or holiday pay received after a period of unemployment is ended; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor determine to use its best efforts to have the policy amended; and be it further

Resolved, That copies of this resolution be submitted to Governor Goodwin Knight, Harry Stewart, Director of the California State Department of Employment, and to the Speaker of the State Assembly and President Pro Tem of the State Senate.

Referred to Committee on Legislation.
Adopted, p. 215.

Combat So-Called "Right to Work" Bills

Resolution No. 168—Presented by Stanley Jordan of California State Council of Lumber and Sawmill Workers, San Francisco.

Whereas, There have been public reports that powerful groups throughout this country are collecting large sums of money to sponsor a so-called federal "Right to Work" bill which would eliminate the union shop provisions of our contracts; and

Whereas, Similar approaches are being made towards state "Right to Work" bills in the state of California; and

Whereas, Local and national organizations are attempting to influence the people of the state of California, and other states, to support a referendum vote in establishing a "Right to Work" bill; and

Whereas, We understand a part of this approach is directed towards obtaining the endorsement of service clubs in the various communities throughout the state; and

Whereas, "Right to Work" is a deliberate misnomer and misleading to the people of our communities, the sponsors knowing that the purpose is to break the back of organized labor rather than provide a right to work to any individual; and

Whereas, This presents a major and acute problem to organized labor throughout the United States; now, therefore, be it

Resolved, That the 54th convention of

the California State Federation of Labor actively oppose such legislation, and further, that we assume the responsibility to make known to the people of our state the true nature and purposes of such bills; and, further, that each delegate here assembled assume the responsibility for contacting and explaining this problem to organizations in his community, including local newspapers and radio stations; and be it further

Resolved, That this convention recommend to each central labor body that it make this program one of its major activities and ascertain that this resolution is actively carried out by its delegates by requiring reports from delegates to the central labor body; and be it further

Resolved, That copies of this resolution be sent to the American Federation of Labor, central labor bodies in the state of California, and to any organizations in the state which, to our knowledge, are considering endorsement of such a program.

Referred to Committee on Resolutions.
Adopted, p. 171.

Bond Certain Employers' Payrolls

Resolution No. 169—Presented by Stanley Jordan of California State Council of Lumber & Sawmill Workers, San Francisco.

Whereas, Senate Bill 1677 failed to be recommended out of committee at the 1955 session of the state legislature; and

Whereas, Said bill would require certain employers engaged in logging and sawmill operations to bond their payrolls; and

Whereas, The records of the State Labor Commissioner show that over \$220,000 in wage claims were unpaid in the Eureka office alone; and

Whereas, The failure to pay wages on the part of certain logging and sawmill operators has become acute and works an unnecessary hardship on our union members; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record to use its good offices in support of and to ensure legislation similar and comparable to that proposed in this matter at the 1955 session of the state legislature.

Referred to Committee on Legislation.
Adopted, p. 217

Company Unions

Resolution No. 170—Presented by Stan-

ley Jordan of California State Council of Lumber & Sawmill Workers, San Francisco.

Whereas, The locals affiliated with the California State Federation of Labor have become acutely aware of the serious problems created by the development of independent unions which are actually company unions; and

Whereas, These so-called independent unions are being sponsored by open-shop employers and anti-union attorneys; and

Whereas, The development of these independent unions constitutes a serious threat to the jurisdiction of our local unions and adversely affects our wages, hours and conditions; and

Whereas, The National Labor Relations Act, as now interpreted by the National Labor Relations Board, allows for and recognizes such independent or company unions; and

Whereas, The National Labor Relations Board, under the amended Act, no longer makes determinations of company unionism through substantial evidence and discretionary judgment but now requires legal evidence which is almost impossible to obtain; and

Whereas, These procedures of the National Labor Relations Board actually sponsor the development and growth of the so-called independent unions; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record recommending that all unions use their efforts to correct the National Labor Relations Act and the NLRB procedures and the California Jurisdictional Disputes Act to eliminate legal recognition of such independent or company unions; and be it further

Resolved, That copies of this resolution be sent to the chairmen of the Senate Committee on Labor and Public Welfare and the House Committee on Education and Labor, and to the American Federation of Labor-Congress of Industrial Organizations.

Referred to Committee on Resolutions.
Adopted, p. 171.

Prohibition Against Hiring by Age Groups

Resolution No. 171—Presented by Stanley Jordan of California State Council of Lumber & Sawmill Workers, San Francisco.

Whereas, Many employers in the state

of California fail and refuse to hire qualified employees due to their age; and

Whereas, Many companies establish company policy on age limits for employment of employees; and

Whereas, Companies advertise for employees under certain age limits regardless of whether or not employees of older ages are qualified; and

Whereas, These companies refuse to employ otherwise qualified employees who are not under the age limits specified by the particular company's policy; and

Whereas, This practice on the part of employers restricts the employment possibilities of qualified employees in all age groups; and

Whereas, This practice is detrimental to the best interests of the community and of the state; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor condemn this practice, and sponsor an amendment to the California State Labor Code prohibiting the employment of persons by age groups; and be it further

Resolved, That copies of this resolution be submitted to the American Federation of Labor-Congress of Industrial Organizations, the U. S. Secretary of Labor and the President of the United States.

Referred to Committee on Legislation.
Adopted, p. 251.

Appointments to the National Labor Relations Board

Resolution No. 172—Presented by Stanley Jordan of California State Council of Lumber & Sawmill Workers, San Francisco.

Whereas, The Administration has seen fit to appoint as public members of the National Labor Relations Board representatives directly from industry; and

Whereas, The Administration has not seen fit to appoint as public members of the National Labor Relations Board any direct representatives from labor; and

Whereas, The Administration's announced justification of this procedure is to provide the National Labor Relations Board with men who are familiar with industry problems; and

Whereas, This same justification would apply in case labor men familiar with industry problems were appointed; and

Whereas, The public members of the National Labor Relations Board should

best be composed of public and impartial men; and

Whereas, The United States Government has found such men available in the past; and

Whereas, Due to the above facts it is apparent that the policy on appointments of public members to the NLRB leans greatly toward the interest of management instead of impartiality; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor request the Administration to revise its policy to the effect that public members of the National Labor Relations Board are truly impartial, representing the interests of the public, and that appointments be made on this basis; and be it further

Resolved, That copies of this resolution be sent to President Dwight D. Eisenhower, Secretary of Labor James P. Mitchell, and to the American Federation of Labor-Congress of Industrial Organizations.

Referred to Committee on Resolutions.
Adopted, p. 171.

Feather River Water and Power Project

Resolution No. 173—Presented by Stanley Jordan of California State Council of Lumber & Sawmill Workers, San Francisco.

Whereas, For many years organized labor in California has made common cause with other groups for the protection of our natural resources, such as maximum water conservation and hydro-electric power generation; and

Whereas, The Congress of the United States has for too long a time been considering adequate appropriations for the contemplated Feather River Project; and

Whereas, The legislature of the state of California has also been considering, without action, financial cooperation on the same project; and

Whereas, The lack of prompt action on this project has contributed to the recent tragic floods in central California and proved beyond question the need for immediate action and completion of this project; and

Whereas, Similar needs exist in the Central Valley Project and the Hells Canyon Project, all in the western states; and

Whereas, It is our policy to support

the conservation and control of natural resources; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record in support of immediate action by federal and state legislative bodies to expedite these projects; and be it further

Resolved, That we specifically request the Congress of the United States to approve legislation in connection therewith, as submitted by Congressman Clair Engle of California; and be it finally

Resolved, That copies of this resolution be sent to Congressman Clair Engle, State Senator Regan, Douglas McKay, The Honorable Goodwin Knight, Governor of California, and to the American Federation of Labor.

Referred to Committee on Resolutions.
Filed, p. 209. See Policy Statement XII.

Housing Program

Resolution No. 174—Presented by A. T. Gabriel, Helen Wheeler, Frank Collins, Ruby Brown and Ann Harris of Miscellaneous Employees No. 110, San Francisco.

Whereas, Racial discrimination in housing poses the single greatest threat to the realization of our goal of renewing our cities and providing a decent home and healthy environment for every American family; and

Whereas, It is also clear that housing segregation presents the single greatest obstacle to the implementation of the Supreme Court's decision to end school segregation; and

Whereas, The California State Federation of Labor and the AFL-CIO have long opposed discrimination or segregation in housing; and

Whereas, The Administration in Washington has not taken the necessary steps to end or limit discrimination in housing; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor call upon the President of the United States and the officers responsible to him to adopt the following program:

1. To issue a presidential directive to all government agencies to provide that any housing which receives federal aid such as: public housing funds, guaranteed federal mortgage insurance, slum clearance aid, etc., shall be housing made available to

all people, without regard to race, creed or national origin.

2. To require of any government agency, local, state and federal agencies, including redevelopment and renewal agencies that as a condition for using public funds and authority they implement a policy of non-discrimination and non-segregation.
3. To establish as government policy that FHA or VA insured loan guarantees be withdrawn or denied to any builder or promoter who rejects an applicant because of the applicant's race, creed or national origin.
4. To end the present Administration policy which has resulted in the deterioration of the once effective racial relations service in housing as a result of lack of administrative interest and support.
5. To specifically reverse the policy of Albert Cole, Administrator of the federal HHFA, who wrote in a letter to Senator Prescott S. Bush (Conn. D.) that his agency would oppose the outlawing of racial discrimination in housing built with federal aid; and be it further

Resolved, That the California State Federation of Labor calls upon Congress and upon the members of both the House of Representatives and the Senate from California to:

1. Support with necessary funds a program of public housing large enough to meet the growing shelter needs of low income families and housing for the aged.
2. Provide that all funds appropriated for housing assistance shall be used in projects or to support building which will be made available to applicants without regard to race, creed or national origin.
3. Institute an investigation of real estate brokers, builders, banks and other lending agencies whose pattern of interest rates, and loan qualifications often discriminate against the builder who would sell on a non-discriminatory basis, or against the owner who is of a minority group. and be it further

Resolved, That the California State Federation of Labor declares that all public housing agencies and planning commissions should have adequate labor representation on their policy boards and that one of the responsibilities of the trade unionists on these boards shall be to

strengthen the non-discriminatory practices of the commission or agency; and further, that this Federation calls upon all local affiliates to seek such representation locally on the agencies in the housing field; and be it further

Resolved, That the Executive Council appoint a standing committee which will assist the Secretary in implementing the policies of this resolution and in developing educational and other constructive programs to further assist local groups facing problems in the field of housing discrimination.

Referred to Committee on Resolutions.
Adopted, p. 197.

Require Employers to Post Bond to Guarantee Wages in the Event of Bankruptcy

Resolution No. 175—Presented by A. T. Gabriel, Helen Wheeler, Frank Collins, Ruby Brown and Ann Harris of Miscellaneous Employees No. 110, San Francisco.

Whereas, Since the restaurant business ranks high among the types of businesses which go broke, scores of employees lose pay; and

Whereas, It is the obligation of the organized labor movement to take whatever steps necessary to collect workers' wages; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor does hereby go on record in favor of the introduction and passage of state legislation to require employers to post bond to guarantee payment of their employees' wages in the event of bankruptcy.

Referred to Committee on Legislation.
Adopted, p. 217.

Protect National Parks, Monuments and Forests

Resolution No. 176—Presented by A. T. Gabriel, Helen Wheeler, Frank Collins, Ruby Brown and Ann Harris of Miscellaneous Employees No. 110, San Francisco.

Whereas, The preservation of the nation's resources is the concern and responsibility of all public spirited and responsible citizens and organizations; and

Whereas, In recent years efforts have been made from time to time to encroach upon our national parks, monuments, and national forest reserves; and

Whereas, When such encroachment is successful, generally efforts to reclaim such areas in their former condition for

the benefit of present and future generations fail; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor empower its officers to take whatever legislative action is necessary from time to time to implement the principle and purpose of this resolution.

Referred to Committee on Resolutions.
Concurred in intent, filed, p. 267.

Six-Hour Work Day

Resolution No. 177—Presented by A. T. Gabriel, Helen Wheeler, Frank Collins, Ruby Brown and Ann Harris of Miscellaneous Employees No. 110, San Francisco.

Whereas, The organized labor movement has always striven to improve the general welfare of the working people and while labor-saving machinery has lessened the burden of physical labor, workers now, through speed-up, etc., produce far more per person; and

Whereas, One way in which people can share in overall productive wealth is by increasing their purchasing power and reducing the work day; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor does hereby go on record in favor of recommending to its affiliated locals that everything possible be done by them to secure a six-hour working day at increased wages.

Referred to Committee on Resolutions.
Concurred in shorter work week, filed, p. 262.

Establish Import Quotas on Apparel and Textile Products

Resolution No. 178—Presented by Andy Ahern of Garment Cutters No. 45, San Francisco; Emma M. Brunsch, Russell Grant, Hazel O'Howell, Marguerite E. Rule of Garment Workers No. 131, San Francisco; Garment Workers No. 197, Napa; Clarence Hillers of Garment Workers No. 94, Los Angeles; Adele V. Sterling and Ethel Fite of Garment Workers No. 125, Los Angeles.

Whereas, The garment and apparel industries in the United States are being threatened by reason of merchandise coming into the United States from foreign lands, which merchandise is manufactured and sold at prices below which it can be produced in the United States; and

Whereas, There is deep concern over

the future of the garment and apparel industries in the United States among the members of the United Garment Workers of America on the Pacific Coast; and

Whereas, In the past the industry has been confronted with many difficulties during periods of war and depression which were overcome through planning, faith and vision in the spirit, powers and opportunities of American economy; and

Whereas, Today's crisis which threatens the future of the garment and apparel economy comes from an outside force which is foreign to our system and which possesses advantages which the members of this industry are not permitted to use under American law, such as long working hours, no minimum wage and other conditions which organized labor in the United States have had enacted into law; and

Whereas, The United Garment Workers of America know that as the tide advances the boundary of injury is far in advance of the surf line penetrating into the blueprints of the future, and that construction, modernization, technical refinement, research, market analysis and promotion are not things that are done today, and that the effect upon the industry will be felt for many decades ahead; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor goes on record that, in order to protect the union members in the garment and apparel industry, there be established reasonable import quotas on all articles of apparel and textile products produced by low wage industries abroad, and that a quota be established on imports from foreign lands not to exceed the average amounts of imports in the years 1953 and 1954; and be it further

Resolved, That a copy of this resolution be sent to the President of the United States and to each Senator and Congressman from California urging the establishment of such quotas.

Referred to Committee on Resolutions.
Adopted, p. 225.

Increase Budget of Bureau of Vocational Rehabilitation

Resolution No. 179—Presented by Victor S. Swanson of Operating Engineers Union No. 3, San Francisco.

Whereas, The American Federation of Labor was primarily responsible for the passage of the first Vocational Rehabili-

tation Act in 1921 which was designed to provide services to enable disabled workers to be returned to remunerative employment; and

Whereas, It is the declared public policy of the State of California, as outlined in Chapter 7 of Division 3 of the Education Code, to encourage and assist physically and mentally handicapped persons, including the victims of industrial accidents, to achieve the maximum degree of self-support; and

Whereas, In accord with this policy there has been established a Bureau of Vocation Rehabilitation, in the State Department of Education; and

Whereas, Because of limited funds available for this purpose, many disabled workers have not received the benefits of such rehabilitation; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor strongly urge upon the legislature to provide in the 1957 General Session appropriations adequate to expand the staff and budget of the Bureau of Vocational Rehabilitation in order that the needs of the many disabled workers in California may be more adequately met.

Referred to Committee on Resolutions.
Adopted, p. 267.

Condemn Personnel Board For June 1, 1956 Decision

Resolution No. 180—Presented by John L. Hogg and Daniel F. Del Carlo of Building and Construction Trades Council, San Francisco.

Whereas, Members of the affiliated local unions of the San Francisco Building and Construction Trades Council who are employed by the State Harbor Commission, Department of Architecture, and Department of Hygiene, are now working below the prevailing wages in the area; and

Whereas, The State Personnel Board, on June 1, 1956, put into effect a method of paying building trades crafts a monthly wage not based on prevailing wages; and

Whereas, The San Francisco Building and Construction Trades Council, as well as all other building trades councils in California, have gone on record as opposed to the procedure set up by the State Personnel Board; and

Whereas, This new procedure is a departure from the system used in San Francisco by the San Francisco Housing

Authority, Golden Gate Bridge and Highway District, City and County of San Francisco, for setting up wage scales in the building industry in this area; therefore, be it

Resolved, That the 54th Convention of the California State Federation of Labor places the Federation on record to do all within its power to restore the procedure in effect prior to June 1, 1956, for building trades employees of the Harbor Commission, the Department of Architecture and the Department of Hygiene, and that copies of this Resolution be sent to the Governor, Lieutenant Governor, members of the State Personnel Board, and all building trades councils and labor coun-

Referred to Committee on Resolutions.
Adopted, p. 228.

Discrimination Against Americans by Foreign Governments

Resolution No. 181—Presented by William Silverstein and William Anthony of Retail Shoe and Textile Salesmen's Union No. 410, San Francisco.

Whereas, Senators Lehman, Douglas and Langer introduced a resolution in the U.S. Senate on June 27, 1956, the text of which is:

"Whereas, The protection of the integrity of United States citizenship and of the proper rights of United States citizens in their pursuit of lawful trade, travel and other activities abroad is a cardinal function of United States sovereignty; and

"Whereas, It is a primary principle of our Nation that there shall be no distinction among United States citizens based on their individual religious affiliations and since any attempt by foreign nations to create such distinctions among our citizens in the granting of personal or commercial access or any other rights otherwise available to United States citizens generally is repugnant to our laws and intolerable to our principles—an attitude which our government has historically and successfully maintained in our relations with foreign countries on several notable occasions; and

"Whereas, Recently certain United States servicemen, solely because of their religious faith, affiliation or even derivation have been denied assignments to certain U.S. military bases abroad and these and other United States citizens have been refused entry and travel visas by the governments of certain foreign countries, which governments have also directed and organized a trade and economic boycott against American citizens

and classes of American citizens based solely on the religious faith, affiliation or religious derivation of such citizens; now, therefore, be it

"Resolved, That it is the sense of the Senate that (a) the President of the United States should proclaim to all nations that the Government of the United States tolerates no distinction based on religious faith among its own citizens just as it makes none among citizens and subjects of any other country and that it regards any such distinctions directed against United States citizens as incompatible with the relations that should exist among friendly nations; and (b) no agency of the United States shall refrain from assigning any otherwise qualified American citizen to military, diplomatic or other service within any foreign country solely because of that country's objection on grounds of religious affiliation to any American or class of Americans; and (c) every treaty, convention or executive agreement entered into or renewed between any foreign state and the United States should expressly provide that no United States citizens shall, solely because of religious affiliation or derivation, be denied the advantages of travel, employment or trade or any other benefit made possible by such treaty, convention or agreement." now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor supports the position taken by Senators Lehman, Douglas and Langer, and calls upon the President to put these policies into immediate practice, and further calls this stand to the attention of the AFL-CIO officers and Executive Council.

Referred to Committee on Resolutions.
Adopted, p. 209.

Oppose Proposition No. 10

Resolution No. 182 — Presented by Joseph Baird of California Allied Printing Trades Conference, San Francisco.

Whereas, The people of California, by an overwhelming vote in 1934, adopted Article XXIV of the State Constitution and cast aside the patronage system which allowed politicians to hire and fire state employees at their own discretion, for their own personal political gains, and without due regard to the public interest; and

Whereas, There now exists in state government the Merit Civil Service System which has earned an enviable, nation-

wide reputation for honest, effective and economical governmental service; and

Whereas, The large number of state employees who are members of trade unions have played an important part in building that reputation; and

Whereas, Proposition No. 10 on the November ballot is a measure, disguised as permission to "contract out" state work, which would be the opening wedge to weakening the Merit Civil Service System; and

Whereas, Our present statutes provide for "contracting out" under procedures which are flexible, reasonable, and in the public interest, thus making this measure unnecessary; and

Whereas, Breakdown of the Merit Civil Service System could lead to loss of employment for several hundred members of trade unions currently employed by the state; and

Whereas, The sponsors of this effort to undermine honest, efficient and effective government service are powerful special interest groups seeking personal gain; and

Whereas, Proposition No. 10 could adversely affect the economic welfare of several hundred members of trade unions because it would open the door to return employment with the State of California to the mercy of the patronage system, the politicians, and the special interests; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as opposing Proposition No. 10.

Referred to Committee on Resolutions.
Non-concurred, p. 224.

Tighten California Barber Law

Resolution No. 183—Presented by Frank LeCain and Alvin L. Holt of Barbers No. 295, Los Angeles.

Whereas, Many barber shops are being opened regardless of location; and

Whereas, Many barber shops are being opened that are substandard in every respect; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record that no person shall own or operate any barber shop until the following is complied with:

(a) A fee of \$50, which includes first year license, shall be paid.

(b) That every barber shop shall be in-

spected and approved before being issued a shop license.
and be it further

Resolved, That every effort be made in the 1957 legislature to have this resolution enacted into the California Barber Law.

Referred to Committee on Legislation.
Adopted, p. 251.

Resolution No. 184

Withdrawn at request of sponsors, p. 251.

Full Information On Barber Apprentice Form

Resolution No. 185—Presented by Frank LeCain and Alvin L. Holt of Barbers No. 295, Los Angeles.

Whereas, The California State Barber Board has used a form for many years to verify the training period of an apprentice; and

Whereas, That form only requires that an employer give the date that the apprentice commenced and terminated his employment with said employer; and

Whereas, An employer could sign said form to verify the experience of an apprentice for any given period even though the apprentice put in part-time or occasional hours; and

Whereas, It is our opinion that the intent of the law was and is that the apprentice be employed for the full work week, for a period of not less than eighteen months, under the immediate supervision of a registered barber; and

Whereas, If the apprentice put in part-time or occasional hours he would be accredited for those hours accordingly; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record to request the California State Barber Board to issue a new form that would require that an employer give full information as to the length of time the apprentice was in his employ and the number of hours per week said apprentice was under his immediate supervision.

Referred to Committee on Resolutions.
Adopted, p. 225.

Correct Certain Barber School Practices

Resolution No. 186—Presented by Frank LeCain and Alvin L. Holt of Barbers No. 295, Los Angeles.

Whereas, Every effort is being made

by the Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors International Union of America to elevate the standards of the profession; and

Whereas, It is necessary to start a program of this kind with the new men coming into the profession; and

Whereas, Certain practices have been maintained by the schools and colleges in California to disrupt this advancement; and

Whereas, It was necessary to increase the number of hours required of a student of barbering to attempt to increase his ability upon graduation; and

Whereas, We feel that the lengthening of time required of a student is not accomplishing the purpose intended; and

Whereas, It is our contention that the schools and colleges in California enroll more students than the facility can properly train and handle; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record in favor of a meeting in the immediate future of the school owners, Board of Education, Readjustment Education Division, and the California State Association of J. B. H. C. & P. I. U. of A. to adjust this condition, and that each school owner submit the number of chairs in his school and the number of students enrolled; and be it further

Resolved, That each facility be limited to the number of students that can be successfully trained upon equipment in each facility; and be it further

Resolved, That if the proper cooperation is not extended that legislation be considered to prevent this abuse.

Referred to Committee on Resolutions.
Adopted, p. 225.

Bonus Compensation for Years of Service

Resolution No. 187 — Presented by Charles Austin and Ralph Slattery of California Council of State Employees No. 56, Sacramento.

Whereas, The present bonus five days' vacation time for 25 years of service, now in effect, is compensation for years of service; and

Whereas, Time on this basis, computed at one day for every five years of service does compensate and encourage service; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor

go on record that all state employees entitled under the existing law for bonus compensation for years of service be given one bonus day vacation day for each five years of service at the completion of each five years of service.

Referred to Committee on Legislation.
Adopted, p. 242.

California State Employees to Vote On Full Supplementation of OASI

Resolution No. 188 — Presented by Charles Austin and Ralph Slattery of California Council of State Employees No. 56, Sacramento.

Whereas, Last November all state employees were given an opportunity to vote on the integration plan of social security into their state retirement system. Such a measure was overwhelmingly defeated; and

Whereas, State employees are desirous of having their present retirement system left as it is; and

Whereas, State employees wish to have the opportunity to take advantage of OASI (Old Age Survivors' Insurance) and wish it to be complete and separate from their present retirement system; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor will instruct its officers to aid in securing a sponsor that will assist and see to it that this resolution is carried out and that state employees will have the opportunity to vote on "Full Supplementation Plan of OASI," complete and separate from their present retirement plan.

Referred to Committee on Legislation.
Adopted, p. 218.

Bonus Pay For Night Workers

Resolution No. 189 — Presented by Charles Austin and Ralph Slattery of California Council of State Employees No. 56, Sacramento.

Whereas, Night work is less desirable than day work to most people, because in many cases night work disrupts family life; and

Whereas, Most industries and the federal government pay a differential in salaries for night workers; therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor agree that the California State Personnel Board be requested to set up a schedule of 5% bonus pay for late shift employees in state service, and a 10% bonus pay

for graveyard shift employees in state employment.

Referred to Committee on Resolutions.
Filed, p. 227. See Resolution No. 20.

No Loss of Pay For Convention Delegates

Resolution No. 190 — Presented by Charles Austin and Ralph Slattery of California Council of State Employees No. 56, Sacramento.

Whereas, In the past an accredited delegate member has not been reimbursed for time attending a state convention for the AFL; therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor request the State Personnel Board to adopt regulations permitting AFL-CIO accredited delegate members to attend a state AFL-CIO convention on state time.

Referred to Committee on Legislation.
Non-concurred, p. 242.

Financial Aid in Modesto Manslaughter Case

Resolution No. 191 — Presented by Charles Austin and Ralph Slattery of California Council of State Employees No. 56, Sacramento.

Whereas, Two psychiatric technicians employed at the Modesto State Hospital, Modesto, California were indicted by the Stanislaus County Grand Jury of involuntary manslaughter; and

Whereas, These two technicians were put to considerable expense for attorney fees and will reach the sum of nearly \$12,000; and

Whereas, The one technician who did the actual spoon feeding that caused the death of an elderly patient, confined to the hospital, is now out on appeal awaiting trial for a higher court appeal; and

Whereas, This enormous sum of money must be raised to protect two of our union members in order that they may have a fair trial and be given the opportunity to have their case presented before another judge and jury; therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record to appeal to the many locals throughout the state for assistance to these two psychiatric technicians; and be it further

Resolved, That any contributions be sent to the Secretary of Council No. 56, and go into a fund known as the Modesto Defense Fund.

Referred to Committee on Resolutions.
Filed, p. 262. Subject matter referred to Executive Council.

Veterans' Tax Exemptions

Resolutions No. 192 — Presented by Charles Austin and Ralph Slattery of California Council of State Employees No. 56, Sacramento.

Whereas, The present laws of the state of California governing veterans' property tax exemptions are flexible to a point where each county assessor may eliminate most veterans from any exemptions by demanding an accounting of an applicants' bank account, bonds retirement account, etc.; and

Whereas, Two counties are at present taking advantage of this procedure (Alameda and San Joaquin) and many more could follow this example; and

Whereas, Each veteran offered his life for his country for which some consideration should be realized regardless of personal financial status; therefore, be it

Resolved, That this 54th convention of the California State Federation of Labor go on record supporting a change in the existing laws to exempt all single veterans the first one thousand dollars (\$1,000) of all taxable properties, and all married veterans the first two thousand (\$2,000) of all taxable properties; and be it further

Resolved, That the Legislative Committee take whatever steps necessary in securing these changes at the next general session of the California state legislature.

Referred to Committee on Legislation.
Concurred in intent, filed, p. 243.

Enlarge Staff of State Safety Inspectors

Resolution No. 193—Presented by Ed Martin, Ralph Quevedo, Robert Saucedo, S. C. Jefferson, Joe Chacon and Ed Turley of Hod Carriers No. 300, Los Angeles.

Whereas, Safety conditions on construction jobs are generally bad and place the burden of working safely on the workers on these jobs; and

Whereas, Many lives are lost each year and much income is lost to injured workers and their families; and

Whereas, The information campaign carried on by the California Department of Industrial Relations' Division of Industrial Safety has not, by itself, cut the number of serious accidents substantially; and

Whereas, The Safety Inspectors are grossly understaffed, to the point of not being able to cover their areas of enforce-

ment to any effective degree; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record for the enlargement of the staff of State Inspectors so that each construction job may be cleared for safe working conditions before the aforesaid accidents occur, and so that the employers and the workers receive safety instruction directly on the job under expert supervision.

Referred to Committee on Resolutions.
Adopted, p. 226.

Support Proposition No. 10

Resolution No. 194—Presented by Otto E. Sargent of Building and Construction Trades Council of Santa Clara and San Benito Counties, San Jose.

Whereas, The Building and Construction Trades Council of Santa Clara and San Benito Counties has studied the proposed amendment as contained in Proposition No. 10 (Senate Constitutional Amendment 6), and have hereby resolved:

"That the Building and Construction Trades Council of Santa Clara and San Benito Counties support Proposition No. 10 and vote for its enactment at the California general election on November 6, 1956."; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor adopt this position and support Proposition No. 10 as hereinabove referred to.

Referred to Committee on Resolutions.
Adopted, p. 224.

Federation-Sponsored Pension Program

Resolution No. 195 — Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, The Executive Council of the California State Federation of Labor has had under consideration the possibility of establishing a State Federation of Labor-sponsored pension program for full-time officials and similarly situated employees of affiliated local unions; and

Whereas, The Executive Council believes the establishment of such a program is feasible, but further believes that it should be undertaken only as a result of convention action if the delegates of its affiliates believe that it is a proper undertaking for the Federation to pursue; and

Whereas, The Executive Council desires to obtain an expression of opinion from its affiliates as promptly as possible, and

accordingly is submitting this resolution for their consideration without recommendation; now therefore, be it

Resolved, That should the delegates to the 54th convention of the California State Federation of Labor approve the principles enunciated in the whereases above noted by a vote in favor of this resolution, then the Executive Council shall be empowered to complete its studies of such a program for possible use by its affiliates.

Referred to Committee on Resolutions.
Adopted, p. 262.

Authorize Executive Council To Call Special Merger Convention

Resolution No. 196—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, The national merger agreement between the American Federation of Labor and the Congress of Industrial Organizations calls for the merger of all state AFL and CIO bodies by December, 1957; and

Whereas, Merger committees of the California State Federation of Labor and the California CIO Industrial Union Council have been meeting during the past year to achieve merger in California; and

Whereas, The intent and desire of the California State Federation to achieve merger prior to its 1956 convention have not been realized; and

Whereas, The respective state AFL and CIO committees are continuing to meet on the issues of merger; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor does hereby authorize the Executive Council to call a special convention for the purpose of effecting merger at whatever time it deems feasible and proper.

Referred to Committee on Resolutions.
Adopted, p. 262.

Endorse and Assist CARE

Resolution No. 197—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, The American relief organization, CARE, Cooperative for American Remittances to Everywhere, Inc., is playing a vital role in bettering international relations through distribution of food and self-help supplies to the needy in free areas of the world; and

Whereas, The AFL-CIO is one of the 26 member agencies of CARE, and has

been since CARE was established in 1945, taking a major part in CARE's foreign relief activities; and

Whereas, At this crucial period of world tension, CARE is building good will for the United States, its traditions, its institutions and its people by extending the hand of friendship to troubled peoples in other lands; and

Whereas, CARE has been especially useful in giving encouragement to struggling, foreign free trade unions and their members; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor (1) go on record as endorsing and encouraging CARE in its work; and (2) urge our affiliated organizations and their members to become donors of food packages and self-help supplies available under the CARE program, to the end that better international relations will result between the American people and their friends and allies.

Referred to Committee on Resolutions.
Adopted, p. 263.

Endorse and Assist American Federation of the Physically Handicapped

Resolution No. 198—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, At the December, 1955, conventions of the American Federation of Labor and the Congress of Industrial Organizations, held in New York City, resolutions were passed, endorsing the program of the American Federation of the Physically Handicapped, 1370 National Press Building, Washington 4, D.C.; and

Whereas, Such resolutions specifically endorsed federal enactment of bills providing for establishment of a federal agency for the handicapped; tax exemption for the handicapped and those who support the handicapped who cannot care for themselves, etc.; and

Whereas, The American Federation of the Physically Handicapped has been in the vanguard for 16 years in initiating, developing, and applying programs for our 40,000,000 handicapped, many of whom are members, or families of labor people; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor hereby affirms endorsement by the AFL and CIO of the American Federation of the Physically Handicapped, and approves resolutions passed at the AFL-CIO New

York City conventions respecting this Federation; and be it further

Resolved, That we call upon our affiliated unions to assist the American Federation of the Physically Handicapped by contributing financial support, and lending such aid, legislatively, as may be feasible.

Referred to Committee on Resolutions.
Adopted, p. 263.

"Pension Fund" for Federation Employees

Resolution No. 199—Presented by Executive Council, California State Federation of Labor, San Francisco.

Whereas, The Federation has established a pension program by past convention action through Article IX, Section 4, for the office of Secretary-Treasurer of the Federation; and

Whereas, The Executive Council of the Federation has established a pension program for the personnel employed by the Federation; and

Whereas, It is the intent and desire of the Executive Council that funds at all times be currently available to meet the obligations resulting from these actions; and

Whereas, This can be insured only if a "pension fund" is created in addition to the existing funds to which adequate sums can be transferred for the purpose of insuring payment of pensions; therefore be it

Resolved, That there is established in the Federation an additional fund known as the "Pension Fund" and that the Executive Council is authorized to transfer into such account any and all sums which it deems reasonably necessary to meet the purposes of the Fund, and that such transfers shall be made from the General Fund and other Federation funds pursuant to the provisions of Article X.

Referred to Committee on Resolutions.
Adopted, p. 262.

Support Proposition No. 10

Resolution No. 200—Presented by California State Council of Lathers.

Whereas, The California State Council of Lathers is concerned with a continuing construction activity; and

Whereas, Senate Constitutional Amendment No. 6, which will appear on the November 6, 1956 general election ballot as Proposition No. 10, provides that the state legislature may enact legislation to pro-

vide for the legal utilization of the services of private architects and engineers when the obtainable staff of a state agency cannot perform the job of completing plans within the time public interest requires; and

Whereas, There now exists a critical shortage of architectural and engineering personnel within the state Department of Public Works; therefore be it

Resolved, That this 54th convention of the California State Federation of Labor go on record in support of Proposition No. 10.

Referred to Committee on Resolutions.
Adopted, p. 224.

Ensure Rights of Union Members and Representatives on Military Installations

Resolution No. 201—Presented by California State Conference of Operating Engineers.

Whereas, Many union craftsmen are performing work within the boundaries of military installations; and

Whereas, It is necessary for representatives and agents of these craft unions to police and inspect the work being performed; and

Whereas, Military authorities in their ignorance of labor relations procedures and protocol have restricted, interfered with, and embarrassed labor representatives attempting to perform their lawful duties; and

Whereas, All members of labor unions have the right to counselling, guidance, and inspection while working on government projects and military installations; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record to use the Federation's offices and facilities to instruct and advise high officials of all military services as to the rights and privileges of union members and the duties, responsibilities and privileges of authorized union officials and representatives; and be it further

Resolved, That the California State Federation of Labor, through its officers and agents, enter into a formal agreement with military authorities of all branches guaranteeing union representatives the same courtesy and freedom of movement on military installations as is commonly accorded employer representatives.

Referred to Committee on Resolutions.
Adopted, p. 228.

Increase Budgetary Allowances and Funds for Industrial Accident Commission

Resolution No. 202—Presented by California State Conference of Operating Engineers.

Whereas, The membership of the California State Federation of Labor and other related groups is vitally interested in, and concerned with, the administration of the workmen's compensation laws of the state of California by the Industrial Accident Commission of said state; and

Whereas, The administration of said laws by said commission has made notable progress in the more recent years due primarily to the concerted efforts of labor's representatives thereon and the administrator directly charged with responsibility for the administration thereof; and

Whereas, The industrial growth and expansion of the state of California has been unprecedented and its impact felt in the functions of said commission; and

Whereas, Over a period of years immediately past, the budgetary limitations upon staff complement has been such as to prevent said commission from functioning expeditiously in that it was physically unable, due to limitations in staff personnel, to notice causes for hearing and issue its decisions in controversies within the time limits specifically fixed by law, which time limits have heretofore been treated as 'directory' rather than 'mandatory' by the executive and legislative branches of the government of the state of California; and

Whereas, The California State Chamber of Commerce and the California State Federation of Labor have entered upon a joint program of assistance to the commission and have combined their respective forces of persuasion and promotion to insure and obtain budgetary allowances sufficient in fund and personnel to comply with the specific time limits fixed by law for the noticing of hearings and the issuance of the decisions of said commission; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record that the Federation, alone, and in combination with others, through its officers and related organizations, will use and employ its full force of persuasion and promotion in recommending and securing, at both the executive and legislative levels of the state government, sufficient supplemental budgetary allowances and funds essential to insuring

prompt and effective compliance by said commission with the statutory limitations fixed upon its functions as herein related; and be it further

Resolved, That its officers, agents and related organizations employ such means of assistance and promotion as will ensure the program's adoption and successful completion; and be it further

Resolved, That copies of this resolution be forwarded to: His Excellency Goodwin J. Knight, Governor of California; John M. Peirce, Director of the State Department of Finance; A. Alan Post, State Legislative Auditor; and the California State Chamber of Commerce.

Referred to Committee on Resolutions.
Adopted, p. 196.

Endorse and Support The City of Hope

Resolution No. 203—Presented by Ninth District Council of Bakery and Confectionery Workers.

Whereas, The members of the California State Federation of Labor have learned through hard experience that the goals of American labor are not limited to higher wages and better working conditions; that adequate protection requires a broader concern with the health and welfare of the trade unionist; and

Whereas, The City of Hope, National Medical Center founded forty-three years ago by members of the trade union movement, has helped restore to normal life and usefulness hundreds of members of the California State Federation of Labor and the trade union movement, who have suffered from tuberculosis, cancer, leukemia and heart ailments amenable to surgery; and

Whereas, Its medical services, given without cost to our fellow trade unionists, demonstrate dramatically that through our joint efforts we can help our brothers and sisters in need to overcome the high financial barriers which often stand in the way of the average worker's ability to combat the ravages of catastrophic diseases; and

Whereas, The City of Hope has now become a National Medical Center, aiming to treat all long term diseases, and has already established the only all free, all cancer hospital under philanthropic auspices in America; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor again call upon all its affiliates to join in this great work of combating catastrophic

diseases through the facilities and services of The City of Hope, and urge furthermore that all affiliated unions, central bodies and locals endorse this National Medical Center morally and financially so that it can best serve the labor movement.

Referred to Committee on Resolutions.
Adopted, p. 263.

Ambulance and First-Aid Facilities on Construction Projects

Resolution No. 204—Presented by California State Association of Electrical Workers.

Whereas, Members of the building and construction trades crafts are continually subjected to conditions inherent in construction activities which cause serious physical injuries; and

Whereas, These conditions often are made worse because of lack of strict adherence to the safety orders and regulations of the California State Division of Industrial Safety; and

Whereas, In many instances construction workers have been forced to undergo needless pain and agony because of the lack of adequate first-aid and ambulance service to meet emergencies; and

Whereas, Only through proper enforcement of correct legislation can workers in the construction industry be assured of prompt, humane and well-trained first-aid assistance to obviate unnecessary and lengthy periods of unattended suffering; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor instruct its legislative representative to obtain the introduction of legislation at the next session of the legislature which will insure that proper ambulance and first-aid facilities are available at all times for construction jobs so that in case of injury the injured workers will be given immediate and adequate attention.

Referred to Committee on Legislation.
Adopted, p. 261.

State Personnel Board

Resolution No. 205—Presented by California State Association of Electrical Workers.

Whereas, The State of California has for many years recognized the prevailing wages, hours and working conditions as established through collective bargaining agreements between the building trades

unions and their respective contractors' associations; and

Whereas, In the past a most friendly relationship has always existed between the building construction trades unions and related classes, and the various agencies of the State of California; and

Whereas, In the past this cooperative and understanding attitude was reflected in the contented and skilled mechanic that selected the State of California for career service; and

Whereas, On June 1st and June 2nd, 1956, the State Personnel Board has taken arbitrary action to disturb this harmony and relationship that has existed for many years; and

Whereas, The State Harbor Commission and the San Francisco-Oakland Bay Bridge, among other state agencies, have oposed this action as detrimental to the efficient operation of their respective agencies; and

Whereas, These retrogressive and radical changes in the method of compensating skilled building trades mechanics has far-reaching implications, and results in wage scales being established far below those paid for comparable work in private industry or other public agencies, and will prevent the State of California from procuring skilled building construction mechanics which they employ; and

Whereas, This action is discriminatory and contrary to good existing practice—it is unfair and it was forced upon the various state agencies over their protest; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor here assembled condemn this action by the California State Personnel Board in setting up wages, hours, and the working conditions not comparable to the prevailing wages, hours, and working conditions in effect in private industry and in other agencies; and be it further

Resolved, That this Federation indicate its concern, by legislative action or other action as required, to reverse this action of the State Personnel Board of June 1st and 2nd, 1956, and so restore the skilled building trades craftsmen and related classes, to the wages, hours, and working conditions prevailing in the locality where employed.

Referred to Committee on Legislation.
Adopted, p. 243.

Increase Budget Allowance for Division of Industrial Safety

Resolution No. 206—Presented by Cali-

fornia State Association of Electrical Workers.

Whereas, Industrial safety is of paramount importance to all laboring people and their families; and

Whereas, No industrial safety program can be successful without proper inspection and enforcement of conditions in the field; and

Whereas, Inspection and enforcement cannot be maintained without adequate personnel to carry it out; and

Whereas, Industrial enterprises within the state of California are increasing and expanding so as to necessitate increases in personnel to maintain the present minimums of inspection enforcement practices; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as favoring legislation which would increase the budgetary allowance for the Division of Industrial Safety of the Department of Industrial Relations.

Referred to Committee on Resolutions.
Adopted, p. 226.

Sanitary Conditions on Construction Projects

Resolution No. 207—Presented by California State Association of Electrical Workers.

Whereas, On the great majority of construction jobs in the state, temporary sanitary facilities for the use of workmen are wholly inadequate to meet minimum requirements of health measures and are, in many cases, dangerous insofar as the health of the workmen is concerned; and

Whereas, The California State Department of Public Health and local departments of public health are greatly handicapped in enforcing measures of public health on construction jobs through lack of adequate personnel and through lack of any set of strict minimum standards, insofar as sanitary conditions are concerned; and

Whereas, A large number of employers on construction jobs take advantage of the lack of sufficient personnel in the various health departments and also take advantage of the lack of strict standards in maintaining sanitary facilities; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record opposing present sanitary conditions imposed upon the workmen,

and instruct its legislative representative to take whatever action may be necessary to have legislation adopted at the next session of the state legislature, to provide the State Department of Public Health with a strict set of minimum standards on temporary sanitary facilities, which would provide running water for drinking purposes, cleansing purposes and toilet facilities.

Referred to Committee on Legislation.
Adopted, p. 251.

Eliminate License Requirement for Ushers, Ticket Sellers, Box Office Employees and Doormen

Resolution No. 208—Presented by California State Theatrical Federation.

Whereas, The California State Athletic Commission Rule 18763 provides that "no ... ticket seller, doorman, usher, ... box office employee ... may ... be employed in connection with any such boxing contests ... unless the ... person has been licensed for that purpose by the Commission"; and

Whereas, Only a small part of the wages received by the professional usher, doorman or ticket seller comes from employment in connection with boxing and wrestling matches; and

Whereas, The time necessary to secure the licenses necessitated by the Commission rule is in some instances greater than the time employed on an individual job; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as requesting their legislative representative to take all the necessary steps to have any mention of ticket seller, box office employee, usher or doorman removed from Rule 18763 of the California State Athletic Commission; and be it further

Resolved, That every available means be used to prevent any licensing of ushers, ticket sellers, box office employees or doormen by any state, county or city commission, board or department.

Referred to Committee on Resolutions.
Adopted, p. 267.

Create California State Professional Theatre

Resolution No. 209—Presented by California State Theatrical Federation.

Whereas, Throughout the state of California, the peoples of all cities and communities, except for two, (namely, San Francisco and Los Angeles) have failed

to receive the advantages and benefits of live professional theatre through no fault of theirs; and

Whereas, Said communities and cities desire and seek the cultural and artistic advantages of good professional theatre; and

Whereas, The state of California has been foremost in granting its people increased benefits and the means for their enjoyment; and

Whereas, The California State Federation of Labor hereby deems it a great need, advantage and benefit to grant unto all the peoples of the state of California, an opportunity and means for the enjoyment of the cultural and artistic benefits of live professional theatre; and

Whereas, The state of California has many facilities presently available to effectuate this end, such as civic auditoriums, schools, municipal buildings, etc., built at considerable cost to the people of California and which are not yet fulfilling or realizing the uses possible therefor; and

Whereas, An increased appreciation and realization of professional theatre would greatly enhance a means of employment for many of its citizens in the field of their choice; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor hereby urges and requests the state of California to recognize the needs and desires of its citizens for a California State Professional Theatre and to enact legislation to effectuate such a theatre for their cultural and artistic enjoyment and benefit, thereby creating a greater and more extensive use of facilities already built at considerable cost to the people of California.

Referred to Committee on Legislation.
Adopted, p. 252.

Change NLRB Procedural Rules

Resolution No. 210—Presented by California State Council of Retail Clerks.

Whereas, By the provisions of the Taft-Hartley Act and the procedures of the National Labor Relations Board thereunder, the right of employees to a speedy and fair choice of collective bargaining representatives is consistently delayed and denied by the requirement that elections may only be ordered by the Board in Washington, D. C., even though no issues exist for the Board to decide; and

Whereas, Anti-union employers, particularly the American Retail Federation,

seize upon this device to prevent their employees from bargaining collectively and to discourage them by long delays while their case awaits its turn on the Board's crowded calendar in Washington; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor hereby urges the National Labor Board to take the following action: That the Board be urged to change its procedural rules so that elections may be summarily ordered in all cases where no issues are raised by either party which require Board review; and be it further

Resolved, That copies of this resolution shall be forwarded to all California Congressmen and Senators, the National Labor Relations Board, George Meany, President of the AFL-CIO, and James Suffridge, President of the RCIA, with a request for their cooperation in the early achievement of the purposes of this resolution.

Referred to Committee on Resolutions.
Non-concurred, p. 225.

Empower Unions to Sue on Behalf of Members to Enforce Wage Claims

Resolution No. 211—Presented by California State Council of Retail Clerks.

Whereas, Many hundreds of thousands of employees are represented by labor unions in the state of California and covered by collective bargaining agreements; and

Whereas, It becomes necessary from time to time for employees to resort to the courts in order to secure redress for wage violations and violations of established working conditions by their employers; and

Whereas, Court actions for relief against violations of collective bargaining contracts involving the payment of wages due to individual employees ordinarily must be brought by the individual employees as plaintiffs; and

Whereas, Labor unions cannot bring legal actions for wage claims on behalf of individual employees represented by such organizations in the name of the union itself, even though recognized as the bargaining agent of such employees; and

Whereas, The union which negotiates and executes a collective bargaining contract as the agent for the employees and its members should have the right to sue in its own name to enforce the terms of

the contract and to remedy all violations thereof; now, therefore, be it

Resolved, By this 54th convention of the California State Federation of Labor, that the executive secretary and legislative representative of this State Federation of Labor be directed to take steps to persuade the legislature of the state of California to amend Section 1126 of the Labor Code to provide that labor organizations which are parties to collective bargaining agreements may bring suits in their own name to enforce the wage claims of their individual members and to recover judgment in such actions upon said wage claims in the capacity of agent and trustee for and on behalf of the individual members for whose benefit the action has been brought; and be it further

Resolved, That this convention instruct its Secretary-Treasurer to submit this, or an appropriate resolution, to the forthcoming convention of the American Federation of Labor requesting that they take appropriate steps to accomplish the same purpose with respect to federal courts.

Referred to Committee on Legislation.
Non-concurred, p. 244.

Increase Pay of Deputy Labor Commissioners and Supervising Deputies

Resolution No. 212—Presented by California State Council of Retail Clerks.

Whereas, It is a sound principle of public personnel administration that public employees should receive pay comparable to that paid other employees in positions of comparable responsibility; and

Whereas, Such pay levels should be high enough to attract competent applicants for employment who have the appropriate qualifications for the work; and

Whereas, Deputy Labor Commissioners are paid at a wage scale lower than that paid other state employees in positions of similar difficulty and responsibility, and lower than employees of the federal government with the same level of skill and responsibility; and

Whereas, The present pay level is inadequate to attract applicants with a background in the field of labor relations and experience in adjusting the claims of employees for wages or enforcing labor standards; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record to urge the State Personnel Board, the Director of the Department of

Industrial Relations, and any other appropriate state officials to secure a minimum two-step wage increase for deputies and supervising deputies in the State Division of Labor Law Enforcement; and be it further

Resolved, That the Secretary of the California State Federation of Labor be instructed to assist the deputies and supervising deputies in the State Division of Labor Law Enforcement to achieve this wage adjustment.

Referred to Committee on Resolutions.
Adopted, p. 228.

Condemn Anti-Labor Policies of Hartfield Stores

Resolution No. 213—Presented by California State Council of Retail Clerks.

Whereas, Several of the local unions of the Retail Clerks International affiliated with the California State Council of Retail Clerks have for some years had a satisfactory collective bargaining relationship with Hartfield Stores, a California chain of women's specialty stores; and

Whereas, In the past several months many of these local unions affiliated with the California State Council of Retail Clerks have instituted organizing campaigns among the employes of this firm in various locations in the state of California; and

Whereas, Such campaigns at the time of their inception had appearance of being successful with little or no difficulty; and

Whereas, Pursuant to such early success the company adopted a completely anti-union attitude and actively exercised all of the anti-labor methods to organizing efforts as are usually participated in by many other well known anti-labor firms; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as condemning the present anti-labor policies of Hartfield Stores; and be it further

Resolved, That this Federation offers any possible assistance in bringing about a change in such policy.

Referred to Committee on Labels and Boycotts.
Concurred in intent, filed, p. 271. Subject matter referred to Executive Council.

Food Handlers Not To Be Charged Fee For Required Medical Examinations

Resolution No. 214—Presented by California State Council of Retail Clerks.

Whereas, Numerous employees engaged in the handling of food and food products

in the state of California are required by municipal ordinances, or otherwise, to satisfactorily pass a periodical medical examination as a condition of continued employment; and

Whereas, Such employees are frequently required to personally defray the cost of such medical examination by paying a fee or charge therefor; and

Whereas, The requirement of such periodical medical examination for such employees engaged in the handling or sale of food and food products is a public service function to safeguard against the spread of communicable disease; and

Whereas, A discriminatory burden as well as an economic burden is being placed upon these individual employees by requiring such examination as well as saddling them with the entire cost rather than defraying such expense from public funds or from the proceeds of the businesses by which they are employed; now, therefore, be it

Resolved, By this 54th convention of the California State Federation of Labor that it go on record opposing the imposition of such medical examination on the grounds that it is discriminatory to our people, particularly in present day operations where the public as well is handling food and food products in the stores in which our members are employed; and be it further

Resolved, That the executive secretary and legislative representative of this State Federation of Labor be directed to take all necessary steps for the introduction and passage of suitable amendments to the Labor Code of the State of California making it unlawful for any person, firm, corporation, or political subdivision to require any employee to pay a fee, charge or special tax for a medical certificate or permit, or for a medical examination as a condition of employment while engaged in the handling or sale of food or food products.

Referred to Committee on Legislation.
Adopted as amended, p. 217.

Boycott Montgomery Ward Retail Stores

Resolution No. 215—Presented by California State Council of Retail Clerks.

Whereas, In August of 1955 the Retail Clerks nationally, as well as in California, launched an organizing campaign in Montgomery Ward retail stores; and

Whereas, This organizing campaign has been successful in California to the extent that, through the medium of the Na-

tional Labor Relation Board certification elections, 12 local Retail Clerks Unions have been certified by the Board representing 119 different Montgomery Ward retail operations; and

Whereas, Negotiations with this firm were commenced in August, 1955, and since that time numerous meetings have been held on local, state, and national levels; and

Whereas, Because of Montgomery Ward's stubborn anti-union attitude, coupled with their determined insistence to control journeyman wages through their own merit system rather than by collective bargaining, and their flat refusal to agree to a standard five-day, 40-hour week, or even to adopt through bargaining a \$1.00 hour minimum wage for beginner clerks, as already recognized by our government in the Fair Labor Standards Act, it became necessary in May of this year for the Retail Clerks in California, in conjunction with many other locals throughout the United States, through the International Union, to commence a nationwide consumer boycott on all Montgomery Ward retail operations; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor place all Montgomery Ward retail operations in California on the official "We Do Not Patronize" list.

Referred to Committee on Labels and Boycotts.
Filed, p. 272.

Recognition of Civil Service Employee Organizations

Resolution No. 216—Presented by Public Employees Conference.

Whereas, On March 27, 1956, there was introduced in the 84th Congress a bill (H.R. 102370) to provide for the recognition of national civil service employee organizations for the purpose of negotiating rates of pay, working conditions, etc.; and

Whereas, This bill sets an important precedent, inasmuch as it acknowledged, for the first time, the principle that public employees have the right to be represented by labor organizations of their choice in negotiation and arbitration with their government; and

Whereas, Similar legislation would greatly benefit the cause of organized labor in the state of California; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record to sponsor a similar bill

in the 1957 session of the state legislature; and be it further

Resolved, That this convention recommends to all labor councils that they actively sponsor similar legislation before their county boards of supervisors and city councils, to the end that the basic right of representation shall become firmly established in our law.

Referred to Committee on Legislation.
Filed, p. 217. See Resolution No. 84.

Obtain Union Card or Work Permit When Employed on Two Jobs

Resolution No. 217—Presented by Public Employees Conference.

Whereas, It is the policy of organized labor that union members should not undercut the wages and working conditions of fellow unionists; and

Whereas, There are many instances of this problem arising when union members work on two jobs; and

Whereas, It is important that organized labor attempt to solve this problem within its own ranks; therefore be it

Resolved, That this 54th convention of the California State Federation of Labor go on record as urging all councils and affiliated locals to consider and discuss this problem; and be it further

Resolved, That this convention urge all councils and affiliated locals to instruct their members to acquire a card or work permit from the union in the occupation in which the member is seeking employment; and be it further

Resolved, That copies of this resolution be sent to all affiliated councils and locals.

Referred to Committee on Resolutions.
Adopted as amended, p. 264.

Temporary Public Employees to Receive Same Wages, Etc., as Private Employees

Resolution No. 218—Presented by Public Employees Conference.

Whereas, The state and subdivisions of the state, namely, counties and cities, etc., during each year employ hundreds of workmen in nearly every craft who are classed as temporary employees who do not receive civil service benefits; and

Whereas, Established wage agreements paid by private enterprises having been established; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record to seek to have passed into law at the next legislature that the state

and any of its subdivisions be required to pay wages which include social security, unemployment, and any and all negotiated benefits as have been established and are being paid by private enterprises.

Referred to Committee on Legislation.
Adopted, p. 242.

Observance of Labor Day

Resolution No. 219—Presented by Public Employees Conference.

Whereas, Organized labor is the most consistent supporter of public education; and

Whereas, Organized labor's children compose a majority of school children; and

Whereas, Organized labor celebrates its traditions and history on Labor Day; and

Whereas, The children and teachers of our public educational system should honor this traditional Labor Day holiday as they do other holidays; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as urging all public schools in the state of California to celebrate Labor Day by the closing of schools; and be it further

Resolved, That teachers or other employees of the school districts should not be required to attend school or work on Labor Day for any purpose, teachers' institutes included; and be it further

Resolved, That copies of this resolution be sent to the Superintendent of Public Instruction of the State of California and to each county superintendent of schools in California.

Referred to Committee on Resolutions.
Adopted as amended, p. 228.

Resolution No. 220

Withdrawn at request of sponsors, p. 229.

Resolution No. 221

Withdrawn at request of sponsors, p. 229.

Resolution No. 222

Withdrawn at request of sponsors, p. 229.

Beautician Apprentice License

Resolution No. 223—Presented by California State Association of Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors.

Resolved, That the 54th convention of

the California State Federation of Labor go on record that the State Cosmetology Law be amended to provide for two licenses; one for shop manager of two years experience, and one for an apprentice.

Referred to Committee on Legislation.
Adopted, p. 252.

Proposed Amendment to Cosmetology Act

Resolution No. 224—Presented by California State Association of Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors.

Whereas, All persons, firms or corporations have been permitted to open a cosmetological establishment without having had inspection by the Board of Cosmetology; and

Whereas, This procedure has caused great expense, due to the necessary alterations in order to comply with Section 7384, second paragraph, of the Cosmetology Act, which would be avoided by requiring inspection prior to the issuance of an establishment license, and further provide safety, health and welfare to the public; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record in favor of legislation providing that all persons, firms or corporations desiring to open a cosmetological establishment shall make application to the Board of Cosmetology for inspection of the proposed premises before said establishment license shall be issued; also a floor plan of the proposed shop, showing at least 30 square feet per operator plus shampoo and drying area, lavatory facilities, separate entrance.

Referred to Committee on Legislation.
Adopted, p. 252.

Proposed Amendment to Cosmetology Act

Resolution No. 225—Presented by California State Association of Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors.

Whereas, There are around 500 to 700 persons in the state who have a permanent waver's license, and about one-fourth of these persons also hold a barber's license; and

Whereas, The permanent wave licensi-ates are allowed to practice only permanent waving and the arts of cosmetology necessary thereto in the giving of a permanent wave; and

Whereas, Many of these permanent wavers also have a barber's license which permits them to practice all of the branches of cosmetology; and

Whereas, Many of the persons holding only a permanent waver's license have at some time in the past trained for all the branches of cosmetology, but for one reason or another did not avail themselves of taking an examination before the State Board of Cosmetology; and

Whereas, Such restriction is discriminatory and ambiguous; now therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record in favor of legislation providing that in order to clarify the law of such discrimination and ambiguities, the Cosmetology Act of California be amended to blanket in under the law all holders of permanent waver's licenses and receive a hairdresser-cosmetologist certificate of registration to practice all branches of cosmetology in lieu thereof.

Referred to Committee on Legislation.
Adopted, p. 252.

Assist Public Employees' Statewide Organizing Drive

Resolution No. 226—Presented by Public Employees Conference.

Whereas, There are many thousands of federal, state, county, and municipal public employees throughout the state of California who remain unorganized or who are, at best, poorly organized; and

Whereas, Experience has shown that where these groups have been organized it has resulted in great gains for the workers involved; namely, prevailing wage scales, indentured apprenticeship agreements, etc., with the consequent strengthening of the labor movement; and

Whereas, Due to the many jurisdictions involved, the complexities of the organizing problem are beyond the scope of our local unions; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor designate one of its officers to plan, and prosecute to a successful conclusion a statewide organizing drive among the groups above mentioned; and be it further.

Resolved, That the Federation call upon its local unions and councils for such assistance as it deems necessary to assure the success of this drive.

Referred to Committee on Resolutions.
Filed, p. 228. Subject matter referred to Executive Council.

Statewide Conference of Public Employee Representatives

Resolution No. 227—Presented by Public Employees Conference.

Whereas, It is becoming evident that the problems of public employees are growing increasingly more complex; and

Whereas, Most of the organized public employees are small minorities in their respective AFL local unions which, of necessity, must devote their energies to the welfare of the majority, and

Whereas, As a result of this necessary practice, the card-carrying public employee is finding himself further and further behind in wages, health and welfare, and other benefits being currently won; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor call a statewide conference of public employee representatives within the next ninety days for the purpose of considering and resolving some of the problems above mentioned.

Referred to Committee on Resolutions.
Non-concurred, p. 228.

Upgrade Federal Tabulating Personnel

Resolution No. 228—Presented by Public Employees Conference.

Whereas, The current GS ratings and pay scales provided under the C/S Classification Act of 1949 for key punch and tabulating machine operators, supervisors, and project planners make it virtually impossible for federal agencies to compete with private industry for experienced personnel; and

Whereas, Federal agencies can no longer hire experienced personnel, they are compelled, at tremendous cost to the taxpayers, to train inexperienced personnel, only to lose them to private industry under the lure of higher wages as soon as they are trained; and

Whereas, Federal agencies can no longer maintain efficient and effective tabulating machine operations due to personnel turnover and are now in fact "training institutions" for private industry; and

Whereas, Such conditions also work to the disadvantage and hardship of loyal career operators and supervisors; and

Whereas, All of the foregoing is a direct result of low wages under the classification system, and since it is contended that all tabulating personnel more properly belong under the wage board system

with other skilled and semi-skilled positions; be it therefore

Resolved, That the 54th convention of the California State Federation of Labor go on record to assist the American Federation of Government Employees in bringing about the ungrading of tabulating personnel by: (1) writing letters to congressmen, particularly those from California, and those on the Civil Service Committee of the House and Senate, urging the ungrading of tabulating personnel; (2) notifying the national office of the AFL-CIO of the problem which faces federal tabulating personnel and urging them to aid in whatever manner possible, particularly through influence in Washington, to bring about the desired ungrading action at the earliest possible date.

Referred to Committee on Resolutions.
Adopted, p. 228.

Right of Los Angeles County Employees to Engage in Political Activity

Resolution No. 229—Presented by Public Employees Conference.

Whereas, A provision of the charter of Los Angeles County, enacted in 1913, denies to county civil service employees the right to engage in any form of political activity; and

Whereas, By reason of such prohibition, some thirty thousand American citizens are denied one of their basic rights and are, in effect, being made "second class citizens"; and

Whereas, We believe it to be fundamental that no employer has the right, legally or morally, to forbid his employees to engage in any lawful activity on their own time, and we further believe that the cause of good government would be advanced by the restoration of their rights to this large group of Americans; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor instruct its officers to take what action they deem most effective, to the end that the Los Angeles County Board of Supervisors place a measure on the ballot at the earliest possible time repealing the above-named charter section.

Referred to Committee on Resolutions.
Adopted, p. 227.

United Front on Proposed Legislation

Resolution No. 230—Presented by Public Employees Conference.

Whereas, The working conditions, wages and fringe benefits of city, county

and state employees are so dependent upon and affected by legislation; and

Whereas, Periodically, legislative and other issues arise which affect all public employees; and

Whereas, All AFL public employees should have a unified, consistent policy in regard to legislative matters; for instance, federal social security coverage for public employees; and

Whereas, There is at present no procedure established whereby AFL public employees may come together to adopt unified policies in regard to legislative and other matters affecting all public employees; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as instructing its secretary-treasurer to call a statewide conference of AFL public employees wherever it deems such a conference to be necessary; and be it further

Resolved, That copies of this resolution be sent to each affiliated public employees local and to all affiliated central labor councils.

Referred to Committee on Resolutions.
Non-concurred, p. 228.

Classification of Teachers in City Schools

Resolution No. 231—Presented by Public Employees Conference.

Whereas, School districts pursue a policy of hiring new teachers on a substitute basis for full-time positions; and

Whereas, These teachers are in most cases substituting for no one, but are teaching a full schedule at one school with the same duties and responsibilities of the probationary and permanent teachers; and

Whereas, These teachers in a substitute capacity have no job security and can be removed at a moment's notice without explanation, a condition conducive to insecurity and poor teachers; and

Whereas, These so-called "long-term substitute" teachers are given no salary credit for extra university work as are the probationary and permanent teachers at the same school; and

Whereas, The "long-term substitute" teachers are not eligible for sick leave or retirement benefits; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record as favoring legislation in the State Assembly and Senate, establishing three classifications of teachers —

substitute, probationary, and permanent. (A substitute teacher being one who is teaching in place of another teacher absent because of illness, leave or temporary emergency; said substitute to be given probationary status and credit after serving one complete semester at one assignment.)

Referred to Committee on Legislation.
Adopted, p. 244.

Extend Disability Insurance Coverage to Include Pregnancy Benefits

Resolution No. 232—Presented by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, The California unemployment disability insurance law was intended to compensate workers for a portion of their wage loss during times of financial distress caused by physical disability; and

Whereas, This law presently discriminates against women by arbitrarily removing from coverage any disability caused by or arising in connection with pregnancy; and

Whereas, The civilian labor force of the United States includes more than 20 million women, comprising better than thirty-one (31) percent of the total labor force of both the nation and California; and

Whereas, More than sixty-three (63) percent of women workers are married and working to help meet daily living expenses, including a full ten (10) percent who are the only wage earners in their families; and

Whereas, For these reasons, it is inconsistent that women should continue to be denied disability insurance benefits when, in fact, their pregnancy disability arises from a common and natural cause, now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor call upon its legislative representative to introduce legislation at the 1957 general session of the legislature amending the California unemployment disability insurance law to include coverage for disability caused by or arising in connection with pregnancy.

Referred to Committee on Legislation.
Adopted, p. 216.

Permanent Child Care Centers

Resolution No. 233—Presented by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, The California legislature at

the 1955 general session extended child care centers on a temporary basis for only two years until June 30, 1957; and

Whereas, The matter of continuing state-supported child care centers will again be before the 1957 general session of the legislature; and

Whereas, The State AFL has consistently fought for the establishment and maintenance of this state service, so essential to the welfare of the working mothers of this state and their children; and

Whereas, The prevention of further displacement of family necessitates a guarantee that these centers be continued on a permanent basis; and

Whereas, Such an assurance of permanent child care centers will tend to provide flexibility in our labor force to meet the varying defense needs of the nation; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor call upon its legislative representatives to introduce legislation providing for the continuation of state-supported child care centers on a permanent basis throughout California under the Department of Education.

Referred to Committee on Legislation.
Filed, p. 244. See Resolution No. 93.

Resolution No. 234

Withdrawn at request of sponsors, p. 217.

Reduce Convention Costs to Host Bodies

Resolution No. 235—Presented by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, The California State Federation of Labor and State Culinary Alliance conventions have been held in just a few localities, which might be due possibly to the cost to local unions for such conventions; and

Whereas, It is desirable to hold these important conventions in as many localities as possible, and the reduction of costs to local unions might tend to encourage such distribution of conventions; now, therefore, be it

Resolved, That the 54th convention of the California State Federation of Labor go on record in principle to distribute the cost of such conventions more evenly on participating locals; and be it further

Resolved, That the subject matter be referred to the incoming Executive Council for purposes of recommending ways and means of implementing the intent of this resolution.

Referred to Committee on Resolutions.
Filed, p. 262. Subject matter referred to Executive Council.

School Board Elections

Resolution No. 236—Presently by California State Council of Culinary Workers, Bartenders and Hotel Service Employees.

Whereas, Some school board elections are now being held on scheduled dates which do not provide proper opportunities for our people to avail themselves of voting privileges; and

Whereas, School department issues are more expediently resolved by administration campaigning among their personnel on such scheduled dates; and

Whereas, School elections are often special elections; and

Whereas, The Education Code provides for dates of special elections and these dates are not convenient to the voters; therefore be it

Resolved, That the 54th convention of the California State Federation of Labor go on record that legislation be introduced to modernize the State Education Code and eliminate Friday as an election day; and be it further

Resolved, That school board and school department elections shall be held on regular general election dates whenever possible and economical to do so, and that proper legislative steps should be taken to bring about this democratic change; and be it further

Resolved, That the secretary of the California State Federation of Labor and his staff prepare proper legislation and present it at the next state legislative session for enactment.

Referred to Committee on Legislation.
Adopted, p. 252.

ROLL OF DELEGATES TO THE 1956 CONVENTION

This comprises the completed roll call of the 1956 convention, following the additions and changes made through the supplementary reports of the Committee on Credentials on successive days of the convention. In it is given the name of the city in which each local union and council is located, the name of the union or council represented and its total vote, the names of the delegates, and the vote each delegate was entitled to cast.

ALAMEDA

Carpenters & Joiners No. 194
(155)
George W. Jenkins, 77
Fred M. Gladden, 78

ALHAMBRA

Electrical Utility Wkrs.
No. 47 (500)
R. R. Rapattoni, 167
A. J. Coughlin, Jr., 167
J. M. Kelly, 166

ANAHEIM

Carpenters No. 2203 (2164)
Elwyn F. Taylor, 360
Frank S. Stevens, 360
James E. Webber, 361
Carl W. Webber, 361
Charles M. Oldham, 361
Clinton R. Nelson, 361

ANTIOCH

Carpenters No. 2038 (225)
Blair F. Spires, 225

ARCATA

Lumber & Sawmill Wkrs. No.
2808 (859)
Leonard Cahill, 426
Stanley Jordan, 427

BAKERSFIELD

Bldg. & Const. Trades Council
(2)
H. D. Lackey, 1
Butchers No. 193 (54)
Harold Hodson, 27
Charles Hohlbein, 27
Carpenters No. 743 (1150)
Paul A. Hill, 575
C. T. Wagner, 575
Central Labor Council (2)
Floyd J. White, 1
Ralph Abel, 1
Hod Carriers & Com. Laborers
No. 220 (866)
Delbert E. Chaves, 73
Joseph Harris, 73
Theodore Mathis, 73
Roy Mershon, 73
Joseph E. Southern, 74
Hotel & Restaurant Empls.
No. 550 (840)
Claude S. Penn, 420
Jack White, 420
Lathers No. 300 (69)
C. H. Collins, 69
Painters No. 314 (300)
Donald G. Fenley, 150
E. T. Williams, 150

BAEISTOW

Machinists No. 706 (20)
T. E. Hale, 20
Theatrical Stage & M.P. Oper.
No. 730 (50)
Chester L. Clawson, 50

BERKELEY

Painters No. 40 (150)
Ben Rasnick, 50
John Helmans, 50
Clarence Vezey, 50
Teachers No. 1078 (53)
Don Henry, 29
John E. Hutchinson, 29

BORON

Chemical Wkrs. No. 85 (406)
Ralph Abel, 406

BURBANK

Culinary Workers & Bartenders
No. 694 (400)
Fred Klaiber, 133
Norma Lacy, 133
Dick Lacy, 134
Fire Fighters Assn. No. 778 of
Burbank (41)
Glyn Lister, 21
Douglas Lindsay, 20
Machinists No. 1600 (68)
Leland G. Hewitt, 68
Operative Plasterers No. 739
(674)
Ernest B. Baltzell, 224
George C. Seay, 225
Rodger Wilt, 225

CHESTER

Lumber & Sawmill Workers
No. 3074 (281)
Charles W. Haymes, 140
Wesley D. Curteman, 141

CHICO

Pipe Trades, District Council
No. 36 (2)
Paul L. Reeves, 1
Retail Clerks No. 17 (70)
Ambrose J. Murphy, 70

COLMA

Cemetery Wkrs. & Greens
Attds. No. 265 (77)
William Becker, 77

COMPTON

Carpenters No. 1437 (1462)
Wm. M. Young, 731
Albert O. Horne, 731
State Empls. No. 361 (50)
Harold P. Camp, 50

CORONA

Sales Drivers, Food Processors
& Warehousemen No. 952
(400)
Lee Kearney, 100
Dick DeVogelaere, 100
George Caye, 100
Marvin Russell, 100

CROCKETT

Sugar Refinery Empls.
No. 20037 (1002)
G. A. Paoli, 501
L. L. Lettich, 501

DAVENPORT

Cement, Lime & Gypsum
Wkrs. No. 46 (120)
Joseph M. Vierra, 120

DECOTO

Operating Engrs. No. 509 (10)
Frank O. Brantley, 5
Joseph F. Perez, 5

EL CAJON

Carpenters No. 2398 (418)
Samuel J. McCauley, 209
Page Nelson, 209

EL CENTRO

Central Labor Council (2)
Cyril A. Gardner, 1
Const. & Gen. Laborers No.
1119 (268)
Cyril A. Gardner, 134
John H. Dumas, 134

EL CERRITO

Teachers No. 866 (175)
Paul McGinnis, 175

EL MONTE

Carpenters No. 1507 (1823)
Russel Auten, 455
L. K. Roland, 456
T. H. McGehee, 456
James A. Allen, 456
Glass Bottle Blowers No. 39
(112)
William Delatta, 56
Lucille Marty, 56
Hod Carriers & Laborers No.
1082 (1085)
George Tarr, 271
Peter Ramult, 271
Thomas Havanis, 271
George Pusateri, 272
Painters No. 254 (776)
R. F. McNiel, 194
Edwin Decker, 194
Floyd Fraley, 194
John Sigler, 194

EUREKA

Barbers No. 431 (73)
Walter Buchanan, 73
Bartenders No. 318 (202)
R. G. Dickinson, 101
Earl M. Stein, 101
Central Labor Council (2)
Albin J. Gruhn, 1
Cooks & Waiters No. 220 (425)
Ruby Van Ornum, 106
Elona Haney, 106
Mabel Marsh, 106
Lucille Pope, 107
Laborers No. 181 (258)
Albin J. Gruhn, 258
Lumber & Sawmill Wkrs.,
Redwood Dist. Council (2)
Claude A. Heinig, 1

FRESNO

Bakers No. 43 (400)
John C. Bopp, 400
Bldg. & Constr. Trades Council
(2)
James P. Edgar, 1
Lloyd M. Meyer, 1
Central Labor Council (2)
Wm. T. O'Rear, 1
Cooks, Pastry Cooks & Assts.
No. 230 (310)
Leo Vuchinich, 310
Creamery Empls. & Drivers
No. 517 (758)
Ted C. Wills, 379
John Kikkert, 379
Culinary, Bartenders & Hotel
Service Empls. No. 62 (883)
George Rollis, 833
Electrical Wkrs. No. 100 (150)
Lloyd M. Myers, 75
George Rice, 75
Federated Fire Fighters of
California (2)
Ray Shukraft, 1
Glyn Lister, 1
Fire Fighters No. 753 (166)
Jay Woody, 166
General Teamsters No. 431
(3568)
Walter E. Biggers, 1784
Chester DeRoo, 1784
Hod Carriers & Com. Laborers
No. 294 (600)
Jesse Bernard, 100
Joe H. Dixon, 100
Dutch Epperson, 100
Chester Mucker, 100
Chas. Robinson, 100
Ike Few, 100

Moving Picture Machine Oper.
No. 599 (50)
Dallas Page, 50
**Packing House Empls. &
Warehousemen No. 616**
(1376)
Elmer G. Nicholson, 688
Emil Mertlik, 688
Plasterers & Cement Masons
No. 183 (239)
James P. Edgar, 239
Plumbers & Steamfitters
No. 246 (398)
John R. Hill, 132
Phillip G. Flores, 133
Bruce Chapman, 133
Post Office Clerks No. 339 (150)
Robert P. Sanders, 150
**Retail Food, Drug, Liquor
Clerks No. 1288 (1100)**
George Kisleng, 550
Robert F. Acres, 550
Sheet Metal Wkrs. No. 252 (161)
Howard H. Jones, 80
James R. Campbell, 81

GILROY

Painters No. 1157 (50)
Otto E. Sargent, 50

GLENDALE

Barbers No. 606 (75)
Leo McLaughlin, 75
Brick & Clay Wkrs. No. 774
(693)
Chas. Besser, 115
Robt. A. Downing, 115
Leo Montante, 115
Ubaldo Herrera, 116
M. P. Quinte, 116
Fred Treptow, 116
Brick & Clay Wkrs. No. 820
(308)
Manuel Nungaray, 77
David S. Pyle, 77
Paul Pelfrey, 77
James Cruz, 77
Carpenters No. 563 (1214)
Harold C. Miller, 607
C. F. Bahrman, 607
Cement Finishers No. 893 (419)
L. G. Schoonover, 69
Warren L. Stewart, 70
Walter Kellogg, 70
William Rivas, 70
Hiram Doble, 70
Ernest Paar, 70
Culinary Wkrs. & Bartenders
No. 324 (477)
Beulah Johnston, 477
Painters No. 713 (209)
A. C. Baer, 52
John Cimquemani, 52
E. Novak, 52
Nick Bufalino, 53
Plumbers No. 761 (1186)
Herbert Edward Taylor, 197
Herbert Taylor, 197
Peter Levine, 198
Art McNanee, 198
John J. Brown, 198
John Loch, 198
Printing Pressmen No. 107 (50)
Edw. M. Balsz, 50

GRASS VALLEY

Bartenders & Culinary Alliance
No. 368 (767)
W. G. Jensen, 333
Ralph Reynolds, 384

GREENVILLE

Lumber & Sawmill Wkrs.
No. 2647 (234)
Robert Giesick, 234

HANFORD

Carpenters, No. 1043 (108)
Leo S. Randall, 108

HAYWARD

Carpenters No. 1622 (1083)
Gustave D. Toensing, 270
Marius Waldal, 271
Leon McCool, 271
Raymond E. Lane, 271

Culinary Wkrs. & Bartenders
No. 823 (1605)
Leroy V. Woods, 401
Floyd Attaway, 401
Joseph Medeiros, 401
Lillian Medeiros, 402
Glass Bottle Blowers No. 53
(158)
Eugene Telford, 158

HOLLYWOOD

Actor Equity Association (100)
Edd X. Russell, 50
Ralph Bellamy, 50
Affiliated Property Craftsmen
No. 44 (2000)
James M. Crowe, Jr., 667
B. C. DuVal, 667
Frank O'Connor, 666
**American Federation of Radio
Artists (300)**
David Tytherleigh, 300
**American Guild of Musical
Artists, 50**
Lee Harris, 50
**Broadcast Television & Record-
ing Engrs. No. 45 (400)**
George A. Mulkey, 133
Leo E. Phillips, Jr., 133
George Beal, 134
Building Service Employees No
278 (438)
Keith Craig, 146
John A. Buchanan, 146
Sherman Jones, 146
Carpenters No. 1052 (1685)
Patrick A. Hogan, 561
Wm. A. Paterson, 562
George Williams, 562
Film Technicians No. 683 (1000)
Alan Jackson, 1000
Hollywood A.F. of L. Film
Council (2)
Edwin T. Hill, 1
H. O'Neil Shanks, 1
Make-Up Artists No. 706 (275)
Fred B. Phillips, 275
M. P. Crafts Service No. 727
(150)
Albert K. Erickson, 150
M. P. Photographers No. 659
(300)
Herbert Aller, 150
Irving Auerbach, 150
M. P. Set Painters No. 729
(200)
Lenius Jorgensen, 200
M. P. Sound Technicians
No. 695 (300)
Thomas A. Carman, 300
**M. P. Studio Electrical Tech-
nicians No. 728 (500)**
Reve Houck, 250
Charles Futoran, 250
M. P. Studio Cinetechnicians
No. 789 (500)
Paul E. O'Bryant, 250
Dwight W. Stearns, 250
M. P. Studio Projectionists
No. 165 (318)
William E. Higgins, 159
George J. Flaherty, 159
Office Employees No. 174 (1200)
Max J. Krug, 600
Leroy Patterson, 600
Painters No. 5 (500)
I. Bill Hanna, 250
Andrew Lawless, 250
Post Office Clerks No. 1256 (93)
George M. Wall, 93
Screen Actors Guild, Inc. (5000)
Pat Somerset, 5000
Screen Extras Guild (3200)
Richard H. Gordon, 533
Franklyn Farnum, 533
Paul Bradley, 533
Kenner G. Kemp, 533
Jeffrey Sayre, 534
Curtis J. Hyans, 534
Story Analysts No. 854 (60)
Smith Dawless, 60
Studio Carpenters No. 946
(614)
J. N. Skelton, 614
Studio Electricians No. 40 (300)
Charles L. Thomas, 150
John P. Morgan, 150

Studio Grips No. 80 (300)
Wm. J. Holbrook, 300
Studio Transportation Drivers
No. 399 (1000)
Ralph H. Clare, 1000
Studio Utility Employees
No. 724 (500)
Henry C. Wadsworth, 83
Frank Regula, 83
James E. Day, 83
Cole B. Butterfield, 83
Myron F. Neiman, 84
Ben L. Bennett, 84

HUNTINGTON PARK

Butchers No. 563 (2125)
J. J. Rodriguez, 2125
Glass Bottle Blowers No. 114
(125)
James M. Wilder, 125
Glass Bottle Blowers
No. 125 (260)
W. Wallace Chisholm, 65
John Kitzke, 65
H. C. Hemminghaus, 65
Alice Morris, 65
Glass Bottle Blowers No. 146
(275)
Clifford Valenciana, 137
Jim MacDonald, 138
Painters No. 95 (267)
Henry D. Skelton, 133
Thomas B. Lovell, 134
**Post Office Clerks, Calif.
Federation (2)**
Robert P. Sanders, 1

INGLEWOOD

Carpenters No. 2435 (272)
C. R. James, 136
Arlie Hulsey, 136
Painters No. 1346 (807)
Chas. H. Marsh, 403
Edward L. Hunt, 404

LOMPOC

Chemical Wkrs. No. 146 (238)
Lewis Howell, 96
Victor Kolding, 96
John Cargasacchi, 96

LONG BEACH

Asbestos Wkrs. No. 20 (50)
Webster F. Ay, 50
**Automotive Empl. & Laundry
Drivers No. 88 (1000)**
Richard W. Flynn, 50
Raymond I. Whitaker, 50
Bakers No. 31 (488)
Jack J. Zimmerman, 162
E. E. Carter, 163
Herman M. Neilund, 163
Barbers No. 622 (94)
Peter Hausback, 94
Barbers Employers' Guild
No. 46 (47)
Philip S. Pandolfo, 47
Bartenders No. 686 (547)
Michael R. Callahan, 547
Boilermakers No. L-285 (276)
Louie J. Hougardy, 92
Hershall G. Beu, 92
Nathaniel Hays, 92
Bricklayers & Stone Masons
No. 13 (250)
Edw. Wilcox, 62
J. T. Roth, 62
J. A. Mounce, 63
T. R. Chapelle, 63
Bldg. & Const. Trades Council
(2)
Carleton E. Webb, 1
Carpenters No. 710 (1837)
Geo. C. Bentson, 306
Wm. Parsons, 306
W. A. Reese, 306
J. T. Peerson, 306
J. Turner, 306
T. L. Burdell, 307
Cement Masons No. 791 (339)
W. P. Evans, 113
Bryan P. Deavers, 113
T. F. Stanton, 113
Central Labor Council (2)
Edward L. Brown, 1
John J. Fuhrer, 1

Chauffeurs, Sales Drivers, Etc.

No. 572 (700)
 Richard J. Seltzer, 116
 Elton S. Cole, 116
 Albert W. Kline, 117
 Homer R. Hixon, 117
 Irving I. Miller, 117
 Samuel C. Bateman, 117
Chemical Wkrs. No. 1 (390)
 Ralph E. Palmer, 195
 Lloyd A. Johnson, 195
Culinary Alliance No. 681 (4083)
 Jack Arnold, 680
 Kathryn Arnold, 680
 Clayton Smith, 680
 Jule Stevens, 681
 Barbara Perry, 681
 Clara Coats, 681
Culinary Workers, State Council (2)
 Frankie Behan, 1
 M. R. Callahan, 1
Dry Dock & Ordnance Painters No. 1501 (56)
 James C. Killeen, 28
 Rex Dobbs, 28
Fire Fighters No. 272 (175)
 Malvern Aust, 43
 Stephen Barnes, 44
 William Hocking, 44
 Stanley DuRee, 44
Gen. Truck Drivers, Chauffeurs, etc., No. 692 (250)
 Claude M. Ripley, 62
 Rushel Blansett, 62
 Frank Moreno, 63
 Ted Merrill, 63
Hod Carriers & Com. Laborers No. 507 (1250)
 E. M. Mueller, 208
 Glenn K. Buss, 208
 James V. Brimhall, 208
 Lloyd T. McGinnis, 208
 Edward Scharer, 209
 James A. Knight, 209
Lathers No. 172 (243)
 Clarence B. Gariss, 243
Machinists No. 1785 (26)
 Sam H. Stewart, Sr. 8
 D. E. Brown, 8
 R. R. Price, 9
M. P. Projectionists No. 521 (69)
 Alonzo S. Bennett, 34
 Vernon G. Martz, 35
Municipal Empls. No. 112 (70)
 Anthony Feola, 70
Painters No. 256 (1102)
 E. B. Webb, 183
 J. H. Blackburn, 183
 W. J. Hull, 184
 W. C. Farley, 184
 C. P. McArthur, 184
 D. O. Pierce, 184
Plasterers & Cement Masons No. 343 (424)
 Warren Kirby, 424
Plumbers & Steamfitters No. 494 (610)
 Kenneth J. Turnbull, 610
Post Office Clerks No. 543 (100)
 Dale White, 50
 Harry Ferguson, 50
Printing Pressmen No. 285 (61)
 Ray W. Brown, 61
Retail Clerks No. 324 (4550)
 Orrin W. Lutterbeck, 758
 Arthur J. Wilson, 758
 Leland D. Brooks, 758
 Clifford J. Martin, 758
 John R. Adams, 759
 John H. Maurer, Jr., 759
Rig Builders No. 1458 (183)
 John D. Shine, 183
Roofers No. 72 (101)
 Fred J. O'Brien, 51
 Percy B. Wallace, 50
Teachers No. 1263 (2)
 Antonina Booker, 1
 Webster Kimball, 1
Typographical No. 650 (183)
 Hobart M. Hall, 91
 John E. Myers, 92
United Garment Workers No. 56 (50)
 Grace McClarnen, 50

LOS ANGELES

Advertising & Public Relations Empls. No. 518 (32)
 Ralph Roddy, 16
 Ella C. Lea, 16
Allied Printing Trades Council (2)
 George H. Bowling, 1
 Charles L. Brown, 1
Allied Printing Trades Councils, So. Calif. Conf. (2)
 Walter R. Stansberry, 1
Asbestos Wkrs. No. 5 (200)
 Albert E. Hutchinson, 100
 John W. Suiter, 100
Automotive-Marine-Prod. Fin. & Equip. Painters No. 1798 (500)
 Helen I. Hull, 166
 R. M. Waite, 167
 John J. Lazzara, 167
Bakers No. 37 (2675)
 William A. Ring, 446
 John D. Nelson, 446
 Albert C. Meyer, 446
 Allan D. Bryan, 446
 Amos E. Price, 446
 Lee Roy Ivey, 445
Bakers & Confectionery Wkrs., Jt. Ex. Board (2)
 James Rosen, 1
Bakery & Confectionary Wkrs. No. 400 (500)
 Archie Goodman, 500
Bakery Drivers No. 276 (1032)
 Chas. A. Bolton, 344
 Henry J. Becker, 344
 Charles Lang, 344
Barbers No. 295 (500)
 Frank LeCain, 250
 Alvin L. Holt, 250
Bartenders No. 284 (2408)
 Earl Hyatt, 1204
Beauticians No. 295-A (50)
 Esther Bills, 50
Boilermakers No. 92 (1000)
 Lucky Johnson, 166
 Thomas W. Mathew, 166
 Charles Loch, 167
 Joseph F. Eberle, 167
 Arthur E. Wagner, 167
 Frank H. Pierce, 167
Bookbinders & Bindery Women No. 63 (125)
 George E. Smith, 41
 Wm. H. Foley, 42
 Gino C. Petrella, 42
Brick & Clay Wkrs. No. 661 (124)
 Louis Emaruilli, 124
Brick & Clay Wkrs. No. 11, Dist. Council (2)
 Leonard Williams, 1
 Charles W. Besser, 1
Bricklayers No. 2 (400)
 John V. Doodv, 400
Bldg. & Const. Trades Council (2)
 Ralph A. McMullen, 1
 J. J. Christian, 1
Bldg. Material & Dump Truck Drivers No. 420 (1766)
 E. E. Metzinger, 294
 Henry E. Spiller, 294
 Wm. J. Barry, 294
 Chas. E. Winslow, 294
 Emerson V. Bennett, 295
 Clyde Metzinger, 295
Building Service Empls. No. 193 (50)
 John H. Raymond, 25
 Harry C. Rieker, 25
Cabinet Makers & Millmen No. 721 (2189)
 William Sidell, 437
 C. H. Burge, 438
 Harlan Poulter, 438
 Nick Hansen, 438
 David Morrison, 438
Carpenters No. 25 (1651)
 C. T. Lehmann, 275
 J. H. Davis, 275
 R. Wallace, 276
 T. Rhodus, 275
 M. Witt, 275
 D. Bowman, 275

Carpenters No. 929 (1179)
 Roy E. Fankboner, 589
 J. L. Robins, 590
Carpenters No. 1497 (2119)
 S. L. Roland, 530
 Richard Dunham, 350
 Frank Reinhardt, 530
 James Hurst, 529
Carpenters No. 1976 (486)
 Nathan Fleisher, 162
 Joe Pena, 162
 Morris Wax, 162
Carpenters, L. A. District Council (2)
 Robert J. O'Hare, 1
 Earl E. Thomas, 1
Cement Masons No. 627 (1076)
 Wm. W. Haslwanter, 359
 Martin J. Nelson, 358
 Thos. L. Coppinger, 359
Central Labor Council (2)
 W. J. Bassett, 1
 Thomas Ranford, 1
Chemical Workers District Council No. 5 (2)
 Jack T. Swift, 1
 John Gernak, 1
City Employees No. 119 (62)
 Jno. Condon, 62
Cleaners & Dye House Wkrs. No. 11 (100)
 John W. Kramer, 50
 John W. Kramer, Jr., 50
Cloak Makers No. 55 (458)
 Max Feldman, 229
 Isidor Stenzor, 229
Cloak Makers No. 58 (458)
 Sarah Steinberg, 229
 Max Mont, 229
Commercial Telegraphers No. 48 (250)
 Phyllis Stanick, 62
 Merle C. Wissler, 62
 Gertrude Palmquist, 63
 Katherine Flanagan, 63
Cooks No. 468 (2000)
 Paul E. Greenwood, 333
 C. A. Schroeder, 333
 Anneliese Beverly, 333
 Paul Butler, 333
 William Ochoa, 334
 Frank F. Osalvo, 334
Culinary Wkrs., Joint Executive Board (2)
 Walter Cowan, 1
Dairy Empl. Plant & Clerical No. 93 (1659)
 John H. Toney, 276
 Delmar Powell, 276
 Alvin E. Stewart, 276
 Robert F. Braendlin, 277
 Vernon Dandridge, 277
 Paul J. Blazina, 277
Department, Variety & Spec. Store Clerks No. 777 (375)
 Herschel Womack, 188
 Thomas Lodico, 187
Dining Car Empls. No. 582 (358)
 William E. Pollard, 184
 Douglas DeVaughn, 184
Electrical Wkrs., Calif. State Assn. (2)
 W. H. Diederichsen, 1
 Webb Green, 1
Electrical Wkrs., Jt. Exec. Conf. of So. Calif. (2)
 Jules Bergeron, 1
Electrical Wkrs. No. 11 (1500)
 Webb Green, 250
 William Cull, 250
 H. G. Dodson, 250
 Orville Gibson, 250
 Lyle Brown, Jr., 250
 Ralph Curtis, 250
Electrical Wkrs. No. B-18 (600)
 E. P. Taylor, 200
 L. B. Hoffman, 200
 E. L. Carter, 200
Electrical Wkrs. No. 1710 (500)
 Lawrence R. Drew, 500
Elevator Constructors No. 18 (168)
 John E. Dowd, 56
 Thomas L. Trimble, 56
 Harold M. Carver, 56

- Elevator Operators & Starters
No. 217 (183)
William M. Sloane, 183
- Federated Municipal Crafts (2)
B. A. Mitchell, 1
L. A. Parker, 1
- Film Exchange Empls. B-61
(130)
C. M. Hutchison, 43
Elizabeth Voss, 43
Ruby Murphy, 44
- Fire Fighters Assn. No. 748
L. A. City (434)
Harry R. Curry, 72
Gene E. Larson, 72
Stephen T. Barnes, 72
Bruce Woodhouse, 72
George S. Kelly, 73
Leon J. Gross, Jr., 73
- Firemen & Oilers No. 152 (17)
Browne C. Hamilton, 8
Ralph Otto, 9
- Food, Drug & Bev. Whsemen &
Clerical Employees No.
595 (2000)
L. L. Sylvaine, 333
Gay Lillefloren, 333
Sam Becker, 333
Harold Witt, 333
Paul Bear, 334
Rosalie Briles, 334
- Food Processors & Packers
No. 547 (100)
Irwin C. Maglsen, 50
Londa C. Walker, 50
- Freight Drivers No. 208 (500)
John W. Filipoff, 83
Sidney H. Cohen, 83
Aldo C. Pisetti, 83
Robert B. Savage, 83
Tom Kettlewell, 84
B. W. Widner, 84
- Freight Handlers Clerks &
Helpers No. 357 (500)
Wm. E. Bottoms, 250
A. W. Bock, 250
- Fruit, Produce Drivers & Ware-
housemen No. 630 (500)
Bill Andrews, 83
Arthur L. Chavarria, 83
Connie Dallesandro, 83
George Komatsu, 83
Floyd McMahon, 84
Archie Neal, 84
- Glass Workers No. 636 (1122)
Charles Washbourne, 561
Ervin King, 561
- Government Employees
No. 1167 (50)
James C. Coulter, 50
- Government Employees, Pacific
S. W. District Council (2)
Ed. J. Newton, 1
- Gunite Wkrs. No. 345 (140)
Albert Smith, 70
Frank Saver, 70
- Hardwood Floor Wkrs. No. 2144
(1118)
Fred W. Buzan, 373
Gustav H. Olson, 373
B. S. Watson, 372
- Hod Carriers No. 300 (3750)
Ed Martin, 625
Ralph Quevedo, 625
Robert Saucedo, 625
S. C. Jefferson, 625
Joe Chacon, 625
Ed Turley, 625
- Hotel Service Employees No.
765 (450)
Chas. J. McCarthy, 225
John A. Casey, 225
- House, Bldg. & Gen. Movers
No. 923 (205)
John W. Caulfield, 102
Charles H. Bell, 103
- Ice Drivers & Cold Storage
Warehousemen No. 942
(150)
Irvin N. Gustafson, 50
Robert E. Currier, 50
Chester Hale, 50
- Insurance Agents No. 86 (389)
Herbert Guthmann, 389
- Laborers, So. Calif. Dist.
Council (2)
H. C. Rohrbach, 1
W. Loyd Leiby, 1
- Ladies Garment Wkrs. No. 84
(229)
Al Hernandez, 229
- Ladies Garment Wkrs. No.
96 (200)
Fannie Borax, 100
Norman Bolsky, 100
- Ladies Garment Wkrs. No. 97
(229)
Benjamin Surasky, 229
- Ladies Garment Wkrs. No. 445
(Custom Tailors) (100)
Sam Schwartz, 100
- Ladies Garment Wkrs. No. 482
(225)
Harry Scott, 225
- Ladies Garment Wkrs. No.
496 (225)
Sigmund Arywitz, 225
- Ladies Garment Wkrs. No. 497
(50)
Mary Grant, 50
- Ladies Garment Wkrs. No. 512
(91)
Joe Oviedo, 91
- Lathers No. 42 (185)
C. J. Haggerty, 61
Charlie W. Flanders, 62
Donald O'Donnell, 62
- Lathers No. 42-A (1100)
Richard DeBey, 1100
- Lathers, So. Calif. Dist.
Council (2)
Norman Donnelly, 1
Louis Mashburn, 1
- Laundry & Dry Cleaning Wkrs.
No. 52 (500)
Floyd M. Buckalew, 250
Richard Vasquez, 250
- Laundry, Line Supply & Dry
Cleaning Drivers No. 928
(500)
Joseph Caramagno, 250
Robert C. Kinsey, 250
- Laundry Wkrs., Jt. Council
No. 2 (2)
Robert S. Mathers, 1
- Line Drivers No. 224 (500)
James Porritt, 166
Ray L. Turner, 167
Aaron Mecham, 167
- Lino. Carpet & Soft Tile Layers
No. 1247 (955)
Rudy Mangel, 191
Ray Ullmann, 191
Fred Adam, 191
Bruce Adam, 191
Oscar Wall, 191
- Lumber & Sawmill Wkrs. No.
2288 (4272)
Tom Preston, 854
Andy Shubin, 854
Nick Cordil, 854
C. L. Renfrow, 855
J. T. Smith, 855
- Machinists Union "M" No. 311
(1000)
Albert L. Smith, 1000
- Machinists No. 1186 (835)
Herbert A. Cooksey, 835
- Meat Cutters No. 421 (2291)
Geo. M. Swan, 763
Lake Ward, 764
James Bunnell, 764
- Meat & Provision Drivers No.
626 (520)
Mike M. Granchich, 260
A. J. Menard, 260
- Mechanical Supervisory
Employees, L. A. County
No. 180 (50)
S. Sanford, 50
- Metal Polishers No. 67 (75)
William H. Lassley, 75
- Metal Trades Council of
Southern California (2)
A. J. Timmons, 1
- Millwrights No. 1607 (504)
Herman F. Barbaglia, 84
Gordon Troutman, 84
Terry Slauson, 84
McCarthy, 84
Clayton O'Leary, 84
Harold Tomes, 84
- Miscellaneous Empls. No. 440
(2549)
Harvey Lundschen, 424
John L. Cooper, 425
William H. Rushing, 425
Merlin Woods, 425
Dale Bradford, 425
Charles Harper, 425
- Misc. Foreman & Supts. of
Public Works No. 413 (87)
B. A. Mitchell, 43
A. L. Martin, 44
- Molders & Foundry Wkrs. No.
374 (136)
Reginald Prime, 136
- M. P. Projectionists No. 150
(640)
George Schaffer, 640
- Municipal Truck Drivers No.
403 (228)
John T. Gardner, 228
- Musicians No. 47 (4000)
G. R. Hennon, 1333
John Tranchitella, 1333
Maurice Harris, 1334
- Nat'l. Postal Transport Assn.
(50)
Ario R. Jones, 50
- New Furniture & Appliance
Drivers No. 196 (1270)
Ray Scharf, 317
Howard Barker, 317
Earl Houston, 318
H. D. Dewberry, 318
- Newspaper Pressmen No. 18
(380)
T. Q. McCollen, 190
Thomas J. Shirley, 190
- Office Employees No. 30 (250)
Ceola R. Kingsbury, 62
Cynthia A. McCaughan, 62
Anne K. Sweet, 63
Stanley C. Elsis, 63
- Office Employees No. 305 (81)
Charles A. Henderson, 81
- Operating Engineers No. 12
(9350)
R. B. Bronson, 1558
Albert Butcher, 1558
E. W. Egbert, 1558
Wm. C. Carroll, 1558
Jack Greenstreet, 1559
Donald Fager, 1559
- Oper. (Stat'y) Engineers No. 501
(850)
Burt W. Alexander, 141
Thomas N. Butterworth, 141
Robert H. Fox, 142
E. J. Leupp, 142
Harry Helm, 142
R. W. Tucker, 142
- Package & Gen. Utilities
Drivers No. 396 (500)
Elmer C. McClelland, 250
Theodore Redell, 250
- Painters No. 116 (1000)
Laurence E. Kyre, 500
Sam Laderman, 500
- Painters No. 434 (342)
Clarence Scott, 342
- Painters No. 1348 (250)
F. Jones, 83
A. Boyarsky, 83
Dave Fishman, 84
- Painters, District Council No.
36 (2)
O. T. Satre, 1
Julius L. Bence, 1
- Paint Makers No. 1232 (315)
Paul H. Nicely, 105
Truman Brown, 105
Leon Harris, 105

Photo Engravers No. 32 (400)

Olin G. Voss, 400
 Plasterers & Cement Masons
 No. 2 (600)
 Festus T. McDonough, 120
 George P. Mornmille, 120
 Walter (Scotty) Henderson, 120
 Glen O. Milliron, 120
 Euel E. Petty, 120
 Plasterers & Cement Masons,
 Dist. Council of So. Calif.
 (2)
 Wm. W. Haslwanter, 1
 Plumbers No. 78 (2303)
 Ralph A. McMullen, 1151
 Frank G. Downey, 1152
 Post Office Clerks No. 64 (400)
 John W. MacKay, 100
 David R. Berger, 100
 J. B. Matthews, 100
 Ben Jacobs, 100

Printing Specialties & Paper Converters No. 388 (1000)

Don McCaughan, 250
 Jane Browning Peek, 250
 Art Perez, 250
 Marjorie Polley, 250
 Printing Specialties & Paper
 Products No. 522 (267)
 Lawrence Blair, 267
 Provision House Workers
 No. 274 (750)
 Joseph A. Spitzer, 187
 Frank Aiello, 187
 Robert Cook, 188
 Robert F. Stevens, 188
 Public Service Carpenters No.
 2231 (57)

Norman A. Mead, 57
 Retail Clerks No. 770 (10,000)
 Carroll Weathers, 3334
 Robert Madray, 3333
 Andy Anderson, 3333

Retail Milk Drivers No. 441 (1780)

Wm. E. Nissen, 296
 James E. Prange, 296
 Frank Mornmille, 297
 Patrick Kitching, 297
 Henry Starr, 297
 Orville L. Davis, 100
 R. L. Warren, 297
 Roofers No. 36 (986)
 Jack H. Howard, 986

Service & Maintenance Empls. No. 399 (1250)

Luther Daniels, 625
 Pete Maggio, 625

Sheet Metal Wkrs. No. 108 (4027)

Ben Anisman, 671
 Robert Bird, 671
 Harry LeCompte, 671
 Dennis Latham, 671
 Buster Dugger, 671
 Alfred Leivas, 672

Shinglers No. 1125 (577)

W. J. Eicher, 192
 D. A. Tacker, 192
 W. W. Warren, 193

Sign & Pictorial Painters No. 831 (125)

Edward A. Burgess, 62
 Julius L. Bence, 63

Sportsmen & Cotton Garment Wkrs. No. 266 (500)

John Ulene, 250
 Samuel Otto, 250

Sprinkler Fitters No. 709 (290)

J. L. Swab, 145
 F. E. Horton, 145

Stage Employees No. 33 (225)

King Mansfield, 225

Steamfitters No. 250 (1000)

Walter Bunch, 333
 J. A. Lynde, 333
 W. A. Dicks, 334

Steel, Paper House, Chemical Drivers, Etc., No. 578 (200)

Howard L. Barker, 66
 Burrel Davis, 67
 Raymond Nye, 67

Stereotypers No. 58 (200)

James F. Raymond, 200

Street Elect. Rwy. & M.C.E. No.

1277 (Trans. Div.) (1000)
 Francis J. Donnelly, 166
 Roger G. Wilkinson, 166
 Fred L. Morris, 167
 Ralph H. Johnson, 167
 Earle I. Strickland, 167
 Raymond Gregg, 167

Street Electric Rwy. & M. C. Empls., Calif. Co-ordinating Council (2)

Fred V. Stambaugh, 1
 Francis J. Donnelly, 1
 Structural Iron Wkrs. No. 433 (300)

Robert D. Whelchel, 60
 John T. Fitzpatrick, 60
 Charles S. King, 60
 John J. Leitch, 60
 Edward Ferguson, 60
 Thomas J. Olsen, 0

Teachers No. 1021 (76)

Evelyn Carstens, 38
 John Francis, 38

Teamsters Joint Council No. 42 (2)

Paul D. Jones, 1
 C. W. Chapman, 1

Theatrical Press Agents & Managers No. 18032 (50)

Harry Zevin, 50
 Tile Layers No. 18, (80)

John N. Cody, 80

Typographical Conference, So. Calif. (2)

Hobart M. Hall, 1
 Typographical No. 174 (1500)

Joseph A. AuBuchon, 300
 James Ray, 300

Robert Roth, 300
 James A. Conkle, 300
 Norman T. Allen, 300

United Garment Wkrs. No. 94 (50)

Clarence Hillers, 50
 United Garment Wkrs. No. 125 (500)

Adele V. Sterling, 250
 Ethel Fite, 250

Upholsterers No. 15 (400)

Ivor Hill, 200
 Cecil Rupprecht, 200

Van Storage & Furniture Drivers No. 389 (725)

Ray W. Frankowski, 145
 Dewey Copelan, 145

Charles F. Naccarato, 145
 Bill Hart, 145

Michael Riley, 145
 Variety Artists, American Guild (200)

Irvin P. Mazzie, 100
 James L. Kelly, 100

Waiters No. 17 (2350)

Charles Stirner, 1175
 Edward Simpson, 1175

Waitresses No. 639 (4000)

Marie O'Keefe, 666
 Evelyn S. Murphy, 666

Mae Stoneman, 667
 Grace Green, 667

Mary Pilgram, 667
 Clara Gurney, 667

Watchmakers No. 115 (25)

Frank Green, 25
 Window Cleaners No. 349 (125)

Robert F. Bongers, 62
 Hugo E. Stock, 63

Wholesale Dairy & Ice Cream Drivers No. 306 (500)

Kenneth A. Wall, 83
 Charlie Powers, 83

Harry R. Young, 83
 Daniel B. Peters, 83

Henry A. Merritt, 84
 Clyde E. Watson, 84

Whse. Delivery Drivers & Salesmen No. 848 (2788)

Thos. L. Pitts, 468
 John A. Bowers, 464

Hugh L. Williams, 464
 Gilbert F. Hendricks, 464

L. R. Beard, 464
 Dave Kent, 464

Women's Union Label League No. 36 (2)

Grace Dallessandro, 1

LOS NIETOS

Brick & Clay Workers
 No. 824 (269)
 Rodolfo Soto, 67
 Manuel R. Pasillas, 67
 Jesus F. Morales, 67
 Leroy D. Johnson, 68

MARTINEZ**Building & Construction Trades Council (2)**

Howard Reed, 1
 Alton M. Clem, 1

Carpenters No. 2046 (300)

George H. Weise, 150
 Archie Mooney, 150

Central Labor Council (2)

Hugh Caudel, 1
 G. A. Paoli, 1

Construction Laborers No. 324 (1000)

John A. Cespuglio, 166
 Robert A. Skidmore, 166

Ronald D. Wright, 167
 Salvatore J. Minerva, 167

Herbert J. Shoup, 167
 Clarence C. Cowell, 167

General Truck Drivers No. 315 (2185)

Thomas W. Thompson, 546
 Erle E. Carter, 546

Jack Ahern, 546
 Howard Reed, 547

Painters No. 741 (150)

Mike Setencich, 150

MARYSVILLE**Central Labor Council (2)**

Gerald A. Shearin, 1

General Teamsters No. 137 (1250)

Gerald A. Shearin, 625
 Al Addy, 625

MAYWOOD**Glass Bottle Blowers No. 148 (200)**

Oscar Jordan, 67
 Neil Morrison, 67

Luther Espley, 66

MODESTO**Cannery Warehousemen & F.P. Drivers, etc. No. 748 (433)**

H. C. Torrealano, 108
 Wesley M. King, 108

Richard A. Deford, 108
 Tony Vierra, 109

Leroy Shelton, 0

Carpenters No. 1235 (374)

D. L. Meyers, 374

Central Labor Council (2)

Forrest Price, 1

Chauffeurs-Teamsters No. 386 (1700)

Norbert Miller, 850
 Forrest Price, 850

Plasterers & Cement Masons No. 429 (50)

C. Al Green, 50

MONROVIA**Electrical Wkrs. No. 1008 (474)**

Arthur E. Tucker, 237
 Servando J. Ayala, 237

Della E. McIntire, 0

Machinists No. 1893 (168)

D. O. Townsend, 42
 Jesse D. Miley, 42

Chester H. Herring, 42
 LaVern E. Rueter, 42

MONTEREY**Bldg. & Const. Trades Council (2)**

George E. Jenkins, 1
 Carpenters No. 1323 (623)

George Wilson, 311
 Ernest Eugene Norman, 312

Central Labor Council (2)

George J. Wilson, 1
 Sonyja du Gardyn, 1

Fish Cannery Wkrs. of the Pacific (430)
 James Rodriguez, 215
 Shirley Williams, 215
 Hod Carriers & Common Laborers No. 690 (308)
 George E. Jenkins, 308
 Hotel, Restaurant Empls. & Bartenders No. 483 (675)
 Sonya du Gardyn, 675

MOUNTAIN VIEW

Carpenters No. 1230 (957)
 C. G. Van Straaten, 957

NAPA

Bartenders & Culinary Wkrs. No. 753 (325)
 Ernest E. Collicutt, 162
 Stella M. Collicutt, 163
 Bldg. & Const. Trades Council (2)
 Fred Schoonmaker, 1
 Billie Jackson, 1
 Carpenters No. 2114 (385)
 Fred Schoonmaker, 192
 Geo. Solomon, 193
 Hod Carriers & General Laborers No. 371 (462)
 Billie Jackson, 231
 Frank Ullman, 231
 Machinists No. 1419 (250)
 E. H. Vernon, 250

OAKLAND

Allied Printing Trades Council (2)
 C. Roy Heinrichs, 1
 Automobile Machinists No. 1546 (5000)
 E. H. Vernon, 1000
 A. J. Hayes, 1000
 J. E. Clark, 1000
 DeWayne Williams, 1000
 C. W. Englund, 1000
 Auto & Ship Painters No. 1176 (228)
 Leslie K. Moore, 114
 Fred J. Campbell, 114
 Bakers No. 119 (600)
 Herbert Denk, 300
 Wm. Wagner, 300
 Bakers, Ninth District Council (2)
 Henry Bartosh, 1
 Bakery Wagon Drivers No. 432 (740)
 Lester Summerfield, 247
 S. J. Wright, 247
 Joe B. Wangberg, 246
 Barbers No. 134 (445)
 C. A. Silva, 148
 S. J. Olsen, 148
 W. E. Murchison, 149
 Bartenders No. 52 (1301)
 Steven J. Revilak, 325
 James F. Murphy, 325
 John F. Quinn, 325
 Joe J. Canale, 326
 Boilermakers No. 39 (520)
 Albert A. Coleman, 260
 John W. Parsons, 260
 Bricklayers No. 8 (200)
 James Parvis, 200
 Bldg. & Const. Trades Council (2)
 J. L. Childers, 1
 A. M. Silva, 1
 Building Service Empls. No. 18 (880)
 W. Douglas Geldert, 220
 Edna E. Lallement, 220
 Benjamin J. Tusi, 220
 Victor C. Brandt, 220
 Butchers No. 120 (2250)
 Donald Finnie, 750
 Walter Sessions, 750
 S. E. Thornton, 750
 Cannery, Warehousemen, Food Processors, Drivers, etc. No. 750 (4143)
 Dorothy Barton, 1381
 Rose Brizzolara, 1381
 Joseph Andrade, 1381

Carpenters No. 36 (2053)
 John J. Walsh, 342
 Alfred Thoman, 342
 Lewis Wilson, 342
 Anders Larsen, 342
 William I. Dorsey, 342
 Lem Flanigan, 343
 Carpenters No. 1473 (589)
 George O. Fischer, 589
 Carpet, Linoleum & Soft Tile Wkrs. No. 1290 (325)
 Charles J. Garoni, 325
 Cement Masons No. 594 (350)
 Bruce Dillashaw, 350
 Central Labor Council (2)
 Robert S. Ash, 1
 Joseph Souza, 1
 Cleaners & Dye House Wkrs. No. 23 (625)
 Russell R. Crowell, 625
 Clerks & Lumber Handlers No. 939 (75)
 Joseph M. Souza, 75
 Commercial Telegraphers No. 208 (100)
 George W. Hageman, 100
 Construction & General Laborers No. 304 (2000)
 Paul L. Jones, 334
 Jay Johnson, 334
 Lester Smith, 333
 Eric Norberg, 333
 Howard Bostwick, 333
 Anthony Schiano, 333
 Cooks No. 228 (1833)
 H. J. Badger, 366
 Jack Faber, 366
 P. L. Sanders, 367
 Harry Goodrich, 367
 Art Leischman, 367
 Culinary Alliance No. 31 (3629)
 Emma Eggers, 604
 Alma Phillips, 605
 Edrie E. Wright, 605
 Fran Kaczmarek, 605
 Geo. Osmer, 605
 Joe Hollenstein, 605
 Department & Specialty Store Empls. No. 1265 (639)
 Russel L. Mathiesen, 639
 Dining Car Cooks & Waiters No. 456 (300)
 T. W. Anderson, 300
 Electrical Wkrs. No. 1245 (1000)
 Ronald T. Weakley, 166
 L. L. Mitchell, 166
 Marvin C. Brooks, 167
 Marvin F. Wagner, 167
 Alfred M. Hansen, 167
 William S. Wadsworth, 167
 Electrical Wkrs. No. B-595 (1250)
 S. E. Rockwell, 416
 J. H. Kurt, 417
 Dan M. Ryan, 417
 Firefighters No. 55 (471)
 Ralph M. Anthony, Jr., 471
 Floor Layers No. 1861 (100)
 Harry C. Grady, 100
 General Warehousemen No. 853 (875)
 W. D. Nicholas, 291
 Thomas Fullerton, 292
 Leroy Gagnon, 292
 Glass Bottle Blowers No. 141 (500)
 Gratalee Reese, 166
 Elaine Alameida, 167
 Florence Graham, 167
 Hod Carriers No. 166 (250)
 Abel M. Silva, 250
 Lathers No. 88 (187)
 William Ward, 43
 Rex B. Pritchard, 44
 Laundry Wkrs. No. 2 (750)
 Eddie Maney, 250
 Walter East, 250
 Millie Castelluccio, 250
 Machinists No. 284 (984)
 Wm. Stadnisky, 328
 Arthur B. Briggs, 328
 Howard F. Blaisdell, 328
 Machinists No. 1566 (335)
 John Kittrell, 168
 Clifford Preston, 167

Milk Drivers & Dairy Empls. No. 302 (600)
 Raymond Cirmeli, 100
 George A. Hunt, 100
 Peter Josephs, 100
 Harry Powell, 100
 Manuel Martinez, 100
 Alfred Silva, 100
 Moving Picture Opers. No. 169 (85)
 Irving S. Cohn, 85
 Newspaper & Periodical Drivers No. 96 (211)
 Lee Agee, 211
 Office Empls. No. 29 (1387)
 Harold Stearn, 1387
 Painters No. 127 (811)
 Hugh Rutledge, 270
 Larry Kessell, 270
 Al King, 271
 Painters, District Council No. 16 (2)
 Floyd Peaslee, 1
 Paint Makers No. 1101 (601)
 Jack Kopke, 201
 Peter J. Ceremello, 200
 Stacey Jefford, 200
 Plasterers No. 112 (100)
 Martin Heneghan, 50
 Joseph P. Egan, 50
 Printing Pressmen No. 125 (200)
 Fred Brooks, 200
 Printing Spec. & Paper Products No. 382 (1400)
 Marshall Thorpe, 700
 Susan D. Adams, 700
 Retail Food Clerks No. 870 (1200)
 Robert S. Ash, 300
 Harris C. Wilkin, 300
 Dwight Howland, 300
 John Gloden, 300
 Sheet Metal Wkrs. No. 216 (500)
 George W. Grosser, 250
 Robert E. Quinn, 250
 Shipyard & Marine Shop Laborers No. 886 (700)
 H. J. LaLonde, 350
 T. E. George, 350
 Sleeping Car Porters (250)
 C. L. Dellums, 250
 Steamfitters No. 342 (500)
 John Brogan, 84
 Don Brown, 84
 R. W. Carr, 83
 Rudy Selby, 83
 J. R. Tucker, 83
 James Wilson, 83
 Street Carmen No. 192 (1298)
 F. V. Stambaugh, 1298
 Teamsters No. 70 (6959)
 F. A. DeMartini, 1160
 Cy Stulting, 1160
 Wm. Cabral, 1160
 James A. Murphy, 1160
 Louis J. Vercessi, 1160
 Wm. Rodgers, 1159
 Teamsters Automotive Empls. No. 78 (300)
 William F. York, 300
 Theatrical Employees No. B-82 (100)
 Joe Connelly, 100
 Theatrical Janitors No. 121 (64)
 Frank Figone, 64
 Theatrical Stage Empls. No. 107 (41)
 John F. Craig, 41
 Typographical No. 36 (502)
 Richard H. Harris, 251
 C. Roy Heinrichs, 251
 Typographical Unions, Calif. Conference (2)
 Richard Harris, 1

OLIVE VIEW

City, County & State Empls. No. 347 (183)
 Sidney Moore, 91
 Alfred S. Chariton, 92

ONTARIO

Machinists No. 120 (6)
 Harold J. Hindle, 6

OROVILLE

Bartenders & Culinary Wkrs.
No. 654 (334)
Edward A. Doyle, 167
Roberta B. Doyle, 167
Central Labor Council (2)
E. A. Doyle, 1
Roberta Doyle, 1

PALM SPRINGS

Carpenters No. 1046 (277)
T. A. Morris, 277
Painters No. 1627 (35)
E. G. Schmidt, 35

PALO ALTO

Barbers No. 914 (100)
Frank E. Ermey, 33
Rafael Canete, 33
Al Cross, 34
Carpenters No. 668 (972)
E. B. Schultz, 972
Painters No. 388 (289)
Roger M. Brennan, 289

PASADENA

Carpenters No. 769 (1281)
Floyd S. Alvord, 640
Arthur Drum, 641
Central Labor Council (2)
Arthur K. Hutchings, 1
Anne K. Sweet, 1
Fire Fighters No. 809 (111)
L. B. Brandin, 37
G. R. Roper, 37
John W. Beardsley, 37
Hod Carriers No. 439 (400)
Otto L. Emerson, 400
Hotel-Restaurant Empls. & Bartenders No. 531 (1396)
Edith Glenn, 696
Hilton Porter, 697
Lathers No. 81 (350)
Robert J. McNutt, 175
Lee A. Yoyle, 175
Meat Cutters No. 439 (1284)
Lee Johnson, 256
Ray Hollingsworth, 257
Louis Willits, 257
Russell Robinson, 257
Andrew Burnett, 257
Oper. Potters No. 222
(Chinaware Wkrs.) (100)
William Withroe, 100
Painters No. 92 (563)
Dave Esterman, 282
Fred Lampe, 281
Plasterers & Cement Masons
No. 194 (391)
T. Elmo Banbury, 66
Vern Burt, 65
Doyte F. Griffith, 65
F. W. Markman, 65
Leonard J. Ransom, 65
Hugh L. Sosbee, 65
School Dist. Empls. No. 606
(131)
Arthur K. Hutchings, 131

PETALUMA

Bartenders & Culinary Wkrs.
No. 271 (271)
Earl P. Byars, 135
Theo. H. Graser, 136
Beauticians No. 419-A (50)
Lily Bone, 50
Central Labor Council (2)
Lily Bone, 1
Glen Clark, 1

PITTSBURG

Bartenders & Culinary Wkrs.
No. 822 (589)
George Stephenson, 294
Loretta Skidmore, 295
Plasterers & Cement Masons
No. 826 (50)
W. E. Robbie, 50

POMONA

Barbers No. 702 (56)
Premo M. Valle, 56
Central Labor Council (2)
H. C. Evetts, 1

Chemical Wkrs. No. 58 (161)
Paul W. Simpson, 161
Hod Carriers & Laborers
No. 806 (908)
Pedro H. Garcia, 454
Lloyd B. McIntosh, 454
Painters & Decorators No. 979
(817)
Sam K. Williams, 408
Robert Quiroz, 409
Retail Clerks No. 1428 (500)
John M. Sperry, 125
Maurice Cofer, 125
William Murrell, 125
Samuel S. Franklin, 125

REDDING

Culinary Wkrs., Bartenders &
Hotel Service Empls. No.
470 (500)
Otto Quickstrom, 500
Five Counties Central Labor
Union (2)
H. L. Weingartner, 1
Robert Giesick, 1
Lumber & Sawmill Wkrs. No.
2608 (1380)
Marvin I. Adair, 690
Hugh Allen, 690
Retail Clerks No. 1364 (425)
H. L. Weingartner, 425

REDONDO BEACH

Brick & Clay Wkrs. No. 923
(67)
Frances Curtis, 33
Lois Bowen, 34
Carpenters No. 1478 (845)
Emmert R. Allen, 140
Abraham T. Avoian, 141
Dale H. Keys, 141
Thomas R. Means, 141
William C. Steele, 141
Jon Swall, 141

RESEDA

Carpenters No. 844 (1416)
W. T. Hopkins, 472
P. J. Starr, 472
Howard E. Fields, 472

RICHMOND

Bartenders & Culinary Wkrs.
No. 595 (1666)
Bernice A. Cooper, 333
D. E. Robinette, 333
Mary R. Sullivan, 333
Charles F. Cooper, 333
Clarence P. Moitoza, 334
Boilermakers No. 513 (350)
Ernest M. King, 116
James Gregory, 117
T. S. Sittingdown, 117
Electrical Wkrs. No. 302 (711)
Arthur G. Mainini, 237
Carl J. MacWilliams, 237
Thomas J. Ryan, 237
M.P. Projectionists No. 560
(50)
Hugh Caudel, 50
Painters No. 560 (456)
Floyd W. Peaslee, 456
Retail Clerks No. 1179 (2048)
Esther Luther, 2048

RIVERSIDE

Bldg. & Const. Trades Council
(2)
Ray M. Wilson, 1
Robert F. Willsey, 1
Cement, Lime & Gypsum
Wkrs. No. 48 (386)
George H. Hassett, 386
Cement, Lime & Gypsum
Wkrs., Dist. Council No. 3
(2)
Joseph M. Vierra, 1
Wm. P. George, 1
Central Labor Council (2)
Burnell W. Phillips, 1
H. R. Cotner, 1
Electrical Workers No. 440 (150)
Robert F. Willsey, 150

Hod Carriers & Com. Laborers
No. 1184 (942)
James L. Smith, 157
R. L. Robinson, 157
Roscoe Grosvenor, 157
Dewey Franklin, 157
Olen Wheat, 157
Carl McNealy, 157
Painters Dist. Council No. 48 (2)
Sam K. Williams, 1
James H. Blackburn, 1
Retail Clerks No. 1167 (1000)
Ted Phillips, 500
Ray Butler, 500

ROSEVILLE

Central Labor Council of
Placer, Nevada and El Do-
rado Counties (2)
Ralph Reynolds, 1

SACRAMENTO

Allied Printing Trades
Council (2)
Joseph J. Selenski, 1
Bakers & Confectionery Wkrs.
No. 85 (656)
Henry Bartosh, 656
Barbers No. 112 (182)
C. E. Ryn-aron, 182
Bartenders No. 600 (600)
Walter G. Victor, 600
Bookbinders No. 35 (156)
Joseph J. Selenski, 156
Building & Construction Trades
Council (2)
James T. Harvey, 1
Building Service Employees
No. 411 (77)
Loring S. Wheeler, 77
Butchers No. 498 (1580)
Roy Mack, 1580
Calif. State Empls. Council
No. 56 (2)
Charles Austin, 1
Ralph Slattery, 1
Cannery Wkrs. &
Warehousemen No. 857
(4235)
Mike Elorduy, 2142
Harry Finks, 2143
Carpenters No. 586 (2091)
Milford B. Eryant, 697
Jerome B. Furniss, 697
John H. Hart, 697
Carpenters, Dist. Council (2)
J. B. Russell, 1
Cement Masons No. 582 (312)
Ferdinand B. Wood, 312
Central Labor Council, 2
Harry Finks, 1
Chauffeurs, Teamsters & Help-
ers No. 150 (4268)
Ray A. Flint, 1067
Albert A. Marty, 1067
Louis D. Poggetto, 1067
Willis Thatcher, 1067
Construction & General
Laborers No. 185 (500)
Truman Thomas, 250
William R. Brickell, 250
Cooks No. 683 (612)
Ernest Hadley, 306
Barney Jackson, 306
Electrical Wkrs. No. 340 (250)
Albert C. Burlingame, 125
R. R. Abramson, 125
Walter W. Bielawski, 0
Iron Wkrs. No. 118 (200)
C. R. Burton, 200
Lathers No. 109 (67)
Carl B. Stauss, 67
Lumber & Sawmill Wkrs. No.
3170 (300)
Frank E. Santos, 300
Miscellaneous Employees No.
393 (785)
Ralph P. Gross, 785
M. P. Projectionists No. 252 (50)
A. M. Davis, 50
Painters No. 487 (375)
Ed Smith, 187
Geo. R. Buckman, 188
Plumbers & Steamfitters
No. 447 (300)
Patrick V. Harvey, 300

Retail Clerks No. 588 (916)
 James F. Alexander, 306
 Howard R. Bramson, 305
 Bert Hocking, 305
 Stage Employees No. 50 (25)
 Ross Hood, 25
 Teachers, Calif. State Fed. (2)
 Donald K. Henry, 1
 J. Paul McGinnis, 1
 Theatre Employees No. B-66
 (91)
 Evelyn E. Stickels, 91
 Typographical No. 46 (250)
 C. C. Haug, 250
 Waiters & Waitresses No. 561
 (863)
 Lilas Jones, 432
 Mabel Gabriel, 431

SALINAS

Central Labor Council (2)
 Alfred J. Clark, 1
 Gen. Teamsters & Warehouse-
 men No. 890 (1000)
 William G. Kenyon, 500
 Glen E. Wilkerson, 500
 Hotel, Restaurant Empls. &
 Bartenders No. 355 (303)
 Alfred J. Clark, 151
 Virgil C. Knight, 152

SAN BERNARDINO

Carpenters No. 944 (1498)
 Walter K. Chaney, 249
 William Dowse, 249
 William Heibel, 250
 Howard Morrison, 250
 Elmer Pester, 250
 Vern Rippetoe, 250
 Carpenters, Dist. Council (2)
 A. C. Brooks, 1
 J. H. Sotherlin, 1
 Central Labor Council (2)
 Earl Wilson, 1
 Charles H. New, 1
 Culinary Wks. & Bartenders
 No. 535 (1190)
 Fred A. Wagner, 238
 Louis J. Rees, 238
 Arzula Rees, 238
 Vada Ferrigo, 238
 William Kelly, 238
 Electrical Wks. No. 477 (266)
 John M. Carney, 266
 General Truck Drivers No.
 467 (625)
 Stewart B. Mason, 209
 O. B. Robbins, 208
 C. F. Stein, 208
 Hod Carriers & Laborers
 No. 783 (1165)
 Augustine Acuna, 194
 Walter Neff, 194
 J. A. Huffstutler, 194
 George J. Givens, 194
 Manuel Guzman, 194
 Benny Flores, 195
 Lathers No. 252 (205)
 Ivan Lee Buck, 205
 M. P. Projectionists No. 577 (54)
 Robert G. W. Bennett, 27
 Car. R. Douglas, 27
 Office Employees No. 83 (50)
 Helen J. Jones, 25
 Burnell W. Phillips, 25
 Plumbers & Steamfitters
 No. 364 (400)
 Richard Glanze, Sr., 80
 A. K. Niver, 80
 Arthur W. Stich, 80
 Frank White, 80
 Art Duxbury, 80
 Sales Drivers & Dairy Empls.
 No. 166 (200)
 John Newman, 100
 Charles W. Wright, 100
 Theatrical Stage Employees
 No. 614 (50)
 N. Earl Wilson, 25
 Irvan W. Stumph, 25

SAN BRUNO

Air Transport Employees No.
 1781 (52)
 Frank Cavalier, 26
 Salvatore Menta, 26

SAN DIEGO

Bakers No. 315 (500)
 Vernon E. Allen, 167
 Roy Olson, 167
 Laura N. Allen, 166
 Barbers No. 256 (216)
 Frank E. Butler, 216
 Bridgemen No. 229 (175)
 Robert Precht, 175
 Bldg. & Const. Trades Council
 (2)
 W. J. DeBrunner, 1
 Building Materials & Dump
 Truck Drivers No. 36 (1000)
 Dennis J. Boyle, 333
 John S. Lyons, 333
 Robert F. Aust, 334
 Bldg. Service Empls. No. 102
 (400)
 George C. Allen, 400
 Butchers No. 229 (1845)
 Thomas H. Pritchett, 615
 Joe Cobern, 615
 Louis Ecker, 615
 Cannery Workers & Fishermen
 (2166)
 Lester Balingier, 1083
 Jack Tarantino, 1083
 Carpenters No. 1296 (1473)
 J. W. (Bill) Parker, 245
 Arthur H. Shipway, 245
 Tom Palmer, 245
 Harold Sullivan, 246
 Guy F. Duncan, 246
 L. E. Palmer, 246
 Carpenters No. 1571 (941)
 George E. Farmer, 941
 Carpenters, Dist. Council (2)
 Armon L. Henderson, 1
 Carpet, Lino. & Resilient Tile
 Wks. No. 1711 (181)
 Robert H. Rees, 66
 Walter J. DeBrunner, 65
 Central Labor Council (2)
 C. O. Taylor, 1
 John W. Quimby, 1
 County & Municipal Empls.
 No. 127 (710)
 Otto W. Hahn, 710
 Culinary Alliance & Hotel Serv-
 ice Empls. No. 402 (2513)
 Orville Comstock, 418
 Edward Clouette, 419
 Carmen Davis, 419
 Lucy Galaski, 419
 Joe LaMandri, 419
 John Dudley Wright, 419
 Electrical Wks. No. 465 (550)
 Vernon W. Hughes, 137
 Lawrence E. Townsend, 137
 W. A. Hayward, 138
 R. D. Parsons, 138
 Electrical Wks. No. 569 (1175)
 M. J. Collins, 588
 K. E. Garnett, 587
 W. F. Moore, 0
 Fire Fighters No. 145 (308)
 R. W. Shukraft, 102
 A. A. Osborne, 103
 B. I. Rogers, 103
 Hod Carriers No. 89 (1700)
 John P. Felix, 283
 R. R. Richardson, 283
 Wallace Armstrong, 283
 Rudolph Moreno, 283
 Jesse J. Baker, 284
 Solomon A. Johnson, 284
 Laundry & Dry Cleaning
 Wks. No. 259 (69)
 Robert S. Mathers, 69
 Millmen No. 2020 (594)
 C. O. Taylor, 198
 Donald K. Overhiser, 198
 Henry G. Wilder, 198
 M. P. Projectionists No. 297 (82)
 Edward H. Dowell, 82
 Painters No. 333 (725)
 H. C. Baker, 242
 J. A. Lee, 242
 Edwin Larsen, 241
 Plasterers & Cement Masons
 No. 346 (741)
 Paul Robertson, 741
 Roofers No. 45 (130)
 Harry B. Feldman, 43
 Frank Sharpe, 43
 Marilyn Paulson, 44

Stationary (Oper) Engineers
 No. 526 (200)
 Oliver H. Williamson, 100
 William S. Huston, 100
 Street, Elec. Rwy. & M.C.O. No.
 1309 (505)
 C. T. Bennett, 252
 Benj. F. Lyons, 253
 Teamsters, Chauffeurs & Ware-
 housemen No. 542 (500)
 John P. Poteet, 250
 John Quimby, 250
 Waiters & Bartenders No. 500
 (995)
 Charles J. Hardy, 248
 Edward J. Sullivan, 249
 Peter N. George, 249
 Wm. J. Mulligan, 249

SAN FRANCISCO

Allied Printing Trades
 Conference, California (2)
 Joseph Baird, 1
 Amer. Fed. of Variety Artists
 (50)
 Joe Evans, 25
 Senator Murphy, 25
 Apartment & Hotel Empls. No.
 14 (500)
 Russell R. Dreyer, 250
 John J. Rowan, 250
 Asbestos Wks. No. 16 (225)
 E. L. Morse, 112
 J. W. Kelly, 113
 Automotive Machinists No. 1305
 (3556)
 F. L. Martin, 592
 Chas. E. Schweiger, 592
 John Andersen, 593
 C. L. Hoppe, 593
 Fritz Mey, 593
 C. Francis, 593
 Automotive Warehousemen No.
 241 (250)
 Fred Larkins, 250
 Bakery Wagon Drs. & Salesmen
 No. 484 (1128)
 W. J. Phillips, 282
 C. J. Walsh, 282
 D. J. Walker, 282
 Joseph Davis, 282
 Barbers No. 148 (900)
 M. C. Isaksen, 225
 Noel J. Clement, 225
 Henry A. Dufils, 225
 Francis Carney, 225
 Bartenders No. 41 (2827)
 Royal Kenny, 471
 Arthur F. Dougherty, 471
 Peter B. Engl, 471
 Harold Pinto, 471
 Arthur R. Neergaard, 471
 William G. Walsh, 472
 Bay Cities Metal Trades
 Council (2)
 A. T. Wynn, 1
 Joe Roberts, 1
 Bookbinders No. 31-125 (450)
 Paul Folden, 225
 Christine Mitchell, 225
 Bottlers No. 896 (1500)
 Edward R. Costello, 750
 Anton J. Ziegler, 750
 Brewers, Malsters & Yeast
 Wks. No. 893 (700)
 Fred E. Tarango, Sr., 233
 Walter J. Gillies, 234
 Joseph E. Schiebe, 233
 Building & Construction Trades
 Council (2)
 John L. Hogg, 1
 Daniel F. Del Carlo, 1
 Building & Construction Trades
 Council, Calif. State (2)
 Bryan P. Deavers, 1
 James F. Ward, 1
 Bldg. Material & Construction
 Teamsters No. 216 (433)
 Irving W. Bell, 86
 Alfred Carlson, 86
 Frank W. Lambertsen, 87
 Henry P. Schwab, 87
 James F. Ward, 87
 Building Service Employees
 No. 87 (1200)
 George Hardy, 1200

- Butchers No. 115 (3000)
George Mesure, 1000
Richard Brugge, Sr., 1000
Thomas Anderson, 1000
Carpenters No. 2164 (713)
Maurice P. Sammon, 357
A. C. Whittaker, 356
Carpenters, Bay Counties Dist.
Council (2)
C. A. Clancy, 1
C. R. Bartolini, 1
Carpenters, Calif. State Council
(2)
J. F. Cambiano, 1
E. T. Aronson, 1
Central Labor Council (2)
Frank Gorrebeeck, 1
Edward H. Ponn, 1
Chauffeurs No. 265 (2171)
Ernie Lotti, 361
J. F. Pagano, 362
W. S. Allen, 362
N. J. Del Cioppo, 362
J. C. McBride, 362
A. Cancilla, 362
City & County Empls. No. 747
(200)
Calvert C. Potter, 200
Cleaning & Dye House Wkrs.
No. 7 (500)
Henry M. Romiguere, 500
Cloakmakers No. 8 (300)
Jack Taub, 300
Commercial Telegraphers No. 34
(500)
James W. Cross, 500
Commission Market Drs.
No. 280 (300)
Vern H. Cannon, 300
Const. & Gen. Laborers
No. 261 (1000)
Hugh Jamieson, 166
George Ellis, 166
Terry O'Sullivan, 167
Larry Singleton, 167
Jack Murphy, 167
Mike Hallinan, 167
Cooks No. 44 (3003)
Wm. Kilpatrick, 500
Jos. Belardi, 500
C. T. McDonough, 500
James Bracisco, 501
Jewel Short, 501
Gust Smirnis, 501
Culinary Wkrs., Bartenders &
H.W., Local Joint Exec.
Board (2)
Anthony Anselmo, 1
Dental Technicians of Nor. Calif.
No. 99 (75)
Lew C. G. Blix, 75
Electrical Wkrs. No. 6 (1000)
Charles J. Foehn, 200
Gerald L. Pickle, 200
Louis Bruni, 200
John Bruni, 200
Allan Pultz, 200
Elevator Constructors No. 8
(150)
Frank J. Murphy, 150
Elevator Operators & Starters
No. 117 (300)
Philip J. Deredi, 300
Fire Fighters No. 798, David
Scannel Club, Inc. (1720)
Robert Callahan, 344
Thomas Cody, 344
Harvey Follett, 344
Bernard Lenhart, 344
Thomas O'Sullivan, 344
Garment Cutters No. 45 (72)
Andy Ahern, 72
General Warehousemen No. 860
(2231)
Ralph Simonini, 743
Raymond Johnson, 744
Fabian Ortiz, 744
Government Empls. (Internal
Revenue) No. 634 (166)
Daniel Neumann, 166
Government Employees No. 922
"Western Region Public
Housing" (77)
Paul M. Sapp, 77
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N. Calif. Council (2)
Daniel A. Neumann, 1
- Hospital & Institutional Wkrs.
No. 250 (550)
Jimmy Murphy, 183
Agnes Granger, 183
John K. Robinson, 184
Hotel Service Wkrs. No. 283
(2631)
Bertha Metro, 526
Glenn Chaplin, 526
Lauretta Mitchell, 526
Lillian McKnight, 526
George Engelhardt, 527
Inlandboatmens' Union of the
Pacific (300)
Raoul A. Vincilione, 300
Iron Wkrs. No. 377 (200)
Roy McCrary, 100
James Jensen, 100
Iron Workers District Council
(2)
E. M. Wood, 1
Laborers, No. Calif. Dist.
Council (2)
Chas. Robinson, 1
J. R. Johnson, Jr., 1
Ladies' Garment Cutters No.
213 (85)
Ralph King, 85
Laundry Wagon Drivers No. 256
(500)
John F. Regan, 500
Laundry Workers No. 26 (2600)
Tillie Clifford, 433
Charles Keegan, 433
Joseph Gregory, 433
Joan Albers, 433
Ralph Schmidt, 434
Lawrence Palacios, 434
Lumber & Sawmill Wkrs., Calif.
State Council (2)
Stanley Jordan, 1
Lumber & Sawmill Wkrs., Cen-
tral Calif. Dist. Council (2)
J. F. Reeves, 1
Macaroni Wkrs. No. 493 (175)
Filippo Lopi, 175
Machinists No. 1327 (1392)
Ernest H. Vernon, 1392
Mailers No. 18 (200)
Horace Stafford, 200
Marine Cooks & Stewards
(500)
Ed Turner, 1250
Don Rotan, 1250
Pete Bianchi, 1250
Joe Goren, 1250
George Elner, 0
Roger Broschetti, 0
Marine Engineers (50)
John W. Regan, 25
Mel Modesti, 25
Master Furniture Guild No. 1285
(400)
Ernest J. Grewe, 400
Masters, Mates & Pilots No. 90
(1200)
Joseph F. Elb, 1200
Milk Wagon Drivers No. 226
(1340)
Charles R. Brown, 224
Edward J. Dennis, 224
Wm. Keane, 223
Frank J. McGovern, 223
George Watson, 223
Fred J. Wettstein, 223
Miscellaneous Employees No.
110 (2768)
A. T. Gabriel, 553
Helen Wheeler, 553
Frank Collins, 554
Ruby Brown, 554
Ann Harris, 554
Molders & Foundry Wkrs.
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M. P. Machine Operators No.
162 (175)
Rexford Elder, 88
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Musicians No. 6 (1000)
Charles H. Kennedy, 334
Albert "Al" Morris, 333
A. Ray Engel, 333
National Postal Transport Assn.
S. F. Bay Cities Branch (216)
Frank K. Benson, 216
- Newspaper & Periodical Drivers
No. 921 (609)
Jack Goldberger, 609
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Anna Marie Grace, 83
Zoe Garoni, 83
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Operating Engineers No. 3
(3750)
Pat Clancy, 625
C. F. Mathews, 625
Russell F. Swanson, 625
Harry Metz, 625
Victor S. Swanson, 625
Paul Edgecomb, 625
Operating Engineers No. 39
(1500)
C. C. Fitch, 250
James T. Rivers, 250
Matt Tracy, 250
Frank Lawrence, 250
Edward Parks, 250
Robert Moran, 250
Operating Engineers, Calif.
State Branch (75)
N. J. Carman, 38
P. A. Judd, 37
Pacific Coast Marine Firemen,
Oilers, Watertenders &
Wipers (2500)
S. E. Bennett, 1250
Joe DoBosics, 1250
Paint & Brush Makers No. 1071
(400)
Kenneth E. Reeves, 200
John R. Shoop, 200
Painters No. 19 (900)
Don Fitzpatrick, 225
Wm. D. Sutherland, 225
Harry Bigarani, 225
Thomas Begley, 225
Painters No. 1158 (1090)
L. Don Fuller, 363
Walter Kristofferson, 363
Edgar Hammer, 364
Pharmacists No. 838 (400)
Homer L. Asselin, 200
Joseph H. Kane, 200
Photo Engravers No. 8 (300)
Andrew J. Gallagher, 300
Pile Drivers No. 34 (500)
O. J. Lindell, 100
Dave Williams, 100
Charles Cannon, 100
J. T. Wagner, 100
J. D. Osborn, 100
Pipe Trades Council, Calif. (2)
Lawrence E. Evans, 1
Plumbers & Pipefitters No. 38
(2291)
Pat Cunningham, 365
Harry Kordoules, 365
Thomas D. Payne, 365
Leo Clemence Pfaff, 365
Henry Shoemaker, 365
Frederick Weiler, 366
Post Office Clerks No. 2 (1000)
Matthew V. Barulich, 500
Max B. Torres, 500
Emmet C. Andrews, 0
Professional Embalmers No.
90-49 (110)
Wm. J. Williams, 110
Public Empls. Conference (2)
E. A. Mitchell, 1
John Gardner, 1
Repeatermen & Toll Testboard-
men No. 1011 (77)
W. S. Sperl, 39
A. S. Kanagy, 38
Retail Cigar & Liquor Clerks
No. 1089 (275)
George W. Johns, 137
John J. Hill, 138
Retail Clerks, Calif. State
Council (2)
Larry Vail, 1
Retail Delivery Drivers
No. 278 (704)
Wm. Andrews, 117
Wm. Smith, 117
Mervyn Donovan, 117
George Maloney, 117
C. D. Haas, 118
Thomas Rodney, 118

Retail Dept. Store Empls.
No. 1100 (1650)
Ray Vetterlein, 825
Pearl Gilmore, 825

Retail Fruit & Vegetable Clerks
No. 1017 (300)
Allen Brodke, 150
Henry Savin, 150

Retail Grocery Clerks No. 648
(1900)
C. H. Jinkerson, 316
Robert Hunter, 316
Eric C. Lyons, 317
Jos. Maurice Hartshorn, 317
Elsie MacDougall, 317
Warren Geo. Desepte, 317

Retail Shoe & Textile Salesmen
No. 140 (400)
William Silverstein, 200
William Anthony, 200

Sailors Union of the Pacific
(5333)
Harry Lundeborg, 888
Ed Wilson, 889
Jimmy Dimitratos, 889
Arthur Benjamin, 889
R. G. Anderson, 889
Paul Scharrenberg, 889

Scrap Iron, Metal, Salv. & Waste
Material Wkrs. No. 965 (200)
Jack Streit, 100
Louis Lalor, 100

Seafarers, Guards &
Watchmen's Union (100)
John Hawk, 50
Jack Casper, 50

Sheet Metal Workers, Tri-State
Council of California,
Arizona & Nevada (2)
Wilbur L. Fillippini, 1

Specialty Unions, Western Con-
ference (2)
John Donovan, 1

Street, Elect. Rwy. & M.C.
Empls. No. 1380 (250)
Henry B. Mann, 250

Teachers No. 61 (561)
Patricia Plummer, 281
Joseph Fulford, 280

Teamsters No. 85 (5000)
Harold Lopez, 833
Joseph Diviny, 833
Edward Garcia, 833
Edward Carney, 833
William Keane, 834
Dan Flanigan, 834

Teamsters, Joint Executive
Council No. 7 (2)
Joseph J. Diviny, 1

Theatrical Employees No. B-18
(450)
Nell Joyce, 450

Theatrical Federation, Calif.
State (2)
Pat Somerset, 1
William P. Sutherland, 1

Theatrical Janitors No. 9 (100)
Ellis Cheney, 100

Theatrical Stage Empls. No. 16
(95)
Frank O'Leary, 95

Theatrical Wardrobe Attendants
No. 784 (50)
William P. Sutherland, 50

Typographical Union No. 21
(1000)
Joseph D. Baird, 167
George H. Finigan, 167
Christopher C. Rozales, 167
Ralph O. Johns, 167
George C. Coldwell, 166
Russell A. Powell, 166

Union Label Section (2)
James C. Symes, 1
E. H. Ponn, 1

United Garment Wkrs. No. 131
(500)
Emma M. Brunsch, 125
Russell Grant, 125
Hazel O'Howell, 125
Marguerite E. Rule, 125

Waiters & Dairy Lunchmen No.
30 (3617)
Joe Wilder, 602
J. G. Manus, 603
Sanford Williams, 603
Peter Lallas, 603
Sangie Escove, 603
Joseph Curran, 603

Waitresses No. 48 (4654)
Frankie Behan, 775
Elizabeth Kelley, 775
Hazel M. O'Brien, 776
Odella Snyder, 776
Jackie Walsh, 776
Margaret Werth, 776

Warehousemen No. 12 (500)
Peter DeMartini, 250
Barney Logan, 250

Watchmakers No. 101 (200)
George F. Allen, 200

Web Pressmen No. 4 (200)
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George H. Ertola, 67
Robert M. Kelly, 67

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Barbers No. 252 (170)
Anthony Agrillo, 85
Sam Borruso, 85

Barbers & Beauticians, Calif.
State Assn. (2)
Premo Valle, 1
Frank LeCain, 1

Bartenders No. 577 (461)
Herschell Morgan, 461

Bldg. & Constr. Trades
Council (2)
Otto E. Sargent, 1

Building Service Empls. No. 77
(122)
Julian Gutierrez, 122

Cannery Wkrs., Warehousemen
F.P. Drivers, etc. No. 679
(6262)
Edward Felley, 1565
Don Sanfilippo, 1565
Joseph Lamarra, 1566
Jack Oakes, 1566

Carpenters, Dist. Council (2)
Joseph C. Kiefer, 1
Carpenters No. 316 (2050)
Samuel E. Welch, 1025
Clarence Braeger, 1025

Cement Laborers No. 270 (2469)
George B. Miller, 411
Herbert L. Gilmore, 411
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Central Labor Council (2)
Geo. W. Jenott, Sr., 1

Electrical Wkrs. No. 332 (175)
H. T. Gunderson, 87
R. L. Crawford, 87

Fire Fighters No. 873 (89)
Ralph Bernardo, 44
Carl G. Haas, 45

Freight, Const. Gen. Drivers &
Helpers No. 287 (1200)
Fred Hofmann, 600
A.C. Spottswood, 600

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Chas. R. Downey, 1

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James T. Hartigan, 63
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Retail Clerks No. 428 (600)
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Victor J. Lazzaro, 300

Sales Delivery Drivers & Ware-
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Street Carmen No. 265 (50)
Ralph T. McDonald, 50

SAN LUIS OBISPO

Construction & Gen. Laborers
No. 1464 (100)
Nick Tiessen, 100

SAN MATEO

Bartenders & Culinary Wkrs.
No. 340 (2050)
Thomas A. Small, 1025
Eugene J. Barry, 1025

Bldg. & Const. Trades Council
(2)
Henry P. Schwab, 1
John J. Minehan, 1

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Edwin F. Michelsen, 595

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Central Labor Council (2)
Thomas A. Small, 1
Ruth M. Bradley, 1

Const. & Gen. Laborers No.
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W. H. Diederichsen, 100

Laundry Wkrs. No. 143 (150)
Ruth M. Bradley, 150

Machinists No. 1414 (102)
Ralph R. Trosper, 51
Charles W. Huston, 51

Painters & Decorators No. 913
(200)
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Charles Seafuse, 100

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Gustav W. Miller, 155
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Culinary & Hotel Service Wkrs.
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Bernice Hoagland, 1

Lathers No. 366 (81)
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Lumber & Sawmill Wkrs.
No. 1407 (500)
Homer Sullivan, 125
Robert F. Carter, 125
Mack W. Pippin, 125
Lenia Brewer, 125
Robert Shannon, 0
Hjalmer Berg, 0

Masters, Mates & Pilots No. 18
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J. H. McConnaghie, 32
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Painters & Decorators No. 949

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 C. G. Austin, 1
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 (1605)
 Anthony H. Silva, 535
 Glen H. Clark, 535
 Gilbert Reisgaard, 535
Lathers, Calif. State Council (2)
 S. P. Robinson, 1
Lathers, Golden Gate District
Council (2)
 David L. Randall, 1

SANTA ANA

Building & Construction Trades
Council of Orange County (2)
 Thomas W. Mathew, 1
 Stanley Graydon, 1
Carpenters, Dist. Council of
Orange County (2)
 H. J. Harkleroad, 1
Carpenters No. 1815 (2001)
 Clyde K. Bush, 500
 Ray Gartner, 500
 H. R. McGuire, 500
 A. L. Oliver, 501
Cement Masons No. 52 (42)
 Walter Knispel, 21
 John G. Lozano, 21
Central Labor Council (2)
 Ralph C. Conzelman, 1
 Wm. J. Fountain, 1
Electrical Wkrs. No. 441 (250)
 W. A. Ferguson, 125
 Jules Bergeron, 125
Lathers No. 440 (287)
 John Norman Heine, 95
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Painters No. 686 (1395)
 W. W. Sequist, 697
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Plumbers & Pipe Fitters No.
582 (300)
 Reginald Ferguson, 300
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Stage Employees No. 504 (50)
 Ralph F. Adams, 25
 A. V. Narath, 25

SANTA BARBARA

Bldg. & Const. Trades Council
 (2)
 Willard Tuttle, 1
 A. N. Gauthier, 1
Carpenters No. 1062 (568)
 A. N. Gauthier, 568
Central Labor Council (2)
 Warren Underwood, 1
 Al Whorley, 1

Chauffeurs-Teamsters No. 186

(375)
 Robert D. Ussery, 95
 Nick J. Connors, 94
 Elbert Whitney, 93
 Milton McElvaney, 93
Const. & Gen. Laborers No. 591
 (495)
 Paul Thorpe, 495
Culinary Alliance & Bartenders
No. 498 (1573)
 Zola Cronen, 786
 Al Whorley, 787
Meat Cutters No. 556 (400)
 Warren M. Underwood, 200
 Russell E. Jehnke, 200
Painters, Calif. State
Conference (2)
 W. R. Morris, 1
 William Dean, 1
Painters No. 715 (185)
 Wm. Dean, 185
Plasterers and Cement Masons
No. 341 (75)
 Willard Tuttle, 75
Retail Clerks No. 899 (400)
 Betty B. Johnsen, 400
Sheet Metal Wkrs. No. 273 (113)
 Bill Fillippini, 113
Stage & M.P. Machine
Operators No. 442 (50)
 John H. Gotchel, 50

SANTA CLARA

Glass Bottle Blowers No. 262
 (199)
 James J. Giocabelli, 100
 Lawrence Silvera, 99

SANTA CRUZ

Central Labor Council (2)
 Thomas H. Deane, 1
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SANTA MARIA

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Central Labor Council (2)
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SANTA MONICA

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 Walt Ragan, 1
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 George "Doc" Fowler, 872
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 Everett Matzen, 206
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Central Labor Council (2)
 Jack McCormick, 1
 Jack Laumann, 1
Electrical Wkrs. No. 551 (200)
 E. N. Frye, 200
General Truck Drivers No. 980
 (1409)
 Angelo Bettolucci, 1409

Printing Pressmen No. 354 (265)
 Jack McCormick, 25
Retail Clerks No. 1532 (300)
 George L. Deck, 300

SONOMA

State Employees No. 14-1 (100)
 Ralph J. Slattery, 100

STOCKTON

Bartenders No. 47 (402)
 Angelo Trucco, 402
Bldg. & Const. Trades Council
(2)
 Howard A. Gibson, 1
 Edward Doran, 1
Central Labor Council (2)
 Henry Hansen, 1
Chauffeurs & Teamsters No. 439
(2800)
 Edward Davis, 933
 Al May, 933
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Cannery Wkrs. of the Pacific
(3750)
 Thomas Ivey, 625
 Andrea U. Gomez, 625
 Arnulfo Miranda, 625
 Jack Pacheco, 625
 Joe Ortega, 625
 Mary Longoria, 625

TORRANCE

Boilermakers No. 718 (62)
 Chester E. Boston, 31
 Robert W. Pack, 31

UKIAH

Carpenters, No. Coast Counties
District Council (2)
 E. A. Brown, 1

VALLEJO

Bldg. & Const. Trades Council
(2)
 Lowell Nelson, 1
 William Leshe, 1
Carpenters No. 180 (833)
 Wm. Leshe, 416
 Wm. Lockwood, 417
Central Labor Council (2)
 William Lockwood, 1
 Loretta Coss, 1
Culinary Wkrs. & Bartenders
No. 560 (763)
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Hod Carriers & Laborers
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 Walter F. Conley, 299
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Plasterers & Cement Masons
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Plumbers No. 343 (80)
 Harvey E. Fullerton, 40
 Robert W. Graham, 40
Retail Clerks No. 373 (1000)
 Stanley Lathen, 1000
Teamsters & Chauffeurs
No. 490 (762)
 Frank C. Chesebro, 762

VAN NUYS

Barbers No. 837 (202)
 J. V. McElhone, 202

Carpenters No. 1913 (2407)

S. M. Cowan, 402
 C. V. Reyes, 401
 Geo. A. Papp, 401
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 G. S. Holloway, 401
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Painters, Decorators & Paper-

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VENTURA**Bldg. & Const. Trades Council**

(2)
 R. L. Patetzick, 1
 Ronald Benner, 1

Carpenters No. 2463 (522)

Sam Heil, 261
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Central Labor Council (2)

Al. Whorley, 1
 George F. Bronner, 1

Hod Carriers & Common

Laborers No. 585 (842)
 R. L. Patetzick, 141
 Henry White, 141
 Bennie Arellano, 140
 Juan L. Carmona, 140
 Fred Brown, 140
 James V. Flores, 140

VERNON**Glass Bottle Blowers No. 224**

(150)
 Sy Samelian, 50
 James Worrell, 50
 Alvin Hullinger, 50

VISALIA**Bldg. & Const. Trades Council**

(2)
 R. L. Evans, 1
 Carpenters No. 1484 (264)
 Edwin Spaith, 132
 Herbert Lembcke, 132
 General Teamsters No. 94 (143)
 J. W. Morrill, 71
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 Hod Carriers & Common
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 Stage Empls. & M. P. Oper.
 No. 605 (50)
 Albert M. Cox, 50

VISTA

Carpenters No. 2078 (650)
 Ernest Charlton, 650

WATSONVILLE**Brick & Clay Wkrs. No. 998**

(121)
 Richard M. Pinkney, 60
 R. W. McNary, 61
 Carpenters No. 771 (153)
 James T. Mann, 153
 Central Labor Council (2)
 James T. Mann, 1

Culinary Alliance No. 345 (389)

Macil Hansen, 389
 Gen. Teamsters, Packers F.P.
 & Warehousemen No. 912
 (1000)
 Con Hansen, 500
 John Moree, 500
 Theatrical Stage Employees
 No. 611 (48)
 James W. Wilson, 48

WEED**Lumber & Sawmill Wkrs. No.**

2907 (812)
 Alfred S. Linville, 406
 Noble H. Blankenship, 406

WHITTIER**Fire Fighters Assn. No. 1014**

(575)
 Wray N. Nansel, 95
 Cecil Hicks, Jr., 96
 Sidney W. Howard, 96
 Charles Weist, 96
 Milton R. Farrell, 96
 Bernard Dickey, 96

WILMINGTON**Amusement Guild (Seafarers)**

(50)
 Dave Weitzman, 50
 Chemical Wkrs. No. 40 (274)
 Earl C. Burkhart, 137
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